

Long Term Player Development Assessment Tool

“Local Softball Associations must constantly seek ways to improve as they implement Softball4Life (Kaizen’s Theory)”

– Steph Sutton, Softball Ontario Technical Program Coordinator

Softball Ontario’s Long-Term Player Development Competition Review Committee developed a tool to help determine what the baseline status of local softball associations across Ontario and where they are in the stages alignment of Softball Long Term Player Development Plan.

A Softball4Life Champion will be contacting local softball associations within their region to conduct a Strengths, Weakness, Opportunities and Threats (SWOT) analysis which will aid in the advancing of a local softball association advancing themselves to be an “Softball4Life” association. The SWOT analysis will result in the development of a plan specific to local softball association. While each plan will be unique, the end result will be the same: Full alignment with LTPD.

The LTPD Assessment Tool has a number of statements that have been categorized into sections. These statements will assist the Softball4Life Champion in determining the gauge of a local softball association and to become familiar with its structure and programming. Also, the SWOT analysis will act as a monitor for a local softball association grow in becoming a Softball4Life (LTPD aligned) softball association.

With the use of the Tool, it is recommended to avoid comparing your local softball association to the growth against others. Each local softball association is unique and difference, hence the steps taken towards alignment and the rate of progress will be individualized. It is great if a local softball association engages fellow local softball associations but try to avoid them as being good or bad. It is important to understand that the response to each of the questions outline in the tool insight into the state of your local softball association and will help identify priority actions for the Softball4Life Champion and provide guidance as to where to start and how to advance a local softball association towards alignment.

The statements in the LTPD Assessment Tool are designed for the broad softball community. It is recommended that local softball associations use these statements to review and examine their own association. The list of statements is comprehensive but not exhaustive. A Softball4Life Champion may add other statements to reflect the uniqueness of the local softball association there are working with.

Here is an outline of the scoring for each SWOT analysis:

Stage	Descriptor
Unable to Answer at this Time	UA We're being honest; haven't even started to think about it yet- this needs to go into our work plan
First Steps	F We're examing what we might do but do not have a course of action
Exploring	E We know changes have to be made, but we don't have the resource plan at this time
Transforming	T We have a strong resources, have many partners involved and have begun to make change
Championing	C We have made strong progress. We continue to re-evaluate and determine how we can improve. We have been highlighted as a positive example to other local softball associations.

Association:

Date:

Reviewer:

UA

F

E

M

T

C

Working Together- Collaboration

1. We have a Softball Association built by a trust-based relationship due to an environment of mutually respectful behaviour						
2. In our local softball association, we focus on shared outcomes and the whole picture rather than small successes						
3. Members of our local Softball Association believe that they are a part of the community						
4. Our local softball association believes that everyone matters to everyone. That each individual is deemed to have worth; that there is a sense that when one person loses, that everyone does- no one is left behind						
5. Resources are available for all stakeholders of the game at this level of play.						
6. There has been engagement across sectors (players, coaches, umpires, parents, association executive) within our local softball association to develop an understanding of LTPD and approach to Softball4Life						
7. Stakeholders of your local softball association are using common Softball4Life Terminology						
8. Softball4Life Team has developed a Strategic Plan (including mission, vision, measureable goals & timeline)						
9. Our local softball association has hosted or attended a LTPD presentation						
10. Our local softball association has reviewed and supports Softball4Life principles						
11. Reps from our local softball association are involved at the provincial/national CS4L forums						
12. Other local softball association has engaged and learned from us						

Association:

Date:

Reviewer:

	UA	F	E	M	T	C
13. Our local softball association believes in continuous improvement (Kaizen) causing change to improve the quality of softball and being active for life.						

