Player Development Plan

#WeAreVSA
Mission Statement:
Our purpose is to be a community based soccer club that is committed to providing players of all levels and backgrounds the opportunity to play the beautiful game of soccer!

Vision Statement:
To build a pathway that provides a professionalized platform creating opportunities for all players in our club to succeed in life on and off the field

Core Values:
Community
Collaboration
Character
Commitment
Develop The Player: We will always put the player first and develop them in the key components of the game. We will provide opportunities for all players to grow on the field.

Develop The Person: We will always strive to look at the bigger picture and create young people who have characteristics and traits to succeed away from the soccer field. We will value hard work, humility, integrity, respect, responsibility, and a growth mindset above all else.

Develop The Club: We will work together as coaches, players, and parents to create a club that we can be proud to be part of. On and off the field we will represent the club in the best possible way, striving to be people the local community can be proud of. VSA will be unique to us!

Develop The Future: We will create a pathway and future for our players to be successful in all walks of life. Ultimately we are creating a better future for our community!
Collective **SOCCKER** Objectives of the player pathway
- Create a Champions League Player
- Create Professional Players (MLS)
- Create College Players
- Create High School Players

Collective **LIFE** objectives of the player pathway
- Create good people
- Create people with a deep passion for the game
- Create people who have a love for learning
- Create people who have an ability to work hard in the face of adversity
Being a member of a Players First club signifies that VSA are a part of a club that is providing support in five key areas: Club Development, Coaching Development, Player Development, Parent Engagement & Education and Player Health & Safety. It also means that VSA creates a positive, holistic experience for every child participating in the club.

VSA Meets the Philosophical Commitments of a Players First club:

- **Players First™** represents a club’s commitment to placing the long-term interests of each individual player at the heart of every decision in structuring, operating, and managing a club.
- **Players First™** represents a club’s commitment to providing a holistic approach in player development for all of your players, recognizing that the soccer experience must include lessons and opportunity both on the field and off.
- **Players First™** represents a club’s commitment as professionals in youth development to expect ongoing learning, education and development from all staff members in order to ensure that players have the benefit of best-in-class information and resources in teaching and training young athletes.
- **Players First™** represents a club’s commitment to engage with and educate parents to help them understand and embrace the appropriate expectations and roles for them in their child’s overall soccer and athletic development experience.
Fall 2018
3rd Place finish as club on overall points

9 Select Teams in Division 1 or 2 NCSL
VSA 07 Red Girls - champions
VSA 04 Red Girls — champions

21 players selected for VA PDP

Events
20 Champions
21 Finalists

Record number of teams (13) accepted to Nationally recognized showcase
VSA 08 NPL Boys - champions
VSA 07 NPL Girls — champions
VSA 06 NPL Boys - Finalists

Record number of teams (16) accepted to Nationally recognized showcase
VSA 08 NPL Girls - champions
VSA 07 NPL Girls — champions
VSA 06 NPL Girls - Finalist

2003 Boys Qualify for ENPL National Event

2002 Girls National Cup Qualifier

1st Professional signed
3 USYNT Call Ups
10+ US Soccer ID Center players

Class of 2019
17 Commitments
90 Players place since 2014

40+ players selected for VYSA ODP District/State

U15-U19
4x Semi-Finalists

Recap 2018-19

Community | Collaboration | Character | Commitment
Club Foundations

COACHING
- Club Coaching Education
- Licenses / Qualifications
- Mentoring / Director Support
- Organization / Planning / Preparation / Performance

PLAYER DEVELOPMENT
- Age Specific Curriculums
- Player Development Pathway / Progression
- Club Philosophy / Style of Play / Systems of Play
- Player Standards and Expectations

PARENT EDUCATION
- Establish Expectations and Standards
- Understanding and Knowledge of the Process
- Results vs Development
- Support and Encouragement

ADMINISTRATION
- Communication
- Organization
- Support System
- Trust

Community | Collaboration | Character | Commitment
Club Mindset

VSA GROWTH MINDSET

BELIEF IN HARD WORK CREATES TALENT

DOES NOT FEAR FAILURE

POTENTIAL IS UNKNOWN AND A JOURNEY

SEEKS FEEDBACK

SEEKS GROWTH OPPORTUNITIES

DESIRE TO LEARN

AVOIDS FAILURE

AVOIDS CHALLENGES

AVOIDS FEEDBACK

AVOIDS GROWTH OPPORTUNITIES

FIXED MINDSET

DESIRE TO LOOK SMART

HAPPY IN COMFORT ZONE

BELIEF THAT TALENT IS INNATE

LIMITED EFFORT TO LEARN

Community | Collaboration | Character | Commitment
Club Resources

College Program
VSA employs a full-time College Preparation Director

Sponsorships
VSA employs a full-time Director of Business Development

Coaching Education
VSA has the #1 In-house Coaching Education Program in the State of Virginia

