



**Softball Coach Application**

Division (check one):  6U  8U  10U  12U  14U  
Applying for (check one):  Head Coach  Assistant Coach

\_\_\_\_\_  
First Name (print) M/I Last Name (print)

\_\_\_\_\_  
Maiden Name (print)

\_\_\_\_\_  
Address (print) City (print) State Zip Code

Gender:  M  F \_\_\_\_\_  
Date of Birth Driver's License # State Expiration Date

\_\_\_\_\_  
Home Phone Cell Phone

\_\_\_\_\_  
E-mail Address

\_\_\_\_\_  
Employer Occupation

**Please explain any yes answers;** use the back of the form if necessary. It is not the intent of Kootenai Girls Softball Association to deny anyone participation for old or minor crimes. Each incident is handled individually.

- |                                                                                                                                  |     |    |
|----------------------------------------------------------------------------------------------------------------------------------|-----|----|
| 1. Have you ever been convicted of a crime of violence?                                                                          | YES | NO |
| 2. Have you ever been convicted of a crime against a person?                                                                     | YES | NO |
| 3. Have you ever been convicted of any crime?<br>(Include DUI's and/or Possession of a Controlled Substance)                     | YES | NO |
| 4. Do you have any pending criminal charges?                                                                                     | YES | NO |
| 5. Have you ever been denied, disqualified, or removed from participation in any youth or sporting organization, for any reason? | YES | NO |

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**Shirt Size** (circle one):  
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**Process Date:** \_\_\_\_\_  
**Status:** Approved Denied

**I understand:**

- By applying for a position with Kootenai Girls Softball Association, the information that I have furnished on this form is subject to verification, which includes a criminal history background check provided by USA Softball.
- Providing false information will result in a minimum one year suspension from participating in all related activities.
- All coaches and assistant coaches must have completed the SafeSport and ACE certifications for the year that the season falls. Every certification must be updated every year.
- Decisions of the Kootenai Girls Softball Association that result in a suspension may be appealed.
- I will place the emotional and physical well-being of my players ahead of a personal desire to win.
- I will treat each player as an individual, remembering the large range of emotional and physical development for the same age group.
- I will do my best to provide a safe playing situation for my players.
- I will promise to review and practice the basic first aid principles needed to treat injuries of my players.
- I will do my best to organize practices that are fun and challenging for all my players.
- I will lead by example in demonstrating fair play and sportsmanship to all my players.
- I will provide a sports environment for my team that is free of drugs, tobacco, and alcohol, and I will refrain from their use at all KGSA events.
- I will be knowledgeable in the rules for ASA and KGSA modifications and I will teach these rules to my players.
- I will use those coaching techniques appropriate for each of the skills that I teach.
- I will remember that I am a youth sports coach, and that the game is for children and not adults.

**Incident Reports and Member Disciplinary Actions:** Kootenai Girls Softball Association, through its Board of Directors or appointed representatives, has the authority to discipline any member, defines as a player, coach, game official, parent or guardian for behavior which is contrary to the objectives/principles (including rules of fair play) as outlines in the Sportsmanship Contract and Coaches Code of Conduct signed by all members upon participation. Any KGSA Member displaying unsportsmanlike conduct shall be disciplined as outlined below and in conjunction with the KGSA bylaws:

- Warning to and/or apology from the coach
- Probation
- One or more game suspension or season suspension
- Permanent suspension from the league

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Print Coaches Name

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Coach Signature

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Date



## KGSA Coaching Contract

**A coach is defined as anyone helping on the field or in the dugout during the games.**

- a. Head coaches of 8U and older teams must have current ACE Certification on file with KGSA. Assistant, dugout, t-ball coaches, and parent volunteers are encouraged to be ACE Certified, but **MUST** be background checked to participate in the dugout and field. KGSA will reimburse ASA Certification fees with receipt given to Treasurer.
- b. The mindset of a coach must be one that agrees with the philosophy of the league: KGSA is a skill development league, not focused on win/loss ratios for success. Success is defined by how player skills have progressed. Our goal with this league is to advance player skill sets so they can be prepared for more competitive futures as they mature.
- c. Coaches must be willing to increase player skills including beginner players to those with more advanced knowledge in an environment fun for all.
- d. Coaches must willingly commit time to increase their own coaching skills through the KGSA organization and ASA tools.
- e. Coaches will be a positive role model and provide a sports environment for their team. This environment will be free of drugs, tobacco, and alcohol at all practices and events.
- f. Coaches will treat all players, parents, spectators, other coaches, umpires, and board members with respect. Coaches will refrain from taunting, ridicule or arguing with any of the before-listed individuals. Coaches will not use abusive or vulgar language. Coaches are volunteers; many of the officials are just learning their skills and need as much grace as the girls, without them there would be no game.
- g. Do not “beg” for or “suggest” calls to the officials. Do not tell the official how badly they blew the last play. It doesn’t help us.
- h. Coaches will not cheat or engage in any form of unethical behavior.
- i. Be supportive. **Do not stir up controversy.**
- j. Report any issues or violations to the division player agent.
- k. I’ve read and agree to abide by the KGSA Code of Ethics.

