

2021 CoachSSA Framework



1) The task ahead

The **SSA Coaching Team (SSACT)** will model a coach development pathway, which:

- Selects, coordinates, and appropriately educates the coaches within a tier structure. The more advanced individual coaches are, the higher tier they be ranked, the more individualised education they will receive.
 - Group to individual needs:
 - Varieties of adequate & developmentally appropriate coach education, support, assistances & services through the SSACT knowledge & expertise
- Keeps communicating about fundamental, developmental & progressive coaching issues and current swimming coaching matters:
 - ⇒ *The practical education must dominate the theoretical education components!*
- The education must be based on the SSA LTCD (Long-Term Coach Development) model.
- The individual coach should receive education based on:
 - Their knowledge & experience level
 - The developmental level of the main group of athletes the coach works with
- The education must be **coaching centric** & about a broader spectrum of coaching:
 - Coaching & teaching
 - Planning
 - Energy systems
 - Technique
 - Athletic development
 - DTE

**Professional Development
is an active participation exercise!**

SSA National Head Coach Stephan Widmer

2) CoachSSA Coach development pathway:



3) SSA Coaching Team (SSACT):

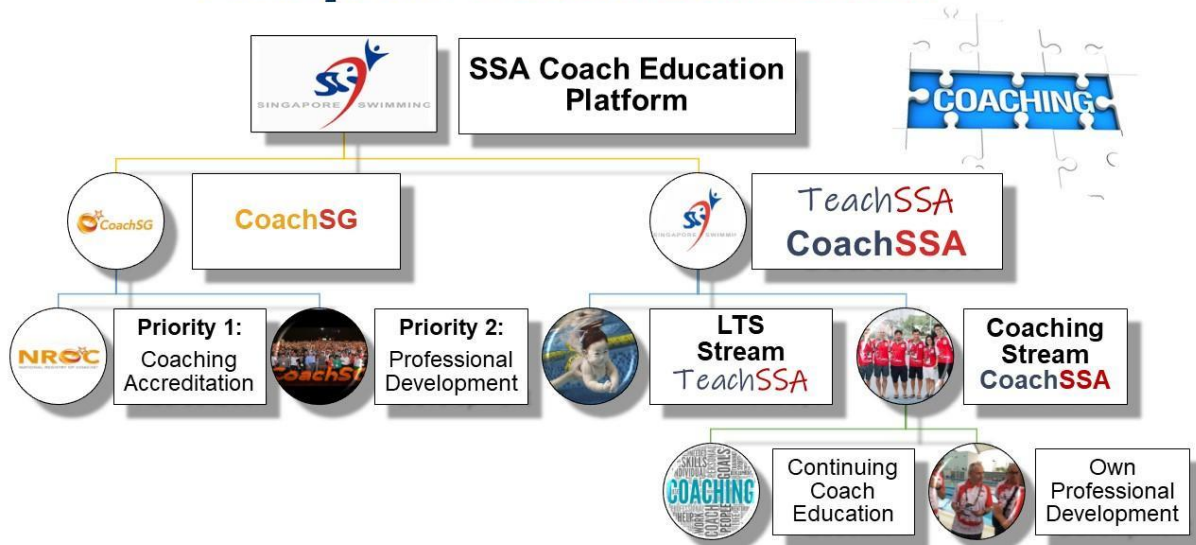
- a) The SSACT consists of the following members:
 - **Stephan Widmer**, National Head Coach & Performance Director
 - **Sonya Porter**, National Technical Director
 - **Gary Tan**, National Training Centre Head Coach
 - **Leonard Tan**, Head Coach Swimming, NYSI
 - **Marcus Cheah**, National Training Centre Assistant Coach
- b) Supported by specialist with highly specific skill sets, knowledge & expertise:
 - **CoachSG staff members**
 - **SSI support staff**
 - **Domestic or International recognised coaches and specialists**
- c) Administrative support from:
 - **Condrey Liu**, SSA Coach and Club Development
 - **Tracie Tan**, SSA High Performance Manager
 - **Josephine Tan**, SSA Swimming Executive

4) SSA Swimming Coach Education Platform:

There are 2 swimming coaching educational dimensions: SportSG & SSA (2 streams):

- a) **Platform SportSG: CoachSG**
 - Coaching accreditation
 - SG-Coach Level 1
 - SG-Coach Level 2
 - SG-Coach Level 3
 - Continuing Coaches Education (CCE)
- b) **Platform SSA: CoachSSA & TeachSSA**
 - Coach development
 - Continuing Coaches Education (CCE)
 - **CoachSSA** workshops
 - **TeachSSA** workshops
 - Coach Developers workshops
 - **CoachSSA** development activities
 - Informal meetings
 - Zoom meetings

Blueprint Coach Education



5) Singapore Coaches Education Platforms:

- a) **CoachSG:** focuses on the delivery of coaching education accreditation courses & professional development.