VSA Tournament Series
VSA employs a tournament director to manage events

Player Pathway
From Recreation to Travel to College Events to Youth National Teams

Camps & Programming
VSA employs a full-time Camp Director & Futsal Director to oversee all additional programming

Specialized Programming
From Goalkeeping to Sports performance to Player Education

Club Model and Staff Development
VSA’s club model creates best practices and staff retention that have lasting effects. VSA invests in their Full Time Staff

VSA is sponsored by Nike which provides the club with unrivaled resources which include US Soccer and Coaching Education Opportunities

VSA has both Administrative & Technical full time staff to run an efficient club for our players and parents

Community | Collaboration | Character | Commitment
New For 2019-2020

#WeAreVSA
**Director Of Coaching Education:** Garrett Budd - USSF A License / USSF Instructor License / VYSA Coaching Education Staff

**Objective:** To Provide More Support To Our Premier and Younger Coaches To Implement The VSA Player Development Plan

**Why:** We fundamentally believe that better coaches equal better players. We want to bridge the gap between all coaches at the club because all players care

**Execution:**
- The Director of Coaching Education will spend on field time with VSA Staff to help guide their development as a coach and a leader
- The Director of Coaching Education will hold and teach the USSF Grassroots Licenses (2 per season)
- The Director of Coaching Education will hold and teach the USSF D License (1 Per Year)
Parent Engagement

Lead: Matt Lacey — USSF A License / USSF Instructor License / VYSA Coaching Education Staff

Objective: To provide more transparency in your child’s development pathway at VSA so you can provide a better level of support through more knowledge and understanding.

Why: Parents/Guardians are the most influential people in their children’s lives. We want to embrace this and include you in the process.

Execution:

- **VSA Curriculum** — Planning Your Child’s Long Term Development / How we plan age appropriate development
  - August — Mandatory
- **A Year Long Study On Effective Player Development** — Understanding The Pathway And Lessons We’ve Learned
  - September — Recommended for Jr Academy Parents
- **VSA Physical and Technical Development Model** — How to accelerate your child’s development
  - November — Open to all parents of all age groups
- **VSA Guest Speaker** — How to be an effective parent in youth development
  - February — Mandatory

New for 2019-2020
Why: The Premier VSA Player will be part of a culture that requires commitment, hard work and proper decision making on and off the field.

Objectives:
1. Create A Clear Player Pathway That Creates Opportunities To Progress With In VSA
2. Create An Environment In Which The Coaches And Players Require A Commitment To Hard Work, Encourages Decision Making And Requires Players To Be Brave On And Off The Field
3. Create A Pathway That Allows Players To Establish The Skill Set And Work Rate Needed To Represent Their High School, Middle Schools And The Community
4. Create A Connection To All Levels Within VSA, By Getting The Staff In Front Of Players And Consistent Communication With In The Staff About Each Players Development
5. Recognition Of Premier Players Accomplishments On And Off The Field

CLICK HERE FOR MORE INFORMATION
MAJOR ANNOUNCEMENT COMING NEXT WEEK
The VSA Way

#WeAreVSA
Player Pathway

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<th>LEVEL</th>
<th>% AT CLUB</th>
<th>LEAGUE PLAY</th>
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<td>NATIONAL</td>
<td>1%</td>
<td>VDA</td>
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<tr>
<td>STATE/REGION</td>
<td>17%</td>
<td>ACADEMY</td>
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<td>STATE/REGION</td>
<td>8%</td>
<td>PRE-ACADEMY</td>
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<td>GRASSROOTS</td>
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Community | Collaboration | Character | Commitment

VDA
ACADEMY
PRE-ACADEMY
JR ACADEMY
ADP
REC/SFL
Phases of Development

- Discovery Phase
  - 6-7 Year old's

- Foundation Phase
  - 8-12 Year old's

- Development Phase
  - 13-15 Year old's

- Performance Phase
  - 16-19 Year old's

Community | Collaboration | Character | Commitment
PASSIONATE
A LOVE FOR LEARNING AND THE GAME

