

Devon County Age Group Review

10th – 12th February - Exeter University

Introduction –

Matthew Theedom (Devon CDM) requested the Performance Team to conduct a review of Devon's County Age Group (CAG) programme with the aim of reviewing and developing their CAG programme delivered for the benefit of young players in Devon.

Over a two day period the Performance Team met with 26 stakeholders with a variety of roles and experienced from across the Devon cricket community. Interviews were held in 1:1 format and small focus groups. Findings were recorded and have been included in the below report.

The scope of the review was agreed by DCB and the Performance team and included investigating the following areas of the CAG pathway:-

- 1) Vision
- 2) Programme Delivery
- 3) Administration/ Communication
- 4) Pathway Links
- 5) Player/ Parent Satisfaction

This report is broken into the above sections. While this report will provide a number of recommendations this will be for consultation with the DCB and an agreed action plan to be written. The Performance Team will support the development of the DCB CAG pathway with ongoing consultation and resource as required by DCB.

We would like to thank all those who gave up their time to be part of this review, their passion for the development of cricket in Devon and their commitment to the programme was clear to see. DCB should also be commended on the foresight to request an external review with the aim of developing their programmes.

1 – Vision

Recommendations –

1. Develop a Devon Cricket Pathway Vision which can be shared throughout the county and drive behaviours of all involved.

- ECB Performance Team could facilitate a 'Pathway Vision' forming session with CAG Coaches/ Managers and other stakeholders.
- Once established this vision can be communicated throughout Devon cricket.

2. Establish a Pathway Review Group (CDM/Performance Lead/Devon Lions/Devon W&Gs/ Representation from District).

- Purpose to review and drive developments with the player pathway. Group meet regularly and establish a Plan-Do-Review process for the programme as a whole. ECB can facilitate this.

3. Recruit a Strategic Lead (Paid or Volunteer) for CAG cricket ("Performance & Coaching Manager").

- This person could have the remit of leading the Devon CAG, EPP, Pathway Coach Development, Pathway Coach Mentoring, Recruitment of Coaches & Managers and work to ensure the pathway is coherent.

4. CAG Coach & Manager Recruitment & Retainment –

- Develop a process for recruitment including, application, interview, reviews etc.
- Develop a rewards and recognition for volunteer managers and coaches (i.e. CPD, Somerset T-20 tickets etc)

2 – Programme Delivery

Recommendations –

1. CAG Coach and Manager Roles & Responsibilities

- Each coach and manager receives a detailed role responsibilities document and timeline of all activity (i.e. highlights clear communication timelines (i.e. selection points, 2 week notice for games etc).
- All managers aware of the budget limitations (i.e. ground hire, teas etc).
- Standardised playing/ training programme across the age groups.
- Manager/ coach induction for all new managers/ coaches.
- Manager and coach meetings at timely intervals (i.e. twice yearly).
- Ensure all MQS documents are checked centrally (DCB Admin support)

2. Establish "Devon Performance Coach Development Programme"

- Coach Education Opportunities
- Mentoring system
- Establish coaching observation process
- Develop informal coach learning opportunities
- Explore CPD Opportunities externally
- Coach enrichment days/ master classes
- Link with Coaches Association
- Highlight the need to develop coaches with a focus in bowling

3. Individual Player Development & Progression

- Personal Development Plans to be formulated and utilised throughout the pathway (ECB to provide templates and training if required)
- Develop communication of PDPs to all stakeholders (managers responsibility)
- Develop 'hand over' of information between coaches and managers regarding players continual development.

4. Revisit the Player Development Framework driven by M Wood and J Pitts

- Ensure coaches are working for the long term development of players

5. Establish a framework for the delivery of Athletic Development.

- Liaise with Exeter University and utilise volunteer/ student resource to deliver a programme across the age groups.

6. Enhance Contact Time

- Review the winter contact time with players and facility use
- Look to implement a summer training programme for all squads

7. Talent ID

- Develop a consistent Talent ID programme which can survive to guide the principles of all selections.
- Enhance mechanism for coaches to make decisions on selection vs managers
- Ensure CAG coaches and managers observe District matches
- Establish clear selection timelines which can be communicated to parents
- Develop a transparent nomination process from School/ Club - District – CAG-EPP

3 – Administration / Communication

Recommendations –

1. Pathway diagram

- Ensure the pathway diagram is added to website and communicated to all stakeholders including all key dates and contacts

2. Establish a central Performance Player Database

- Use to record all relevant information and store documents

3. Develop robust payment mechanism

- Ensure parents know where their payments are allocated

4. Communication Templates

- Establish templates for communication with parents and players to ensure a coherent message from Devon Cricket
- Develop a CAG player handbook which contains all information regarding H&S, codes of conduct, policies and procedures and all other relevant information.

5. News and Events

- Develop regular news articles for use of social media and the website to share CAG news and events

6. Regular stakeholder meetings, including EPPHC/ Strategic Lead & CAG Managers/ Coaches.

- Meetings held at timely points in the year
- Agenda agreed and chaired by suitable person

4 – Pathway Links

Recommendations –

1. Issues with DCYA and CAG/ DCB need addressing and a clear direction for all parties should be found for the benefit of the pathway and the children involved. This may require external mediation.

2. Maximising External Support and Links –

- EPPHC/Performance Lead to be driving the relationships with neighboring schools, District Groups and Clubs (e.g. relationship with schools to be improved)
- Develop relationship with Exeter University to engage work experience students
- Develop relationship and sharing of resource with Somerset CCC Academy programme.

5 - Player/ Parent Satisfaction

Attached are the results of the survey which was completed by 55 parents. Please see below for an age group breakdown. Also attached is the feedback from coaches and managers of the programme in 2015.

U10	3 (5.45%)	U15	2 (3.64%)
U11	5 (9.09%)	U15 Girls	1 (1.82%)
U12	6 (10.91%)	U16	0 (0.00%)
U13	9 (16.36%)	U17	2 (3.64%)
U13 Girls	12 (21.82%)	U17 Girls	5 (9.09%)
U14	10 (18.18%)		