

Coaching Clinic 2015

Patriot Athletic League

*“Focus on **process** rather than the result,
the **effort** rather than the score, and
grade yourself against your potential
rather than the opponent”* (Frosty Westering)

- **Forrest "Frosty" Westering** (December 5, 1927 – April 12, 2013) He served as the head coach at [Parsons College](#) (1962–1963), [Albert Lea](#) (1966–1971), and [Pacific Lutheran University](#) (1972–2003). His career mark of 305–96–7 is a [National Association of Intercollegiate Athletics](#) (NAIA) record for most coaching wins, and he ranks ninth in wins among all college football coaches.
- Under Westering, Pacific Lutheran won four national titles (three [NAIA titles](#) and one [NCAA Division III title](#)).

Create a Development Zone

In a Development Zone, events have a different meaning than they do in the larger entertainment sports culture:

- An **unfavorable call** by an official becomes an **opportunity** for athletes to work on **resilience**.
- **A coach who keeps weaker athletes on the bench** is seen as **shortchanging his players**.
 - In the Development Zone, coaches find ways to get kids into games!
- **Setbacks and mistakes** provide a chance for kids to learn to struggle.
 - Many people think struggle is a bad thing. **Struggle is a *good* thing**, and there is no better place for kids to learn to struggle, adapt and overcome when things don't go well than sports.
- The **scoreboard is much too crude a measurement of success**.
 - It's not that the **scoreboard** is unimportant in the Development Zone – it is a key *ingredient* in the recipe for developing Better Athletes, Better People. But it **isn't everything or the only thing**.
 - **The Score determines the decisions we make on the field:** do I take the sure out or do I have to get the runner out at home.? Do I need to to take the extra base? Is a steal in order?
 - **The Score is not a measure of our worth!!**

Development Zone

Each Leader is a Single- Goal Leader™

- who understands that creating a **Development Zone culture is the most important leadership task.**

Each Coach is a Double-Goal Coach®®

- with the goal of winning and the second, more important goal of teaching life lessons. **Better Athletes, Better People**

Each Parent is a Second-Goal Parent®®

- who leaves the scoreboard to coaches and athletes while **focusing relentlessly on the life lessons a child takes away from sports.**

Each Athlete is a Triple-Impact Competitor®®

- committed to impacting sport on three levels by improving **oneself, teammates and the game** as a whole.

Job Description (“The Big Four”)

(1 of 5)

- 1. Model and teach your players to Honor the Game.**
 - Play Hard, Play Right, Have Fun
 - 2. Help players pursue mastery of their sport, not just scoreboard wins.**
 - 3. Fill your players’ Emotional Tanks.**
- 1. Have conversations with your players at every practice and game.**

Your adopting these philosophies and actions will contribute to a positive, character-building youth sports experience for all the children our organization serves!

Job Description (“The Big Four”)

(2 of 5)

1) Model and teach your players to Honor the Game.

- Teach ROOTS – respect for Rules, Opponents, Officials, Teammates, and one’s Self.
- Hold a parent meeting and distribute PCA’s Parent/Guardian Letter to help parents Honor the Game.
- Appoint a parent to be “Culture Keeper” for the team.
- Drill Honoring the Game in practice.
- **Seize teachable moments to talk with players about Honoring the Game.**

2. Help players pursue mastery of their sport, not just scoreboard wins.

- Teach players the ELM Tree of Mastery (**E**ffort, **L**earning, and bouncing back from **M**istakes).
- Use a “Team **Mistake Ritual**” (like “Flushing Mistakes”) to help players quickly rebound from mistakes.
- **Reward effort**, not just good outcomes. Recognize players even for “unsuccessful” effort.
- Encourage players to **set “Effort Goals”** tied to how hard they try.

Job Description (“The Big Four”)

(3 of 5)

3) Fill your players’ Emotional Tanks.

