

The Big Reveal

First Tee Program
Curriculum Refresh





Our Team

- **Ryan Graff** | Vice President, Programs
- **Luke Previte** | Director, Programs
- **Kristin Westberg** | Director, Curriculum and Education
- **Ali Miller** | Manager, Training and Curriculum
- **Susan Donohoe** | Manager, Training and Curriculum

Future of First Tee

Why Change?

- Increase **access** to our programs through age group registration
- Increase **retention** by progressing with your age peer group
- **Modernize** by staying connected to kids and teens using digital platforms outside of class
- Enhance our **curriculum** and prepare coaches to better support their communities

What's Changing?

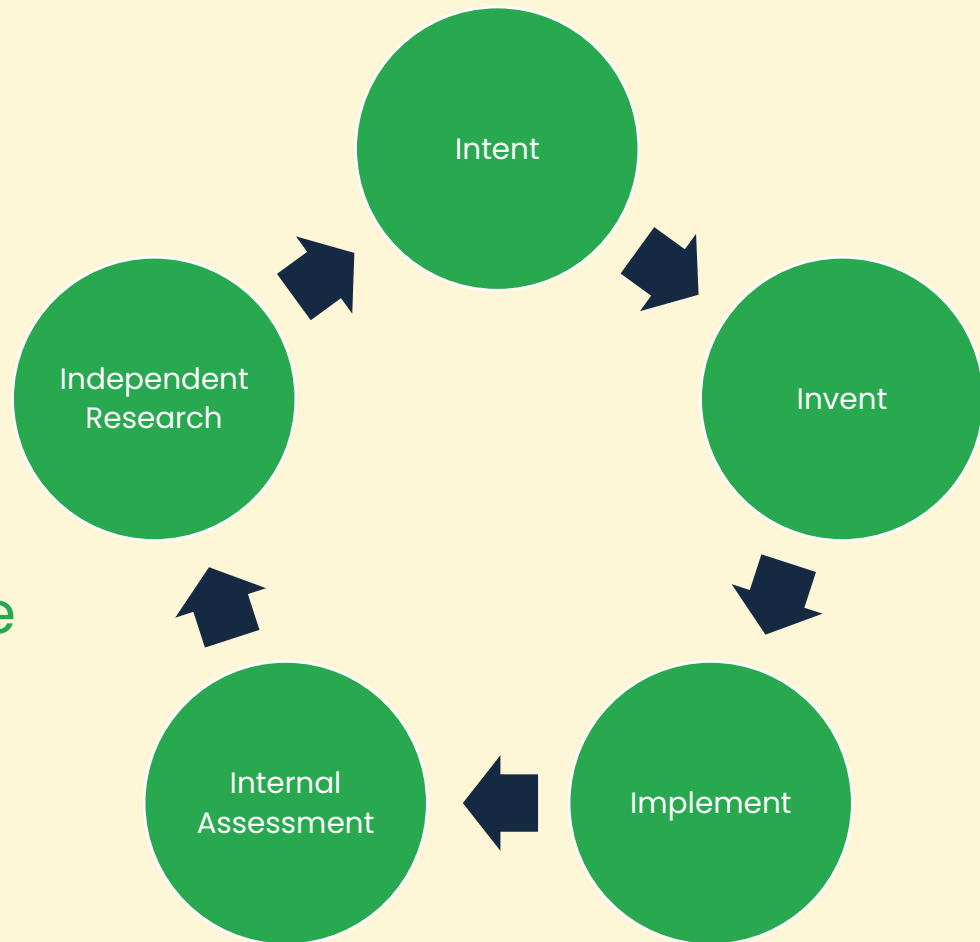
- Moving to **age-based curriculum**
Lowering barrier to entry for older kids
- **Digitizing curriculum** to augment and enhance in-person experience
With more touchpoints and measurable engagement
- New **certification process** with badging system
Participant motivated and driven

