



BYTE Sport's Coach Leadership Fellowship

Border Youth Tennis Exchange

Border Youth Tennis Exchange is a binational youth development organization that combines sports, academics, and art instruction to support kids and families on both sides of the US/Mexico border. Over 2000 student-athletes participate in BYTE programs annually at 14 in-person sites in California, Arizona, and the Northern-Mexico state of Sonora. BYTE specializes in locked facility programs, partnering with migrant and child-welfare shelters, state and municipal prisons, and facilities for adults and youth with developmental and behavioral disabilities. BYTE is a chapter of the National Junior Tennis & Learning (NJTL) network, mandated by the US Tennis Association Foundation to improve communities through high-quality free and subsidized sports and enrichment. In 2020 BYTE received the Robert Wood Johnson Foundation National Sport Award for its interventions in the fields of Sport for Humanitarian Aid and Sport for Public Health.

Program Description

BYTE has been contracted to deliver a sports-based professional development and mentorship program to secure track residents at San Francisco Juvenile Hall. This 1-year, multidisciplinary initiative is offered in partnership with the San Francisco Juvenile Justice Center (JJC), the Juvenile Probation Department (JPD), and the Department of Children, Youth, and their Families (DCYF). The BYTE Sports Coach Leadership Fellowship was customized as an intervention for JJC residents to provide opportunities for financial support, transferrable job skills, and positive physical and emotional outlets.

The BYTE Sports' Coach Leadership Fellowship has three components:

- 1) On-Court: Twice weekly sports and coach development classes.
- 2) Off-Court: A series of sports industry coach on-boarding and professional development workshops
- 3) Capstone Project: An opportunity to design, deploy, and evaluate a sports-based activity progression for peer and external volunteers.

On-court content promotes structured exercise, established social/emotional learning (SEL) objectives, and familiarization with positive youth coaching fundamentals. Off-court training exposes Fellows to sports industry careers and provides skills and certifications necessary for employment as a coach/role model. Course outputs include nationally recognized professional certifications and transferrable job readiness skills that can benefit fellows in multiple career paths. Active and consistent fellows will receive a Fellowship completion certificate and financial incentives commensurate with participation. Outstanding Fellows will be eligible for a subsidized and compensated Level 1 tennis coach certification.

The BYTE Sports Coach Leadership Fellowship was created because BYTE believes sports have the power to motivate, build positive skills, and improve people's lives—especially children and young adults who have experienced trauma or adversity.

Why JJC Secure Track Residents Should Participate?

- Fellows who complete eligibility criteria receive financial support.
- Fellowship activities clearly demonstrate court-mandated personal development and social/emotional learning objectives.
 - *Relationship skill -building*
 - *Responsible decision-making*
 - *Interpersonal problem-solving*
 - *Integrity development*
- Coach Development content and Capstone Project teach transferrable skills that apply to multiple career paths.
 - *Project design & implementation*
 - *Group organizational management*
 - *Creative Innovation*
 - *Public speaking & effective communication*
 - *Safety management*
- Fellowship provides nationally recognized certifications.
 - *CPR & First Aid*
 - *Youth Mental Health First Aid*
 - *Trauma-Informed Community Coaching*
 - *Level 1 Tennis Coach (based on eligibility)*
- On-court activities are enjoyable opportunity to exercise, learn new sports, and experience a different headspace.

Course Objectives

- Engage BYTE Sports Coach Leadership Fellows in structured exercise and recreation.
- Provide BYTE Sports Coach Leadership Fellows opportunities to learn new sports through progressive skill-building.
- Provide BYTE Sports Coach Leadership Fellows opportunities to practice positive social/emotional learning competencies.
- Prepare BYTE Sports Coach Leadership Fellows to pursue coach/mentoring careers through training in fundamentals of positive youth development and trauma-informed community coaching.
- Assist BYTE Sports Coach Leadership Fellows in securing nationally recognized certification in: CPR & First Aid and Youth Mental Health First Aid
- Provide financial support to BYTE Sports Coach Leadership Fellows
- Expose BYTE Sports Coach Leadership Fellows to sport-centered careers.
- Cultivate BYTE Sports Coach Leadership Fellow feedback to improve future programs.

