

Development Coaches

The way forward

Following the review of the Development Officer Post, the Executive has decided to implement a policy that will employ a number of development coaches to be based at senior clubs.

The attached report details the overall scope of the policy and how it will be implemented.

The process is: -

- 1) Identify suitable clubs
- 2) Identify and arrange funding
- 3) Source and appoint suitable candidates
- 4) Identify and arrange partnership schools
- 5) Start the programme

Clubs are invited to apply to be considered for support and these initial applications should be sent to me no later than 9th March 2004.

If you wish clarification on any points please email at somerside@aol.com or phone me on 07889 515620.

Iain Somerside
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Development Coaches

The way forward

Introduction

The SARA employed their first Development Officer in June 2002. During that period he introduced a great number of new people to the sport but was unable to provide a programme that kept them in the sport.

A key element to the successful development of the sport, in all its aspects, is to grow the number of participants, particularly at junior level. Not only will a successful junior development programme improve the competitive structure of junior rowing in Scotland, it will also provide a maturing rowing population for both senior clubs and universities. In addition there is significant economic benefit to both the Association and the clubs from successful junior programmes.

Consultation

In looking at the way forward the Association has consulted widely with clubs and coaches. A meeting was held in early January to discuss the role of a development officer and more particularly what different clubs would like to see from the position. Ten senior clubs, university and school organisations were represented, providing a wide range of views. In addition the Association has canvassed the opinions and views of other clubs and also people involved in junior rowing and coaching. It has also been very important to learn from the experience of employing our first development officer. This report takes into account all these views.

Background

The first development officer had an large remit and the main functions covered too many aspects of the sport development in order to be effective. At the end of the first year-review the main functions were rationalised down to three areas.

Much of the criticism of the role has been that it has been too much based at the NRA and has not provided enough direct benefit to clubs.

The Way Forward

Coaching Courses

For the present the Association will outsource coaching courses to third-party Tutors and Assessors. The Association's role should be to facilitate as many of these courses as practical in areas where they are required. Rowing Instructors Courses (RIC's) should be run in April and October with a Bronze course early next year. In addition the Association is seeking to find and have trained locally based tutors and assessors.

A full programme of coaching courses and events for 2004 will be distributed shortly.

University Support

Universities require logistical support and mentoring at the start of the university year. In addition they require promotional and publicity materials. It is envisaged that the Association will take the lead in facilitation of these activities providing universities with support for their recruitment activities. On an-ongoing basis, the Universities should be able to call on the Association for assistance in trying to obtain funding support. The establishment of Alumni clubs could be a useful method of providing continuity and expertise into a revolving university structure. This support should be in place in time for the new university year.

Development Coaches

The Association is in the process of putting together the funding for the appointment of up to four part-time development coaches who would be attached directly to clubs with a remit to coach and encourage junior rowing. The coaches would provide 20 hours per week to this role. The Development coaches would be line-managed by the Director of Operations and would be expected to attend the Academy for coach education under the direction of the National Coach.

In looking at the potential for Junior Development in Scotland it is clear that there are three main areas : -

Clubs
Private Schools
School Associations

Therefore a "one structure fits all approach" will not satisfy all organisations. It is therefore recommended the structure outlined below be modified in relations to Private Schools and School Associations. If such organisations apply for support and are to be supported then the programme will be structured to suit their particular needs.

Junior Development Club

The Development Coaches will be appointed to clubs that are designated Junior Development Clubs. The initial appointment will be for one year so that Development Coaches can then move on to support other clubs.

The programme will be provided with equipment that best suits its requirement - for example: two virus sculling boats, a training double and an ergometer may be made available. The development coach will organise the junior development programme at the club providing the clubs with 20 hours support each week. The Association will arrange contact with local authorities and the local schools to support the programme. The club will be required to provide an additional 20 hours coaching each week from one or a number of coaches. Coaching would take place during the day as agreed with participating schools and at weekends. In addition the club will be expected to pay an annual £25.00 for each junior participant in the programme. This can be paid by the club or collected from the junior and would be paid to the Association as their contribution to the programme.

At the end of the first year the programme should have attracted and retained 25 new juniors to the sport. In the second year the Association would facilitate the payment of local authority support directly to the club and this together with the coaching fee could be used by the club to continue to support the programme by employing their own part-time development coach. In addition the Association would provide ongoing mentoring and logistical support and may in some cases provide ongoing financial help.

What the programme provides for the clubs

1. Equipment e.g. two training sculls, 1 training double and an ergometer
2. 20 hours coaching from a Development coach
3. New junior members of which 25 are retained each year
4. Facilitation of the programme and logistical support from the SARA

What the club provides for the programme

1. 20 hours volunteer coaching.
2. Two schools within a 4-mile radius of the club.
3. £25 from each participant and pays it to the Association.
4. Adoption of the Association Child Protection Policy and UK Sports Coach Code of Conduct guidelines

What the Association provides for the programme

1. Management and training of the Development coach
2. Organisation of the schools participation
3. Funding for the programme for one year
4. Ongoing support and mentoring as required

Ergo Ladder/ Skills Regatta

One of the challenges in bringing new people into our sport is to capture their interest. A long winter learning the basic skills of the sport has little reward. To deal with this the programme should also include an “ergo ladder” competition for all participating schools as well as skills regattas.

Ergo Ladder

The concept is that each school can participate in monthly ergo competitions over various distances. They will be ranked in the ladder according to their performance against people from all the other schools. The Association would encourage the participating school to purchase an ergometer but the ladder should operate as part of the weekend activities to encourage the youngsters to come down outwith school time. In addition ergo competitions would be held at the Academy four times during the year Winter, Spring, Summer and Autumn.

Skills Regatta

One of the most significant contributions to future success in sport is the establishment of skills - particularly in the 12-14 year age groups. Therefore a series of skill events will be incorporated in the programmes. It is envisaged that the ergo regattas mentioned above could also include skills contests.

Timetable

The programme will not start until the necessary funds have been identified. It would be hoped to make our first appointment in March/April. In the meantime clubs are asked to consider involvement in the programme and to apply to be considered for a Junior Development Programme. We would intend to have four part time development coaches in place by the end of 2004.

Iain C Somerside
February 2004

Junior Club Development Programme

Club name ;

Club contact :

Telephone : **Mobile:**

Email :

Local Authority :

Our club wishes to be considered for the Junior Club Development Programme

- 1) We agree to provide 20 coaching hours per week from qualified clubs coaches. (name the coaches at the attached form)

- 2) We have adopted the Association draft Child Protection Policy and will adhere to the UK sports Coaches code of conduct.

- 3) We have two schools within a four mile radius of the club (name them on the attached form)

Signed on behalf of the club

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Position.....

Date

Junior Club Development Programme

Names, addresses and contact numbers of coaches who wish to be involved in the programme.

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Names and addresses of Schools within a 4-mile radius of the club.

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