Policy & Strategy

1. Our local softball association has integrated softball policy implemented through appropriate strategies.						
2. Our local softball association has reviewed and identified its role in Softball4Life (especially in the stages of Active Start, FUNdamentals, Learn2Train & Active4Life) in creating a physically literate softball association						
3. Our local schools (elementary, middle and high schools) have identified Softball as one of the sports that is offered in physical education class to increase physical literacy of Softball.						
4. Our Local School Boards recognize Softball as a core subject and Teachers have formal training or Professional Development in Softball						
5. Other local sport organizations in your community are implementing their LTPD framework and using certified NCCP coaches.						
6. Your local softball association has an action plan to increase softball physical literacy						
7. Local healthcare professionals recognize the importance of softball physical literacy and is promoting life long activity in Softball.						

Association:

Date:

Reviewer:

UA

F

E

M

T

C

Enhanced Leadership & Engagement

1. Our local softball association is growing Softball4Life and it is noticed in the greater community						
2. Our local softball association Softball4Life Champions seek to improve the quality of Softball and being active based on CS4L						
3. Our local softball association Softball4Life Champions motivates and supports their peers within their home association to improve quality of sport in your community.						
4. Our local Softball Association has linkages and partnerships within and across other local sport organizations to align, advance athlete, coach and official development.						
5. Our local Softball supports the development of new research-based knowledge						
6. Our Softball4Life initiative supports and promotes being Active 4 Life among our local softball association leaders (and in the community)						

Education and Training

1. Members of our local softball association have attended/participated in a NCCP Coaches Clinic, Softball Ontario Get in the Game Symposium, LTPD Session						
2. Our local Softball4Life Champion has the values, knowledge and skills so that they can act with confidence and model the behaviour of a Softball4Life Champion						
3. Awareness of Softball4Life has been incoorporated into volunteer orientations, local coaches information sessions, executive meetings						
4. Collaborative Softball4Life training occurs within and across all stakeholders of our local softball association						
5. Softball4Life parent education/awareness exists.						

Association:

Date:

Reviewer:

UA F E M T C

Quality Softball and Activity

1. Our local softball association offers softball programs for all stages of LTPD for Softball						
2. Our local softball association offers softball for all citizens within their community regardless of sex, race and religion						
3. Our local softball association provides accessible, equitable, inclusive softball programming that meets the needs, motivation and interests of participants in a fun & safe environment.						
4. Our local softball association offers quality age- and stage appropriate programs to an increasing number of participants.						
5. Our local softball association has qualified community stream coaches, competition streamed coaches that deliver technically sound fundamental movement and sport skills						
6. Your local community recognizes your local softball association as adopting best practices and advancing Softball4Life and CS4L principles.						

Association:

Date:

Reviewer:

UA

F

E

M

T

C

Physical Literacy

1. Our local softball association sport and play environment provides a choice and control by children						
2. Our local softball association provides softball and play environments that recognize children's needs to test boundaries and it is responded to positively						
3. Our local softball association provides softball and play environment that provide balance between the need to offer risk and the need to keep children safe from harm						
4. Our local softball association provides softball and play environments that foster independence and self-esteem						
5. Our local softball association provides softball and play environments that foster children's respect for others and offers opportunities for social interaction						
6. Our local softball association offers a range of developmentally appropriate multi-skill programming for youth in Active Start, FUNdamentals, Learn2Train stages						
7. Our community has a FUNdamentals Skills Program that is developed and implemented.						
8. Our local softball association offers "come and try softball" events.						
9. Our local softball association offers Learn2Play programs for all youth of all abilities						

Association:

Date:

Reviewer:

UA F E M T C

Facilities

1. An assessment of diamonds/parks are suitable as per Softball LTPD.						
2. Your local softball association supports sustainable facilities, green spaces and equipment accessible to all players.						
3. Joint use facility agreements exists with your school boards of education.						

Softball4Development

1. Our local softball association has a plan in place for the development of sport in your community						
2. Our local softball association has implemented programs that are deliberately use softball for development.						
3. Our local softball association has development programs that yield positive benefits to its membership and community.						