



**Training And  
Development**

# **2015 ISAF Development Symposium**

## **ISAF Coaching Framework**

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# ISAF Coaching Framework





# ISAF Coaching framework

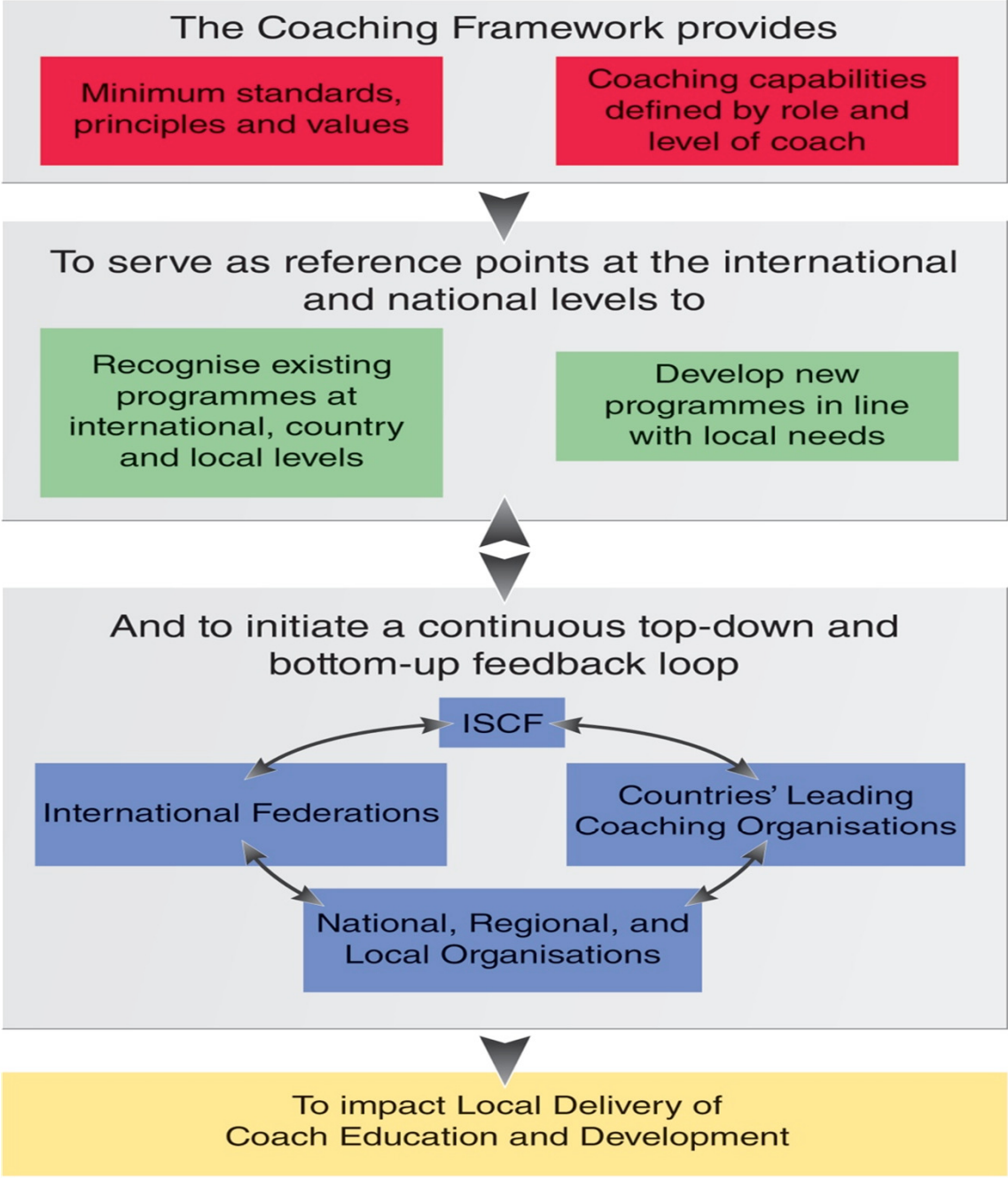
- **Intro to presenter**
- **Introductory Video**
- **Coaching Domains**
- **Coaching - Competency areas**
- **Coaching - Function areas**
- **Interactive group exercise**
- **Discussion / Questions**





