



T.E.M JUNIORS

IMPROVEMENT PLAN

2020-2022

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WHERE ARE WE NOW?

Currently we are in a good spot. We have stable numbers, we are improving coaching and umpiring pathways and ever steadily evolving development opportunities. But we need to continue moving our club forward.

WHERE WE ARE HEADING?

A Junior sub-committee has met over the last few months and identified some key areas we want to target in the next 12-18 months.

Underpinning our key improvement areas is reforming our junior committee. We want to allow for more people to be involved without needing to commit an exorbitant amount of time.

Key areas:

- Recruitment and Retention
- Player Development
- Coaching and Umpire Development
- Community, Club & Culture

KEY IMPROVEMENT AREAS



Recruitment and Retention

Our goal: Increase the number of players in each age group and the retention of these players.

2020/2021 Strategies:

- More active in schools through a range of programs offered:
 - Sporting Schools (multiple weeks)
 - week intensive
 - after school demos
- Running our very own 'Schools Cup', offered to schools along with free transportation to a full day tournament at TEM.
- Fostering relationships with our zoned schools and using them to publicise our club
- Improving the quality of coaching at training and matches
- Catering for all of our players ability and needs, so each player can find their own level of success

Field and GK Development

Our goals:

1. Increase the opportunities for **all** of our players to experience a range of development
2. Increase the number of players obtaining Zone and State representation

2020/2021 Strategies:

- Development programs through November/December and January/February
- Pre-trial sessions for those trialing for State Teams to sharpen skills and prepare them to trial
- Creation of private and group coaching during the season from our High Level players and internationals

KEY IMPROVEMENT AREAS



Coaching and Umpiring Development

Our Goal:

1. Produce and foster coaches and umpires to a higher level

2020/2021 Strategies:

- Running of our own Professional Development sessions led by our own high performance coaches and umpires
- Encouragement and financial support to complete Hockey Australia education programs
- Implementation of Mentor program for new/developing coaches and umpires

Community, Club & Culture

Our Goals:

