Coaching Assessment Rubrics & Progress Tracking

Measurable tools to evaluate your growth as a coach

HOW TO USE THESE RUBRICS

Self-Assessment Schedule:

- **Month 0** (Baseline): Complete all rubrics before starting

- **Month 3**: Quick check-in on all areas

- **Month 6**: Full assessment (end of Phase 1)

- **Month 12**: Full assessment (end of Phase 2)

- **Month 18**: Final comprehensive assessment

- **Quarterly**: Track 2-3 specific areas you're focusing on

Scoring System:

- **1 = Beginning**: Minimal knowledge/skill, needs significant development

- **2 = Developing**: Basic understanding, inconsistent application

- **3 = Competent**: Solid understanding, consistent application with some gaps

- **4 = Proficient**: Strong understanding, effective consistent application

- **5 = Expert**: Deep mastery, innovative application, could teach others

How to Score Yourself:

- Be honest - this is for YOUR growth

- Use decimal points (e.g., 2.5, 3.5) for in-between levels

- Note specific examples for scores

- Track improvement over time

- Celebrate progress!

RUBRIC 1: TACTICAL KNOWLEDGE

Principles of Play

Attacking Organization (Penetration, Width, Depth, Mobility, Support)

- **Score**: _____ / 5

- **Evidence**:

- **Month 0**: _____

- **Month 6**: _____

- **Month 12**: _____

- **Month 18**: _____

Level	Description
1	Cannot explain basic attacking principles
2	Can name principles but limited understanding of application
3	Understands principles, can design basic training for them
4	Deep understanding, can teach players effectively, applies in games
5	Masterful understanding, creates innovative training, adapts to situations

Defending Organization (Pressure, Cover, Balance, Compactness, Control)

- **Score**: _____ / 5

- **Evidence**:

- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	Limited understanding of defensive principles
2	Basic awareness, struggles to teach effectively
3	Solid understanding, can organize basic defensive shape
4	Strong knowledge, teaches principles well, good game management
5	Expert level, creates sophisticated defensive systems, adapts tactically

Transition Play (Attack → Defense, Defense → Attack)

- **Score**: _____ / 5
- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	Doesn't recognize transitions as distinct phase
2	Aware of transitions, limited training methods
3	Understands both transitions, designs appropriate training
4	Strong transition understanding, team executes well
5	Masterful, team excels in transitions, gains competitive advantage

Formation & Systems Knowledge

Understanding Formations (4-4-2, 4-3-3, 3-5-2, etc.)

- **Score**: _____ / 5
- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	Limited knowledge of formations
2	Knows 2-3 formations basics
3	Understands 4-5 formations, can implement one effectively
4	Knows multiple formations, adapts based on opponent/personnel
5	Expert knowledge, creates hybrid systems, innovative applications

Positional Roles & Responsibilities

- **Score**: _____ / 5
- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	Basic position names only
2	General understanding of roles
3	Clear understanding of all positions, can teach responsibilities
4	Deep role knowledge, develops players in positions effectively
5	Expert, teaches advanced positional concepts, creates specialists

Tactical Awareness

Match Analysis Ability

- **Score**: _____ / 5
- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	Watches games but limited tactical observation
2	Notices basic patterns (formation, goals)
3	Identifies key tactical moments, understands why things happen
4	Comprehensive analysis, creates detailed scouting reports
5	Expert analyst, identifies subtle patterns, predicts tactical adjustments

Opponent Scouting

- **Score**: _____ / 5
- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	No systematic scouting
2	Basic observation of opponents
3	Creates scouting reports, identifies strengths/weaknesses
4	Detailed analysis, prepares team effectively against opponents
5	Elite scouting, finds tactical edges, superior preparation

Game Management

In-Game Tactical Adjustments

- **Score**: _____ / 5
- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	Struggles to read game situations
2	Notices issues but uncertain how to adjust
3	Makes basic adjustments (subs, formation changes)
4	Reads game well, makes effective adjustments, improves results
5	Masterful game manager, multiple moves ahead, decisive impact

RUBRIC 2: TECHNICAL COACHING ABILITY

Technical Demonstration

Ability to Demonstrate Skills

- **Score**: _____ / 5
- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	Cannot demonstrate basic techniques
2	Demonstrates some skills, often incorrectly
3	Demonstrates most skills adequately, uses players when needed
4	Good demonstrations, can show proper technique clearly
5	Excellent demonstrations or finds creative ways to show (video, player models)

Note: Limited playing experience means you may always be 3-4 range. That's fine! Use video, use players as demonstrators, explain clearly.

