

Campion Football Program Proposal

With this proposal, we are suggesting to change the football program for Campion College. Changes that will improve the program immediately and that will get the kids excited about football at Campion, through all 6 forms. Our goal will be to develop all players that participate in the football program to the best of their talent, and combine this with their talent for academics. We will measure our long-term success by the amount of football scholarships that the Manning Cup team is offered. Campion College should be known as the school that offers the perfect mix between the best academics and a great football education. Secondary, we will also evaluate our performance each year by looking at the results of the Under 14, 16 and 19 teams in the school leagues. We will work with a football development plan that is based off an European youth academy model, which will be set up and implemented by coaching staff with over 20 years of experience in the Dutch football school. This will be combined with the experience of a coach that is a Campion Alumni, is passionate & knowledgeable about football, and that knows all the ins and outs of Jamaican Football.

In this proposal we will shortly outline what the current situation is, what we can accomplish on short term (in this current season), and what we have planned for the mid and long term.

Below are some of the achievements of the Campion football program from a few decades ago. We would love to get the financial support so we can work towards adding more achievements to this list within the next 5-10 years.

- U14 Football- History
 - U14 Ossie Harding Champions -1983
 - U13 Pepsi Champions -1986
 - Finalists -1984, 1985, 1990, 1996
- U16 Football- History
 - U16 Colts Champions -1984, 1988 & 1989
 - U16 All Islands Champions -1989
- U19 Manning Cup History
 - U19 Semi-finals -1988 & 1989



Current Situation

- Structure
 - *Football development plan;*
Currently there is no football development plan being used. The football program is run by the coaches and all coaches have freedom to do what they want to do, and to teach what they want to teach the players. The success of the program is not being measured or monitored.
 - *Administrative Support;*
All administrative duties are currently being done by who ever finds time to deal with it. This has led to an unorganized administrative arm of the football program.
 - *Communication;*
There are no set communication lines established, each coach communicates with who he wants, and in the way he prefers it to be done. This leads to miscommunication between parents/players/coaches/teachers/opponents. (training times, field availability, transportation, game times, uncertainty for players, squad cuts, pick up times, obligations to the team, etc.)
- Field Condition
 - The football field is not in a good state, and it is poorly maintained by the person in charge. Our 2 other training fields (BBQ & Cricket) have very limited availability, and are not in any condition to conduct a quality football training.
- Equipment
 - We have approximately 120 active football players during season. They are to share:
 - 2 big goals with netting
 - 2 big goals without netting
 - 4 small goals without netting
 - 15 bibs
 - 20 cones/discs (Occasionally re-stocked)
 - 25 footballs (Occasionally re-stocked)
- Coaching Quality
 - The coaching job within the football program has been perceived as something that is not an actual job. Coaches have been known to show up late because of family or work related matters, and very little to no preparation is being done. This has various reasons, but the main reason is because there is no compensation for the coaches that justifies them putting in more effort and time than what is currently being done. This inevitably leads to poor coaching quality, which leads to poor player development.

Possibilities

Short Term (2017 season)

- Structure
 - *Administrative Support;*

Each head coach will become more responsible for their own administrative duties. The head of athletics department will continue to assist and give guidance where needed as well. All administrative duties per team will be outlined in a job description.
 - *Communication;*
 - Each head coach is obligated to provide a pre-season and in-season schedule to all players and parents. Any changes regarding this schedule need to be communicated with ample time for players/parents to adjust their schedule to this. Schedules need to be approved by the head of athletic department before start of the (pre) season.
 - Any other communication that needs to happen (squad cuts, special events, meetings, teambuilding activities, etc.) need to be adequately communicated to the parents as well as the players.
 - All head coaches need to include the venue for each training session and practice games in their schedule, this way the field availability can be checked so there is no double booking on a field.
 - Individual attention needs to be given to players who have to deal with disappointments (squad cuts, injuries, personal issues)
 - *Football development plan;*

In this plan each head coach will have freedom to shape his team to his own ideas. However, this needs to happen within the guidelines that are set regarding the following topics;

 - Champion Football Vision & Goals
 - The individual development of the player
 - Team performance
 - The matches
 - The training sessions
 - The coaches
 - The organization and execution
- Equipment
 - For the short term we will not be able to upgrade all of our equipment to where it should be, but there are a few items that should be relatively easy and quick to improve. Better equipment and better storage of the equipment will lead to a higher efficiency at training sessions which will lead to a better development of each player.
- Coaching Quality
 - In order to create a professional structured football program we need to acquire coaches who are knowledgeable and willing to put in enough time and effort to realize the football development plan that has been established. You might be lucky at times and find somebody like Ashton or myself who is willing to invest their time and effort because they realize that it is valuable to give back to their school, or simple because they love it that much. If we try to rely on these coaches, then we will never establish a

sustainable football program because nobody, who provides a professional football curriculum, will work for \$J 23.000 for the month over a period of several years. We will put in a lot of time ourselves to find coaches who are equipped with knowledge and skills to perform at a high level, but there needs to be a better financial compensation for these jobs.