- Use **encouragement and positive reinforcement** as your primary method of motivating.
- Achieve the “**Magic Ratio**” of five positive reinforcements to each criticism or correction
- Use the “Buddy System” to teach players to fill each others’ Emotional Tanks.
- Learn to give “Kid-Friendly Criticism,” such as **criticizing in private, asking permission**, using the **Criticism Sandwich**, and **avoiding criticism in non-teachable moments.**

4) Have conversations with your players at every practice and game.

- Review Honoring the Game, the ELM Tree and the Emotional Tank throughout the season.
- Ask questions and encourage players to speak and contribute during team meetings.
- Use PCA’s *Talking Points* e-mail series and other tools to guide discussions with your players.

The Result = Triple Impact Competitor

A Triple-Impact Competitor works on three levels:

1) Self: Make oneself better by

- Developing a **Growth Mindset** through maintaining a **Teachable Spirit** by being hungry for feedback,
- Pursuing mastery by giving **maximum effort** at workouts, practices, and competitions,
- Improving one's "mental game" with tools like visualization, positive self-talk, and a **Mistake Ritual** to increase resiliency and more quickly bounce back from mistakes,
- **Setting goals**, tracking progress, and **making adjustments** when facing the inevitable setback,
- Being a "24-Hour Athlete" who avoids high-risk behaviors and manages diet, hydration, and sleep to optimize performance on and off the field.

2) Teammates: Become a leader who makes those teammates better by;

- **Filling Emotional Tanks** through encouragement and support,
- Seeking opportunities to **help team members improve**,
- **Developing empathy** to be able to put oneself in his or her teammates' shoes,
- Learning to give **constructive criticism** - at the **right time in the right way**,
- Being a team player who **prioritizes team success** and builds team chemistry,
- Learning to manage and resolve conflicts.

3) The Game:

- Guided by the ROOTS of Honoring the Game (respect for **R**ules, **O**pponents, **O**fficials, **T**eam- mates and **S**elf) to make the game better.
- They use their status and influence as an athlete to improve their school community including helping to prevent hazing and bullying.

COACHING BEST PRACTICES

- SET REASONABLE EXPECTATIONS
 - Are they having fun? Improving? Learning?
 - Set Age Specific Goals
- PRACTICE IS KEY
 - Run a fun, efficient practice
 - **Use Small Groups and Stations**
 - Let players determine practice length
 - Warm up
 - Have a Plan
 - **Adjust to limited field space, weather and fields available**

T-Ball Specific Goals

- **Learning the Basic Rules**

- Direction to Run when ball is hit and ensuring you touch the bases
- How to record an out (tag, force, a ball in the air),
- three outs in an inning
- Running past First Base, Scoring a Run

- **Throwing Mechanics**

- Turn body so front shoulder points to target
- Keep the elbow above the shoulder
- Step to target with non throwing leg.
- Right, left, throw (opposite for lefties)

- **Tracking**

- Follow the ball with the eyes into the glove
- Use two hands to catch and field
- Try to catch the ball in front of the body

- **Hitting**

- How to hold and swing the bat
- Batting safety
- Hitting off tee,
- hitting softly tossed pitches by season end

- **Learn Positional Play**

- If the ball is hit to your buddy, let him field it (no swarm)

Machine Pitch Specific Goals

- **Learning the Basic Rules**

- Force outs; tagging up
- Base-running – when you have to go when you don't.
- Not running past the teammate in front of you
- Start Learning Strike Zone

- **Throwing Mechanics**

- Introduce the four-seam grip
- Point the front shoulder, step and throw
- Introduce concept of generating momentum on the throw (Right, Left, Throw)
- Introduce following the throw

- **Catching and Fielding**

- Fielding thrown balls with the fingers up
- See the glove and the ball, use two hands
- Forehand and backhand catching
- Introduce the underhand flip,
- Right, Left, Field, Right left throw.

