

New Development Framework for Teaching and Coaching

A development framework to provide a world class coaching environment for England's teachers and coaches was launched by the ASA Coaching Systems Team at the ASA Council Conference on October 10. 'The ASA Development Framework for Teaching and Coaching in England 2009-2013' will effectively create a new coaching system that delivers the right number of coaching hours, by the right coach, in the appropriate environment to achieve success.

Club teachers and coaches across all the disciplines and the wider coaching workforce will benefit from the implementation of the Framework which will operate in all five key environments: beginner, talent development, high performance, participation and potential participants. The Framework represents a significant culture shift by delivering much more than just coach education. Previous systems have had the education and qualification of coaches as their main focus, whereas the new Framework is all about developing the potential of our participants (swimmers) by creating teachers and coaches who can promote learning through ownership, awareness and responsibility.

Bill Furniss, Head Coach Nova Centurion SC believes the ASA's approach to coach development will create a world class, dynamic coaching system:

'Developing a 'high performing' coach takes more than just education. It involves a wide range of activities that help the coach 'develop' and achieve their potential. The approach of the ASA is now focusing on giving coaches ownership of their decisions and the ability to choose what they are going to do. This will then create greater self-belief, allowing the coach to better

understand and manage themselves, which in turn will positively impact upon the participants they work with.'

He added, 'the ASA coach development plan will focus on changing their behaviour, as opposed to simply increasing their knowledge.'

Colin Huffen, Coaching Systems Team Manager and National Education Officer for the ASA, is excited about the changes brought about by the new strategy.

'Teachers and coaches face daily challenges and strive to be the best they can be. The ASA have identified that to reach this goal they not only need the ASA to help them qualify, but also support to help them flourish.

'The participant is clearly the priority for all of us. We have identified that there needs to be a move from an instructional, autocratic approach to the empowerment of coaches. This will hone their skills so that they can follow the participants lead and develop them with the knowledge to take ownership of their own development.'

Four Key Objectives

- 1. Recruit:** Recruit the appropriate number of coaches into swimming's delivery system
- 2. Train:** To qualify the appropriate number and level of coaches required
- 3. Support:** Provide appropriate levels of support to the coaching workforce to allow them to achieve their potential in their chosen environments
- 4. Retain:** To provide systems of recognition and reward in order to retain the coaching workforce

More: www.britishswimming.org and click on 'Teachers & Coaches' then 'Coaching Systems'.

Are your teachers and coaches ASA licence holders?

The ASA Licence is a way for teachers and coaches to prove to their clubs that they not only hold ASA qualifications (or approved equivalent) and are signed up to a Code of Ethics, but are updating their skills by taking teaching and continuing professional development (CPD) courses.

CPD courses are available across the country and cover a wide range of topics, including new seminars: 'Teaching Nervous Adults', which gives water confidence and swimming skills to adults who are nervous about being in the water, and 'Teaching Swimming to Disabled Children'.

Licence holders, at their request, can also be included on the Register of Aquatic Professionals, which gives clubs the chance to search for fully qualified and vetted staff.

The ASA Licence automatically reflects the teachers' or coaches' level of qualification, covers all the aquatic disciplines and is open to both paid and unpaid instructors.

Melissa Barlow, the ASA's Workforce Development Manager, said: 'The ASA licence is a great way for clubs to be assured of the quality of their teachers and coaches. It effectively demonstrates that they are fully committed to teaching and coaching.

'The licence lasts for three years, as long as teachers and coaches demonstrate their continuing progress in their annual submissions.'

For full details of the ASA licence, visit the British Swimming website at www.britishswimming.org and click on 'Teachers & Coaches' then 'Licensing'.



Principal Partner



Official Partners



Official Suppliers



Endorsed and Approved Products



Changes to BAGCAT Point Scoring in Competitions from January 1 2010

The Swimming Committee has agreed that from January 1 2010, all ASA events will use the FINA Points tables for scoring purposes in competitions in place of the GB points system.