Impact of Changes

- People
- Processes
- Technology
- Culture
- Financial Resources

Program Development & Assessment

Continuous Learning Cycle

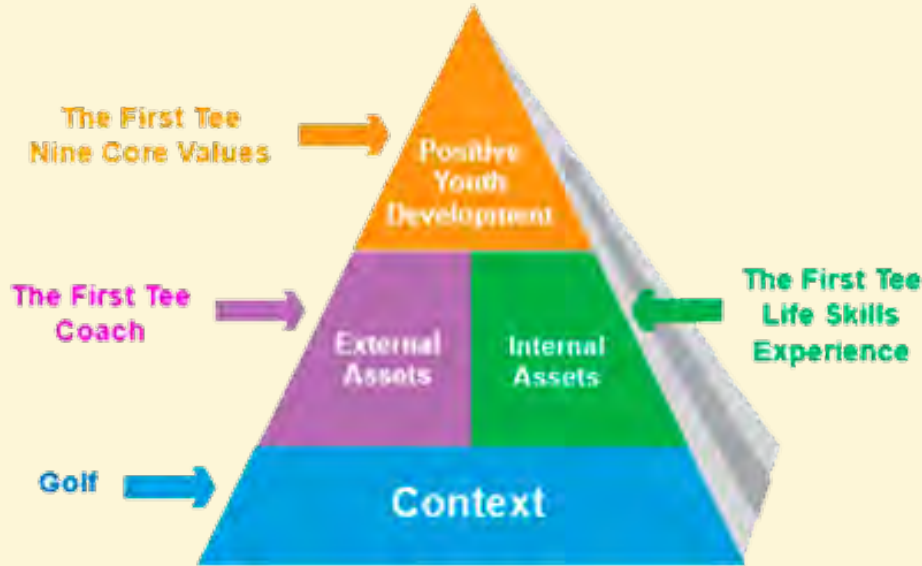




Program Task Force

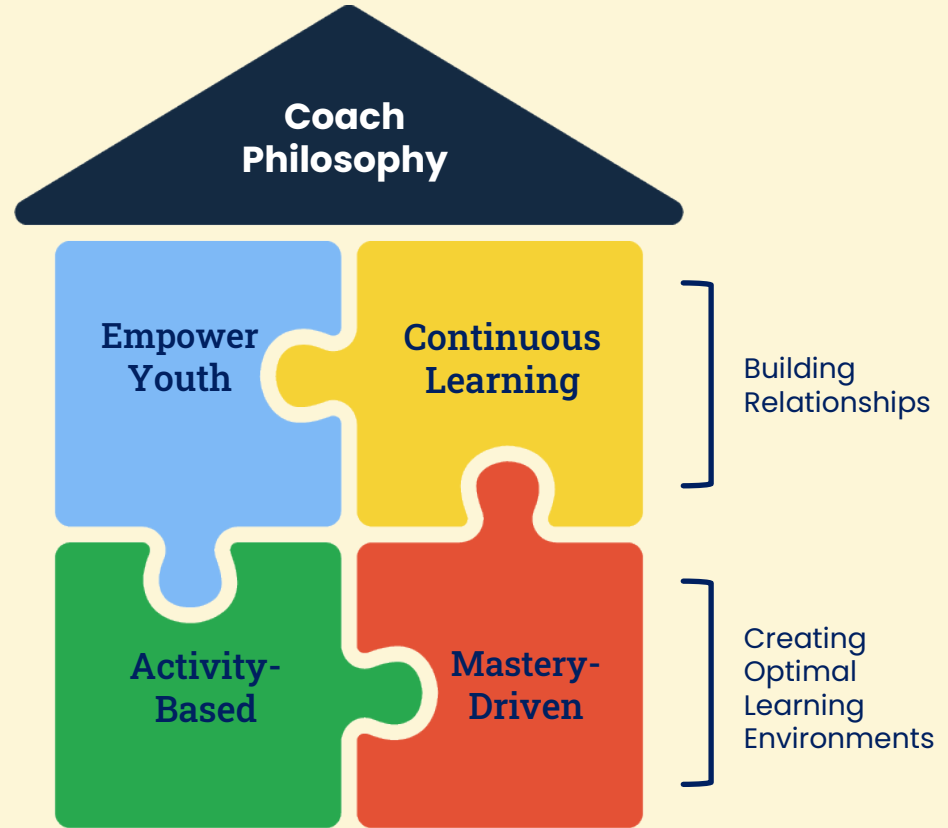
- Billy Gibbs, PGA | First Tee — Central Coast
- Adam Hunter, PGA | First Tee — Canada
- Glenn Cundari, PGA | First Tee — Canada
- Emily Smith, LPGA | First Tee — Southern Colorado
- Brittny Lott, LPGA | First Tee — Metro Atlanta
- Toby Bolton, LPGA | First Tee — Metro Atlanta
- Patty Jordan-Smith, LPGA | First Tee — Northern Michigan
- Craig Wood, PGA | First Tee — Greater Richmond
- Colleen Henry, LPGA | First Tee — Silicon Valley
- Katie Harris | First Tee — Greater Dallas
- Ali Beam | First Tee — Indiana
- Ken and Janet Lindsay | Rules Experts