PRO-ACTIVE
TAKES RESPONSIBILITY AND SHOWS INITIATIVE FOR ALL ACTIONS DURING PRACTICE AND GAMES

HARD WORKING
GIVES MAXIMUM EFFORT AND EXECUTES THEIR TASKS FOR FULL LENGTH MINUTES AT TRAINING AND IN GAME

ENGAGED
GIVES MAXIMUM FOCUS AND CONCENTRATION TO EXECUTE THEIR TASK FOR FULL LENGTH MINUTES AT TRAINING AND IN GAME

DOMINATES 1v1
SHOWS ACCOUNTABILITY AND INITIATIVE WITH AND WITHOUT THE BALL

DECISION MAKER
CAN READ AND UNDERSTAND THE GAME WHILE RECOGNIZING THE MOMENT TO EXECUTE DECISIONS

TEAM PLAYER
MAKES DECISIONS THAT HELP THE COLLECTIVE AND UNDERSTANDS THE IMPORTANCE OF WORKING WITH OTHERS
Our Fundamental football philosophy is to be PROACTIVE in everything we do. We compete each week with the goal of winning by playing positive football. We want all teams that we play to know we have left everything on the field and competed until the very last kick of the game win, lose or draw.

We believe that playing the VSA way will lead to eventual long-term success verses short term gains chasing results only. It does not matter who we play, we will try to implement the VSA style of play.

In attack we aim to dominate using PROGRESSIVE POSSESSION through the thirds using a variety of passing ranges to move the ball forward with numbers to create chances and score goals. When we lose the ball we want IMMEDIATE PRESSURE to win the ball back.

We aim to PRESS HIGH in the opponents half to force a mistake to regain the ball. When we win the ball back our first action is to play the ball forward to COUNTER ATTACK with numbers to create chances and score goals.
COMMUNICATION (GAME MOMENT)

DECISION MAKING
(WHAT/WHAT TO DO)

EXECUTION OF TECHNIQUE
(HOW TO DO IT)

WHAT TO DO?
(TACTIC)

HOW TO DO IT?
(TECHNIQUE)

FACTORS OF CYCLE
(AGE)
(LEVEL)
(CULTURE)
ENVIRONMENT

Reading The Game
Reflects VDA Model

Community | Collaboration | Character | Commitment
Periodization

Age Group Priorities
Reflects VDA Model

Focus

- Technical Development
- Tactical Development (Principle)
- Game Simulation (4v4-9v9)
- Game Model (Tactical work)

Community | Collaboration | Character | Commitment

U9-U10

U11-U12

U13-U14

U15-U19

Reflects VDA Model
Periodization U9-U10

Example of Year

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Periodization U11-U14
Example of Year

Community | Collaboration | Character | Commitment
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Community | Collaboration | Character | Commitment

U9/U10 System Of Play 7v7

1-3-2-1 WITH VARIATIONS

1-2-3-1 WITH VARIATIONS

1-3-1-2 WITH VARIATIONS
U11-U14 System Of Play 9v9

Community | Collaboration | Character | Commitment

1-3-4-1 WITH VARIATIONS

1-4-3-1 WITH VARIATIONS

1-3-2-3 WITH VARIATIONS
11v11 System Of Play

1-4-4-2 WITH VARIATIONS

1-4-2-3-1 WITH VARIATION

1-3-4-3 WITH VARIATIONS

Community | Collaboration | Character | Commitment
Our teaching philosophy is focused around creating an environment that develops soccer players and people. We hold players accountable by demanding hard work and ownership in their development as a person and player. By doing this we strive to create a competitive platform where all players take responsibility for their individual growth and the team.

We aim to be a player centered club by focusing on an holistic approach to individual growth. We understand that development is not linear and by understanding each players needs we can have a greater impact on their own unique pathway. In order to implement a player centered approach we must develop a competitive team training culture that delivers reality based training to mirror game specific moments to enhance individual decision making and team cohesion.

We deliver information using age specific learning objectives that use the game as the teacher. We collaborate in the process by asking players questions and encouraging them to be active in the learning process. We believe experiential learning is fundamental in developing autonomous people who experience, self reflect, and ultimately improve.
Teaching The Game

Community | Collaboration | Character | Commitment

PLAYER CENTERED
Holistic

REALITY BASED
Game

EXPERIENTIAL LEARNING
Autonomous
Coaches Development

- 6 Coaching Education Sessions (3 Fall/3 Spring)
- US Soccer Pathway – VSA pays for all coaches to attend USSF Courses
- 3 US Soccer Grassroots Instructors On Staff
- VYSA Clinics Guest Speakers and Coaches

Better Coaches = Better Players

Director Development

- 2 Day Pre-Season Staff Training
- 1 Formal Evaluation Per Season
  - Self Evaluation
  - Collaborative Feedback
- 1 Formal Evaluation of Session Plan planning per season
  - Implementation of VSA Principles / teaching methods
- 1 Game day evaluation
- Weekly Informal Feedback

Community | Collaboration | Character | Commitment
Our development philosophy is to provide a holistic approach to individual growth to develop the players' physical and psychological needs. We believe that there is more to a player's growth than the hours that they spend training during the week and playing games at the weekend.