Comparative Performance Points Tables have been used in the UK since the 1970s in order to compare swimming times across the standard range of strokes and distances. British Swimming has used LEN (the European Governing Body) and more recently, FINA (the World Governing Body) tables. Both of these are based on world performances and reflect the parity between events at the top level of the sport. These have been used for scoring major open team competitions and are accepted by the swimming community as provision of a fair comparison across the range of events.

Initially, the internationally used points systems, described above, did not go down far enough, so when the tables were applied to age group swimming, especially at the younger ages, the value of the comparisons across events became less valid. In order to provide suitable tables, a system of GB points was created, which was based on both international standards and information from the database of British swimming.

This GB points system also included 'Age Correction Factors' which reflected the different achievement levels as a consequence of age-related physical development of young swimmers. These

correction factors used in conjunction with GB points were particularly dependent on an annual analysis from GB ranking of the times swum by 9-14 year old swimmers. Over the past 10 years since the introduction of British Age Group Categories and the recognition through Long Term Athlete Development of the need for young swimmers to compete in longer distance events, the number of times in the rankings for 9-14 year olds has significantly increased, and recent comparisons show that there is now no statistical requirement for Age Correction Factors.

Over recent years, the FINA points system has been extended, and the general access to this information has improved, so it is now considered appropriate to use these tables. There are separate short course and long course tables and the base times for 1,000 points in each event are re-calculated every year, based on the average of the top ten of the All Time World Rankings. As from January 2010, there will be no further separate GB points system and all ASA events will use the FINA Points tables.

An added advantage will be that, by using FINA points with no amendments, swimmers' times can now be compared across age groups, which was not previously possible. So, whatever age a swimmer is, their time will score the same number of points.

National Awards for Warriors

Warriors of Warrington SC welcomed the new swimming season with the news that they have successfully obtained Swim 21 accreditation in both Skills development and Competitive development. These awards were presented to chairman Andrew Callaghan and Swim 21 Officer Helen Thornton by Ann Burgess and Pat Gabbitas, Swim North West representatives at Warriors annual club championships. Swim 21 is the ASA's Club Development model - a planning tool, based on the principles of Long Term Athlete Development (LTAD), enabling clubs to help athletes, coaches and volunteers to achieve their full

potential. It focuses particularly on the needs of athletes - striving to provide them with the best possible support and environment. Swim 21 accreditation is a 'Quality mark'. It recognises nationally and regionally the clubs that are committed to providing safe, effective and quality services for the benefit of their members.

Swim 21 Accreditation is available to ASA clubs and positions the club at one or more of the four levels of: **Teaching, Skill Development, Competitive Development, Performance.**

Swimming's pathway for Long Term Athlete Development in Warrington is now complete.

ASA STARTERS, LEAVERS AND TRANSFERS

STARTERS

The following individuals have recently joined or will be joining the organisation and we would like to welcome them and wish them all the best during their careers with us.

Suzanne Munnery

Teacher (Mayoral Pools Project)

Louise Gardner

County Swimming Co-ordinator
– Greater Manchester

Jennifer Powell

County Swimming Co-ordinator
– Coventry, Solihull & Warwickshire

Lynne Preston

County Swimming Co-ordinator
– North London

Collette Raiton

County Swimming Co-ordinator
– Cambridge

Rebecca Grace

County Swimming Co-ordinator – Essex

Neil Hutchinson

County Swimming Co-ordinator – Cornwall

Marie Moffat

County Swimming Co-ordinator
– Northamptonshire

Sarah Beevers

Coaching Systems Officer

Clare Lobb

Performance Scientist

Andrea Tidy

Project Manager

Graham Bassi

Senior/Assistant Coach – Swansea

LEAVERS

The following individuals have recently left or will be leaving and we would like to thank them for their dedication they have shown to the organisation and to their roles. We wish them all the best for the future.

Jane Hushon

Regional Director – South West
(Maternity Cover)

TRANSFERS

The following individuals have recently changed or will be changing roles and we would like to wish them continued success and thank them for their continued support.

Donna Whitlow

County Swimming Co-ordinator
(Merseyside)

Susan Barlow

School Swimming Curriculum Advisor
(North)

Adam Murphy

WCP Administration Officer
(Maternity Cover)