



FOR YOUTH DEVELOPMENT  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

## **YMCA of San Joaquin County- Job Description**

### **Expanded Learning Opportunities Program (ELOP) Sports Coach**

#### **Mission Statement**

We build strong minds, character, and bodies for all youth in our community.

#### **Objective**

YMCA of San Joaquin County is looking for ELOP Sports Coaches to join our team. We are looking for individuals who have a passion for coaching youth sports and wants to grow their career in the world of coaching. As an ELOP Sports Coach, you determine the kind of experience our young athletes will have with sports. We expect you to be a Double-Goal Coach, who strives to win (one goal), while pursuing the more-important goal of teaching life lessons through sports. To these ends, your responsibility is to provide leadership as a coach and serve as a positive role model for our athletes by promoting the YMCA goals of skill development, effort, participation, fun, teamwork, respect, encouragement, family involvement and fitness.

#### **Primary Responsibilities**

- Provide instruction and guidance in sports coaching to students in K-8<sup>th</sup> grades at assigned school sites.
- Assigned up to 2 school sites. Make or follow schedule to visit assigned school sites, weekly.
- Provide sports coaching up to 20 students at a time, primarily in soccer, flag football & basketball throughout the school year.
- Create weekly lesson plans and schedules that are appropriate for students.
- Provide feedback to students regarding their performance during practices and or games.
- Follow up with students after games or practices to provide feedback on performance and encourage continued improvement.
- May work up to 5-6 hours per day Monday-Friday between the time of 12pm-6pm. Weekend work is required for regional game tournaments.
- Scheduling and managing student athletes such as completing plans/rosters for game days and/or tournaments.
- Participate in weekly and/or monthly team meetings.
- Will be supervised directly by ELOP Sports Coordinator and training will be provided by YMCA's Sports Director/Coordinator.
- Other duties as assigned.

#### **Successful Candidates Will Have:**

- Experience working with students in K-8<sup>th</sup> settings (sports).



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- A passion for teaching and inspiring students to excel.
- A high level of commitment to helping students learn and grow as an individual.
- A willingness to be flexible and adaptable when faced with different priorities or changes in the environment.
- A positive attitude, good communication skills, strong leadership skills, and the ability to work well with others.

Sports Coach will focus primarily on the following when coaching students:

- *Skill Development:* Develop practice plans with age and skill appropriate drills that emphasize fun and the fundamentals of the sport.
- *Effort:* Teach players the “ELM Tree of Mastery” (Effort, Learning and bouncing back from Mistakes). Reward effort, not just outcomes. Recognize players even for “unsuccessful” effort. Encourage players to set “Effort Goals” tied to how hard they try.
- *Participation:* Give equal attention to all players, regardless of their skill level. During practices, make sure that all players are involved. Create drills that encourage active participation rather than several kids looking on while one or two players practice a skill. For games, complete your roster well ahead of the scheduled start time. Be diligent in allocating equal playing time. Give some consideration as to how and when you will substitute players into the game or move them to different positions.
- *Fun:* While discipline and focus are important traits to instill in children, sports should not feel like a chore. After all, sports are games, and the point of a game is to have fun. Winning is less important than giving players a love of the game.
- *Teamwork:* All players must work together to reach a common goal. Players must be taught to trust that their teammate will do his/her job when called upon. Practice drills should focus on teamwork.
- *Respect:* Teach “ROOTS” – respect for Rules, Opponents, Officials, Teammates and one’s Self.
- *Encouragement:* Use encouragement and positive reinforcement as your primary method of motivation. Achieve the “Magic Ratio” of five positive reinforcements to each criticism or correction. Learn to give “Kid-Friendly Criticism,” such as criticizing in private, asking permission and using the Compliment Sandwich. Remember to praise in public and criticize in private. Teach players to encourage each other with both verbal and non-verbal praise.
- *Family Involvement:* Welcome family involvement and work with Site Facilitator to include parents during games and tournaments.
- *Fitness:* Promote a healthy lifestyle by encouraging children to stay active and exercise.



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Sports Coach is expected to be mindful of:

- *Communication:* Make sure to visit all assigned sites on a timely manner, make use of prep time and communicate effectively with ELOP Program Coordinator/Site Facilitator to better support students/site.
- *Professionalism:* Act appropriately when working with students, YMCA team members and SUSD school personnel. This also means no alcohol, tobacco, or drug use. Use appropriate language and touch. Follow dress code, boundary, and call-out policies. Make sure to always be on time.
- *Equipment:* Keep track of and care for all YMCA equipment. Turn it in at the end of the school year.
- *Emergency Preparedness:* Know the appropriate emergency procedures, and contact ELOP Program Coordinator in the event of an accident/injury or incident.

Immediately report to the ELOP Program Coordinator any concerns or conflicts in performing these duties. Your adoption of these philosophies and actions will contribute to a positive, character-building youth sports experience for all the children our organization serves.

### Requirements

- Must be at least 18 years of age or older.
- Must have a High School Diploma or GED, and/or 48 college units, or a higher education.
- All candidates without 48 college units must complete the Proficiency Exam with the school district.
- Obtain TB clearance, Live Scan clearance or fingerprinting submission to Department of Justice, FBI and request for Child Abuse Index.
- Must have an interest in working with students at a school setting.
- Must have basic knowledge and be willing to learn more about the sports being coached.
- Preferably, have 1 year or more of either volunteer or paid experience coaching sports with the YMCA or other organization.
- Participate in the YMCA's coaches training program and other required trainings upon hire.

### ACKNOWLEDGEMENT & RECEIPT

I understand and mutually accept the above description to represent the job I have agreed to perform. I understand that I may be asked to perform other duties as needed that are not included in this position description. I understand that as an employee of a Non-Profit, volunteering maybe required.

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Employee Signature

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Date



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Supervisor Signature

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Date