- **Hitting**

- Choosing the right bat
- Proper Grip
- Hitting pitched balls
- Introduce drill work (Tee, soft toss, front toss)

- **Learn Positional Play**

- Learn the positions and areas each player should cover
- Cover the nearest base when the ball is not hit to you
- Outfielders cover overthrows
- Basics of Cut-offs and relays

10U Specific Goals

- **Learning the Basic Rules**

- Force outs; tagging runners when not force
- Not obstructing runners while on defense
- Know Strike Zone

- **Base-running**

- Fly ball Tag / Line Drive Freeze w/ less than 2 outs; Secondary Leads
- How to slide properly
- Not interfering with fielders attempting to make a play
- Round bases, touch inside corner

- **Pitching and Throwing Mechanics**

- Use four-seam grip, introduce two-seam to players as appropriate
- Learn the wind-up
- Introduce concept of generating momentum on the throw (Right, Left, Throw) follow throw
- Introduce power step / curl hop

- **Catching and Fielding**

- Catching pop ups
- Receiving the ball / introduce footwork on bases for force outs
- How to tag a runner properly
- Forehand and backhand catching, short hops

- **Hitting**

- Repetitions on tee, front and soft toss, free hitting
- Proper balanced athletic stance, load / locate/ launch
- Learn bunting

- **Learn Positional Play**

- Learn the positions and areas each player should cover
- Cut-offs and relays
- Introduce 1st and 3rd defense
- Introduce Bunt Defense

12U Specific Goals

- **Learning the Basic Rules**
 - Infield Fly rule, Balks, dropped third strikes
- **Base-running**
 - Proper Leads, secondary leads
 - How to steal (keys, get off, look in, slide)
 - Extra base hits
- **Pitching and Throwing Mechanics**
 - wind-up vs stretch
 - Four and two seam grip
 - generating momentum on the throw (Right, Left, Throw) follow throw
 - Introduce power step / curl hop
- **Every day drill**
 - Fielding (front, forehand, backhand)
 - Throwing (overhand, clock positions)
- **Hitting**
 - Repetitions on tee, front and soft toss, free hitting
 - Proper balanced athletic stance, load / locate/ launch
 - Bunting to 1st and 3rd, introduce drag bunting
- **Catching and Fielding**
 - Covering bases on steals and force outs
 - Ground ball technique
 - Fly ball technique (stepping into the catch)
 - Relaying the ball (as the cut off man)
 - Underhand flip
 - Throwing from the clock positions
- **Learn Positional Play**
 - Cut-offs and relays
 - Bunt Defense
 - Underhand flip drill
 - Double-Plays
 - Defending the steal (including 1st and 3rd defense)
 - Infield and outfield communication procedures

Sample Practice Plans (T-Ball)

Practice Outline for the 4-to-6 Age Group

5 min. Run the bases

- Explain that first is the only base you can run past.
- Explain that you must touch the bases or be called out.
- Play follow the leader.

5 min. Stretch

- Stretch in a circle around the pitcher's mound. The routine should be quick and simple.
- Lay out the day's practice plan.

30 min. Practice in stations, 10 min. per station and then rotate

- Hitting off the tee and tossed balls
- Fielding and catching
- Throwing

15 min. Play a scrimmage or other instructional game

5 min. Run the bases and review

- Sprint around the bases. Incorporate races or chases.
- Let kids slide into home to finish.

Sample Practice Plans (10U / Machine Pitch)

Three-Day Sample Practice Guide

Practice Plan Day 1

- 5 min. Dynamic warm-up**
- Skipping, high-knee skipping, high-knee jogging, bounding, backward running, jogging
- 5 min. Baserunning**
- Big League Baserunning (controlled, follow the leader)
- 5 min. Stretching**
- Hamstrings, quads, groin, back, shoulders, triceps
- 10 min. Throwing**
- Power Position Drill with coaches (5 min.); with teammates after a few sessions
 - One-Knee Drill with coaches (5 min.); with teammates after a few sessions
 - As season progresses, you can replace these drills with playing catch and any of the fun throwing drills from groupings 1, 2, or 3. Pitchers can do drills from grouping 4.
- 30 min. Stations (3 groups, 10 min. each station)**
- Hitting (Tee Work, Soft Toss); as the season progresses, you can substitute any fun or regular hitting drill from groupings 1, 2, 3, or 4.
 - Infield and throwing (Rolled Ground Balls, Throwing After the Catch Drill); as the season progresses, you can substitute any fun or regular infield or throwing drills from groupings 1, 2, 3, or 4.
 - Outfield (Thrown Fly Balls; use sponge balls or soft baseballs until skills are developed); as the season progresses, you can substitute any fun or regular outfield drills from groupings 1 or 4.
- 10 min. Basic rules session or any fun drill from groupings 1, 2, or 3**
- 5 min. Baserunning**
- Big League Baserunning or any fun baserunning drills from grouping 1 (run hard)