Positive Youth Development



What is staying the same?

How we deliver the First Tee Program

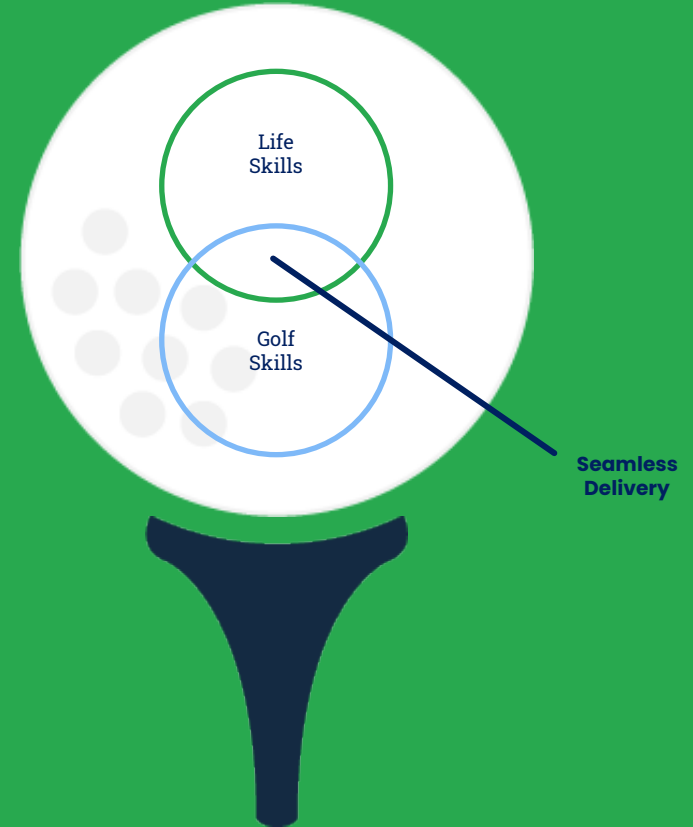


What is changing?

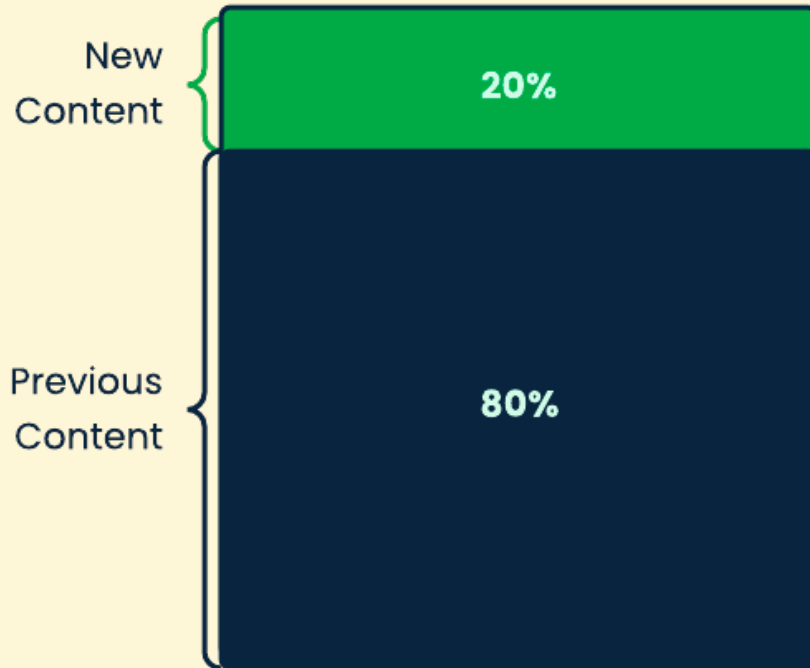
Components of what
we deliver

- Life Skill Categories >>
Key Commitments
- Reorganization of Lessons
- Digitized Yardage Book
(with printable activities)
- Seamlessly integrating
healthy habits