Understanding the needs of each players' physical capabilities specific to their growth allows the club to take a long term approach towards player development. We believe that to further physical development, engagement and support from the parents is key. Parent education seminars supporting club values, nutrition recommendations and recovery are integral parts of the club.

We believe that we have a duty to make all players feel valued. We provide all players with Individual Development Plans, College Preparation, Physical Training, and Video Analysis as they progress through the club.
VSA Standards

PLAYERS
1) Greet Coach And Each Other With Hand Shake
2) Players Must Wear Correct VSA Attire, Bring A Pumped Up Ball And A Drink To Practice / VSA Club Practice Uniform
3) All Shirts Must Be Tucked In
4) Bags Must Be Hanged Up On Fence – Organized And Attention To Detail
5) Give Maximum Effort At Every Practice And Every Game

COACHES
1) Coaches Must Have A Session Plan - No Excuses
2) Must have clear learning objectives at each session
3) All Practices Must Reflect And Reinforce Club Player Development Plan
4) Coaching Attire - All Coaches Must Wear Cleats, Have VSA Attire On, Look Professional, No 3/4 Lengths, Shirts Tucked In
5) Must Be On Time To All Sessions And Games

Community | Collaboration | Character | Commitment
AVAILABILITY
Objective: To be available to play in every game

PREVENTION
Objective: To reduce the risk of injury

EFFICIENCY
Objective: To improve efficiency of football actions

Performance Program

Community | Collaboration | Character | Commitment
VSA employs a College Director to support all players in the college recruitment process.

Our College Director and Head Coaches provide 1 on 1 support for players during the college process.

We hold 2 meetings per year on the college recruitment process.

We attend College Showcase events to create additional opportunities.
Community  |  Collaboration  |  Character  |  Commitment

**Streamline And Standardize Our Approach**
- Email Template
- Personal Player Resume
- Team Resume (Digital And Hardcopy For Showcases)
- Personal Follow Up With Director
- Database Established For Player Communications
- College Education To Replace Player Education 1/Month
- Scholarship Links On Website
- Divisions, Scholarships, And FAQs Presentation Available Online

**Match Analysis And Film**
- Introduction Of Meeting Space Will Mean Onsite Match Analysis
- Games Will Be Filmed
- Opportunities For Games To Be Filmed And Broken Down By Coaches
- Players Will Be Able To Download Games For College Video
Class of 2019
Alumni

Alyssa Damato - Lynchburg College
Payton Fiel - Christopher Newport University
Victoria Partin - Christopher Newport University
Zariah Pickett - Hampton University
Camila Gonzalez-Toledo - Indiana University of Pennsylvania
Carlyn Schneider - Shenandoah University
Hannah Karas - Christopher Newport University
Christine McLaughlin - Christendom College
Courtney Moffett - Shenandoah University
Collin Ennis - Shenandoah University
Liam Lovell - Lynchburg University
Jake Hansbrough - Virginia Wesleyan
Dimitrios Gellios - Shenandoah University
Max Polio - Gardner-Webb
Simon Brun - Bridgewater College
Jack Lynam - Christopher Newport University
Alex Martinez - Bridgewater College

Class of 2018

Emily Hamlin - Shenandoah University
Mackenzie Kerns - Virginia Wesleyan
Emily Grant - Virginia Military Institute
Caroline Cicone - University of Mary Washington
Traevia Morris - Shenandoah University
Taylor Morris - Shenandoah University
Danelle Toone - James Madison University
Max Polio - North Carolina Wesleyan

Class of 2017

Michael Chang - Roanoke College
Ethan McGrath - Christopher Newport University
Enrique Dentone - Virginia Wesleyan
Troy Davis - Eastern Mennonite University
Leonardo Najjar - Eastern Mennonite University
Zackary Newton - Eastern Mennonite University
Conor White - Emory and Henry College
Allyson Brown - Virginia Tech
Mary Jackson - Virginia Wesleyan
Madison Southwick - Concord University
Amanda Nhek - George Mason University
Emily Mothersbaugh - Longwood University
Allison Kite - Wingate University
Bea Russo - Lynchburg College
Reese Baltasar - Bridgewater College
Sophie Karas - George
Alumni

