

»»» Organization/School Name:

»»» Scorer Name:

»»» Date:

INTRODUCTION AND PURPOSE

»»» Welcome to the Positive Youth Sports Culture ("PYSC") Index from Positive Coaching Alliance ("PCA").

Our goal is to clearly describe the characteristics of a positive youth sports culture so that organizations and schools can assess where they are currently, set goals, take action, and measure their progress as they improve. This process will help organizations create environments where kids thrive and learn.

The PYSC Index is focused on youth sports organizations ("YSO") and schools, with connections to both coaches and communities being vital. The rating for your YSO/school is relative to the context of the community in which you are located and the extent to which you have control over your circumstances -- how well are you managing the things you control?

Our goal is that every organization and school can see itself in the Index.

COMPLETING THE PYSC INDEX

»»» PCA recommends that an administrator be responsible for observing practices/competitions and completing the PYSC Index. In some situations it may be that no single individual is familiar with/can observe all areas or levels of play, and therefore it may be preferable to have several individuals complete the PYSC Index for their respective area(s).

To complete the PYSC Index, read through each row and consider your organization or school's youth sports program following your observations. Circle a score (1-4) in the box provided that best reflects your current state. Take time to note your observations/indicators for the score you selected so that you have details to refer back to as you seek to make improvements.

You may use a paper copy of this PDF to take notes during your observations. If you are a PCA partner organization or school, your final PYSC Index scores should be submitted via the electronic form available from your PCA representative.

KEY TERMS

»»» **Positive Youth Development ("PYD"):** Engages youth along with their families, communities, and/or governments so that youth are empowered to reach their full potential. PYD programs provide youth with networks of supportive adults and opportunities for connectedness.

Social Emotional Learning ("SEL"): The process through which all young people and adults acquire and apply the knowledge, skills, and attitudes to develop healthy identities, manage emotions, achieve personal and collective goals, feel and show empathy for others, establish and maintain supportive relationships, and make responsible and caring decisions. (CASEL)

Culturally appropriate: Being alert and responsive to beliefs or conventions that might be determined by ethnicity, nationality or religion, etc.

Equity: Recognizes that each person has different circumstances and allocates the resources and opportunities needed to reach an equal outcome.

1. YOUTH-ADULT RELATIONSHIPS

INDEX SCORING SCALE

1

Indicators not present;
Urgent attention and action
needed.

2

**Indicators inconsistently
present or without quality;**
Additional work required.

3

Indicators satisfactorily present;
Can improve to meet desired
consistency or quality.

4

**Indicators consistently
present and at a high quality;**
Ready to explore other goals.

»» 1.1 COMMUNICATION

Coach communication with youth is respectful and culturally and developmentally appropriate.

SAMPLE INDICATORS FOR SCORE OF '4'

- Feedback from coaches is constructive.
- Coaches engage in two-way communication that values athlete's identity, input and needs.

»» 1.2 EMOTIONAL CONNECTION

Coaches develop positive emotional connections with youth.

SAMPLE INDICATORS FOR SCORE OF '4'

- Coaches have conversations that show care and interest in youth about things beyond sports, such as family or classes.

»» 1.3 POWER BALANCE

Youth have an appropriate amount of independence, autonomy and responsibility.

SAMPLE INDICATORS FOR SCORE OF '4'

- Older athletes have the ability co-lead elements of practices with coaches. Younger athletes have some controlled choice in their practice activities.

1 2 3 4

Observations/Indicators for Selected Score

1 2 3 4

Observations/Indicators for Selected Score

1 2 3 4

Observations/Indicators for Selected Score

2. COACHING BEHAVIOR AND PRACTICES

INDEX SCORING SCALE

1

Indicators not present;
Urgent attention and action
needed.

2

Indicators inconsistently
present or without quality;
Additional work required.

3

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Can improve to meet desired
consistency or quality.

4

Indicators consistently
present and at a high quality;
Ready to explore other goals.

»» 2.1 MODELING BEHAVIOR

Coaches model appropriate behavior (they 'walk the talk').

SAMPLE INDICATORS FOR SCORE OF '4'

- Coaches treat officials and opponents respectfully during competition.
- Coaches reward effort.

»» 2.2 SKILL BUILDING

Social-Emotional Learning (SEL) skill development is intentional, and includes specific communications related to transferring SEL skills from the sports environment to other areas of life.

SAMPLE INDICATORS FOR SCORE OF '4'

- Coaches specifically speak about how lessons and skills in sports link to venues outside of sports (such as school).

»» 2.3 LEARNING ENVIRONMENT

Coaches create a learning environment on the team that emphasizes individual effort, growth and skill development, vs. a focus on 'winning at all cost.'