Mid Term (2018 – 2019)

- **Structure**
 - *Administrative Support;*

There will be a person appointed to be the student manager who will be in charge in assuring all the administrative duties are completed for each team. All head coaches will be actively assisting the student manager where necessary.
 - *Communication;*

We will continue to improve the communication lines based on last year's feedback. We acknowledge that parents play an important role in the success of the football program at school. We will establish excellent communication lines with the parents, children and teachers involved. This will ensure that the children have the right balance between academics and football. Dealing with talented players on a mental level is also something that we will focus on; Managing expectations, and providing feedback to those who are demotivated will play a key role in keeping these talented players interested and involved in our program.
 - *Players taking public transport (Campion Bus);*

Players can sign up at the beginning of the school year for the school bus. After each training session we will arrange a school bus to carry these kids to their appointed locations.
 - *Football development plan*

Full plan in place with yearly adjustments if needed.
- **Equipment/Facilities**
 - *Field Condition*

The football playing surfaces must be improved. Quotations are being sourced so a more detailed plan can be presented regarding this.
 - *Field availability*

An extra football field needs to be provided so we can have all teams train on a field that is appropriate for football training.
 - *Equipment*

Full equipment should be in place; we will be able to provide all the equipment that is needed to execute the training sessions and matches that are outlined in the football development plan.
- **Coaching Quality**
 - Only certified and approved coaches that can work according to our vision outlined in the football development plan. Coaches will be evaluated and have reporting duties to the head coach of the football program. All coaches should be certified with at least an Advanced Level I coaching certificate from the JFF.

Outcome

Short Term

- **2017:**
 - 0 Scholarships
 - 1 out of 3 teams make it to the 2nd round
 - Provide December - July training for at least 10 Pepsi & 10 Colts players that are eligible for Pepsi & Colts next year. Pre-Season training is necessary to establish a quality team when school season starts, therefore we stimulate players to join a club or academy in pre-season. To contribute to this, we will provide a special rate for Champion players to join Football Factory United where Coach Blankson (U16 coach) and Coach Eric (U14 coach) are the head coaches. Scholarships will be given to players who can't afford this program and have shown that they deserve this (on & off the field).

Mid Term

- **2018:**
 - 0 Scholarships
 - 1 out of 3 teams make it to the 2nd round
 - Have 15 Pepsi and 15 Colts players play for a club or academy in off season for at least 4 months. (Option A in the budget).
 - Have all football players at Champion participate in a full 8 months off season program at Champion. (Option B in the budget)
 - Establish a Junior & Senior Pepsi team
 - Establish a Junior & Senior Colts team
- **2019:**
 - 4 Scholarships
 - 2 out of 3 teams make it to the 2nd round
 - Have 20 Pepsi and 20 Colts players play for a club or academy in off season for at least 4 months. (Option A in the budget).
 - Have all Junior & Senior teams participate in a full 8 months off season program at Champion. (Option B in the budget)

Long Term

- **2020 +:**
 - 8 Scholarships
 - 2 out of 3 teams make it to the 2nd round, 1 team make it to quarter finals or higher.
 - Have all Junior & Senior teams participate in a full 8 months off season program at Champion. (Option B in the budget). The head coach for U14, U16 and U19 will provide weekly training sessions, practice games and tournaments at Champion year-round.

Budget (see attachment)

2017 (4 Months):

- Head Coaches
 - U14 Coach
 - U16 Coach
- Equipment
 - All equipment needs to be purchased, and proper storage needs to be provided.

2018 (4 Months):

- Head Coaches for 4 months.
 - U14 Coach
 - U16 Coach
 - U19 Coach
 - Girls Head Coach
- GK Coach
 - GK Coach needs to come 2 times a week to work solely with Goal keepers in all the programs for 6 weeks in pre-season.
- Assistant Coaches
 - U14 Assistant coach will assist the Junior & Senior U14 squad.
 - U16 Assistant coach will assist the Junior & Senior U16 squad.
 - Manning Cup assistant coach will mainly assist the manning cup team as well as provide support to other programs where necessary
- Equipment
 - All equipment will be re-stocked yearly, based on lost or damaged items.
- Field Costs
 - To be determined
- Other Costs
 - Costs for football camp and football gears for those who can't afford their own will be paid out of this.

2018 (All Year):

- Head Coaches for all year.
 - U14 Coach
 - U16 Coach
 - U19 Coach
 - Girls Head Coach
- GK Coach
 - GK Coach needs to come 2 times a week to work solely with Goal keepers in all the programs for 8 months in pre-season.
- Equipment
 - Video equipment will be purchased to optimize analyzing training & games.

2018 Budget will be revised after the 2017 season.

What's Next?

The 2017 season is close to being finished. Unfortunately, we were not able to completely execute our plan because of multiple reasons. The costs budgeted for the 2017 season will be taken into the 2018 season. These funds will be collected and managed by the Alumni Association and we will be transparent regarding what we spend the funds on. We will evaluate by the 15th of December if we can start on the 1st of January (Option B in the budget) or if we start in August (Option A in the budget).

We are very excited and can't wait to be full-time involved in growing the Champion Football Program to its full potential. For any questions or comments regarding this proposal feel free to contact Eric Rademakers (eric.rademakers@hotmail.com) / (876) 550-1891) or Ashton Blankson (ashtonblankson92@gmail.com / (876) 809-3389)