Curriculum Focus



First Tee Program **Curriculum Refresh**



Reorganization of Core Lessons

Recommended by Bridgespan

Age grouping	Pursuing goals	Growing through challenge	Collaborating with others	Positive self-identity	Good judgment
7-9		<ul style="list-style-type: none"> Playing with Perseverance 	<ul style="list-style-type: none"> Welcome and Showing Respect Courtesy Toward Others Modeling Sportsmanship 	<ul style="list-style-type: none"> Developing Confidence 	<ul style="list-style-type: none"> The Honesty of PLAYERS Responsibility for the Course Living with Integrity Using Good Judgment
10-11	<ul style="list-style-type: none"> Dreams and Goals 	<ul style="list-style-type: none"> Having Fun While You Learn (<i>rewrite to emphasize grit</i>) 	<ul style="list-style-type: none"> Meeting and Greeting with A-L-R Appreciating Diversity 	<ul style="list-style-type: none"> <i>Reinforced through core values throughout</i> 	<ul style="list-style-type: none"> Staying Cool (MRs) Finding Your Personal Par
12-13	<ul style="list-style-type: none"> Setting Goals Getting to Your Goal (Goal ladders) 	<ul style="list-style-type: none"> Dealing with Challenges (STAR) 	<ul style="list-style-type: none"> Appreciating Diversity Be a Go-to Person/Building a Go-to Team 	<ul style="list-style-type: none"> New content: Embracing Identity / Inner strength 	<ul style="list-style-type: none"> <i>Reinforced in growing through challenges / collaborating with others</i>
14+	<ul style="list-style-type: none"> Planning for the Future Getting to Your Goal (Goal ladders) 	<ul style="list-style-type: none"> New lesson: Learning from failure / dealing with adversity 	<ul style="list-style-type: none"> Be a Go-to Person/Building a Go-to Team Dealing with Conflicts (CARE) 	<ul style="list-style-type: none"> New content: Embracing Identity / Inner strength 	<ul style="list-style-type: none"> <i>Reinforced in growing through challenges / collaborating with others</i>

First Tee Program Curriculum Refresh

PLAYer	Par	Birdie	Eagle	Life Skill Categories	Key Commitments	Age 7-9	Age 10-11	Age 12-13	Age 14+
		Heavy focus	Light focus	Goal Setting	Pursuing Goals	Light focus	Heavy focus	Heavy focus	Heavy focus
			Moderate focus	Resilience Skills	Growing through Challenge	Light focus	Heavy focus	Heavy focus	Heavy focus
			Moderate focus	Interpersonal Skills	Collaborating with Others	Light focus	Heavy focus	Heavy focus	Heavy focus
Heavy focus	Heavy focus	Light focus	Light focus	Self-Management	Building Positive Self-Identity	Light focus	Heavy focus	Heavy focus	Heavy focus
					Using Good Judgment	Light focus	Heavy focus	Heavy focus	Heavy focus

Light focus
Moderate focus
Heavy focus

First Tee Program **Curriculum Refresh**

What will you see?

