

CLUB	Falkirk Victoria Harriers
Key Area	Coaching Structure & Coach Development
Key Details	<p>The start of the journey for the club was looking at the current coaching structures as part of the Foundation Award Accreditation, this also prompted the club to add clearly in the club Action Plan the objective to increase the number of coaches and also improve the support they receive to develop their knowledge and experience.</p> <p>Coaching Plan - With a Club Together Officer in place and the club striving towards their Podium Award Accreditation it was evident the club were now at a point where they needed a clear Coaching Plan. In order to establish what this looks like it was important to consult at great length with the club coaches, on an individual basis or as a group. It was important that the key personnel at the club were fully on board and supportive in relation to the aims and objectives of the coaching plan. Building relationships with the club coaches is vital to successfully implementing the plan.</p> <p>Coaching Structure - The coaching structure is administered by Age Group Coach Coordinators for each of the following age groups. Age 9 – 12, Age 12 – 15, Age 15+. They are supported by the Club Together Officer.</p> <p>Role of Coach Co-ordinators:</p> <ul style="list-style-type: none"> • Ensure athletes pass between age groups at the relevant times. • Ensure appropriate training related to age & stage of development • Encourage all their Age Group Coaches in continual self-improvement. • Identifying any lack of coaching provision within their age group <p>Identifying Gaps in the Coaching Pathway - Although to most at the club gaps in the coaching pathway may be easily identified, an athlete standards database was developed to evidence exactly where there may be gaps in coaching expertise. The database shows where athletes may meet a gold, silver, bronze or developing standard – similar to thistle awards.</p> <ul style="list-style-type: none"> • Athletes Standards database benefits: • Recognition emails - PB's, new standards sent to athletes • Weekly coach reports - opportunity to compare athlete performances, PB's & standards • Recognises trends - events, years or individuals • Gaps in team selection for leagues - identifies events that require coach development <p>Coach Mentoring and Support - In order to up-skill coaches to fill the gaps in the coaching structure a club coach mentoring programme has been established - starting with the Assistant Coaches.</p> <p>All coaches will be continually signposted to CPD as and when it arises. They will be supported in all aspects of coaching by the CTO & Coaching Co-ordinator/s.</p> <p>Event Specific Coach or Age Group Specialist They will be directly mentored by a relevant Event Coach (possibly external) or Age Group coordinator and supported by the CTO</p>
Further info	www.falkirikvics.com