

Aim

One of Garscube's key objectives is to '***continually seek to improve performance and participation levels through coaching excellence***'. This coaching development strategy sets out the steps we need to take as a club to achieve this within the framework of the club's values and coaching philosophy, which are as follows:

Values

- *Be all you can be* – we encourage athletes to be all they can be. Irrespective of ability or experience we want everyone to realise their potential.
- *Value the vest* – we have a proud history and we seek to celebrate the past and recognise the achievements of current and former members.
- *Garscube 24/7* – Garscube is a friendly, welcoming and inclusive club. We are a family offering opportunities to train, race, coach, volunteer, spectate or socialise together throughout the year.
- We are committed to *performance and coaching excellence*.
- As a club, we are *open to new ideas; we embrace the future*.

Coaching Philosophy

The values set clear directions for the coaching philosophy, which guides coaching practice throughout the club.

- *Be all you can be and Garscube 24/7* means that *Garscube coaches provide high quality coaching addressing the technical, tactical, physical and psychological aspects of preparation necessary to allow all members to progress and be all they can be*.
- The commitment to coaching excellence and openness to new ideas means that *coaches' unique contributions to the club are valued and supported through a learning culture which provides coaches with opportunities to develop the technical, tactical, physical and psychological knowledge they need to coach effectively and develop their own learning, to innovate and progress in their coaching*.

Overall Strategic Coaching Goal

- *To provide appropriate support to all coaches to enable them to deliver high quality coaching, which allows athletes at the junior and senior stages and at all levels of performance achieve their personal goals*.

Sub goals to deliver the strategy, and why these have been set as goals are as follows.

Goal 1: All coaches understand and share the philosophy underpinning the delivery of coaching in the club.

At the moment coaches generally work well together and have shared coaching philosophy, but it could be more explicit. There are also no formal opportunities for coaches to get together to discuss common areas of interest which could be beneficial.

Goal 2: The coaching provided at Garscube covers all bases of athlete development (physical, psychological, technical and tactical) to ensure all athletes are able to progress in their discipline.

Training plans are reviewed and published on a bi-annual basis with opportunity for coaches and athletes to provide feedback into the plans. Sessions cover main elements of athlete preparation although the main focus is physical preparation at

senior level. Foundation and development training at junior level prepares for event-specific training as they mature, although focus is on endurance running. Education sessions allow athletes to increase knowledge around specific issues such as nutrition, injury prevention and planning training. Are generally well attended, but could be more systematic. Coaching mostly on a group basis with little individualised support. There is currently no formal mechanism to track progression of athletes to get a more informed understanding of how our athletes are progressing.

Goal 3: There is a clearly defined pathway to help junior athletes progress to senior level.

No clear pathway for progression from junior to senior exists at the moment, but with our junior section's expansion and success over the last few years there is now a number of young people who will soon be progressing to the senior age group. We need to plan how to support them.

Goal 4: Develop an action plan to achieve parity in the club's offer across all athletics disciplines.

The 'non endurance' events are not well developed in the club. Young athletes are exposed to all events as part of their all-round development, but most eventually progress to endurance events. There are challenges around catering for all disciplines, however there is interest in trying to broaden the offer.

Goal 5: The club has the appropriate levels of expertise needed to provide quality coaching and support the club's aspirations for talent development.

Historically, there has been a high rate of attrition of head coaches. There is no quality assurance mechanisms in place to ensure that all coaches are coaching to a good, shared standard. We need to ensure that all coaches feel comfortable with their roles and have access to support. In the past there has been low attendance at CPD opportunities external to the club and it would be useful to develop a 'culture of learning' across all coaches in the club.