Age 7-9 Level

- Combined lessons from PLAYER level
- Added new lesson on Goal Setting
- New lesson titles & updated language

All Levels

- 5 new lessons
- 3 Tips for Having Fun → 3 Tips for Developing Grit
- Teaching 2Rs at a time over two levels
- Healthy habits are seamlessly integrated
- Simplified Coach Guide content
- All 5 Key Commitments introduced at each level, giving participants access to content that was only available to 11% of those moving past PAR

First Tee Program

PLAYer >> Age 7-9

	PLAYer Core Lessons		Age 7-9 Core Lessons
1 + 2	Welcome and Showing Respect + Courtesy Toward Others	1	Welcome to First Tee: Let's Work Together!
3	Responsibility for the Course	2	I Can Be Responsible: Respecting the Rules
4 + 9	The Honesty of PLAYers + Living with Integrity	3	Making Good Choices: Doing the Right Thing
5	Modeling Sportsmanship	4	I'm a Good Sport: Being a Team Player
6	Developing Confidence	5	Developing Confidence: I Can Do It!
7	Using Good Judgment	6	Using Good Judgment & Making Smart Decisions
	New	7	On Your Mark, Get Set, GOALS!
8	Playing with Perseverance	8	Playing with Perseverance: Commit, Don't Quit!

First Tee Program

Par >> Age 10-11

	Par Core Lessons		Age 10-11 Core Lessons
12	Meeting and Greeting with A-L-R	9	Meeting and Greeting with A-L-R
13	Having Fun While You Learn	10	Learn and Grow with Grit
14	Staying Cool	11	Staying Cool
N/A		Playing the Course: Review and Reflect	
15	Finding Your Personal Par	12	Finding Your Personal Par
16	Dreams and Goals (Birdie Level)	13	Dreams and Goals
New		14	Appreciating Diversity
N/A		Staying the Course: Review and Reflect	
Other Lessons			
10	Exploring the Game	Removed	
11	Respecting the Rules	Removed	

First Tee Program

Birdie >> Age 12-13

	Birdie Core Lessons		Age 12-13 Core Lessons
17 + 18	Setting Goals that are Positive, Important to you, Specific and Under your Control.	15	Setting Goals: Process & Purpose
20	Getting to Your Goal	16	Getting to Your Goal
14	Staying Cool (Par)	17	Dealing with Challenges on and off the Course
	N/A		Playing the Course: Review and Reflect
21	Dealing with Challenges	18	Embracing your Inner-Identity and Building Your Self-Confidence with STAR
	New	19	Respecting and Valuing Diversity
23 + 26	Building a Go-To Team + Being a Go-To Person (Eagle)	20	Building a Go-To Team & Being a Go-To Person
	N/A		Staying the Course: Review and Reflect
Other Lessons			
19	Setting Different Types of Goals		Moved to 14+

First Tee Program

Eagle >> Age 14+

	Eagle Core Lessons		Age 14+ Core Lessons
25	Dealing with Conflict	21	Dealing with Conflict: Making a Positive Impact
	New	22	Learning From Failure and Dealing with Adversity
19	Setting Different Types of Goals (Birdie)	23	Getting to Your Goal: Taking Ownership over Goal Achievement
	N/A		Playing the Course: Review and Reflect
23 + 26	Building a Go-To Team + Being a Go-To Person (Eagle)	24	Being a Trustworthy Person & Building a Trustworthy Team
	New	25	Who am I? Embracing Identity & Developing an Understanding of Self
27+ ACE	Planning for the Future + ACE Project 4	26	Envisioning and Planning for the Future: A Game Changer's Game Plan
	N/A		Staying the Course: Review and Reflect
Other Lessons			
22	Staying Well for Life		Removed

Coach Guide Sneak Peek

first tee Age 7-9 •

Core Lesson Title	Pursuing Goals	Growing through Challenge	Collaborating with Others	Building Positive Self-Identity	Using Good Judgment
1 Welcome to First Tee: Let's Work Together!					
2 I Can Be Responsible: Respecting the Rules					
3 Make Good Choices: Doing the Right Thing					
4 I'm a Good Sport: Being a Team Player					
5 Developing Confidence: I Can Do It!					
6 Using Good Judgment and Making Smart Decisions					
7 On Your Mark, Get Set, Go!!!					
8 Play with Perseverance: Commit, Don't Quit!					