Class of 2016
Frankie Diorio - Randolph College
Kyle Lewis - Case Western Reserve University
Tyler Bratcher - Marymount University
Connor Trask - Eastern Mennonite University
Brigitt Deel - High Point University
Olivia Camera - University of San Francisco
Olivia O’Connor - Longwood University
Darby Stephens - Christopher Newport University
Hailey McGrath - University of North Carolina, Wilmington
Lindsey Wiley - Colgate University
Maggie Haas - Rochester Institute of Technology
Selena Weaver - University of South Carolina Upstate
Malorie Joseph - University of Mary Washington
Alicia Zamora - Virginia Wesleyan
Claire Meiser - James Madison University
Mary Grace McGregor - University of Richmond
Jasmine Warren - Delaware State
Leena Cauthen - Wayneburg University
Allie Angel - Virginia Wesleyan
Reilly Hayward - Longwood University
Marli Hayward - Virginia University
Delany Dayoan - Adelphi University

Class of 2015
Sarah Strachan - Messiah College
Meredith Hackerson - New York University
Jazlyn McGinnis - Ferrum College
Madeleine Watson - East Carolina University
Erika Tamayko - James Madison University
Abby Gardner - Radford University
Lauren Short - Jacksonville University
Kady Badham - Maryland University
Kelli Burney - University of South Florida
Zoe Foxhall - Virginia Tech
Ariel Gardner - Christopher Newport University
Lauren Ciccone - Christopher Newport University
Gabby Gills - Christopher Newport University
Ava Roth - Lehigh University
Amanda Philip - Radford University
Mia Barreda - George Washington University
Olivia Korhonen - Northwestern University
Bella Muoz - Virginia Commonwealth University
Grace Friedl - Mary Washington University

Class of 2014
Michele Micciche - High Point University
Taylor Decker - Mary Washington University
Erika Blevins - West Point
Natalie McCarthy George Mason University
Karin Lacey - North Carolina State University
Daniela Neves - George Mason University

Class of 2013
Meghan Cox - University of Virginia
Vanessa Kvar - South Carolina
Savannah Miller - Auburn
Sarah Rainey - Radford
Taylor Kerxton - Wake Forest University
Alexa Wagoner - Iona College
Haley Roberson - Troy State University
Lindsay Egbers - University of Richmond
Victoria Burress - Virginia Commonwealth University
Christina Corbin - Longwood University
Quincy Slora - University of New Mexico
Ivana Szwejkowski - George Mason University
Caitlin Hite - East Carolina University
Autumn Berry - East Carolina University
Goalkeeping Philosophy

GOALKEEPING PHILOSOPHY

SHOT-STOPPING
- GAME IQ
- DECISION MAKING
- EXECUTION

POSSESSION
- GAME IQ
- DECISION MAKING
- EXECUTION

CROSSES
- GAME IQ
- DECISION MAKING
- EXECUTION

COMMUNICATION
- GAME IQ
- DECISION MAKING
- EXECUTION

Community | Collaboration | Character | Commitment
Goalkeeping Planning & Cycles

**STAGES OF DEVELOPMENT**

- **Jr. Academy Goalkeeping – U9-U10**
  - Foundation Stage
  - Fun

- **Pre-Academy Goalkeeping – U11-U14**
  - Youth Development Stage
  - Learn to Train

- **Academy Goalkeeping – U15-U19**
  - College/Pro Development Stage
  - Learn to Win

**ANNUAL PLANNING**

- **Competitive Seasons (Fall and Spring)**
  - 10-12 Week Periodized Cycle
  - Training 2x per week

- **Winter Programming**
  - Winter GK Academy
  - 6 Week Program – Training 2x per week

- **Summer Programming**
  - Summer GK Academy – 6 Week Program
  - Summer GK Camp

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**Community | Collaboration | Character | Commitment**
Contact Information

Director of Coaching
Dale Parker - dparker@vsaonline.org

Assistant Director of Coaching U11-U14
Alex Herrera - aherrera@vsaonline.org

Assistant Director of Coaching U15-U19
Bronson Gambale - bgambale@vsaonline.org

Director of Player Development U8-U10
Benjy Slator - bslator@vsaonline.org
Thank You

#WeAreVSA