

# SKILLS & GRADING



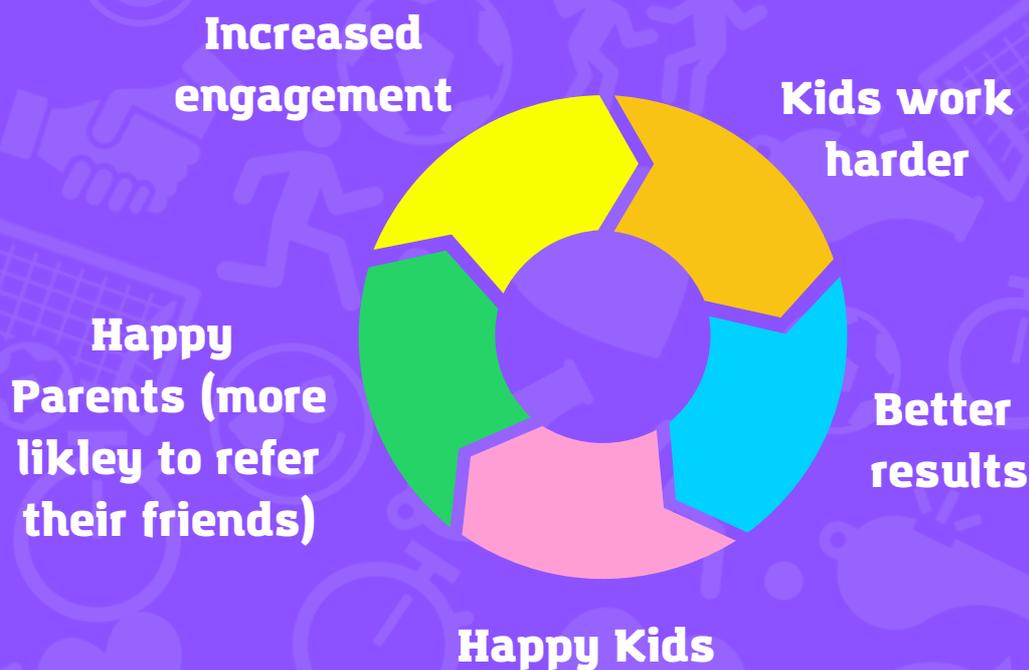
# Skills Programme & Grading System

To remain a successful business, we need to improve our retention strategy.

Two ways of achieving this are by ensuring children are truly engaged in our sessions, and when parents see their kids are developing.

Our grading system is CRUCIAL to ensuring that kids in the same age group develop at their own pace and don't feel left behind!

When kids have a target to work towards, and a reward at the end of it, they become more engaged in what they are doing.



**Why is this important to YOU?**

**The more kids we have in our sessions... the more opportunities, salary rises, and professional development I can provide you with.**



# Skills Programme - Achievement Book

## What happens next?

I will be giving 'Achievement Books' to all the kids in our groups so they can head off to YouTube to start practising...

N.B. Initially, I'll choose 1 or 2 groups and then roll it out to other groups once I have understood and overcome any teething problems.

**Kids!**

- 1 Check out our Grading Videos [youtube.com/homefootballcoaching](https://youtube.com/homefootballcoaching)
- 2 Start with the 'Core' Playlist and work your way up!
- 3 When it gets difficult, that's the 'Grade level' you need to work to :)
- 4 Write the colour level on the front of this book, and add the skills inside :)
- 5 Understand what the 'Footballs' mean (below)
- 6 Get training :)

**KEEP WORKING :)**

- Needs work - keep going :)
- Almost ready for Grading!

**PASS :)**

- Nailed it in the Grading session
- Smashed it in matches!!!

**parents!** Make sure you head to the link below so you understand how this works!  
[www.lovesfootball.com/grading](https://www.lovesfootball.com/grading)

[www.lovesfootball.com](https://www.lovesfootball.com)  
@lovesfootball.com

**LOVES FOOTBALL**  
EST. 2019

**this Achievement BOOK belongs to:**

YOUR NAME

GRADING LEVEL

# Skills Programme - Achievement Book

## Kids take ownership

Hopefully, kids will engage straight away, start working through their skills, figure out which level they are struggling with and jot it down in their Achievement Book.

## Understanding the colours

It's important we are honest with children and parents - the last thing we want is kids not passing on Grading Day.

**RED** - "Needs Work" - the child is currently not at the level required to pass Grading Day and is also unlikely to pass within 6 weeks. You should recommend (to the parent) they skip the next Grading Day and try again next term.