Recommended Lesson Length: 60-90 Minutes

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Golf Skills for Age 7-9

Participants in the 7-9-year-old age group are sampling different sports. First Tee recommends that players in this age group focus on mastering three golf fundamentals and factors of influence:

- **Distance Response:** size or length of motion
- **Target Awareness:** target selection
- **Get Ready to Swing:** hold, set-up, aim, and alignment

As coaches teach these golf fundamentals, they should keep in mind that players are just beginning to learn golf swing movements. As a result, their movements can be uncoordinated and jerky, and they may require consistent reminders to follow their swing cues. This is OK. It is recommended that coaches balance skill exploration with technical feedback to help develop skills in this age group. As participants progress through the program, we will build upon these fundamental skills by adding more advanced golf fundamentals and factors of influence. Mastering these golf fundamentals will provide a golf skill foundation for coaches to build upon as they advance within the program.

Fundamental	Factor of Influence
Target Awareness	Target Selection
Distance Response	Size or Length of Motion
Get Ready to Swing	Hold Set Up Aim and Alignment



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Coach Tips

Coaches for the ages 7-9 Caddie Level are encouraged to provide positive encouragement and assistance that is both developmentally and age-appropriate for participants:

- Use active learning experiences that encourage physical activity
- Be very specific and clear with instructions
- Provide a balance of activities which can be done alone or in small groups that allow for individual attention
- Involve participants in activities in mixed-gender groups
- Use the senses to help players experience things (What does it feel like, sound like, etc.?)
- Plan a wide variety of activities, including some that take a short time to complete, with each experience building on previous activities
- Provide a variety of short and specific learning activities with concrete concepts (ideas that can be practiced vs. visualized) and hands-on concepts
- Move from one activity to another, alternating high, low and moderate activity
- Allow for exploration and spontaneity in activities
- Provide positive encouragement and assistance
- Plan hands-on learning activities where participants can experience success
- Set up systems that foster teamwork rather than competition
- Offer support to participants

On Course Tips

- Setting up holes between 25 and 75 yards creates an optimal challenge for this age group.
- Coaches can reinforce golf fundamentals on the course by reinforcing one golf fundamental per hole for the whole group.
- Coaches can reinforce Get Ready to Swing by asking participants about their hold, set-up and aim/alignment cues.
- Coaches can reinforce Distance Response by asking participants about their swing size, particularly on short game shots.
- Coaches can reinforce Target Awareness by encouraging participants to select a target on every shot.

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Coach Guide Sneak Peek

Lesson 1 • Welcome to First Tee: Let's Work Together

Lesson Overview:

At First Tee, we care about the impact of our words and actions. The things we say and do matter, and when we show care for how our words and actions make others feel, we demonstrate **respect and courtesy**. First Tee participants are encouraged to not only collaborate and work with others, but also to learn from and appreciate both our similarities and our differences, accepting fellow players for who they are and the unique qualities and characteristics they bring to the course.

Our world is filled with opportunities to learn from and **collaborate with others**, while having fun! When we treat one another with respect, we help them to feel valued and important, and when we act with courtesy, we show kindness, consideration, and care. In the game of golf, and in the game of life, we have opportunities to demonstrate respect and courtesy for ourselves, others, and our surroundings each and every day. Welcome to First Tee. Let's Work Together!

Coaching Overview:

In this lesson, coaches will create multiple opportunities for participants to play the game, collaborating with one another, and learning behaviors that show respect and courtesy. This also provides a chance for them to learn about their fellow participants, recognize things they have in common with one another, as well as appreciate the differences among them.

For many participants, this lesson will be their first introduction to the game of golf, and it is recommended that coaches focus on the golf fundamental of **distance response**. Specifically, they can help players explore how swings of different sizes (small, medium, and large) affect the distance their ball travels.

The game of golf, like all games, has specific rules and procedures. Golf is one of the few sports in which players are responsible for recording their own score and calling penalties on themselves. It is important that players get to know the rules of the golf course, as well as the rules and etiquette of the game. This allows players to maintain a good pace of play, show respect and courtesy for the course and fellow competitors, and to enjoy the game of golf as it should be played. In this lesson, coaches can emphasize to players that they are collaborating with others using respect and courtesy by following the safety rules, taking turns, and being still and quiet while others are hitting.



Learning Goals:

Key Commitment: Collaborating with Others

Character Behaviors:

Participants understand the impact of their words and actions and can show respect and courtesy to themselves, others, and their surroundings.

Participants can recognize things that they have in common with their peers and appreciate their differences.

