

Athletic Development Plan

Age-appropriate instruction framework for the ICC Instruction Team.

Every student you teach is at a different developmental stage. The same drill, delivered the same way, will work perfectly for one age group and fail completely for another. This is developmental science, not preference. The framework below defines how to teach the child in front of you.

Athletic Development Map

Golf-specific vs. general athletic training by age. The youngest students need movement literacy, balance, and coordination before golf-specific mechanics.

Age Group	Golf-Specific	General Athletic	Primary Focus
Ages 4–6	50%	50%	Movement literacy, balance, coordination
Ages 7–10	65%	35%	Basic mechanics with game-based learning
Ages 11–14	75%	25%	Skill development and performance tracking
Ages 15+	90%	10%	High performance and competitive preparation

The Four Tiers

01 Tier 1: Ages 4–6 · Future Stars

Developmental Stage	Pre-operational. Learn by doing, not listening.
Attention Span	3–5 minutes per activity
Best Learning Mode	Imitation + play. They copy what they see.
Language Style	Very short sentences. "Hold it like this." Physical demonstration > verbal.
Motivation	Stickers, praise, novelty. Competition can demotivate.
Session Structure	5–6 activities, 5–8 minutes each. Keep moving.

Coaching Cues:

- "Make the ball go far!"
- "Hit it like you're squishing a bug"
- "Swing like a windmill"

Avoid: Technical language, multiple instructions, extended listening time.

02 Tier 2: Ages 7–10 · Junior League

Developmental Stage	Concrete operational. Can follow sequences.
Attention Span	8–12 minutes per activity
Best Learning Mode	Show + try + adjust. Games with clear rules.
Language Style	Simple explanations with demonstration. "Watch first, then you try."
Motivation	Score-keeping, peer competition, small prizes/recognition.
Session Structure	3–4 drills, rotate every 10–15 minutes.

Coaching Cues:

- External focus beats internal: "hit toward the flag" > "turn your hips"

Avoid: Overloading with technique, extended lectures, adult expectations.

03 Tier 3: Ages 11–14 · Academy

Developmental Stage	Beginning formal operations. Can understand cause-effect.
Attention Span	15–20 minutes per activity
Best Learning Mode	Understand the why. Peer learning effective.
Language Style	Explain the purpose. "This drill trains your contact because..."
Motivation	Measurable improvement, peer respect, performance data.
Session Structure	Longer blocks with clear objectives. Debrief after.

Coaching Cues:

- Can handle both internal and external cues
- "Feel your wrists hinge" AND "swing toward the flag" — both work

Avoid: Baby talk, condescension, ignoring social dynamics.

04 Tier 4: Ages 15+ · Certified Academy

Developmental Stage	Full formal operations. Abstract reasoning available.
Attention Span	20–45 minutes on motivated tasks
Best Learning Mode	Self-directed with coach guidance. Data-driven.
Language Style	Adult-level. Explain trade-offs. "Here's what the data shows..."
Motivation	Personal bests, competitive results, long-term goals.
Session Structure	Self-directed with check-ins. Long blocks possible.

Coaching Cues:

- Self-regulated cueing — they should be building their own cue system

Avoid: Micromanagement, ignoring their input, one-size-fits-all.

Program Architecture

The ICC Junior Golf program is organized into four levels, each with specific goals, staffing ratios, and success criteria.

01 Future Stars · Ages 4–7

Introduction to golf as movement play.

Format	45-minute sessions, max 8 students per instructor
Content	Foam ball play, balance games, basic grip introduction
Staff Ratio	1 instructor + 1 helper per 4–6 kids
Key Outcome	They want to come back

Philosophy: *The child IS the curriculum. Follow their lead.*

02 ICC Junior League · Ages 8–12

Foundational skills with competitive framework.

Format	60-minute sessions, max 10 students
Content	All clubs, short game emphasis, beginning course play
Staff Ratio	1 instructor per 8 students
Key Outcome	9-hole score, basic rules knowledge

Philosophy: *Learn by playing. Competition is the teacher.*

03 Academy · Ages 12–17

Skill development with performance tracking.

Format	90-minute sessions, individual lesson track available
Content	Launch monitor work, FORGE drills, competitive preparation
Staff Ratio	1 instructor per 6 students
Key Outcome	FORGE baseline established, handicap trending

Philosophy: *Measurement over movement. Track what matters.*

04 Certified Academy - Ages 14+

Competitive excellence and career-level development.

Format	Custom programming + group session hybrid
Content	Full FORGE protocol, competition prep, mental performance
Staff Ratio	Lead instructor + assistant
Key Outcome	Tour-ready practice habits, handicap target achieved

Philosophy: *Prepare for tournament conditions, not just range conditions.*