- Advocate for BYTE Sports Coach Leadership Fellows in support of case files

On-Court Sport Component

BYTE Sports Coach Leadership Fellowship’s on-court component consists of twice weekly structured athletic training. Sessions will take place at the JJC indoor gymnasium, on the JJC outdoor basketball court, or on individual unit courtyards. Location will be determined by JJC staff and availability. Weekly on-court content will integrate personal skill development; coach education and transferable job readiness experience; and engagement with social and emotional learning competencies.

Skill Development

On-court sessions will include skill development progressions as well as cooperative and competitive play. Racquet sports—tennis, pickleball, racquetball—will be the principal frame for on-court Fellowship activities. Beyond just being the area of BYTE’s expertise, racquet sports also provide an ideal landscape for structured technical and programmatic instruction. In this way, Fellows learn through doing, developing familiarity with progressive lesson planning, technical demonstration, and interpersonal mentorship. Each session will include an aerobic component, a technical component, and a play component. Additional sports and fitness/conditioning content can be included periodically and adapted to the interests and levels of participating Fellows. Lesson structure will remain consistent though with the following template:

BYTE On-Court Session					
Time	Component	Drill	Tennis Skill Development	Job Readiness Component	SEL Component
5 mins	Welcome				
5 mins	Warm-up & Athletic Challenge				
20 mins	Cooperative Play				
20 mins	Competitive Play				
5 mins	Closing				

Sport Coach Development | Train the Trainer Model

In addition to active skill development on-court sessions will instruct Fellows in the fundamental practice of designing and facilitating a group sport activity. Fellows will be taught the basic progressions of 10-Under Tennis instruction and will be equipped to facilitate introductory beginner classes. While tennis progressions will be the vehicle for coach development, emphasis will be placed on transferrable skills—presentation skills, individual/group instruction, lesson planning, activity scaffolding, self-reflection, and general program design. During the Spring 2024 term Fellows will prepare and facilitate an on-court capstone project, conducting a series of classes for both peers and volunteer students-athletes. Capstone projects will solidify coach/mentorship skills and provide Fellows opportunities to practice cross-cultural exchange, peer-to-peer learning/leadership, and positive community interaction. See below for larger Capstone description.

Train the Trainer Model	
Transferable Experience	Specific Skills
Coach Development	<ul style="list-style-type: none"> • Lesson Plan Design • Technical knowledge • Activity Scaffolding • Presentation/Facilitation • Providing & Accepting Feedback • Trauma-Sensitive Mentorship • Personal Self-Reflection
Job Readiness Skills	<ul style="list-style-type: none"> • Group Organizational Management • Empathetic Listening • Integrity Development • Goal Setting • Interpersonal Problem Solving • Creative Innovation • Effective Communication • Safety Management

Social and Emotional Learning (SEL)

In combination with a sport and coaching curriculum, the BYTE Sports Coach Leadership Fellowship will offer opportunities to learn and practice social and emotional learning (SEL) competencies. BYTE’s curriculum is rooted in the nationally recognized CASEL Framework—**Collaborative for Academic, Social, and Emotional Learning** (CASEL). CASEL identifies five interrelated sets of cognitive, affective, and behavioral competencies. These competencies are:

1. Self-Awareness
2. Self-Management
3. Social Awareness
4. **Relationship Skills**
5. **Responsible Decision Making**

From this list of core competencies BYTE sessions will emphasize the development of **Relationship Skills** and **Responsible Decision Making** as an introduction to sports-based SEL. These competencies were selected as the most relevant and accessible for program success, and as a support to skill development needed in future employment. Brief summaries are included below, as well as the specific skills that will be engaged through BYTE on-court activities.