Technical Knowledge

Understanding Proper Technique

- **Score**: _____ / 5

- **Evidence**:

- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	Limited knowledge of proper techniques
2	Basic understanding, can explain some skills
3	Solid knowledge of all basic techniques, teaches fundamentals well
4	Deep technical understanding, identifies errors, provides good corrections
5	Expert technical knowledge, understands biomechanics, optimizes technique for individuals

Skill Development Progressions

Designing Technical Training

- **Score**: _____ / 5

- **Evidence**:

- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	Random technical activities, no progression
2	Some logical order, limited variation
3	Good progressions (unopposed → passive → active), age-appropriate
4	Excellent progressions, varied methods, challenges all levels
5	Masterful, creates innovative technical training, maximizes development

RUBRIC 3: SESSION DESIGN & DELIVERY

Planning & Organization

Practice Session Planning

- **Score**: _____ / 5

- **Evidence**:

- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	Little to no planning, improvises sessions
2	Basic plans, missing details, often goes off-plan
3	Complete session plans, follows structure, prepared
4	Detailed plans, progressions clear, well-organized, adapts smoothly
5	Masterful planning, every detail considered, seamless flow, creative

Session Structure & Flow

- **Score**: _____ / 5

- **Evidence**:

- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	Poor structure, disconnected activities
2	Basic structure but lots of wasted time, confusion
3	Good structure (warm-up → technical → tactical → game), decent flow
4	Excellent structure, activities connect, minimal downtime, engaged players
5	Masterful flow, perfect timing, players maximally engaged, seamless transitions

Coaching Delivery

Communication Clarity

- **Score**: _____ / 5
- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	Unclear instructions, players confused often
2	Sometimes clear, often too wordy or vague
3	Generally clear, players understand most times
4	Very clear, concise, players understand immediately
5	Crystal clear, adapts communication style to players, outstanding clarity

Use of Coaching Methods

- **Score**: _____ / 5
- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	Only uses direct instruction (command style)
2	Primarily command, some questioning
3	Uses multiple styles (command, practice, questioning), context-appropriate
4	Skilled with all teaching styles, chooses best for situation
5	Master teacher, seamlessly uses all styles, guided discovery expert

Feedback Quality

- **Score**: _____ / 5

- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	Minimal feedback or primarily negative
2	Some feedback but often too general or late
3	Good balance of positive/corrective, mostly specific, timely
4	Excellent feedback, specific, timely, accelerates learning
5	Masterful feedback, every word purposeful, players improve rapidly

Engagement & Management

Player Engagement Level

- **Score**: _____ / 5
- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	Players often disengaged, bored, off-task
2	Some engagement but frequent management issues
3	Most players engaged most of the time
4	High engagement, players excited and focused
5	Complete engagement, players love training, maximum learning

Behavior Management

- **Score**: _____ / 5
- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	Frequent behavior problems, struggles to manage
2	Some control but inconsistent, reactive
3	Good control, clear expectations, mostly positive
4	Excellent management, proactive, positive culture
5	Masterful, players self-manage, culture of excellence

RUBRIC 4: PLAYER DEVELOPMENT

Individual Development

Player Assessment Ability

- **Score**: _____ / 5
- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	Cannot accurately assess player abilities
2	Basic assessment, misses nuances
3	Accurate assessment of strengths/weaknesses
4	Detailed assessment, identifies specific development needs
5	Expert evaluation, predicts potential, creates perfect development plans

Individual Development Planning

- **Score**: _____ / 5
- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	No individual planning, same for all players
2	Aware of differences but generic plans
3	Creates individual development plans, some differentiation
4	Detailed IDPs, differentiates training, tracks progress
5	Masterful individualization, every player optimally developed