Participants understand that collaborating with others is better when they show respect and demonstrate courtesy.

Lesson 1

Golf Skills & Fundamentals:

Recommended Golf Skills: Putt and Chip

- Players are introduced to the concept of **distance response** by experimenting with small, medium and large swings.
- Remember to demonstrate golf skills. Coaches can use the example cues from the golf skill overview as a guide:
 - Design to hit:
 - Pro tip: It can be helpful to have older or more advanced students model golf skills.
- When players are experimenting with **distance response**, they should be introduced to and allowed to explore: how to hold the club and where to set up to the ball in order to get ready to swing.
 - Players may not hold the club or stand "correctly" on their first attempt. Coaches should **Empower Youth** and be **Activity Based** by allowing players to explore different holds and stances. If a particular hold or stance is causing frustration, coaches can step in and remind players of their hold cues using open-ended questions such as "tell me about your hold" or "what do you think would happen if you tried this?"

Golf Etiquette & Rules of the Game:

- Players are introduced to the purpose of the game and different parts of the golf course: tee box, hole, putting green, etc.
- Players are introduced to the order of play
- Players can demonstrate a proper handshake

Coaching Tips:

- Coaches are encouraged to refer to the **First Tee Commitment to Being a Game Changer** and the key commitments for **Collaborating with Others**:
 - I respect other perspectives, especially when they are different from mine.
 - I show kindness, consideration and care for others.
 - I know that my attitude and how I treat others have an impact.
- Coaches can emphasize the importance of respect for others regardless of our similarities or differences.
- Keep things simple. When tracking the parts of the course, start with the tee box and putting green and add in fairway and rough as you go. There will be plenty of opportunities to introduce more parts of the course as players progress and experience being on the course. **Distance response** is a foundational element of developing the golf swing. Use activities that allow participants to experience swings of different lengths.

Guiding Questions

1. What does collaborating well with others look sound, and feel like?
2. What does NOT collaborating well with others look, sound, and feel like?
3. Why are respect and courtesy important on the golf course? At school? At home?
4. What are some ways we can have a positive impact with our words and actions?
5. What did you learn about small, medium, and large swings today?
6. What golf rules are you learn today?
7. What did you learn about the parts of the golf course?
8. What does a proper handshake consist of?

Lesson 1

Sub-Lessons A-B-C:

	Golf Knowledge	Golf Etiquette	Golf Rules
Sub-Lesson A is suggested content for classes with mostly beginner level players.			
A	introduce that the game of golf is usually played in 18 holes or less by striking a ball and hitting it into the hole	Introduce the order of play and handshake	11, 8.2i, 8.4b, 8.5
	introduce areas of the course including: teeing area, green, rough, fairway and bunker		
	introduce that we start the hole on the tee box, and we end the hole by hitting into the hole on the putting green.		
	introduce order of play, the person farthest from the hole goes first after we start.		
Sub-Lesson B is suggested content for classes with a mix of skill and age levels in the group.			
B	All knowledge from A plus the following:	Reinforce the order of play. Players should be able to demonstrate a proper handshake.	11, 13a, 13b, 8.5i, 8.4b, 8.5
	introduce that on the tee box we select the order randomly		
	introduce that golf is different from other sports because we still penalties on ourselves.		
Sub-Lesson C is suggested content for classes with mostly older and advanced level players.			
C	All knowledge from A and B plus the following:	Players should be able to exhibit the correct order of play and proper handshake	11, 13a, 13b, 8.5i, 8.2a, 8.4b, 8.5
	introduce the tee box by outlining it		

Coach Guide Sneak Peek

Activity 1.1 • Recognizing Similarities & Appreciating Differences

The purpose of this activity is to help participants understand the importance of respecting one another, no matter their differences. This can be used as a warm-up to working together.