BYTE SEL Content		
SEL Competency	Definition	Specific Skills
Relationship Skills	The ability to establish and maintain healthy and rewarding relationships with diverse individuals and groups	<ul style="list-style-type: none"> • Listening actively, communicating effectively, and self-advocating • Developing mutually healthy and productive relationships • Making and maintaining trusting, respectful friendships • Demonstrating gratitude • Practicing collaborative problem-solving focused on the common good • Resisting negative social pressure • Showing leadership and contributing productively in groups
Responsible Decision Making	The ability to make constructive and respectful choices about personal behavior and social interactions based on consideration of ethical standards, safety concerns, social norms, the realistic evaluation of consequences of various actions, and the well-being of self and others.	<ul style="list-style-type: none"> • Demonstrating curiosity and open-mindedness • Demonstrating honesty, integrity, and fairness • Identifying solutions for personal and social problems • Anticipating and evaluating the consequences of one’s actions • Reflecting on one’s role to promote personal, family, and community well-being • Considering personal and collective safety concerns

Sample Session

BYTE On-Court Session					
Time	Component	Drill	Tennis Skill Development	Job Readiness Component	SEL Component
5 mins	Welcome	<ul style="list-style-type: none"> • Opening Circle • Names • Group Check-In • Session Description 		<ul style="list-style-type: none"> • Effective Communication 	<ul style="list-style-type: none"> • Demonstrating curiosity and open-mindedness
5 mins	Warm-up & Athletic Challenge	<ul style="list-style-type: none"> • Partner Step Ball Passes • Service Box Mirror Shuffle 	<ul style="list-style-type: none"> • Lateral Footwork • Hand-Eye Coordination 	<ul style="list-style-type: none"> • Group Management • Interpersonal Problem Solving 	<ul style="list-style-type: none"> • Showing leadership and contributing productively in groups
20 mins	Skill Development & Cooperative Play	<ul style="list-style-type: none"> • Self-Ralley Challenge Forehand & Backhand • Partner Rally Challenge Forehand & Backhand 	<ul style="list-style-type: none"> • Continental Grip • Racquet Control • Power Control • Ball Directionals 	<ul style="list-style-type: none"> • Accepting Feedback • Interpersonal Problem Solving • Activity Scaffolding 	<ul style="list-style-type: none"> • Practicing collaborative problem-solving focused on the common good
20 mins	Competitive Play	<ul style="list-style-type: none"> • Jungle Ball • Short Court Singles • Short Court Doubles 	<ul style="list-style-type: none"> • Backhand/Forehand Transitions • Hitting while Moving • Playing under pressure 	<ul style="list-style-type: none"> • Integrity Development 	<ul style="list-style-type: none"> • Demonstrating honesty, integrity, and fairness
5 mins	Closing	<ul style="list-style-type: none"> • Court Clean-Up • Closing Circle • Reflections 	<ul style="list-style-type: none"> • Skill Self-Assessment 	<ul style="list-style-type: none"> • Self-Reflection • Goal Setting • Empathetic Listening 	<ul style="list-style-type: none"> • Demonstrating gratitude

Off-Court Professional Development & Job Readiness

BYTE Sports Coach Leadership Fellows will receive the same training and on-boarding program BYTE offers its year-round assistant coaching staff. This includes multiple formal certifications and a series of guest instructors who will prepare Fellows to interact with student-athletes. While tennis and racquet sports are the vehicle for learning coaching and management skills an emphasis is placed on transferable experience and job readiness that can benefit Fellows in all future employment. This includes practice in project planning, group management, and creating/maintaining productive interpersonal relationships.

In-person workshops will include food/refreshment and attendance is mandatory for participants to receive financial incentives and certificate of completion. Workshops will be scheduled with Fellow input and Fellows are expected to cooperate and attend workshops, even if outside normal BYTE course times. BYTE will coordinate with individual Fellows to arrange make-up opportunities for conflicts that result in excused absences.