Three-Day Sample Practice Guide

Practice Plan Day 2

- 5 min. Dynamic warm-up (same as day 1)**
- Skipping, high-knee skipping, high-knee jogging, bounding, backward running
- 5 min. Baserunning (same as day 1)**
- Big League Baserunning (controlled, follow the leader)
- 5 min. Stretching (same as day 1)**
- Hamstrings, quads, groin, back, shoulders, triceps
- 15 min. Throwing and catching**
- Power Position Drill with coaches (5 min.); with teammates after a few sessions
 - One-Knee Drill with coaches (5 min.); with teammates after a few sessions
 - Catch coach's throws with two hands in front (5 min.); use bigger balls, Lite Flite balls, or soft baseballs.
 - As season progresses, you can replace these drills with playing catch and any of the fun throwing drills from groupings 1, 2, or 3. Pitchers can do drills from grouping 4.
- 30 min. Stations (3 groups, 10 min. each station)**
- Hitting (Short Toss From the Front); as the season progresses, you can substitute any fun or regular hitting drill from groupings 1, 2, 3, or 4.
 - Infield and throwing (review fielding ground balls and throwing after the catch; include backhand drills); as the season progresses, you can substitute any fun or regular infield or throwing drills from groupings 1, 2, 3, or 4.
 - Outfield (Thrown Fly Balls, Thrown or Machine Ground Balls); as the season progresses, you can substitute fun or regular outfield drills from groupings 1 or 4.
- 15 min. Controlled game, game situations, or rules session**

Three-Day Sample Practice Guide *(continued)*

Practice Plan Day 3

- 5 min. Dynamic warm-up (same as day 1)**
- Skipping, high-knee skipping, high-knee jogging, bounding, backward running
- 5 min. Baserunning (same as day 1)**
- Big League Baserunning (controlled, follow the leader)
- 5 min. Stretching (same as day 1)**
- Hamstrings, quads, groin, back, shoulders, triceps
- 10 min. Throwing and catching**
- Players play catch; stress mechanics and catching with two hands in front of body.
 - Play Twenty-One.
 - As season progresses, you can replace these drills with regular or fun throwing drills from groupings 1, 2, or 3. Pitchers can do drills from grouping 4.
- 30 min. Stations (3 groups, 10 min. each station)**
- Hitting (Free Hitting or Line Drive Home Run Derby); as the season progresses, you can substitute any fun or regular hitting drill from groupings 1, 2, 3, or 4.
 - Infield and throwing (review backhands, High Five Drill); as the season progresses, you can substitute any fun or regular infield or throwing drills from groupings 1, 2, 3, or 4.
 - Outfield (Crossover Step Drill, Pass Patterns); as the season progresses, you can substitute any fun or regular outfield drills from groupings 1 or 4.
- 15 min. Controlled game or any combination of fun drills from groupings 1, 2, or 3**

Sample Practice Plans (12U)