## **Benefits of the ISAF Coaching Framework**

- ISAF MNAs can map their own qualifications with an internationally recognized framework.
- Standardization of coaching qualifications globally, opportunity to endorse existing coaching qualifications and recognition of prior learning (RPL).
- Use the Framework to help determine standards of sailing coach qualifications for each level & create content to fulfil national requirements.
- Use the competencies at each level as an assessment and development tool for their Coaches.
- Align the coaching workforce with the needs of national participants / sailors / athletes.



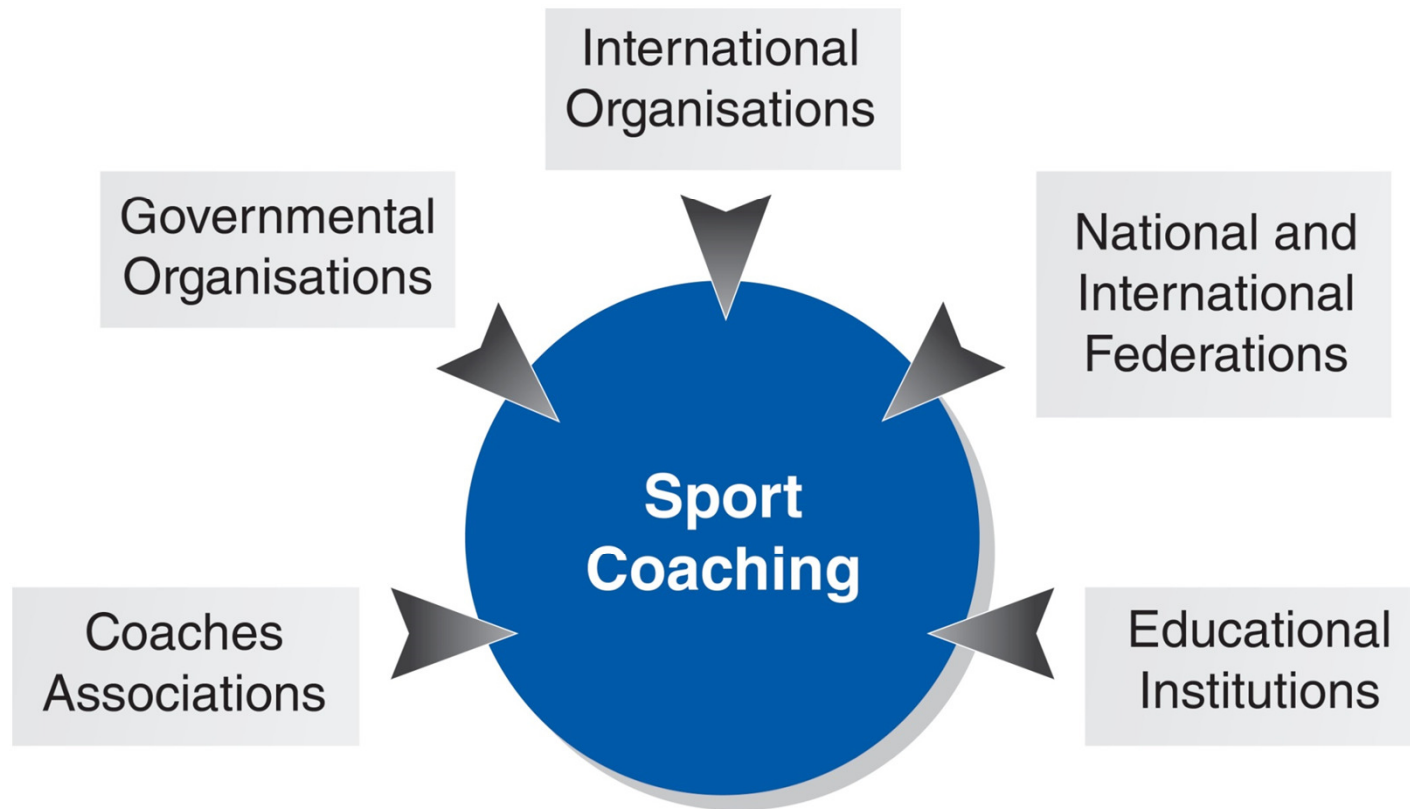
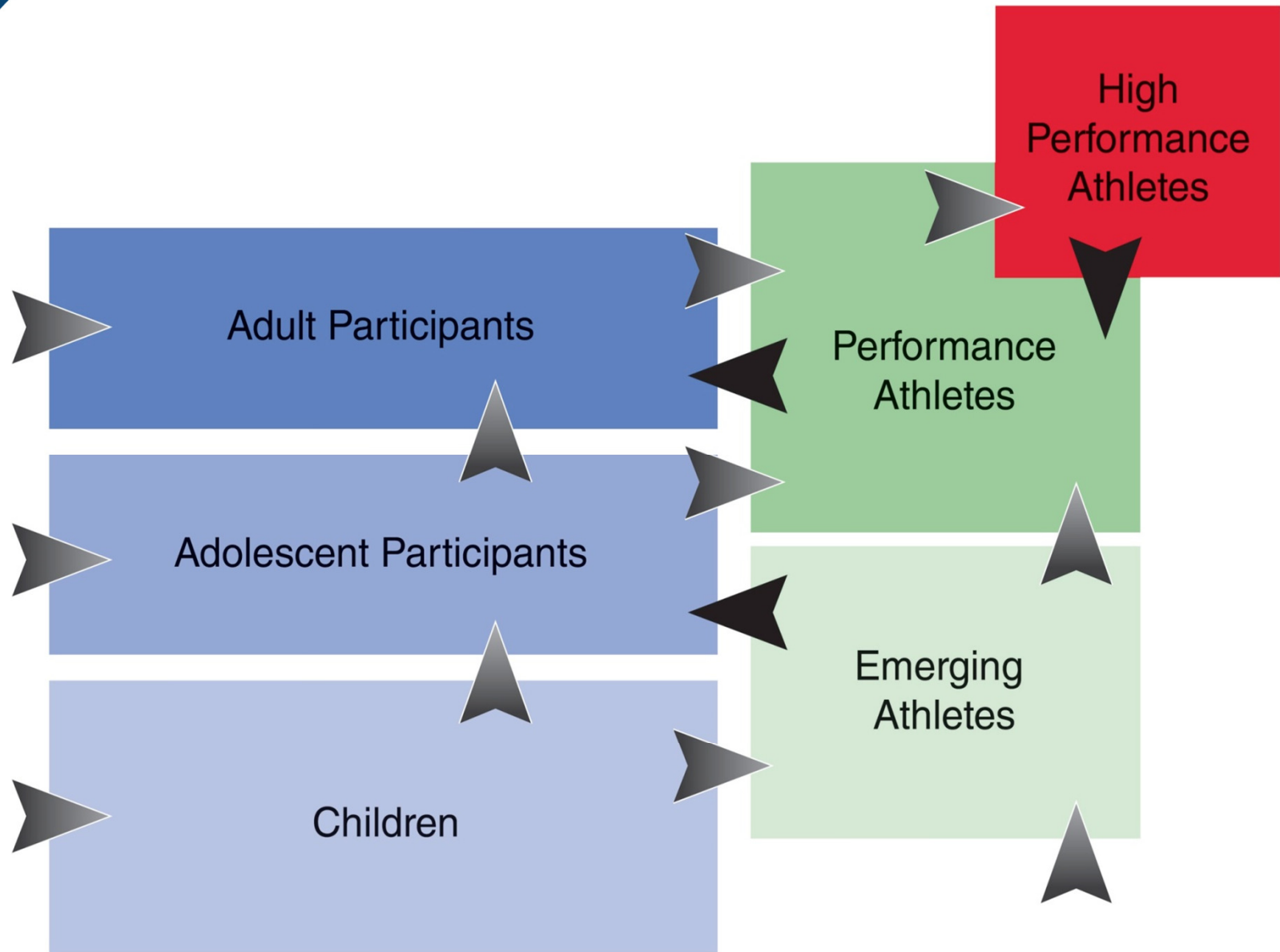