Coach On-Boarding & Professional Development Workshops

BYTE Off-Court Professional Development Workshops				
Title	Description	Online Duration (hours)	In-Person Duration	Total (hours)
Confirmed Workshops				
CPR & First Aid Certification	Nationally recognized certification through American Heart Association	3-hours Self-Paced	1.5-hours	4.5-hours
Youth Mental Health First Aid	Workshop designed to teach adults, peers, and professionals how to help an adolescent (age 12-18) who is experiencing a mental health crisis. Nationally recognized certification through National Council for Mental Well-Being	4-hours Live	-	4-hours
Coach Youth Tennis	Introduction to the basics of 10-under tennis instruction and best practices in youth coach education.	3.5-hours Self-Paced	-	3.5-hours
BYTE Trauma-Informed Community Coaching	Basic understanding of trauma, its affect on the body, and foundational strategies for coaching all youth	2.5-hours Self-Paced	1.5-hours	4-hours
Possible Guest Lectures				
Intro to Sports Medicine	Introduction to sports medicine as a career and the basics of treating acute sports injuries	1-hour Live	1.5-hours	2.5-hours
Intro to Personal Training	Introduction to personal training as a career and individualized work on a personal fitness plan	1-hour Live	1.5-hours	2.5-hours
Intro to Sports Psychology	Introduction to theory of high-performance and strategies to operate "in the zone"	1-hour Live	1.5-hours	2.5-hours
Available to Outstanding Fellows on Individual Basis				
USTA Level 1 Tennis Coach Certification	Certification process to teach tennis professionally. Only available to eligible Fellows who attend all BYTE Sports Leadership components and express interest in coaching career	2-hours Self-Paced	16-hours	18-hours

* Level 1 eligibility will be determined on an individual basis

Capstone Project

The BYTE Sports Coach Leadership Fellowship capstone project is an opportunity for Fellows to put skills into practice, by designing and deploying a sports-based program progression for peers and participant volunteers. Fellows will select a capstone activity that aligns with a coach/mentorship model and can be used to practice Fellowship content. Activities can showcase tennis or racquet-sport techniques they learn in BYTE or can utilize other sports or "coachable" instruction vehicles (ie. Chess,

other skills-based learning). Volunteer “student-athlete participants” will be recruited through partnerships with Bay Area universities to enroll in Fellowship Capstone trainings. Capstone events will include food and refreshment for Fellows and volunteers.

Capstone Components

- 1) Subject Identification: Select a “coachable” activity as the foundation for a 1-2 session programmatic intervention.
- 2) Curriculum Development: Define course, course objectives, course materials, and course evaluation criteria.
- 3) Lesson Plans: Map lesson plans using activity template, including alignment to evaluation criteria.
- 4) Course facilitation: Lead 1-2 classes for group of peer or volunteer participants
- 5) Review & Reflection: Critical reflection of strengths and areas for improvement
- 6) Capstone Evaluation: Survey to provide feedback to BYTE for future cohorts.

Program Logistics & Expectations

The BYTE Sports Coach Leadership Fellowship is comprised of 4-Terms (Summer 2023, Fall 2023, Winter, 2024, Spring 2024). Each term includes ~15 on-court sessions and one professional development workshop. Capstone projects will take place during the Spring 2024 term. Capstone’s are required to receive certificate of completion.

Fellow Expectations

- Attend and participate in weekly on-court sessions.
- Coordinate schedules to attend quarterly off-court professional development.
- Complete all Capstone components in accordance with deliverable timelines.
- Be respectful of BYTE Sports Coach Leadership colleagues, instructors, and outside volunteers.
- Assist BYTE in Fellowship evaluation, to improve future programs.

Financial Incentive

Committed BYTE Sports Coach Leadership Fellows will receive financial support. Funds will be deposited directly into personal bank accounts at the completion of each term. Fellows that are released from JJC prior to the end of a term can receive pro-rated support based on prior participation.

Fellows that complete the BYTE Sport Leadership Fellowship program and wish to pursue Level 1 Tennis Coach Certification will be supported by BYTE staff and the US Tennis Association Northern California Section. This opportunity can be made available both in residence at JJC or after release.

Financial Incentive Eligibility Criteria & Structure

- Fellows must attend at least 50% of scheduled sessions in a term.
- Fellows must attend term professional development workshop or coordinate to make-up content in the instance of an “excused” absence.
- Capstone project must be completed to receive incentive in Spring 2024 Term
- Each term is independent, so failure to secure eligibility in prior term doesn’t preclude eligibility in subsequent terms.