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Print Coaches Name

Coach Signature

Date



## **KGSA COACHES' CODE OF ETHICS PLEDGE**

**Adopted from the National Youth Sports Coaches Association**

**Please sign and return to KGSA before draft day.**

**Note: by participating in KGSA's league, you imply consent to this code.**

**All coaches must abide by this set of rules.**

- I will place the emotional and physical well-being of my players ahead of a personal desire to win.
- I will treat each player as an individual remembering the large range of emotional and physical development for the same age group.
- I will do my best to provide a safe playing situation for my players.
- I will promise to review and practice the basic first aid principles needed to treat injuries of my players.
- I will do my best to organize practices that are fun and challenging for all my players.
- I will lead by example in demonstrating fair play and sportsmanship to all my players.
- I will provide a sports environment for my team that is free of drugs, tobacco, and alcohol, and I will refrain from their use at all youth sports events.
- I will be knowledgeable in the rules of each sport that I coach, and I will teach these rules to my players.
- I will use those coaching techniques appropriate for each of the skills that I teach.
- I will remember that I am a youth sports coach, and that the game is for children and not adults.
- I will refrain from foul language at or around players, coaches, officials, spectators, volunteers, and KGSA staff.

### **Coaches' Code of Conduct & Code of Ethics**

#### **1. I will place the emotional and physical well-being of my players ahead of a personal desire to win.**

##### **Expected behavior:**

- a. Using appropriate language in appropriate tones when interacting with league officials, game officials, parents and spectators.
- b. Including all players in team activities without regard to race, color, religion, sex, sexual orientation, national origin, disability, or any other legally protected classification.
- c. Treating all players, league officials, game officials, parents and spectators with dignity and respect.
- d. Playing all players according to the equal participation rules established by the league and the spirit of those rules.
- e. Encouraging youth to participate in other sports and activities to promote all aspects of their development.

#### **2. I will treat each player as an individual, remembering the large range of emotional and physical development for the same age group.**

##### **Expected behavior:**

- a. Recognizing the differences of each child and treating each player as an individual while demonstrating concern for their individual needs and well-being.
- b. Encouraging all players, regardless of skill level, to be included as a member of the team and to remain involved in sports.
- c. Recognizing that some physical tasks, drills and demands are not appropriate for all youth.
- d. Recognizing that youth may vary greatly in physical, social and emotional maturation and considering these factors when setting up competitions and when interacting with youth.

**3. I will do my best to provide a safe playing situation for my players.**

**Expected behavior:**

- a. Maintaining a high level of awareness of potentially unsafe conditions.
- b. Protecting players from sexual molestation, assault and physical or emotional abuse.
- c. Correcting or avoiding unsafe practice or playing conditions.
- d. Using appropriate safety equipment necessary to protect all players.
- e. Seeing that the players are provided with adequate adult supervision while under the coach's care.

**4. I will promise to review and practice the basic first aid principles needed to treat injuries of my players.**

**Expected behavior:**

- a. Keeping basic first aid supplies available in all practice and game situations.
- b. Recognizing and administering proper first aid to an injured player.
- c. Demonstrate concern for an injured player, notifying parents and cooperating with medical authorities.
- d. Protecting the players' well-being by removing them from activity when injured and not returning them to activity if they are compromised by injury.

**5. I will do my best to organize practices that are fun and challenging for all my players.**

**Expected behavior:**

- a. Establishing practice plans that are interesting, varied, productive and aimed at improving all players' skills and individual abilities.
- b. Devoting appropriate time to the individual improvement of each player.
- c. Conducting practices of reasonable length and intensity appropriate for the age and conditioning of the players.

**6. I will lead by example in demonstrating fair play and sportsmanship to all my players.**

**Expected behavior:**

- a. Adopting the position, teaching and demonstrating that it is our basic moral code to treat others as we would like to be treated.
- b. Abiding by and supporting the rules of the game as well as the spirit of the rules.
- c. Providing an environment conducive to fair and equitable competition.
- d. Using the influential position of youth coach as an opportunity to promote, teach and expect sportsmanship and fair play.

**7. I will provide a sports environment for my team that is free of drugs, tobacco, and alcohol, and I will refrain from their use at all KGSA events.**

**Expected behavior:**

- a. Being alcohol and drug free at all team activities or in the presence of players.
- b. Refraining from the use of any type of tobacco products including e-cigarettes at all team activities or in the presence of players.
- c. Refraining from providing any type of alcohol, drug or tobacco products to any of your players.
- d. Encouraging parents to refrain from the public use of tobacco products including e-cigarettes, or alcohol at team activities.

**8. I will be knowledgeable in the rules for ASA and KGSA modifications and I will teach these rules to my players.**

**Expected behavior:**

- a. Becoming knowledgeable, understanding and supportive of all applicable game rules, league rules, regulations and policies.

- b. Teaching and requiring compliance of these rules among players.