Figure 0.1









	Achievement Standards		
Coaching Roles	National and International Federation Levels	University/Higher Education Awards	Other Coach Education Institution and Agency Awards
Master/Head Coach	Level 4	University Degree or Postgraduate Degree	
Advanced/Senior Coach	Level 3	University Diploma or Degree	
Coach	Level 2		Coaching Certificate
Coaching Assistant	Level 1		Coach Introductory Course Award

# Coaching Pathways

- Performance

- Participation





## Participation Coaching

Coaching Adults

Coaching Adolescents

Coaching Children

## Performance Coaching

Coaching High Performance Athletes

Coaching Performance Athletes

Coaching Emerging Athletes

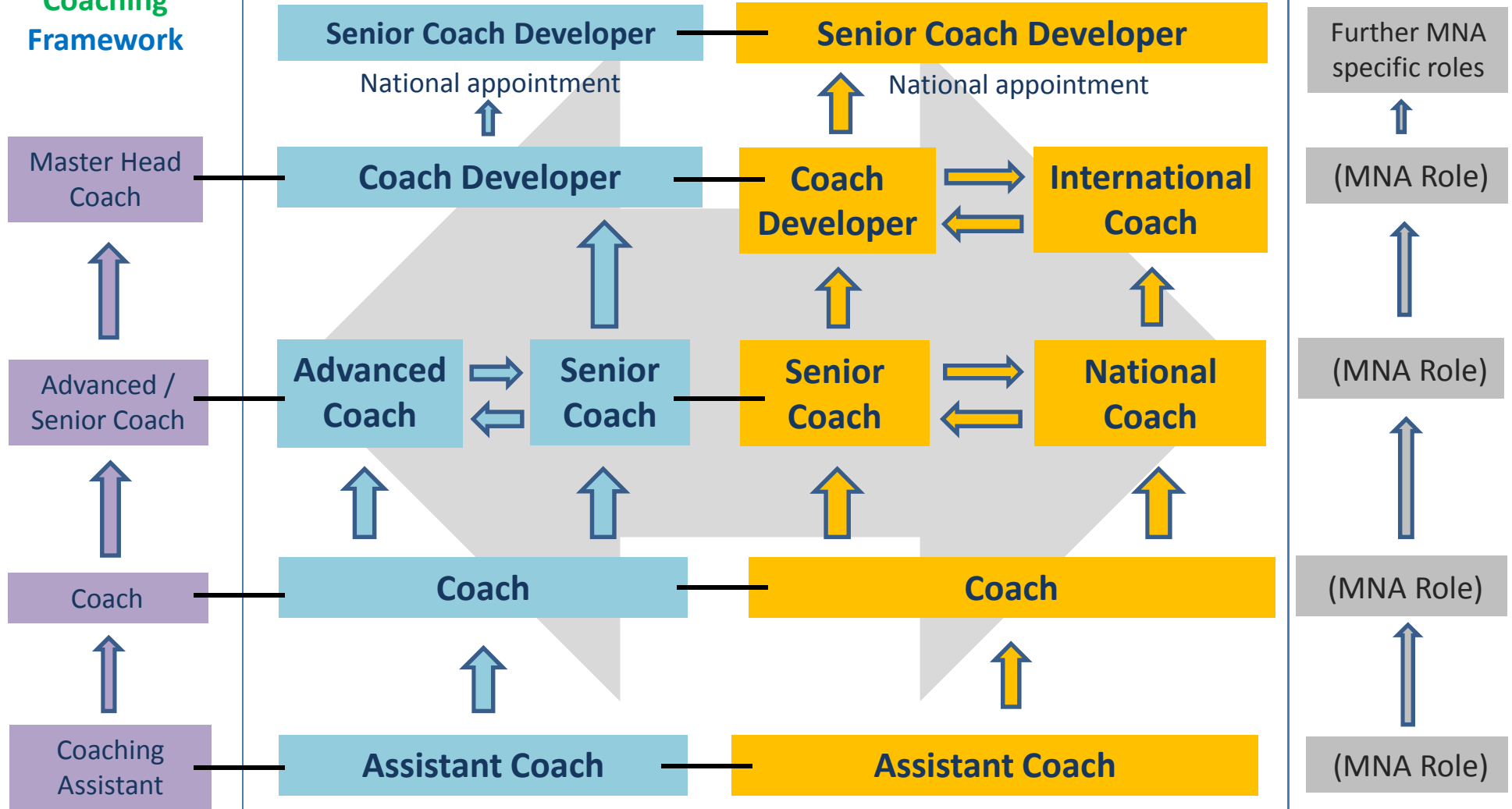
**International Sport Coaching Framework**

