Building a Successful Basketball Program for Lehi High School

Overall Philosophy

I believe that high school basketball is a part of the overall high school experience. I recognize that basketball is not the most important thing and would encourage my players to make sure that basketball fits in as part of a larger list of priorities. I would suggest that family, school, and religion take a higher priority than basketball. I would also be supportive of and encourage their involvement in other school activities (i.e. Honor Society, Drama, Music, club teams, etc.). The high school experience is as much what you do as what you learn. The choice is theirs as to how they balance their schedule, but I would expect each player to be fully committed to their respective team and meet the demands required of them. I feel that this approach would allow each player to not only maximize their experience with high school basketball, but with high school overall.

My formula for success is WORK HARD + PLAY HARD = SUCCESS. Success will not be solely defined by wins and losses, but also by player and team improvement and the joy found in being part of something bigger.

My team will reflect the adage “The whole is greater than the sum of the parts.” My job as a coach is to blend the abilities of my players such that together they can achieve more than they could individually. This is when basketball becomes fun! I am a firm believer in utilizing ALL of my players. While some coaches limit their bench, I prefer to give each player some playing time. This pays off especially towards the end of the season as I have players with sufficient game experience to step up when called upon. My offensive and defensive philosophies are designed to produce trust among teammates and discourage individual play.

Offense Philosophy

My offensive philosophy is designed to put constant pressure on the defense by attacking the basket (similar to the University of Memphis). I think that this style would be a great fit next year with the girls that would be returning. I have started implementing this with the JV team over the past two weeks and have already seen marked improvement in their abilities and their confidence. I think that after a summer and preseason of working with the varsity girls, we would have a sound offense that would be fun to play, watch, and coach.
I also believe that basketball is more fun for players and spectators when the team is focused at playing at a fast, attacking pace. Thus, I would also implement an up tempo transition game that would flow into my dribble drive system. The primary and secondary fast breaks would be based on the University of North Carolina’s transition offenses where the goal is to quickly capitalize on rebounds, turnovers, and catching the opposition in lazy transition defense. In utilizing a fast paced transition offense, I would create opportunities for more players to play thereby allowing more players to make meaningful contributions to the team.

**Defense Philosophy**

Just as I would employ an up tempo offense, I believe in applying aggressive pressure on defense. That does not mean a defense that takes unnecessary risks, but one in which my team dictates the tempo of the game and force the opposing team to make mistakes. This will lead to easy transition opportunities and put the team in a position to be successful. There are four main types of defenses that I will employ with the teams. They are:

1. 1/2 court man to man (with aggressive ball pressure and denial)
2. Trapping 2-3 match up zone
3. 1-2-1-1 full court press
4. Full Court man to man press (hard trapping and soft)

The success of these defenses is based on all five players on the court trusting each other and giving maximum effort. Just as with offense, defense is more fun to play if you are the aggressor. The effort required of each player to play an aggressive style of defense means that more players will have the opportunity to play in the game and contribute to the on-court success of the team.

**Feeder Programs**

After the first year of the program being established, I would coordinate with the two feeder schools. I feel that it if the basketball program at Lehi is to be successful, it needs to have a constant influx of players that are already familiar with the Lehi High basketball philosophy. It is important to have the support of the coaches of both schools in preparing their current players to play at a high school level if that is to happen. I already have a great working relationship with Troy Gifford, the 9th grade coach at Lehi Jr. High. We have discussed
the importance of developing players and we both are willing to work together to make that happen. I would also reach out to the Willowcreek coach and develop a similar relationship. I would coordinate their efforts with my own, aligning our programs so that players do not have to learn a different style of playing.

Coordination will also take place during the summer of the second year where I would sponsor a week long Jr. High basketball camp. It would be open to all interested players and be used to teach the Lehi High style of basketball. It would be staffed by members of our high school teams. This does two things. First, the high school players get to teach the offense and defense to someone else, thereby continuing their own learning and comfort level with the system. Second, it builds excitement for the program if younger players get to interact with the high school team. They start to feel like they too are part of our success, which they are.

In the future, I would like to extend these camp opportunities to the elementary school levels (4<sup>th</sup>-6<sup>th</sup> grades).

I also feel that there is a great resource with the local Jr. Jazz programs. I was a Jr. Jazz coach for five years in Provo and saw it as an opportunity to develop Jr. High age boys to contribute at a high school level. Currently, two of my former players (now sophomores) are part of the Timpview JV and Varsity squads. I would like to reach out to those Jr. Jazz coaches by sponsoring a coaching clinic before their season starts. The clinic would focus on ways to maximize their limited practice time in order to develop the fundamental skills necessary for high school basketball. At the same time, I would host a free clinic for the players to come and learn some basic skills from the players currently in our program. I see this as a great way to reach out to future students/players at Lehi High and give the current players a way to provide meaningful service to the community.

