



JK Academy - 'How We Operate'

The JK Academy is an **Academy** based set up. Although 'Private & Independent', we are always striving to emulate and replicate a 'Professional' Academy set up; for our players to experience that higher level of coaching and opportunities. As such, our JK Academy set up therefore operates slightly differently to local 'grassroots' clubs, for example.

The selection process for our JK Academy squads will primarily be based off of '4 Main Factors' - **Ability, Commitment, Attitude & Personnel Requirements** (*the specific position needed for the team*).

The JK Academy Coaches will be looking to allocate each player, based off of these 4 Main Factors, into our '2 Tier System'; for the appropriate level for each individual's current ability – which will allow each player to develop in the correct environment and level for them.

Each JK Academy Coach will be making these decisions after seeing all of the players in action at the JK Academy Training Sessions over the first 4 weeks (*as well as any involvement in Pre-Season training/matches*) - whereby all players will then be allocated to their initial squad thereafter.

Further information regarding how the JK Academy will be operating this season, are as follows:

- 'Squad selections' will be based on the '4 main factors' – **Ability, Commitment, Attitude & Personnel Requirements** (*the specific type of player/position the Coach needs for the team*)
- We will have a '2 tier' system implemented for all age groups (*where appropriate*) – which will consist of the 'JK Academy Advanced' and the 'JK Academy Development' for that age group
- This system is *fluid*, with regards to players being able to *move up* a tier, if they are continuously showing progression (*in the 4 factors*) – as well as movement in the *opposite direction* also possible, if anyone is continuously showing regression (*in any of the 4 factors*)
- Squad selections will be constantly reviewed, based on what the Coaches are seeing from the players during their training sessions (*and matches*); with Team Selections for any fixtures being based solely on this (*on a week-to-week, training session-to-training session basis*)
- This will instil a real sense of **competition for places** amongst our players; which is a key element of an Academy set up with players continuously working to their optimum level during our JK Academy Training Sessions; in order to fight for and establish a place in the team selection for each match, on each separate occasion.
- We will look to organise semi-regular *Inter-Academy* matches in order for the Coaches to be able to identify if any players have made progressive strides during their recent training

sessions. This will allow them to potentially look to move players up (or, indeed, down) through our fluid 2 Tier system.

- We will also arrange further fixtures for all of our teams in the JK Academy set up; against other Independent Academies, and potentially some Professional Set Ups. Again, selection for these matches will be determined solely from what the Coaches see in training in the sessions leading up to each specific fixture; and will be communicated to the relevant personnel accordingly.

The 2 Tier Academy Model and the Tri-County Academy:

As mentioned, we have a '2 Tier Structure' within the JK Academy set up – which allows the players to progress at a speed that matches them; by being placed in the appropriate level for their current ability. It provides every player an opportunity to strive for achieving goals and targets within their current level, which in turn will develop their skills and increase their chance to progress within the JK Academy Structure into the higher tiers.

JK Academy Development

The first stage within the JK Academy structure is the Development Team, which is usually where new players will come in from their club level; who are wanting to develop their skills further.

This stage is for players whom we see potential and want to work with them to achieve a higher level of ability – to then progress into the next stage in the JK Academy. This stage takes place on a Monday evening, with huge emphasis placed on an enjoyable environment as a platform upon which to progress and achieve targets for their current level.

JK Academy Advanced

This is advanced stage within the JK Academy; and is for players who have shown an exceptional ability and attitude towards their development as a young player – and, in turn, will be training alongside other individuals of a similar high quality.

Players in this stage will have the opportunity to be selected for matches, whereby we have applied to enter a team into the Surrey Primary League on Sundays; against local opposition within the County; as well as being entered into the Summer Tournaments also.

As such, this level is based on being more competitive, with regards to players needing to maintain a high level of ability & attitude – in training & matches - to ensure that they are able to stay at this level.

Tri-County Academy

Newly introduced for the 23/24 season, the Tri-County Academy is the elite extension of the JK Academy, allowing the best players to play at the highest level achievable.

The Tri-County Academy is at no extra cost, and selection for the Tri-County Academy is entirely dependent on ability. Being a member of the JK Academy does not guarantee selection for the Tri-County Academy (*as it will be open to any players of the required ability*), however, being a member of the JK Academy will give the players a head-start in developing their abilities and showcasing them to our Tri-County coaches. A guaranteed minimum of half of the Tri-County Academy match-day squad will be selected from within the JK Academy setup.

The Tri-County Academy will look to play the headline, showcase matches against professional and semi-professional set-ups across the South of England and enter into the major tournaments including the professional and semi-professional competitions.

As mentioned in the '*JK Academy Ethos & Philosophy*' document, all of our JK Academy stages have FA Qualified, professional coaches, who will plan and deliver structured training sessions to challenge their players. They will be setting targets & goals to achieve; in order for every player to have an opportunity to progress up the tiers if appropriate - and to maintain their place when they reach the highest level.

As such, the selection of personnel for each of these teams can be viewed as fluid (*as mentioned earlier in this document*), with regards to the fact that the coaches will constantly review their teams and select the best available players for their squads; based on who is striving/maintaining a high level of ability and behaviour. This is to ensure that players are always working hard in training & matches, to allow them to continuously progress – and effectively to keep them on their toes, to guard against complacency when they get to the highest tier within the JK Academy; in order to maintain a high level.

As mentioned, selections will be based not only on a player's ability, but also on their commitment, attitude and behaviour in training – taking everything into account. As a result, if a player's behaviour, commitment or ability falls below the required standard, then we will review the player's status within their team. If these sorts of factors persist, then the '2 Tier Model' exists to ensure that players are not only moving upwards (when they have been progressing and improving their standard), but also may on occasion work in the opposite direction, if we feel necessary for the circumstances. This will allow the player to revisit and rebuild their attributes back up to the required standard of the higher stage.

