



To: Interested Managers and Coaches

Re: 2010 Manager / Coach Application

The Little League manager and coach must be leaders. All must recognize that they hold a position of trust and responsibility in a program that deals with a sensitive and formative period of a child's development. It is required that the manager and coach have understanding, patience and the capacity to work with children. The manager and coach should be able to inspire respect. Above all else, managers and coaches must realize that they are helping to shape the physical, mental and emotional development of young people.

The Little League manager must be something more than just a teacher. Knowledge of the game is essential but it is not the only badge of a Little League coach or manager.

It is the manager more than any other individual who controls the situation in which the players may be benefited. Improving the level of leadership in this vital area must be a continuing effort.

Children of Little League age are strongly influenced by adults whose ideals and aspirations are similar to their own. The manager/coach and player share a common interest in the game, a desire to excel, and determination to win. Children often idolize their managers and coaches, not because the adult is the most successful coach or mentor, but because the manager and coach are sources of inspiration.

Managers and coaches must be adults who are sensitive to the mental and physical limitations of children of Little League age and who recognize that the game is a vehicle of training and enjoyment, not an end in itself. It has been stated many times that the program of Little League can only be as good as the quality of leadership in the managing and coaching personnel.¹

The Manager/Coach Selection Committee adheres to the following procedures for the selection of managers and coaches:

- 1) There is no seniority or tenure in serving as a manager or coach.
- 2) All regular season appointments expire annually.
- 3) The power to appoint all managers and coaches has been granted to the League President since the inception of the program.
- 4) The Board of Directors has the right to approve or disapprove any appointment made by the President.
- 5) This is an administrative matter and is not subject to intervention by the membership.
- 6) All managers and coaches are directly responsible to the League President.
- 7) The League President is responsible to the Board of Directors for the actions of all managers and coaches.
- 8) Reasons for not being selected as a manager or coach are not required to be given to an applicant. There is no appeal process for reconsideration.
- 9) Selection of managers, coaches and umpires is within the leagues' jurisdiction and not subject to intervention from the District or Region.
- 10) No new coaches shall be appointed until after the draft or player selection. This will avoid "red shirting" of players through selective coaching appointments.
- 11) When candidates are screened for minor league manager positions, they must agree to encourage every player to advance to a major league team. Managers who do not agree with this philosophy should not be appointed.

In order to establish credibility and parity amongst the volunteers we have established criteria to guide the selection process. The criteria listed below in descending priority are used by the Manager/Coach Selection Committee and League President to determine the appropriate candidates for the upcoming season:

¹ Little League 2008 Operating Manual – ed. 2008

- 1) Responses from the Manager/Coach Application, interview and evaluations from parents. The league is looking for candidates who reflect the following leadership skills and qualities:
 - a) Reflect an understanding of the age group they supervise.
 - b) Be aware that they are setting an example to the players.
 - c) Cooperate with others in making the program of mutual benefit to all youngsters.
 - d) Show by example that they respect the judgment and the position of authority of the umpire. Instill in their players a respect for the authority of adult leaders in the league
 - e) Exercise their leadership role adequately, but leave the ball game in the hands of the players.
 - f) Provide an opportunity for each youngster to participate.
 - g) Encourage their players at every opportunity.
 - h) Strive to impart as much baseball knowledge as possible to each player, especially concentrating on base running and sliding, which produces the majority of player injuries.
 - i) Encourage good health habits, good grooming and care of the uniform and equipment.
 - j) Be instrumental in shaping acceptable behavior patterns whether the team wins or loses.
 - k) Attend Little League and District sponsored clinics. Learn the rules and regulations then pass them on to the players.
- 2) The candidate is a returning manager or coach in good standing with the League.
- 3) Level of experience:
 - a) The candidate has Little League management experience in the League for which they are volunteering.
 - b) The candidate has any Little League management experience.
- 4) Knowledge of the game of baseball and shows the ability to teach it to young children.
- 5) The candidate has volunteered for the League in another role other than managing and/or coaching.

The selection process is as follows:

- 1) Interested applicants must complete the following attached forms and return them to the League no later than December 20, 2009.
 - a) 2010 TVLL Manager Application Form
 - b) 2010 Little League Volunteer Application
 - i) The Little League Volunteer Application must include a copy of a government issued picture identification (e.g. driver's license, passport).
- 2) Applications will be reviewed by the Manager/Coach Selection Committee, Player Agents, and the League President. The applicant may be contacted for an in person or phone interview and supplied references may be contacted to collect additional candidate information. The committee and President will use the aforementioned criteria in evaluating candidates who will be recommended to the Board of Directors.
- 3) The President, in consultation with the Manager/Coach Selection Committee, will prepare a slate of recommended managers and present the recommendations to the TVLL Board of Directors no later than January 5, 2010.
- 4) The TVLL Board of Directors will consider the recommendation of the President and approve a slate of Managers no later than January 5, 2010.
- 5) Selected managers will be notified by Division Coordinators no later than Thursday, January 7, 2010.
- 6) Selected managers must enter into a 2010 Manager/Coach Commitment Statement no later than January 15, 2010.

Regards,

Brian Thomas Cindric
President
Tassajara Valley Little League – American and National