In time, I would also like to start a Saturday summer league for the elementary school age players to come in and play organized pick up games. The best way to generate a self sustaining program is to generate interest early on. I envision a system where a player could conceivably enter the high school program with 6 years of familiarity with our style of basketball. This familiarity would not only translate to success on the court but allow the high school basketball years to be one of refinement, instead of learning the basics.
Fundraisers

In order to achieve these goals, our program would have to be involved in various fund raising efforts. I would like to see the basketball program raise money through basketball activities. In this way, the players stay close to the game and what better way to generate money and excitement for a basketball program then by using basketball?

The first fundraiser idea is a Shoot-A-Thon. Players receive pledges based on how many shots they can make (i.e. Shoot 100 free throws and get 10 cents per made free throw). It is not dependant solely upon the players being good salesmen or having well financed connections, but also on their basketball ability. There is an added incentive for them to succeed, because they can raise more money by making more shots.

The second fundraiser idea is hosting a summer 3 on 3 basketball tournament for the local community. This could extend to elementary, jr. high, high school, and adult open divisions. Through entrance fees, concession sales, and clothing sales, we could raise money for our program and use basketball to do it. It also gives our players another opportunity to compete during the summer and hone their basketball skills.

Finally, I would use high school sponsored basketball camps to raise money for our program. As I stated earlier, the success at high school is linked to developing players at an earlier age. The basketball camps are a great way for our high school players to interact with the younger players and teach them fundamentals. They learn our basketball philosophy and have fun competing with their peers. It is also an excellent opportunity for our players to give back to the community by providing this service.

Scheduling

Scheduling is a great way to create confidence and momentum for region play through challenging game experiences. The non region games at the beginning of a season set the tone for the rest of the year. I feel it is important to put the team in position to have early success but be tested with challenging games so that they are prepared for region play.
In the first year, I would schedule more home games than road games (5 home, 4 road). The majority of our opponents would come from 4A non region or 3A teams, while our last one would be a road game at a 5A team. The reason for this breakdown is that I want my team to have experience playing against both smaller and larger schools, especially a larger school on the road. I feel it is important that they see what it means to play basketball at a bigger school and experience being an underdog on the road. I would also try to maintain local rivalries with the 5A schools. With each passing year, we would schedule less from the 3A ranks and add more 4A and 5A teams. By increasing the level of competition (even if it’s just by perception of playing a larger school), the team learns to rise to the occasion and seize the moment. I eventually see the team reaching a point after several years, where we have the mindset of we will play anyone anywhere and not back down.

**Program Development**

The key to developing individual and team skills requires hard work during the off-season. I plan to accomplish this development by targeting three areas. They are individual player development, individual team development, and team development through competition.

Individual player development would take place in two main settings. The first would be in a team setting either at a summer camp or at an open gym. In these settings, time will be devoted to teaching fundamental individual skills that can then be worked on not only at that moment, but at the player’s own convenience elsewhere. Each high school player will receive an individualized off season training plan at the end of each season. This plan would include goals for them to achieve through individual efforts.

Individual team development will also be included in the open gym and summer team camp settings. The team will work together on running both our offense and defense against each other, refining those skills learned during the season. By pushing each other through competition, the team not only grows in their basketball abilities, but learns to trust each other and grows closer as a team.

Team development through competition will be one of the highlights during the summer. The summer provides many opportunities for high school teams to compete against
each other. I would focus on either taking our team to a team camp at a local university (BYU, UVU or University of Utah) or to the Utah Summer Games (financial conditions permitting). Actual game experience not only points out the team’s strengths and weaknesses, but it can be a strong motivating factor for participating in the individual player and team development.

**Conclusion**

It is obvious to me that developing a successful girls basketball program is going to be a large challenge, especially when there has been limited excitement about most sports programs at Lehi. However it is a challenge that I want to take on. I strongly feel that my familiarity with the players in the system afford me certain advantages. I already have developed a relationship of trust with the girls. They know my style and all of the current juniors and a few sophomores have already played for me. I have also been part of a similar situation when I was in high school. I know what it is like to play for a team that has had limited success on the basketball court, but I have also been part of a turnaround. **I KNOW** what it takes to generate the enthusiasm necessary to turn a basketball program around. I know that I have limited experience as a high school coach, but I know the game of basketball. I have seen what has worked and what hasn’t worked. All I ask is that I be given a chance to prove myself. I know that Lehi will not be disappointed!
Brett Hays

Objective

To secure a position as a head girls basketball coach.

Coaching/Playing Experience

**JV Girls Basketball Coach/Assistant Varsity Coach-Lehi High School-2008-2009 Season**

- Coordinating with the varsity coach in running practice and developing skills of all players, specifically post players.
- Current record of 8-10 (a 5 win improvement over last year’s JV team)

**Sophomore Girls Basketball Coach/Assistant Varsity Coach-Lehi High School-2007-2008 Season**

- Worked primarily with the sophomore team in developing fundamentals and preparing them for higher level competition. Served as a bench coach during the varsity games
- 6-15 record (including Sophomore Tournament)
- 5th place finish at Mountain View Sophomore Invitational Tournament