- Eligible incentive payments will be pro-rated to reflect a Fellow’s participation.
- Fellows that are eligible for incentive payments can receive one excused absence per term from weekly on-court programming without affecting their term payment.

BYTE Financial Incentive Structure		
Description		Total
15 On-Court Sessions	\$	225.00
Professional Development Workshop	\$	100.00
Level 1 Coach Training	\$	500.00

* Level 1 eligibility will be determined on an individual basis

Term Calendar

Each BYTE Sports Coach Leadership Fellowship term lasts 2-3 months, consists of ~15 on-court sessions, and includes at least one off-court professional development workshop. Fellows who complete all Fellowship components and attend all sessions are eligible to receive \$1800 and a completion certificate.

BYTE Sport Leadership Fellowship Calendar					
Year	Term	On-Court Sessions	Professional Development Workshops	Total Potential Incentive	Dates
2023	Summer	15	1	\$ 325.00	Aug 8 - Oct 5
	Fall	15	1	\$ 325.00	Oct 10-Dec 19
Break Dec 22 - Jan 8					
2024	Winter	15	1	\$ 325.00	Jan 9 - Mar 14
	Spring	15	1	\$ 325.00	Mar 26-Jun 6
Level 1 Tennis Coach Training				\$ 500.00	TBD
Total Potencial Financial Incentive				\$ 1,800.00	

* Financial incentive will be pro-rated based on Fellow attendance & participation

Weekly On-Court Sport Schedule

BYTE instructors will coordinate with JJC staff to update weekly scheduling to accommodate institutional changes and to ensure access to adequate program spaces.

BYTE Sports Leadership Fellowship Weekly Schedule			
Day	Unit	Time	Location
Tuesday	7	1:30-2:45	Courtyard or Outdoor Basketball Court
	8	3:30-4:30	Courtyard or Outdoor Basketball Court
Thursday	5	2-2:45	Indoor Gym
	7	3:30-4:30	Courtyard or Outdoor Basketball Court
	8	4:30-5:30	Courtyard or Outdoor Basketball Court

Calendar Cancellations & Excused Absences

BYTE is a multi-state, multi-national organization that operates in California, Arizona, and Mexico. The BYTE Director will miss periodic sessions for work-related travel. This has been factored into term estimates and will not affect session totals or Fellow incentives. The dates below have been identified and it is possible more arise in the future. Fellows will be notified in advance of cancelled sessions, either by the BYTE Director or a JJC representative.

Fellows may receive one excused absence from weekly programming per term that does not count against their term incentive payment. Additional absences will reduce eligible term payments by a prorated amount.

BYTE Session Cancellation Dates		
Year	Month	Dates
2023	August	• Tues 29
	September	• Thu 21
	October	• Thu 12 • Tues 17 • Thu 19
	November	TBD
	December	TBD
2024	January	TBD
	February	TBD
	March	TBD
	April	TBD
	May	TBD
	June	TBD

Program Equipment

Sports equipment and academic materials will be purchased periodically to accommodate weekly on-court programming and quarterly professional development workshops. All equipment will be approved by JJC and managed according to institution requirements.

BYTE Sports Equipment	
Item	Quantity
Tennis Racquets	10
Pickleball Paddles	4
Handballs	3
Mini-Soccer Ball	1
Mini-Football	1
Frisbee	1
Mobile Ping Pong Set	1
Cloth Basket of Red Training Tennis Balls & Pickleballs	1
Foldable Tennis Net	1
Fitness Ladder	1
Bluetooth Speaker	1

Program Evaluation

BYTE Sports Coach Leadership Fellows are expected to periodically assist and participate in program assessment and impact evaluation. This includes completing surveys and if comfortable, agreeing to interviews with non-program facilitators. Evaluation data will be anonymous and used for improvement of future operations. It is BYTE’s intention to provide a high-quality experience that can accommodate the Fellows’ interests and suggestions. Any evaluative work or participation that Fellows agree to that is outside regular program schedules will be incentivized at the same level as weekly activities.