Holistic Development

Technical Development Approach

- **Score**: _____ / 5
- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	No systematic technical development
2	Some technical work but random, no progression
3	Systematic technical development, age-appropriate
4	Excellent technical progression, players improve noticeably
5	Masterful technical development, players excel technically

Tactical Development Approach

- **Score**: _____ / 5
- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	Little tactical teaching
2	Basic tactics taught but players don't understand
3	Good tactical teaching, players grasp concepts
4	Excellent tactical development, players think tactically
5	Masterful, develops tactically sophisticated players

Physical Development Approach

- **Score**: _____ / 5
- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	No attention to physical development
2	Some fitness work but not age-appropriate
3	Integrates physical development appropriately into training
4	Excellent physical development, safe and effective
5	Masterful physical development, optimizes athleticism

Psychological/Social Development

- **Score**: _____ / 5
- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	Ignores psychological/social aspects
2	Aware but doesn't address systematically
3	Builds confidence, team culture, addresses issues
4	Strong focus on mental game, excellent team culture
5	Masterful psychological development, transformative culture

RUBRIC 5: LEADERSHIP & PROFESSIONALISM

Team Culture & Environment

Creating Positive Culture

- **Score**: _____ / 5
- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	Negative or toxic culture
2	Neutral culture, no clear identity
3	Positive culture, players enjoy being on team
4	Strong culture, clear values, players committed
5	Championship culture, players transform as people, legacy

Player-Coach Relationships

- **Score**: _____ / 5
- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	Poor relationships, players don't trust
2	Transactional relationships only
3	Good relationships, players respect coach
4	Strong relationships, players trust and are loyal
5	Transformative relationships, mentor for life

Communication & Management

Parent Communication

- **Score**: _____ / 5
- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	Poor communication, frequent conflicts
2	Minimal communication, reactive to problems
3	Regular communication, handles issues appropriately
4	Excellent communication, proactive, builds partnerships
5	Masterful, parents are huge supporters, zero conflicts

Team Organization

- **Score**: _____ / 5
- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	Disorganized, frequent confusion
2	Basic organization, some issues
3	Well-organized, clear systems
4	Highly organized, seamless operations
5	Masterful organization, everything runs perfectly

Personal Growth & Reflection

Self-Reflection Practice

- **Score**: _____ / 5
- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	No reflection, doesn't learn from mistakes
2	Occasional reflection, limited learning
3	Regular reflection, learns and improves
4	Deep reflection, rapid improvement, seeks feedback
5	Masterful reflective practice, continuous growth, breakthrough insights

Continuous Learning

- **Score**: _____ / 5
- **Evidence**:
- **Tracking**: M0___ M6___ M12___ M18___

Level	Description
1	No effort to learn or improve
2	Occasional learning, not systematic
3	Regular learning, follows study plan
4	Dedicated learner, always improving
5	Learning machine, insatiable growth, shares knowledge with others

COMPREHENSIVE SCORING SUMMARY

Overall Category Scores

Tactical Knowledge (7 sub-scores)

- Total: _____ / 35
- Average: _____ / 5
- **Tracking**: M0___ M6___ M12___ M18___

Technical Coaching (3 sub-scores)

- Total: _____ / 15
- Average: _____ / 5
- **Tracking**: M0___ M6___ M12___ M18___

Session Design & Delivery (6 sub-scores)

- Total: _____ / 30
- Average: _____ / 5
- **Tracking**: M0___ M6___ M12___ M18___

Player Development (6 sub-scores)

- Total: _____ / 30
- Average: _____ / 5

- **Tracking**: M0___ M6___ M12___ M18___

Leadership & Professionalism (5 sub-scores)

- Total: _____ / 25

- Average: _____ / 5

- **Tracking**: M0___ M6___ M12___ M18___

TOTAL COACHING COMPETENCY SCORE

- **Total Points**: _____ / 135

- **Overall Average**: _____ / 5

- **Certification Equivalent**:

