

8-1-2013

MITCHELL COUNTY RECREATION DEPARTMENT BASEBALL PARENT ADVISORY COUNCIL (PAC) PLAN SUMMARY 2013

BASEBALL PAC PURPOSE:

To engage parents in a pro-active way to make the Recreation Department the best it can be by:

- (1) Utilizing the knowledge and experience of the parents to inform the Mitchell County Recreation Board and Staff of suggestions for improvement
- (2) Identifying issues that need to be addressed and developing solutions
- (3) Assisting in implementing positive changes for the future of the program

PLANNING:

Baseball PAC had 5 planning sessions beginning June 13 and ending July 25, for a total of 76 volunteer hours for PAC members, 17 hours for Rec. Staff, 18 hours for Bd. Members and 22 hours of service by volunteer facilitator.

A results-based facilitation method was used by facilitator. Five questions began the discussion and planning:

- (1) What characteristics/traits make up an awesome, successful baseball program?
- (2) On a scale of 1-5 (with 1 being poor and 5 being excellent, how would you rate the current program based on your definition above of what it takes to have an awesome, successful baseball program?
- (3) What worked well with the latest season?
- (4) What did not work so well?
- (5) What decisions need to be made by this group to make the program better?

Based on the answers to those questions, seven items were identified and categorized as topics that need to be addressed. Those seven were addressed through the development of five goals. The participants defined strategies and action steps for each of the goals:

GOAL 1: Create an organized Recreation Department program that is fair and marketable to the public.

Strategies: (1) Develop a yearly calendar prior to the season beginning (with identified times for season start/end dates, registration dates, coach/umpire meeting dates, sponsorship deadlines, draft and try-out dates, team contact deadlines).
(2) Market the Recreation Departments Baseball Program to the Public.

Action Steps:

- 1) Determine dates for each of the items listed above, using PAC's recommendations.
- 2) Be pro-active and develop a Recreation Department calendar and make it available to all parents (or persons registering the player), players, coaches, umpires and the public, well in advance of the season beginning

- 3) Enforce registration deadlines, but keep waiting list in case some players quit or teams need more players.
- 4) Plan and conduct Opening Day Ceremony that is fun and festive.
- 5) Hire a secretary to help with administrative work and handle marketing for the Recreation Department.
- 6) Recruit volunteers to help with registration and other activities.
- 7) Develop a marketing plan for the Rec. Dept. (Advertise program utilizing Facebook, email, newspaper articles/ads, signage, the Mitchell County website and CNS. Request assistance from Mitchell EMC and City of Camilla and City of Pelham to promote the program through their mail-outs and bills.)
- 8) Recruit sponsors for teams and utilize money from sponsorships for the baseball program.
- 9) Develop "Agreement" documents to be signed by appropriate individual so that everyone is clear on their role and their expected positive behavior. Agreement addresses at a minimum:
 - Expectations of Coaches
 - Expectations of Players
 - Expectations of Umpires/Officials
 - Expectations of Parents (or registrants)
 - Expectations of Spectators (no agreement, but signage posted in the facility).
- 10) Develop and post signs in the facility and at all gates regarding no smoking, no pets, expected behavior, etc.

GOAL 2: Develop a fair team selection process that promotes competition, not necessarily winning.

Strategies:

- (1) Conduct try-outs for all players.
- (2) Utilize draft process for picking teams (for players over age 6).

Action Steps:

- 1) Recruit coaches who will maintain positive behavior at all times, with the mindset that the program is to be fun for the participants and should build the skill level of all players.
- 2) Create an organized plan for Try-Outs so that players show their skill level. (Allow players to "play up" in the next age bracket if desired, as defined in the rules.)
- 3) Develop Try-Out Form and provide coaches, which will rate the player in the various categories: running, throwing, hitting, catching, etc. in preparation for the draft process
- 4) Hold a one-day try-out and encourage all players to attend.
- 5) Develop Draft process and ensure all coaches understand the process and have the best interest of the child at heart.
- 6) Designate one coach and one assistant coach per team to participate in the draft process.

- 7) Set a time and conduct "Trades", immediately following draft process.
- 8) Establish teams at the end of "Trades".

GOAL 3: Develop and provide clear, understandable rules that cover all situations on and off of the field.

Strategy: Ensure that all coaches, players, parents (or registrants), umpires, staff are aware of the rules, understand the rules and follow the rules.

Action Steps:

- 1) Provide copy of rules to all coaches and umpires (and to parents (registrants) and players if requested.)
- 2) Hold coaches/umpire meetings to explain rules and discuss any issues in question.
- 3) Explain rules before draft process begins so that each coach understands the rules for their particular age-group.
- 4) Give umpires the authority to dismiss any coach, player, parent or spectator if the rules are not followed.

GOAL 4: Create a program that will appeal to all ages.

Strategy: Ensure that the program is fun for all and that the environment in which they play is positive and helpful in building baseball skills.

Action Steps:

- 1) Ensure that coaches understand that the Rec. Department expects and demands that the coaches maintain positive behavior at all times.
- 2) Connect with coaches and athletic directors at the schools so that they encourage their players to play Recreation Department ball.
- 3) Consider co-ed league for older players.
- 4) Provide clinics by experienced coaches and/or pro's.
- 5) Create travel teams.
- 6) Have t-ball teams play one night per week since season will be extended.
- 7) Promote program to older students utilizing PAC members and other players.
- 8) Have discussion with coaches at coaches' meetings regarding minimum playing time for each player and make decision about "no practice, no play" rule.

GOAL 5: Encourage positive parental involvement.

Strategy: Ensure all coaches model positive behavior and have them explain to parents that they will be required to be positive at all times while in the facility.

Action Steps:

- 1) Explain expected behavior of coaches at coaches/umpires meetings
- 2) Ensure every coach and assistant coach signs Coaches' Agreement.

- 3) Require that coaches explain to parents that they must participate in a positive manner during games and at practices.
- 4) Require parents (or registrant) to sign Parent Agreement which states that negative behavior will not be tolerated.
- 5) Utilize Opening Ceremony to set the tone that Recreation Department games should be fun for the participants and that negative behavior will not be tolerated.
- 6) Engage additional parents in positive ways to be involved in the Program.