1. Discuss the definition of similarities and differences with participants.

Similarities: *having characteristics that are alike*
Differences: *having characteristics that are unique*

Supplies:

None needed

2. Ask the students to look around the room and observe how they are different and similar to each other. These first observations will probably be entirely superficial based on clearly identifiable characteristics (Ex: gender, height, hair color, etc.)
3. Ask participants whether these characteristics make them more important than the others in the class. Emphasize with participants that even though they are different in some ways, they are also alike in many other ways. Brainstorm with participants on some things that the group has in common such as: all in elementary school, all in the same First Tee class, all live in the same community, all are wearing shoes, etc.
4. Ask the Caddie Level participants to consider if differences are important in how people should be treated or whether all people should be treated the same.
5. Define and discuss the importance of respect for others and emphasize that at First Tee, it is important that we show respect to one another, as well as exemplifying kindness, consideration, and care. Have participants give examples of how they will act toward one another on and off the golf course if they have respect for each other.
6. As participants work together throughout the lesson, coaches can highlight respectful behaviors that are being exhibited.

Activity 1.2 • Getting to Know & Appreciate Your Fellow Participants & Players

The purpose of this activity is to provide opportunities for participants to meet and get to know one another, discovering their similarities and appreciating their differences.

1. During and in between activities, provide opportunities for participants to meet and encourage them to get to know one another, to discover their similarities and the things they have in common, and to appreciate their differences.

Supplies:

• Golf Clubs
• Golf Clubs

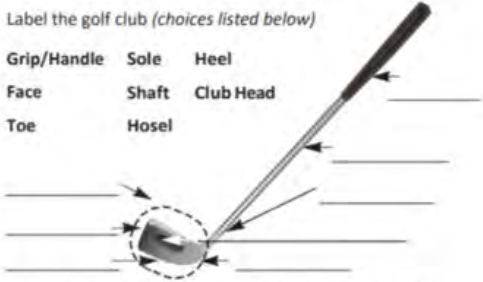
2. While participants are engaged in activities, share sample questions they might ask their partner or group member.
Example: What is your favorite flavor of ice cream? What month were you born? Do you have a pet? What is your favorite food? What TV character would you like to meet? What is your favorite school subject? When was the last time you were nervous? What is your favorite restaurant? What do you want to be when you grow up? What is your favorite hobby?
3. At the end of the class, encourage participants to share something new they learned about a fellow participant today. Did they find more similarities than they expected? What do they appreciate about the differences they discovered?

Digitized Yardage Book

RESPONSIBILITY FOR THE COURSE

Label the golf club (choices listed below)

Grip/Handle Sole Heel
Face Shaft Club Head
Toe Hosel



What is the highest number of clubs the rules say are OK to carry in my bag? _____

What is the lowest number of clubs the rules require me to carry in my bag? _____

What items am I responsible to have ready in my pocket when playing golf? _____

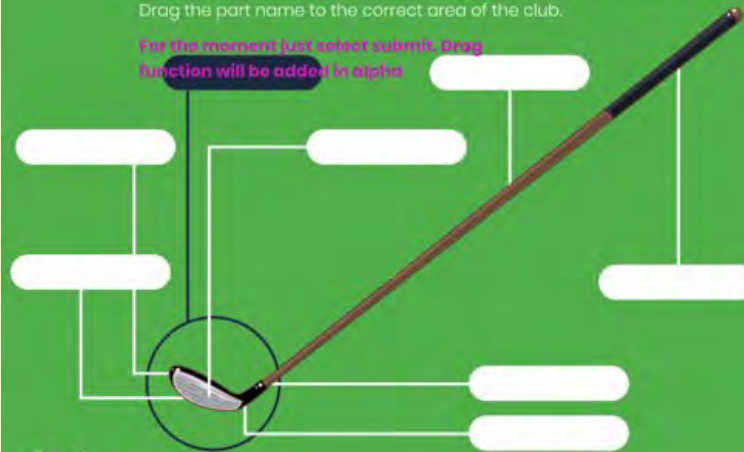



Lesson 2: Age 7: I can be responsible

Know your golf club

Drag the part name to the correct area of the club.

For the moment just select submit. Drag function will be added in alpha



Audio on 

Menu 

Parts

Grip/handle 1

Face

Toe

Sole

Hosel

Heel

Club head

Shaft

SUBMIT 

 Back

Commitment to Being a **Game Changer**



Pursuing Goals



Growing through Challenge



Collaborating with Others



Building Positive Self-Identity



Using Good Judgment