**ORANGE** - "Almost Ready" - the child is currently at the required standard, or you are very confident they will pass on Grading Day.

**GREEN** - "Passed" - the child has comfortably passed all targets set

**BLACK** - "Match ready" - you have consistently seen the child successfully perform the skill during a match. This is an automatic pass and they will not need to perform it during Grading Day

## KEEPY UPPY TARGET -

We don't measure this during the grading session. This is an 'honesty assessment' and kids will measure themselves at home. They can pass this at any time.

The image shows a sample page from the 'Skills Programme - Achievement Book'. The page is tilted and contains a grid of skill assessment sections. Each section has a 'Skill:' label, a 'Coach notes:' label, and a row of five colored circles (Red, Orange, Green, Black, Black) representing the achievement level. The page is tilted and features a sun icon and the text 'your keepy uppy target' at the bottom right. Below this text, it says '(N.B. This is only for Yellows and above.)'.

# Grading Process - grading sessions

We aim to run three Grading Days each year at the end of each term, with a 'Soft Grading' period towards the end of each half-term

As mentioned, we don't want any kids to fail Grading Day, so we need to let them know before how likely they are to pass BEFORE they go to grading. We do this during 'Soft Grading' sessions.

## What does 'Soft Grading' mean?

The 'Soft Grading' sessions are pretty much the same as the main one but with a bit less pressure - crucially it means we can tell the kids where they are with each skill.

## Entry requirement to Grading Day

Only kids who have achieved either Orange or Black by Grading Day will be allowed to take part.

## How will we run the Grading Days?

This is still a work in progress as you'd expect - sometimes you just need to try it to see what works and what doesn't!

I anticipate that one of the coaches takes a normal session (probably just a match), whilst at the same time outside the pitch, I will take a small group and run the grading process.

## Medals

Assuming they pass, the kids will inform their parents who can follow an easy step-by-step guide (on our website) to get their medal.

When the medals arrive we present them to kids :)

# Skills Programme - Your role

## Understanding the skills

I have set up playlists at each Grading category on YouTube. You'll need to check them out, and understand each skill and its wording.

(I don't expect you to be able to perform them, but it's a bonus if you can!)

This sounds like a lot of work, but in reality, most of the kids in our groups are probably in the first 3 or 4 categories (Core to Orange)

## Assessing Performance

I don't expect you to run the Grading Days (not yet anyway!), but I do expect you to run the Soft-Grading session in the groups.

You should also be providing constructive advice and feedback on a weekly process :)

## Treat every child the same

Whilst you might have your favourites, it's important you remain completely impartial when you are assessing them

This exercise is partially designed to take opinion out of the equation when it comes to player performance.

## Managing expectations

Managing child and parent expectations is absolutely key - we should ONLY recommend a child attempts the Grading Day if we are convinced they will pass.

The grades get progressively more difficult, and if we pass kids when we shouldn't have, then we are setting them up for a huge fail at the next level.

# Skills Programme - FAQs

## **"What happens if it is raining?"**

We won't run either Soft Grading or Grading. We don't want kids standing around in the rain or Achievement Books turning to mush because they are all wet.

## **"I don't have a pen"**

Get one from home!

## **"How do we mark the Achievement Book?"**

Add your initials over the relevant football and comment if needed.

## **"What happens to the book when they pass?"**

I'll give the kids/parents a new book.

## **"What happens if they lose the book?"**

They will need to buy one from me

## **"What happens if the kids bring the books outside the Soft Grading or Grading?"**

Don't mark them, but you can tell them where you think they broadly are (i.e Red or Orange). This must not become a distraction.

## **"What happens if kids miss Soft Grading session?"**

They'll have to wait for the next Soft Grading session. You can only run a grading session if the child has been marked Orange / Black in each category.

## **"What happens if kids miss Grading Day?"**

They will have to wait for the next Grading session

## **"What happens if we're unable to run a Soft Grading or Grading session?"**

We'll run it in the next possible week.

# Skills Programme - FAQs cont'd

## **"How do we incorporate it in the session?"**

Rather than telling the kids what skills they are working on, ask them which ones they are struggling on currently.

Pick 3 or 4 of their responses and use the same time-pressured, target-driven intensity you usually would.

## **"Could we merge the groups by skill colour?"**

Yep - that is a possibility, e.g. so all 'Whites' train together.

## **"What about new kids or kids who don't know their colour"**

I'll be communicating this to all new and existing parents. It's the responsibility of the parents and kids to know what grade they are at.

## **"One of the kids doesn't want to be graded"**

No problem, but they can still take part in the Skills part of the session.