**9. I will use those coaching techniques appropriate for each of the skills that I teach.**

**Expected behavior:**

- a. Teaching techniques that reduce the risk of injury to both the coach's own players and their opponents.
- b. Discouraging illegal contact or intentional dangerous play and administering swift and equitable discipline to players involved in such activity.

**10. I will remember that I am a youth sports coach, and that the game is for children and not adults.**

**Expected behavior:**

- a. Maintaining a positive, helpful and supportive attitude.
- b. Exercising your influence to control the behavior of the fans/spectators.
- c. Exhibiting gracious acceptance of defeat or victory.
- d. Accepting and adhering to all league rules and policies related to the participation of adults and out.
- e. Fulfilling the expected role of a youth coach to adopt a "children first" philosophy.
- f. Allowing and encouraging the players to listen, learn and play hard within the rules.
- g. Placing the emphasis on fun and participation.
- h. Treating all participants, volunteers, coaches, officials, and staff with respect and refraining from foul or disrespectful language at or around them.

## **Enforcement of the Code of Conduct**

KGSA is dedicated to raising the standard of service to youth in sports through the enforcement of this Code of Conduct among its coaches.

This Code of Conduct defines the expectations for adults serving as coaches in youth sports and provides the tools to be used, when necessary, to check behavior and to respond with resolve to protect all children from the psychological, emotional, physical or social abuses that can be perpetrated against them by youth sport coaches.

KGSA firmly believes that for the sports experience to be positive, safe, and a learning experience for youth, volunteer coaches must be trained and held accountable for their behavior when working with and around children. It is the duty of KGSA to respond to complaints lodged against a volunteer coach that has allegedly violated the Code of Conduct. This is accomplished by initiating the "Complaint Against a Coach Procedure." The purpose of this procedure is to hear the complaints and to determine what, if any, action should be taken towards correcting the coach's behavior. In order to provide the league the flexibility to take appropriate action when a coach is found to have violated the Coaches' Code, a range of possible actions has been developed to accompany the Code of Conduct.

### **A. Possible actions include:**

- a. Warning to and/or apology from the coach
- b. Probation
- c. One or more game suspension or season suspension
- d. Permanent suspension from the league

When reviewing a complaint and deciding what action is the most appropriate in a given situation, KGSA board must take into consideration various extenuating circumstances.

### **B. Factors that might suggest a more lenient sanction include:**

- a. First offense
- b. Remorse
- c. Apparent desire to reform
- d. Other good coaching attributes
- e. Dedication to youth sports

### **C. Factors that might suggest a harsher sanction include:**

- a. Child endangerment
- b. Violation of law
- c. Prior complaints/review action
- d. Lack of remorse
- e. Number of expectations violated
- f. Breach of duties as a role model
- g. Extraordinarily poor judgment around children

**D. Complaint procedures against a coach**

When KGSA receives a complaint about a coach, the league will:

- a. Gather information and eyewitness accounts of the event(s) that took place from everyone involved to determine if a violation of the letter or intent of the Coaches' Code of Conduct pledge has occurred. This may include the site supervisor, game official, KGSA board members, and other coaches, parents and children.
- b. Require the coach to attend a meeting (in person or by phone) to address the complaint and to offer his/her side of the incident.
- c. KGSA board/staff has the authority to determine the severity of the situation and whether or not the affected coach has violated the expected behaviors outlined under each of the sections of the Code.
- d. KGSA board/staff has the authority to enforce the appropriate range of disciplinary actions outlined in the Code. This information will be logged in the coach's file.
- e. There is no appeals process. The decision is final.

**E. Coaches ejected from a game by an administrator, official or umpire.**

- a. When a coach is ejected from a game, they shall leave the facility immediately and take no further part in that game. Any coach ejected from a game is automatically suspended for their next two physically played games, but may be in attendance at the game site from which they are suspended. If any further altercations/arguments are made prior to leaving the premises, a multiple game suspension or expulsion is possible. 911 may be called if necessary. There is no appeal process following an ejection. Any coach who is ejected from two games is banned from coaching in any KGSA activity for one calendar year from the latest offense.

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Print Coaches Name                      Coach Signature                      Date



**Kootenai Girls Softball Association**  
**Questions and Philosophy**

1. How important is winning to you? \_\_\_\_\_  
\_\_\_\_\_
2. How important is the fundamental development of each player to you? \_\_\_\_\_  
\_\_\_\_\_
3. What are your playing time priorities, no matter what the score is? \_\_\_\_\_  
\_\_\_\_\_
4. How do you want your players to remember you? \_\_\_\_\_  
\_\_\_\_\_
5. How do you want the parents to remember you? \_\_\_\_\_  
\_\_\_\_\_
6. How do you want opposing players / coaches / parents / umpires to remember you? \_\_\_\_\_  
\_\_\_\_\_
7. Why are you putting in all this time, really? \_\_\_\_\_  
\_\_\_\_\_
8. Please describe your previous Head and Assistant coaching experience. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
9. Please describe the coach training you have taken in the past 12 months. \_\_\_\_\_  
\_\_\_\_\_
10. Please explain your personal coaching philosophy. (Use the back of the form if necessary) \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_