



Masters Swimming Tasmania Policy

Developing our Coaches



We provide, at club and state level, an environment which encourages all adults, regardless of ability, to swim regularly and compete if they wish, in order to promote fitness and improve their general well-being

Our members' enjoyment of their swimming is enhanced by quality coaching providing them with great aquatic skills

OUR KEY OBJECTIVES

1. Improve the availability and quality of coaching within Masters Swimming Tasmania (MSTas).
2. Ensure currently qualified coaches in all of our clubs conduct integrated training programs for members of all swimming capabilities.

OUR STRATEGIC APPROACH

The Tasmanian Branch of Masters Swimming Australia (MSA) is relatively small compared to most other Branches around Australia and our clubs are dispersed around the state. The main obstacle for MSTas members seeking coaching qualifications is the limited opportunities for supervised, on-deck coaching practice. Our approach is therefore based on the MSA's three pathways to accreditation (<http://www.mastersswimming.org.au/Coaching/Pathways-to-Accreditation>) and strongly encourages prospective coaches to take advantage of any opportunities that may be available through Swimming Tasmania clubs and coaches.

OUR PLAN

Coaches play a vital role in attracting, developing and retaining swimmers through the conduct of well-structured training programs. Coaches aim to ensure training is stimulating, appropriate to the level of their swimmers, and is structured to develop swimmer technique and fitness in a team environment.

The focus of the coaching component of the Branch strategic plan is on developing coaches. This is a change from previous years where the focus was on swimmer development through a visiting coach program. It is not intended that the visiting coach program will continue, other than in support of coach workshops conducted as part of the Club Coach Course.



It is Masters Swimming Tasmania policy to encourage members to become qualified coaches and to seek to ensure that all clubs have sufficient coaches to supervise all training sessions. The Branch will contribute to the cost of individuals attending Masters Swimming Australia or similar coaching courses and gaining qualifications. The extent of this sponsorship is to be determined on a case-by-case basis. The Branch will also reimburse the cost of coaches undergoing CPR courses/refresher training.

In addition to Club Coach Course workshops which may be conducted in Tasmania, the Branch will conduct a series of coach development workshops, up to three per year, for qualified and aspiring coaches. These workshops will tackle a range of coaching subjects such as designing programs, methods of training, energy systems, drills and technique development. The workshops will also provide an opportunity for coaches to compare notes, discuss matters of general interest and encourage aspiring coaches to undergo formal training.

Clubs are encouraged to tap into their local resources for coaching in complementary disciplines such as dry land warm up and stretching exercises, sports nutrition and open water swimming. These activities will not normally be sponsored by the Branch.

THE OUTCOME WE SEEK

The short-term outcome sought is an increase in number of qualified coaches and retention of qualified coaches so that each club has at least one qualified coach actively supervising training. At least two active and qualified coaches per club is the longer-term outcome.

KEY OBJECTIVES:

- Provide and sponsor professional development opportunities for coaches including access to MSA coach courses and local coach workshops. Club coach course sponsorship is based on two candidates for the Branch per year for three years, in order to ensure that each club has at least one qualified coach and up to two qualified coaches by year three.
- Conduct up to three coach workshops per year.
- Branch Director of Coaching (BDC) or a delegate to attend club training sessions to review coaching arrangements and support coach candidates.
- BDC to identify mentors for coaches and coach candidates.
- BDC to establish an online coaching forum.
- BDC to establish a 'recognition of achievement' program for coaches.

MEASURES:

- An increase in the number of candidates undertaking the Club Coach Course.
- Regular communication between coaches.
- Regular coach workshops conducted.



MASTERS SWIMMING AUSTRALIA CLUB COACH COURSE

The Masters Swimming Club Coach Course provides candidates with basic coaching knowledge and skills training to be an effective adult swimming coach. The course includes an online component that is done in the candidate's own time, prior to completing a Masters Club Coach one day workshop. Then you are accredited!

MSTAs encourages anyone contemplating doing some coaching to sign up for the course and seek sponsorship from the Branch committee through the BDC.

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Requirements of the course

1. Complete Masters Club Coach [Pre-Registration Form](#)
 2. Complete Masters Club Coach Online Course <https://learning.swimming.org.au>
 3. Complete Masters Club Coach Workshop - hosted by a MSA Branch
 4. Pool-deck practical assessment (usually at the workshop)
 5. Sign Coaches Code of Behaviour Agreement
 6. Complete and submit Workshop workbook
 7. Log 30 hours coaching on pool deck
 8. Complete CPR course
- Candidates will be provided with the required login instructions and material prior to the commencement of the course.
 - Applicants have 12 months to fulfil these requirements
 - Full information is available on the [MSA website](#).

Bronze (or higher) Licence Holder

Individuals who already hold swimming coaching qualifications may benefit from our other pathways. These include an Adult Coaching Course run by ASCTA or applying for Recognition of your Current Competency (RCC). Further details are available at:

<http://www.mastersswimming.org.au/Coaching/Pathways-to-Accreditation>

RECOGNIZING OUR COACHES

MST coaches are an asset to the Branch. In recognition of their qualifications and contributions to the training and development programs they provide to their clubs the Branch will, subject to the availability of funds:

- Assist in covering the costs of accreditation as set out in this plan
The Branch will contribute to the cost of individuals attending Masters Swimming Australia or similar coaching courses and gaining qualifications. The extent of this sponsorship is to be determined on a case-by-case basis.

- Reimburse the cost of obtaining the mandatory CPR certificate in accord with this plan
The Branch will also reimburse the cost of coaches undergoing CPR courses.
- Provide each coach with an MST branded Coaches top in a design approved by the Branch.
- Provide each club with up to two stopwatches which can be issued to their coaches on a loan basis for the period the accredited coach/s provide coaching services to their club.

History

This policy was first approved by the Branch in 2017 and was current from 1 March, 2017.

The section “Recognizing our Coaches” was approved by the Branch on 30 March, 2019