Three-Day Sample Practice Guide

Practice Plan Day 1

- 5 min. Dynamic warm-up**
- Skipping, high-knee skipping, high-knee jogging, bounding, backward running, jogging
 - Big League Baserunning or general baserunning can be done as jogging.
- 5 min. Stretching**
- Hamstrings, quads, groin, back, shoulders, triceps
- 10 min. Throwing and catching**
- One-Knee Drill with teammates (4 min.)
 - Power Position Drill with teammates (4 min.)
 - Play catch or play Twenty-One with teammates (2 min.)
 - Emphasize proper mechanics and accuracy on each throw; focus on catching the ball out in front with two hands.
- 20 min. Team fundamentals**
- Choose from cutoffs and relays, first-and-third offense and defense, defending the steal (if your league permits stealing), infield and outfield communication and priorities.
- 30 min. Stations (3 groups, 10 min. each station)**
- Hitting (Tee Work, Soft Toss); any hitting drill from groupings 1, 3, 4, or 5 can be substituted as the season progresses.
 - Infield and throwing (Rolled Ground Balls, Throwing After the Catch Drill); any infield or throwing drills from groupings 1, 3, 4, or 5 can be substituted as the season progresses.
 - Outfield (Thrown Fly Balls; use soft baseballs until skills are developed); any outfield drills from groupings 1, 4, or 5 can be substituted as the season progresses.
- 5 min. Baserunning**
- Big League Baserunning (full speed) or another baserunning drill from grouping 1

Three-Day Sample Practice Guide *(continued)*

Practice Plan Day 2

- 5 min. Dynamic warm-up (same as day 1)**
- Skipping, high-knee skipping, high-knee jogging, bounding, backward running, jogging
 - Big League Baserunning or general baserunning can be done as jogging.
- 5 min. Stretching (same as day 1)**
- Hamstrings, quads, groin, back, shoulders, triceps
- 10 min. Throwing and catching**
- Review One-Knee Drill and Power Position Drill (5 min.).
 - Play catch or play Twenty-One with teammates (5 min.).
 - Emphasize proper mechanics and accuracy on each throw; focus on catching the ball out in front with two hands.
 - Any throwing drill from groupings 1, 3, 4, or 5 can be substituted as the season progresses.
 - Pitchers can work on throwing and pitching drills from groupings 4 or 5.
- 20 min. Team fundamentals**
- Choose from cutoffs and relays, first-and-third offense and defense, defending the steal (if your league permits stealing), infield and outfield communication and priorities.
- 30 min. Stations (3 groups, 10 min. each station)**
- Hitting (Short Toss From the Front); any hitting drill from groupings 1, 3, 4, or 5 can be substituted as the season progresses.
 - Infield and throwing (review; backhand drills; High Five Drill); any infield or throwing drills from groupings 1, 3, 4, or 5 can be substituted as the season progresses.
 - Outfield (review; Thrown or Machine Ground Balls; Communication Drill); any outfield drills from groupings 1, 4, or 5 can be substituted as the season progresses.
- 5 min. Baserunning**
- Big League Baserunning (full speed) or another baserunning drill from grouping 1

Three-Day Sample Practice Guide

Practice Plan Day 3

- 5 min. Dynamic warm-up (same as day 1)**
- Skipping, high-knee skipping, high-knee jogging, bounding, backward running, jogging
 - Big League Baserunning or general baserunning can be done as jogging.
- 5 min. Stretching (same as day 1)**
- Hamstrings, quads, groin, back, shoulders, triceps
- 10 min. Throwing and catching**
- Other throwing games
 - Emphasize proper mechanics and accuracy on each throw; focus on catching the ball out in front with two hands.
 - Any throwing drills from groupings 1, 3, 4, or 5 can be used as the season progresses.
 - Pitchers can work on throwing drills from groupings 4 or 5.
- 30 min. Stations (3 groups, 10 min. each station)**
- Hitting (Free Hitting); any hitting drill from groupings 1, 3, 4, or 5 can be substituted as the season progresses.
 - Infield and throwing (Box Drill or 4-6/6-4 Drill with First Base Drill); any infield or throwing drills from groupings 1, 3, 4, or 5 can be substituted as the season progresses.
 - Outfield (Crossover Step Drill, Pass Patterns); any outfield drills from groupings 1, 4, or 5 can be substituted as the season progresses.
- 30 min. Controlled game, soft toss game or T-ball game, or game situations**
- 5 min. Baserunning**
- Big League Baserunning (full speed) or another baserunning drill from grouping 1