SAMPLE INDICATORS FOR SCORE OF '4'

- Coaches reward effort and improvement.
- Learning debriefs after competitions are specific, constructive and empowering.
- Coach establishes positive support expectations for parents/caregivers.

»» 2.4 CULTIVATING BELONGING

Coaches create a caring environment and help all players feel safe, seen, heard, and supported.

SAMPLE INDICATORS FOR SCORE OF '4'

- Coaches foster relationships among players.
- During conflict, coaches foster an environment where team members can reflect, consider various perspectives and grow.

»» 2.5 VALUING DIVERSITY & EQUITY

Coaches ensure their teams embrace equity of race, gender, orientation, ethnicity, culture and other characteristics so that all youth on their teams feel seen and respected.

SAMPLE INDICATORS FOR SCORE OF '4'

- Coaches create space for learning/sharing the differences between various cultures, demographics and backgrounds, such as regarding gender, race, socioeconomics, and more.
- Coaches communicate in a way that values and respects various cultures, demographics and backgrounds, such as around race, gender, and other aspects of communities.

1 2 3 4

Observations/Indicators for Selected Score

1 2 3 4

Observations/Indicators for Selected Score

1 2 3 4

Observations/Indicators for Selected Score

1 2 3 4

Observations/Indicators for Selected Score

1 2 3 4

Observations/Indicators for Selected Score

3. ORGANIZATION POLICIES AND BEHAVIORS

INDEX SCORING SCALE

1

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Ready to explore other goals.

»» 3.1 POLICIES

The organization/school has policies that promote and support appropriate adult behavior, a positive youth development (PYD) environment and SEL skill development.

SAMPLE INDICATORS FOR SCORE OF '4'

- The organization/school has a mission statement that explicitly refers to PYD.
- Stated expectations for coaches include SEL skill development and shared focus on PYD as well as on the field performance.
- The organization/school has a policy related to appropriate parental behavior, especially with regard to treatment of officials, opponents and coaches.
- Clear and healthy lines of communication exist for coaches, parents, and leaders to communicate and address issues or incidents.

»» 3.2 BEHAVIORS

The organization/school reinforces its own policies, and leaders' behavior supports and models those policies, including creating a positive culture within the organization/school.

SAMPLE INDICATORS FOR SCORE OF '4'

- Coaches are rewarded for PYD/SEL skill development.
- Parent/family, coach or athlete conduct that violates policies is addressed, preventing degradation of culture.

»» 3.3 COMMUNITY CONNECTIONS

The organization/school actively builds, cultivates, and maintains connections to the community and partner organizations.

SAMPLE INDICATORS FOR SCORE OF '4'

- Processes for positively engaging with partners and the community exist and are consistently implemented.

»» 3.4 COACH DEVELOPMENT

The organization/school supports a learning environment for coaches.

SAMPLE INDICATORS FOR SCORE OF '4'

- The organization/school supports coaches by setting clear expectations, providing training, education & support, conducting evaluations and surveys, and recognizing and rewarding coaches focused on PYD/SEL development.

1 2 3 4

Observations/Indicators for Selected Score

1 2 3 4

Observations/Indicators for Selected Score

1 2 3 4

Observations/Indicators for Selected Score

1 2 3 4

Observations/Indicators for Selected Score

3. ORGANIZATION POLICIES AND BEHAVIORS (continued)

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»» 3.5 DIVERSITY AND INCLUSION

Leaders foster policies and practices that provide the opportunity for effective interactions among athletes, families, coaches and community members.

SAMPLE INDICATORS FOR SCORE OF '4'

- Organization/school collects demographic information (e.g., gender, race) on its program participants (youth/families and coaches/staff) and gathers data on their unique differences and needs.
- Organization/school has policies and practices in place to proactively welcome and value multiple cultural, racial, gender, and other identities.

»» 3.6 PHYSICAL SAFETY

The organization/school facilities and environment are physically safe spaces.

SAMPLE INDICATORS FOR SCORE OF '4'

- Leaders and coaches demonstrate care for physical health and safety.
- Organization/school provides training and resources around concussion safety, injury prevention, and child abuse prevention.
- Organization/school implements protocols to ensure facilities and play spaces are physically safe.

»» 3.7 EMOTIONAL SAFETY

The organization/school environment is a psychologically safe space for youth.

SAMPLE INDICATORS FOR SCORE OF '4'

- Athletes express openly and honestly their emotions, fears and hopes with coaches and teammates.

1 2 3 4

Observations/Indicators for Selected Score

1 2 3 4

Observations/Indicators for Selected Score

1 2 3 4

Observations/Indicators for Selected Score