This is the coaching philosophy as provided by Jason Clemett for the Pee Wee AAA team, which has been adopted by all the coaches for Baseball Calgary.

**Winning and Development:**

People have registered their kids in the Cubs organization because they want their player to develop and learn the game at the highest level available. Other options for these parents would be little league, Babe Ruth etc, which is more of a community program. There is a competitive part of those programs but not until the end of the season or all-star portion. These parents have invested considerable time and money into this sport and have trusted the Cubs organization to develop their player to a level of certain expectation.

For myself, coaching a 12U AAA team, I understand that the parents may have high developmental goals along with winning expectations. I am a strong believer that winning will not come without development. Development is the priority. Every team we play against in May will develop and grow to become a stronger team in August. It is our job as coaches to develop the skills of all 13 players so that we have a great chance of winning at the end of the season. We may not win provincials, but my ultimate goal is to provide the players with the necessary tools to be successful. I will consider this season a success if every player develops to become a better baseball player by the end of the season.

We will teach and instruct the basic fundamentals of the game in a way which will allow for the players to fall in love with the game. The goal is to have players look forward to coming to practice just as much as games!

**Parent Interaction:**

I will strive to have a good relationship throughout the season with the parents. I will share with them our rules and our goals. I will read this philosophy to the parents at the team meeting. This will not guarantee elimination of parent issues but should help them understand what we are trying to accomplish. I will listen to parent concerns and issues and be open-minded and compassionate. I will work with them to understand our process and explain to them why and how things are the way they are.

I will let the parents know where I stand when it comes to playing time.

I will have an open door policy on parent issues, questions and concerns. I will have a 24hour period from games before a parent can send in any questions or concerns. I will not allow parents to interact with the players during games and practices. I will expect the following: positive cheering, not putting down other players, no yelling at the umpires, as well as no criticizing myself or other coaches. There will be a zero tolerance policy for bleacher coaching.

**Playing Time and Positions**

There are definitely non-baseball factors which effect playing time; showing up to practice, showing up to games, and discipline issues. No matter the age, the players and parents need to understand that you must show up and you must follow the rules or their will be repercussions At the competitive level, playing time in the first ½ of the season will be fair and we will work at the best rotations possible to ensure everyone is developing. Into the second half of the season we will continue to develop and we will start to see the starting rotation based on: the previous week’s practices, skill development in certain positions, and putting players in the positions where they can be the most successful.

When we enter into provincial rounds or even finals of tournaments, the coaches will put the players on the field that will give us the best chance of success.

**Summary**

In summary my philosophy is to have every player on this team fall in love with the game of baseball. This game builds character. These players will have ups and downs all season and as a coach, I will help guide them through these ups and downs. I will treat each player equally and give them every opportunity to grow and succeed. This is not coach pitch and these are young men. They can take accountability and responsibility for their own efforts. As it is my job to motivate them to put forth their best effort. I never guarantee anything… but I will guarantee this; these 13 players will grow closer as a team, they will develop as individuals and baseball players, and they will have fun!