  - 1.0-1.9 = Grassroots level

  - 2.0-2.9 = US Soccer D License / UEFA C equivalent

  - 3.0-3.9 = US Soccer C/B License / UEFA B equivalent

  - 4.0-4.4 = US Soccer A License / UEFA A equivalent

  - 4.5-5.0 = US Soccer Pro / UEFA Pro equivalent

Month 0: _____ (Baseline) **Month 6**: _____ (Phase 1 complete) **Month 12**: _____ (Phase 2 complete) **Month 18**: _____ (Phase 3 complete)

SPECIFIC SKILL TRACKING SHEETS

Technical Skills You Can Demonstrate

(Check if you can demonstrate properly)

Basic Skills:

- ☐ Inside foot passing

- ☐ Outside foot passing

- ☐ Ball control (various surfaces)

- ☐ Basic dribbling moves

- ☐ Shooting technique

- ☐ Heading (basics)

- ☐ Throw-in technique

Note: It's okay if you can't demonstrate all of these. Use video examples, use skilled players as models, or walk through movements slowly. Your ability to TEACH technique matters more than your ability to perform it at game speed.

Tactical Concepts You Can Teach

(Check when confident teaching)

Phase 1 Targets:

- ☐ Four moments of soccer
- ☐ Principles of attacking play
- ☐ Principles of defending play
- ☐ Basic formations
- ☐ Small-sided game tactics
- ☐ Transition concepts

Phase 2 Targets:

- ☐ Building from back
- ☐ Pressing systems
- ☐ Creating and using width
- ☐ Penetrating centrally
- ☐ Defensive organization
- ☐ Set piece organization

Phase 3 Targets:

- ☐ Advanced pressing (gegenpress, man-oriented)
- ☐ Positional play concepts
- ☐ Counter-attacking strategies
- ☐ Opponent analysis
- ☐ In-game adjustments
- ☐ Complete game model

PLAYER IMPACT ASSESSMENT

Team Performance Indicators

(Measure quarterly)

Technical Improvement:

- Passing accuracy: _____% (target: improvement over season)

- First touch quality: _____ / 10 (subjective assessment)

- 1v1 success rate: _____%

Tactical Execution:

- Shape maintenance: _____ / 10

- Transition speed: _____ / 10

- Pressing effectiveness: _____ / 10

- Set piece success rate: _____%

Team Culture:

- Player attendance rate: _____%

- Player retention season to season: _____%

- Parent satisfaction: _____ / 10

- Player enjoyment survey: _____ / 10

Competitive Results:

- Win-loss-tie record: _____

- Goals scored vs. conceded: _____

- Improvement from previous season: _____

- Tournament/playoff results: _____

Individual Player Growth:

- Number of players showing significant improvement: _____

- Players advancing to higher levels: _____

- Players developing leadership: _____

- Players gaining confidence: _____

QUARTERLY FOCUS AREA TRACKER

Quarter 1 Focus (Months 1-3)

Primary Focus Areas (Choose 2-3):

1. _____

2. _____

3. _____

Specific Goals:

- _____

- _____

- _____

Evidence of Progress:

- _____

- _____

Next Quarter Adjustments:

- _____

Quarter 2 Focus (Months 4-6)

[Same template]

Quarter 3 Focus (Months 7-9)

[Same template]

Quarter 4 Focus (Months 10-12)

[Same template]

Quarter 5 Focus (Months 13-15)

[Same template]

Quarter 6 Focus (Months 16-18)

[Same template]

REFLECTION QUESTIONS (Answer Quarterly)

Knowledge & Understanding

1. What tactical concepts have I mastered this quarter?

2. What areas still confuse me?

3. What was my biggest "aha!" moment?

4. Which resources were most valuable?

Application & Practice

1. How have I applied new learning in practice?

2. What worked well with my teams?

3. What didn't work as planned?

4. How have my sessions improved?

Player Impact

1. What evidence shows players are improving?

2. Which players have grown the most? Why?

3. What does player feedback tell me?

4. How has team culture evolved?

Personal Growth

1. What are my strengths as a coach now?

2. What are my biggest areas for growth?

3. How have I grown as a leader?

4. What am I most proud of?

Looking Forward

1. What will I focus on next quarter?

2. What resources do I need?

3. What support would help me improve?

4. What are my goals for next 3 months?

CERTIFICATION READINESS CHECKLIST

US Soccer C License Equivalent (Target: Month 6)

