



States Coaches Integrity Framework (Ver.5.1)

Purpose

1. To guide coaches in balancing player development and competitive fairness during Pre-State Carnivals and TBAWA State Championship Carnival.
2. Promote consistent coaching standards across all teams.
3. Ensure alignment with Thornlie & Districts Tee-Ball Association values as outlined in the State Championship handbook.

Team Staff Selection

When appointing team staff, the Head Coach should ensure that selections are made in the best interests of the players and the team as a whole. Appointments are to be based on relevant skills, experience, and demonstrated commitment to supporting player development and team goals. Positions should not be allocated solely on the basis of personal relationships, such as friends or family connections.

Team Goals

- Establish well-rounded, age-suitable objectives that encourage growth, collaboration, and a healthy sense of competition, while avoiding excessive pressure on young athletes.
- Reach out to each player individually and ask what their specific goals are.
- Develop a sense of team pride early in the season through shared goals, team chants, and mutual respect.
- Regularly highlight team and individual improvements, big or small. Celebrate hustle, effort, and good sportsmanship.
- Reinforce the importance of bouncing back from errors, staying focused, and not giving up. Teach that mistakes are part of the process.
- The ultimate goal is to help players build skills, self-confidence, and a love for the game - not just to win games.

Training Goals

- **Punctuality**
Players should arrive on time (or early) for training so the whole team can start together, maximize learning, and develop good habits that carry into games.
- **Clean, fundamental tee-ball**
Prioritize correct fielding techniques, throwing accuracy, and hitting mechanics. Introduce more advanced techniques as the team develops
- **Minimize errors**
Aim for consistent communication and smart, simple plays to reduce fielding mistakes.
- **Execute team strategies**
Proper base running, backing up, and understanding situational plays.
- **Support**
Encourage cheering and positive talk, helping teammates recover from mistakes.
- **Resilience**
Emphasize hard work, consistency, and focus.
- **Communication and decision-making**
Practice calling plays, communicating in the field, and making smart choices under pressure.
- **Fitness and Endurance**
Build physical strength, stamina, and agility to support strong performance.

Pre-State Carnivals

- The start of a new carnival season marks a fresh start for all players. Last season's performances will not influence current assessments, whether positively or negatively.
- Early on in pre-state carnival season, provide equal playtime and opportunities across multiple positions to support player development, confidence, and enjoyment.
- Coaches should aim to give all players meaningful involvement in each game.
- Further into the pre-State carnival season, once players have been given reasonable opportunities to experience multiple fielding positions, coaches are encouraged to begin refining their team structure. This may include assigning a player to a particular position for extended periods, or predominantly using them in that position, to build experience, confidence and consistency in preparation for the TBAWA State Championship Carnival
- While refining teams, coaches must continue to uphold the values of respect, inclusion, and long-term player development. Final team selections and game strategies should reflect a balanced approach that considers both current performance and the broader goal of fostering a positive, growth-oriented environment for all players.
- Stay calm, confident, and focused on team goals.
- Reinforce respect by maintaining a high standard of sportsmanship throughout the carnival to coaches, umpires, opponents and officials.

TBAWA State Championship Carnival

- Coaches are expected to communicate their finals plan to players and parents clearly and respectfully before the carnival begins.
- Coaches may adjust team line-ups to place players in their strongest or most familiar positions to support team performance.
- Coaches should still aim to give all players meaningful involvement in each game but may not guarantee equal game time.
- Each player is to be placed in a minimum of 2 different fielding positions during the carnival. A position does not include bench.
- If on the last day of the competition a medal position cannot be reached, coaches are encouraged to provide players with opportunities to experience different fielding positions, with a fun and flexible mix of positions encouraged where appropriate.

Review and Accountability

- The Coaches Integrity Framework will be reviewed annually by the Thornlie & Districts TeeBall Association Executive Committee and State Championship Coordinator to ensure it remains relevant and effective.
- Coaches will be provided an opportunity to give feedback on its application at the conclusion of the States season.
- Compliance with the framework will be monitored throughout the Pre-State Carnivals and the TBAWA State Championship Carnival by TDTBA officials.
- Coaches or staff found not adhering to the framework may be subject to review by the TDTBA Executive Committee, State Championship Coordinator and Coaches Coordinator -
- Consequences for breaches may include:
 - Formal reminders or warnings
 - Mandatory meetings with the TDTBA to address concerns
 - Restrictions on coaching appointments in future State teams
 - In serious or repeated cases, removal from the coaching position
- All decisions will be guided by fairness, transparency, and the best interests of the players and the Association.

And remember..

There is a good way to win and a bad way to win. Winning should not come at the cost of exclusion and disrespect. It is better to lose as a united team, than to win as a divided one.