**Volunteer Jr Jazz Coach-Provo, UT-2002-2007**

- Work with 7th and 8th grade boys 1-2 hours a week developing basic basketball fundamentals. Worked with students from Farrer Jr High, Dixon Middle, and Centennial Middle Schools in Provo.
- 4 former players played either at Provo High (sophomore/JV teams) and Timpview High (current JV/Varsity teams)
- 2007 8th grade boys tournament champions

**Three Year Varsity Starter-Darby High School-1996-1999**

- First Sophomore to start a varsity game in 1996-97 season
- Member of 2nd place team in District Tournament, 4th place at Divisional Tournament in 1996-97 season.
- 3 Year Varsity Letter winner

Employment History

July 2007-Present Level 4 Math Teacher Lehi High School, Lehi, UT

Education
References

David Wilkey, Executive Director UHSAA

Mark Albert, Head Varsity Girls Basketball Coach, Hamilton High School, Hamilton, MT

Loyd Rennaker, JV Girls Basketball Coach/Principal, Darby School District, Darby, MT

Steve Gideon, Former JV Boys Basketball Coach, Darby School District, Darby, MT

Letters of recommendation should have been received or are available upon request.
# 3 Year Plan for Lehi High Basketball

<table>
<thead>
<tr>
<th><strong>Year 1: 2009-2010</strong></th>
<th><strong>Year 2: 2010-2011</strong></th>
<th><strong>Year 3: 2011-2012</strong></th>
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<tbody>
<tr>
<td><strong>Goal:</strong> Establish a program identity by creating a culture and tradition of success through creating new basketball habits and laying a foundation for future program development.</td>
<td><strong>Goal:</strong> Build upon the foundation of the program of a culture of tradition and success through continued hard work before, during, and after the season to reinforce and refine basketball habits and to generate program excitement.</td>
<td><strong>Goal:</strong> Establish the program as one of the top 2 programs in the region as the result of 3 summers and 2 seasons of hard work both on and off the basketball court and sustain the excitement surrounding the basketball program.</td>
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<tr>
<td><strong>OFF/PRE-SEASON (Summer/Oct 2009):</strong></td>
<td><strong>OFF/PRE-SEASON (Summer/Oct 2010):</strong></td>
<td><strong>OFF/PRE-SEASON (Summer/Oct 2011):</strong></td>
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| - 2 week High School Team Camp  
  - 2nd and 3rd week in June  
  - Implement offense and defense  
  - Prepare for UVU Team Camp | - 1 week High School Team Camp  
  - 2nd week in June  
  - Utah Summer Games (3rd week in June)  
  - Pending interest  
  - College Team Camp (Last week in June)  
  - UVU or U of U  
  - Fundraiser (July)  
  - Elem/Jr. High Individual Camps  
  - Community 3 on 3 Tournament  
  - Open Gym/Individual Skill Development/Conditioning | - 1 week High School Team Camp  
  - 2nd week in June  
  - Utah Summer Games (3rd week in June)  
  - Pending interest  
  - College Team Camp (Last week in June)  
  - UVU or U of U  
  - Fundraiser (July)  
  - Elem/Jr. High Individual Camps  
  - Community 3 on 3 Tournament  
  - Open Gym/Individual Skill Development/Conditioning |
| - UVU Team Camp  
  - Last week of June  
  - Open Gyms/Ind. Skill Development  
  - 3 times a week  
  - Each week in July, October  
  - Conditioning | - 1 week High School Team Camp  
  - 2nd week in June  
  - Utah Summer Games (3rd week in June)  
  - Pending interest  
  - College Team Camp (Last week in June)  
  - UVU or U of U  
  - Fundraiser (July)  
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  - Fundraiser (July)  
  - Elem/Jr. High Individual Camps  
  - Community 3 on 3 Tournament  
  - Open Gym/Individual Skill Development/Conditioning |
| **SEASON (2009-2010):** | **SEASON (2010-2011):** | **SEASON (2011-2012):** |
| - Preseason Schedule  
  - 4 games vs. 3A (3 home, 2 away)  
  - 4 games vs. 4A (2 home, 2 away)  
  - 1 game vs. 5A (1 away)  
  - Fundraiser  
  - Free Throw Shoot-A-Thon  
  - Finish Top 4 in Region | - Preseason Schedule  
  - 3 games vs. 3A (2 home, 1 away)  
  - 5 games vs. 4A (3 home, 2 away)  
  - 1 game vs. 5A (1 away)  
  - Fundraiser  
  - Free Throw Shoot-A-Thon  
  - Finish Top 3 in Region | - Preseason Schedule  
  - 2 games vs. 3A (1 home, 1 away)  
  - 5 games vs. 4A (3 home, 2 away)  
  - 2 games vs. 5A (1 home, 1 away)  
  - Fundraiser  
  - Free Throw Shoot-A-Thon  
  - Finish Top 2 in Region |
| **POST-SEASON (April-May 2010):** | **POST-SEASON (April-May 2011):** | **POST-SEASON (April-May 2012):** |
| - Individual Player Meetings  
  - Establish off-season development goals  
  - Finalize off/pre-season plans  
  - Open Gyms/Ind. Skill Development  
  - 2-3 times a week after school | - Individual Player Meetings  
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