**ISAF Coaching Framework - Participation domain**



**ISAF Coaching Framework - Performance domain**

**MNA Coaching Framework**



ISCF V1.1

↔ = Inter-domain skills transferability where relevant

— = Directly equivalent level

MNA = ISAF Member National Authority  
Applicable disciplines: Dinghy, Keelboat, Multihull, Windsurf, Kiteboard

National Participation / Performance domains



# Functional Areas

Set the vision and strategy

Shape the environment

Build Relationships

Read and react to the field

Conduct Practices and structure competitions

Learn and reflect



## Levels of Competency and Responsibility in Coaching

- \* **Basic** - Guided Responsibility (Basic knowledge, skills and competence)
- \*\* **Competent** - Independent delivery (Competent knowledge, skills & competence. Enough to allow independent delivery)
- \*\*\* **Advanced** - Manager (Advanced knowledge, skills and competence.  
Enough to allow management)
- \*\*\*\* **Mentor** - Innovator (Expert knowledge, skills and competence.  
Enough to provide effective mentoring)

# Set the vision and strategy



- Knowledge of National Coaching structure
- Understanding of training schemes / syllabus / SOP's
- Produce a structured programme for participants
- Analysis learning needs and outcomes
- Develop structured session plans



# Shape the environment

- **Create a session plan**
- **Use appropriate staff**
- **Implement risk assessments**
- **Safeguarding**
- **Location selection**
- **Appropriate equipment**
- **Identify achievable goals**







# Build relationships

- Influence sail coach development
- Manage sail training personnel
- Empathy with student / coaches
- Effective teaching (Instructing & Coaching)





# Conduct practices and structure competitions

- Student development by applying appropriate practice and learning opportunities.
- Identify specific skills development





# Read & react to the field



- **Record and evaluate progress**
- **Demonstrate skills**
- **Respect 3<sup>rd</sup> parties**
- **Observe analyse and feedback**





# Learn and reflect

- Undertake proactive CPD
- Innovate – new solutions improvise and add benefit
- Evaluate sessions & programme delivery
- Self reflection and self monitoring





# Interactive group exercise



**Map your own MNA Coaching Framework (if you have one).**

## Discussion / Questions?

- Have you see this work in other sports?
- How can you see it benefitting your MNA?
- How would your MNA assess a coaches competency
- How else can we develop the framework?