Drills

Grouping 1			All Ages
Drill title	Drill number	Page number	Category
Free Hitting	5.1	64	Fun hitting drill
Hitting Contests	5.3	66	Fun hitting drill
Tee Hitting for Distance	5.6	70	Fun hitting drill
Soft Toss	5.7	72	Regular hitting drill
Tee Work	5.8	74	Regular hitting drill
Short Toss From the Front	5.9	76	Regular hitting drill
Bunting Drill	5.11	80	Regular hitting drill
Baserunning Relays	5.14	86	Fun baserunning drill
Big League Baserunning	5.15	87	Fun baserunning drill
Head to Head	5.16	89	Fun baserunning drill
Cutoff Relay Race	6.1	94	Fun throwing drill
Twenty-One	6.5	100	Fun throwing drill
Other Throwing Games	6.6	101	Fun throwing drill
One-Knee Drill	6.7	105	Throwing/pitching drill
Power Position Drill	6.9	108	Throwing/pitching drill
Lite Flite Elimination	7.1	122	Fun outfield drill
Pass Patterns	7.2	124	Fun outfield drill
Thrown Fly Balls	7.3	127	Regular outfield drill
Thrown or Machine Ground Balls	7.4	129	Regular outfield drill
Rolled Ground Balls	7.11	142	Regular infield drill
Throwing After the Catch Drill	7.12	144	Regular infield drill
Grouping 2			Ages 4 to 9
Goalie Game	5.2	65	Fun hitting drill
Knock Out the Catcher	5.4	67	Fun hitting drill
Throw for Distance	6.4	99	Fun throwing drill
Grouping 3			Ages 4 to 12
Line Drive Home Run Derby	5.5	69	Fun hitting drill
Slip and Slide	5.17	90	Fun baserunning drill
Long-Toss Golf	6.2	96	Fun throwing drill
Shoot and Score!	6.3	98	Fun throwing drill

Grouping 4			Ages 7 to 15+
Drill title	Drill number	Page number	Category
Stickball Drill	5.10	78	Regular hitting drill
Tee Drill	6.8	107	Throwing/pitching drill
Long Toss	6.10	110	Throwing/pitching drill
Balance Position Drill	6.11	111	Pitching drill
Communication Drill	7.5	131	Regular outfield drill
Crossover Step Drill	7.6	133	Regular outfield drill
Throwing-Side Foot Backhand Drill	7.13	146	Regular infield drill
Glove-Side Foot Backhand Drill	7.14	148	Regular infield drill
High Five Drill (Underhand Flip)	7.15	150	Regular infield drill
Box Drill (Underhand Flip), Short to Second	7.16	152	Regular infield drill
Box Drill (Underhand Flip), Second to Short	7.17	154	Regular infield drill
4-6/6-4 Drill	7.18	156	Regular infield drill
First Base Drill	7.19	158	Regular infield drill
Grouping 5			Ages 10 to 15+
One-Arm Drill	5.12	82	Advanced hitting drill
Lob Toss	5.13	83	Advanced hitting drill
Toe Tap Drill (1-2-3 Drill)	6.12	112	Pitching drill
Pitcher Covering First Base Drill	6.13	113	Pitching drill
Comebacker Drill	6.14	115	Pitching drill
Bunt Drill	6.15	116	Pitching drill
Drop Step Drill	7.7	135	Advanced outfield drill
Machine Fly Balls	7.8	137	Advanced outfield drill
Fence Drill	7.9	138	Advanced outfield drill
Hitting Balls to Outfielders	7.10	139	Advanced outfield drill
Backhand Throwing Drill	7.20	159	Advanced infield drill
Machine Backhands and Forehands	7.21	160	Advanced infield drill
Machine Short Hops	7.22	162	Advanced infield drill
Hitting Ground Balls	7.23	164	Advanced infield drill

Additional Considerations / Lessons Learned

- Parents Communication
- T-Ball
 - Positions Philosophy
- Machine Pitch
 - Playing time / Position Philosophy
 - 5- Run Rule
- 10U / 12U Baseball
 - Pitch Count Rules
 - Playing time / Position Philosophy