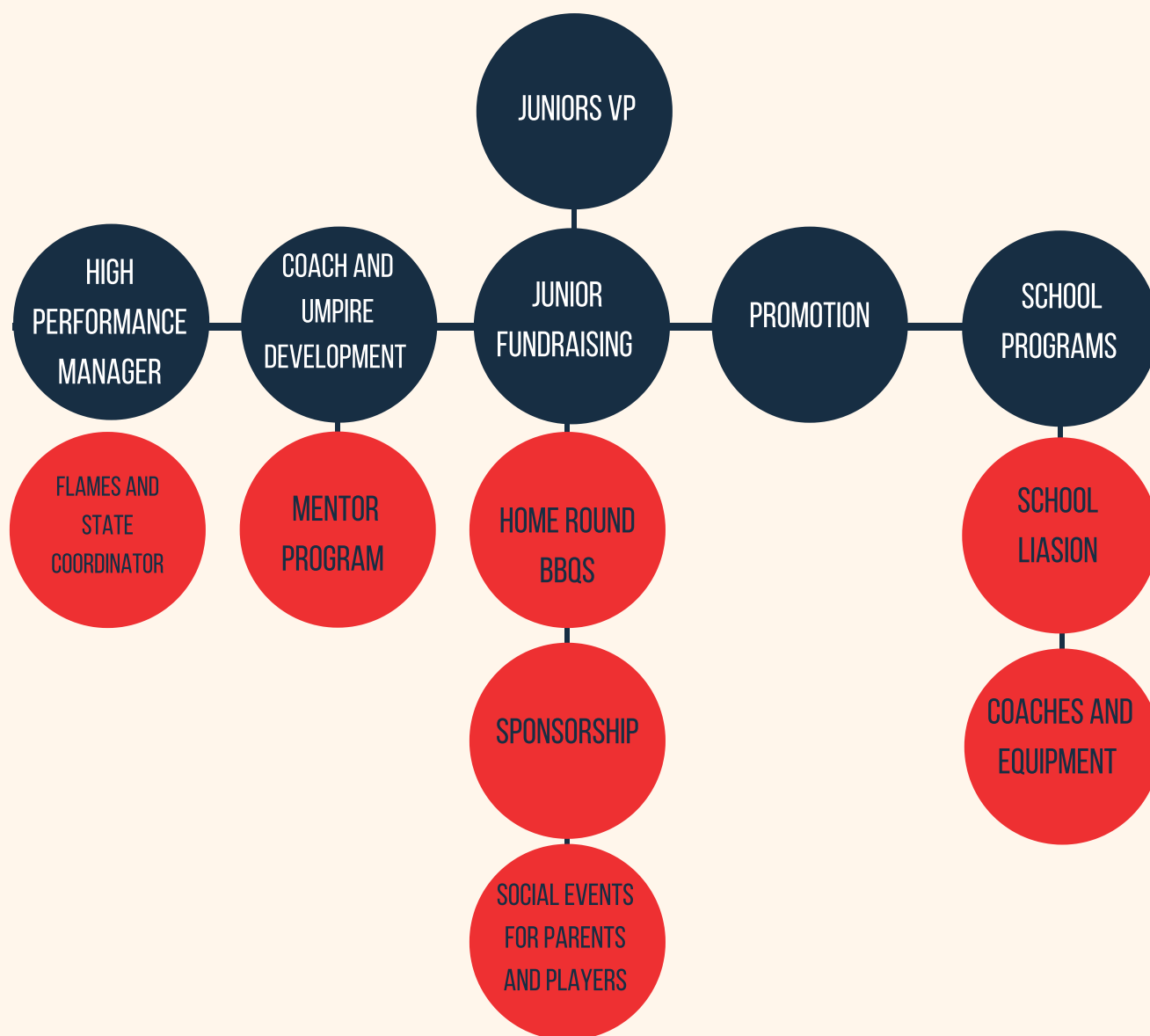
1. Creating a positive culture that is underpinned by inclusiveness, equality and enjoyment.

2020/2021 Strategies:

- running mental health awareness sessions for players, parents, club committee and coaches
- ensuring that all players have an inclusive experience
- strengthening social connections between players and players, juniors and seniors, and between parents
- promoting wellbeing and positive mental health
- continuing to build and foster a club culture of team first
- working with areas of the community who may need extra assistance to participate

JUNIOR COMMITTEE RESTRUCTURE

To achieve our goals we will need a small well coordinated set of sub-groups to help. Each subsection needs a person in charge (blue) and then some assistance (red) in helping manage the running of each group. Each group will report to the Junior VP to liaise with the club.



Other jobs parents can help with throughout the season are Age Group Coordinators and Team Managers.



WHAT'S NEXT?

We need your help!

There are numerous ways in which even the smallest act can assist in the running of a club.

Ways in which you can help:

1. Offer to be a part of the new look Junior Committee (meeting times and workload is to be kept to a minimum)
2. Offer to help out during the season through a range of roles (manager, level coordinator, BBQ duty)
3. Assist the club in finding sponsorship to help allow us to offer more to your child
4. Ask your school if they would be happy to promote our club through newsletters and flyers
5. Contact the PE teacher of your school and ask if they would be happy for the club to come in and promote the sport
6. Recruit, recruit, recruit- spread the word about how amazing the club is and try to bring some friends along!
7. Feedback- We love to have both positive and constructive feedback. This is a user-pay sport and we want to make sure everyone is getting the most out of it!
8. Find us on social media and make sure you share/promote content when you can!

What is next ?

1. With this season now officially cancelled, we will continue to plan for summer and the 2021 season.
2. The club is continuing to work with the coaches to make sure our program consist of both quality skill, game sense and match play
3. T.E.M. ACADEMY- During the last few months of the year the club has organised a development program and details will be out late July!