- ☐ Average score 3.0+ on all rubrics

- ☐ Can design complete training sessions

- ☐ Understands basic tactical concepts

- ☐ Manages practices effectively

- ☐ Demonstrates positive coaching environment

- ☐ Has coached team for at least 1 season

- ☐ Can articulate coaching philosophy

US Soccer B License Equivalent (Target: Month 12)

- ☐ Average score 3.5+ on all rubrics

- ☐ Can analyze opponents and prepare team

- ☐ Understands advanced tactical concepts

- ☐ Creates effective periodized plans

- ☐ Strong player development track record

- ☐ Has coached team for 2+ seasons

- ☐ Demonstrates consistent results

US Soccer A License Equivalent (Target: Month 18)

- ☐ Average score 4.0+ on most rubrics

- ☐ Can implement complete game model

- ☐ Masters modern tactical innovations

- ☐ Develops players to next level

- ☐ Exceptional leadership and culture

- ☐ Has coached successfully for 3+ seasons

- ☐ Recognized by peers and players as excellent coach

USING EXTERNAL FEEDBACK

Player Feedback Form (Anonymous, 2x per season)

Rate Your Coach (1-5):

- Makes practice fun: _____

- Teaches me new skills: _____

- Helps me improve: _____

- Treats players fairly: _____

- Communicates clearly: _____

- Supports me when I struggle: _____

Open-Ended:

- What do you like most about being on this team?

- What could make practice better?

- What do you want to learn more about?

Parent Feedback Form (Anonymous, End of season)

Rate Your Experience (1-5):

- Communication from coach: _____

- Organization of team: _____

- Player development: _____

- Playing time fairness: _____

- Overall satisfaction: _____

Open-Ended:

- What did you appreciate about this season?

- What suggestions do you have for improvement?

- Would you recommend this coach to other families?

Peer Coach Observation Form

Observer: _____ **Date**: _____ **Session Theme**: _____

Strengths Observed:

1. _____

2. _____

3. _____

Areas for Growth:

1. _____

2. _____

Specific Suggestions:

- _____

Overall Impression (1-5): _____

_____

CELEBRATION & MILESTONE TRACKER

Milestones to Celebrate

Knowledge Milestones:

- ☐ Completed first month of study plan

- ☐ Read first complete coaching book

- ☐ Watched and analyzed 50 matches

- ☐ Completed Phase 1 (Month 6)

- ☐ Completed Phase 2 (Month 12)
- ☐ Completed full 18-month program
- ☐ Average score reaches 3.0
- ☐ Average score reaches 3.5
- ☐ Average score reaches 4.0

Application Milestones:

- ☐ Designed first complete session
- ☐ Created library of 50 training sessions
- ☐ Completed first season as head coach
- ☐ Completed second season
- ☐ Completed third season
- ☐ Team shows measurable improvement
- ☐ Player advances to higher level
- ☐ Zero parent complaints entire season

Personal Milestones:

- ☐ Found coaching mentor
- ☐ Observed 10 other coaches' practices
- ☐ Attended first coaching clinic
- ☐ Obtained formal coaching license
- ☐ Helped another coach improve
- ☐ Presented at coaching clinic
- ☐ Known in community as excellent coach

How to Celebrate:

- Share accomplishment with mentor/family
- Treat yourself to something special
- Write reflection on the milestone
- Update LinkedIn/resume

- Set new challenge for next level

FINAL THOUGHTS ON ASSESSMENT

Remember:

- Progress isn't always linear

- Some skills take longer to develop

- Comparison is to YOUR past self, not others

- Honest self-assessment drives growth

- Celebrate small wins along the way

- The journey never ends - always room to grow

Your Players Don't Need Perfect. They Need:

- Someone who cares

- Someone who prepares

- Someone who keeps learning

- Someone who celebrates their growth

- Someone who makes them better people

If you're honestly assessing yourself, studying consistently, and applying what you learn with care and intention, you're becoming an excellent coach. Your scores will follow. Trust the process. 📊 ⚽