CoachSSA: focuses on Continuing Coach Education (CCE)

b) Key Messages

- The aim is to develop a common Singapore Swimming coaching specific language, methodology and approach.
- The **CoachSSA** members must have a clear vision for the club, team, and different groups
- This vision must be inspiring, exciting, extremely challenging ("desirable difficulties") and developmentally appropriate
- The vision is designed to take the team outside its comfort zone
- To achieve the vision, it must be shared and owned by the team
- Invest time in influencing team leaders to agree on a common vision
- The role of the coach or leader is to constantly monitor the journey towards the vision

c) Coaching code of conduct:

- Child safety (i.e. QLD Blue card)
- Safeguarding the sport
- Ethical awareness & professionalism

d) Education vs Performance coaching levels

- Allow coaches to go for education past their performance standards (continuously support enthusiastic coaches who want to further educate themselves)

e) General developmental coaching education projects for each specific

CoachSSA coaching tier:

Practical oriented (in the field/on pool deck/in the gym) vs. theory based (classroom)

o SSA Coaches Workshops

- Target tier specific SSA workshops
 - Tier 3 and TID :18-22 Workshops per year
 - Tier 2 :10-12 workshops per year
 - Tier 1 : 5 - 6 Workshops per year.

- **Program visits: on pool deck/during am or pm training**
 - For Tier 3 & optional for Tier TID
 - Observation during a session
 - Contributing to the coaching
 - Integrating support staff for specific projects/interventions – like a sport scientist or a physiotherapist for educational purpose of the coach, program or athlete
- **Target coaching group gathering session (COP – formal)**
 - Smaller groups with suitable personalities and training styles
 - Away from pool deck
- **Casual catching up with coach (COP – informal):**
 - In a relaxed environment, i.e. coffee shop
 - When: during the day, between sessions
 - Directed by mentor & mentee or invitation by coach
- **During competitions**
 - Essential part of the coaching development: the competition environment
 - Learn about the individuals (coach & athlete) in this environment
 - Reality check, progression: training to racing, racing to training
 - Domestic & international meets (getting ready for the real deal)
- **Group training session**
 - Get coaches to train together: suitable personalities and training styles
 - Create communication and a healthy competition between coaches
 - Skill session for targeted coaches and their swimmers
- **E-learning: (Technology: Zoom, WhatsApp, phone, skype, email)**
 - How to deliver fast & effective modern messages to a tier specific group
 - Stay in contact about specifics
 - Weekly or fortnightly
 - Short coaching specific video clips sent to coaches as updates

6) SSA Teaching & Coaching Tier development framework:

The education platform has 2 clearly identified streams: teaching & coaching!

⇒ Government support

a) **TeachSSA (Learn-To-Swim stream):**

LTS will be tiered in 3 levels with specifically tailored professional education for each age-related tier. Industry specialists deliver content & education, occasionally by the SSACT.

b) **CoachSSA (Coaching stream):**

Coaching will be divided in 7 specific tiers with specifically tailored professional education for each developmental tier. Together with Industry specialists, SSACT delivers the structure, program, content & education for these 7 coaching tiers.

LTS development framework



Tier 1: Infant & Toddler

?? Teachers



Tier 2: LTS – Children

?? Teachers



Tier 3: LTS – Adult

?? Teachers

CoachSSA development framework

Tiers in the Yellow Box are Exclusive and by Invitation only.



Master Coach – Mastery

- Medallist at Worlds, Olympics or World Record

0 coaches (currently) **NEW**



Tier 4 – High Performance

- Finalist at Worlds or Olympic Games

0 coaches (currently)



Tier 3 – Performance

- Finalist at Asian Games or SEA Games medallists

6 - 10 coaches



Tier TID Group – Performance

- Coach talent identification group

6 - 10 coaches **NEW**



Tier TID Group – Pipeline

- Coach talent identification group

4 - 8 coaches



Tier 2 – Pipeline

- Finalist a SNAG (Senior) & SEA Age Medalists

+/- 30 coaches



Tier 1 – Participation

- SNAG (Senior & Junior) Participants

Rest of SG coaches

7) SSA Coaching Tier Details:

The following are proposed time limits for each **CoachSSA** tier level:

