

Coach development plan

One plan per coach per season. Fill it in together at the first meeting and bring it to every meeting after that.

Coach	Team	Season
Mentor	First meeting (date)	Years coaching

Mentor: the technical manager, coach coordinator or an experienced coach at the club who watches your sessions and leads the meetings.

1. Where are you now?

In your own words. This is not an assessment, it is the starting point for your goals.

What I am good at	Where I want to grow
What does my team need from me this season? (age, level, what the players want to learn)	

2. My goals for this season

Three at most. Write down what you want to do differently in the gym, so someone watching can see it.

No	Goal what will I do differently?	How you can tell it works what does an observer see?	Help needed from whom, what	Done by period
1				
2				
3				

3. How I will learn it

Pick one or two ways per goal and agree when.

Goal no	What will I do?	With whom	When	Done
				☐
				☐
				☐
				☐
				☐

Ideas: a course or clinic · shadowing another coach · planning a session together · having someone watch one of your sessions · a coaches meeting at the club · a book, video or article

4. Session observation

Agree on one focus question beforehand. The observer writes down what happens, not what they think of it. Talk it through straight after the session.

Date	Observer	Focus question	What stood out	Agreement for next time

5. Meetings

At the start, halfway through and at the end of the season. Look at the goals together and adjust them if needed.

Meeting	Date	How are the goals going?	What do we change now?
Start			
Halfway			
End			

You are free to use, copy and adapt this template.

What it can look like

A made-up coach of a youth team aged 13 to 15, in her second season. Copy the format, not the content.

Coach Emma

Team Girls aged 13 to 15

Season 2026/2027

Mentor Technical manager

First meeting (date) week 2

Years coaching 1

What I am good at

The group gets on well and the players enjoy coming. I plan every session on paper.

Where I want to grow

My explanations take too long and the players stand still. I do not yet make a drill easier or harder when it is needed.

What does my team need from me this season? (age, level, what the players want to learn)

Young group with a few new players. They want to learn the overhand serve and use three contacts more often in matches.

2. My goals for this season

No	Goal what will I do differently?	How you can tell it works what does an observer see?	Help needed from whom, what	Done by period
1	Demonstrate drills instead of explaining them at length	After the explanation the ball is back in play quickly; the observer sees little standing around	Observation by the technical manager	Period 1
2	Have an easier and a harder version of every drill ready	The versions are in my session plan and I use them in the gym	Planning together with an experienced coach	Period 2
3	A short report after every session with one focus point for the next	The focus point comes back in the next session	None	Whole season

3. How I will learn it

Goal no	What will I do?	With whom	When	Done
1	Have someone watch one of my sessions	Technical manager	Period 1	X
2	Shadow an experienced coach for two sessions	Coach of the oldest youth team	Period 1	X
2	Clinic on drills for young players	Fellow coaches at the club	Period 2	☐

4. Session observation

Date	Observer	Focus question	What stood out	Agreement for next time
week 6	Technical manager	How long do the players stand still while I explain?	The explanation in the second block took a long time. When I demonstrated with two players, everyone got going quickly.	Demonstrate every new drill first.

5. Meetings

Meeting	Date	How are the goals going?	What do we change now?
Start	week 2	Goals set together.	First observation planned.
Halfway	week 16	Goal 1 is going well. Goal 2 is hard: versions planned, but forgotten in the gym.	Write the versions on the drill card and take it into the gym.
End			

With Koach Club, the technical manager sees in the Team log what the coaches of every team recorded: attendance, what of the programme was done, their report and their notes on players.