- CoachSSA Master** – lifetime
- CoachSSA Tier 4** – lifetime (2 Olympic cycles)
- CoachSSA Tier 3** – 2 Asian Games cycle or 2 SEA Games cycle
- CoachSSA Tier TID (Performance)** – 1 year (possibly more)
⇒ Always depending on effort & active participation of each selected coach
- CoachSSA Tier TID (Pipeline)** – 1 year (possibly more)

- ⇒ Always depending on effort & active participation of each selected coach
- f) **CoachSSA Tier 2 – 1 year only**
 - g) **CoachSSA Tier 1 – 1 year only**

8) **Additional World-class coaches influence for Singapore**

CoachSSA will introduce a consistent influx of World-class coaching influence in varieties of forms and specialists identified by our SSACT!

- a) Workshops during our FINA event
- b) Invitation of leading Swimming Coaches, targeting particular strokes or events
- c) Invitation of leading specialist of particular developmental stages
- d) Invitation of leading specialists (Athletic Development, Physiotherapy, Psychology, Physiology, Biomechanists, Skill Acquisition, etc.) targeting scientific or specialised fields

9) **International success stories highlight the importance of high-quality coaching and effective long-term athlete development are critical to sustainable elite success**

- a) Project 2028
- b) Club 50/56
- c) Club 1.50/2.03

10) **SSA Coaching Tier Details:**

a) **Tier 3 – Performance (By Invitation Only)**

- **Goal:**
“To establish an SSA swimming coach performance assembly to enhance performance aspects within this coaching tier. Coaches will be exposed to current performance learning opportunities through the leadership of the SSACT with the assistance of other specialists.”
 - **Step 1:** Select the SSA performance coaching group via selection criteria:
 - Coach of record of an Asian Games individual finalist or relay medallist (final only) or SEA games individual medallist over the last 4 years
 - **Step 2:** Create the SSA Performance Coach Platform:
 - Communicate, integrate, match up and coordinate these SG coaches:
 - Commitment via coach agreement & employer agreement
 - **Step 3:** Discuss with the selected coaches an individual PD plan:
 - SSAPT driven assessment of needs
 - Coach driven assessment of needs
- Fast track the coaches and their HP knowledge, skills experience**
- Pool deck visits
 - Group training sessions
 - Informal gathering away from the pool with individual coach or group of coaches
 - Coach competition development
 - Training camp opportunities for individual development
 - Other communication: phone calls, zoom, emails, documents, google +
- **Step 4:** Put together in an individual coach development action plan
 - Weekly & monthly plan
 - Further develop, adjust, fine tune and update

b) **Tier TID (Performance) – closing the Gap to Performance (By Invitation Only)**

- **Goal:**

“To establish an SSA swimming coaching TID performance assembly to enhance performance and some development aspects within this coaching tier. Coaches will be exposed to current performance learning opportunities through the leadership of the SSACT with the assistance of other specialists.”

- **Step 1:** Select the SSA TID (Performance) coaching group through the SSACT:
 - Demonstrate performance talent and a clear high-performance interest
- **Step 2:**
 - Communicate, integrate, match up and coordinate these SG coaches:
 - Commitment via coach agreement & employer agreement
- **Step 3:** Discuss with the selected coaches an individual PD plan:
 - SSACT driven assessment of needs
 - Coach driven assessment of needs

Fast track the coaches and their HP knowledge, skills & experiences

 - Group training sessions
 - Informal gathering away from pools with individual coach or group of coaches
 - Coach competition development
 - Training camp opportunities for individual development
 - Some pool deck visits
 - Other communication: phone calls, zoom, emails, documents, google +
- **Step 4:** Work with coach on an individual professional development plan
 - General planning
 - Further develop, adjust, fine tune and update

c) Tier TID (Pipeline) – Focusing developmental aspects in coaching (By Invitation Only)

- **Goal:**

“To establish an SSA swimming coaching TID (Pipeline) assembly to enhance developmental aspects within this coaching tier. Coaches will be exposed to current development learning opportunities through the leadership of the SSACT with the assistance of other specialists.”
- **Step 1:** Select the SSA TID (Pipeline) coaching group through the SSACT:
 - Demonstrate development talent and a clear development interest
- **Step 2:**
 - Communicate, integrate, match up and coordinate these SG coaches:
 - Commitment via coach agreement & employer agreement
- **Step 3:** Discuss with the selected coaches an individual PD plan:
 - SSACT driven assessment of needs
 - Coach driven assessment of needs

Fast track the coaches and their HP knowledge, skills & experiences

 - Group training sessions
 - Informal gathering away from pools with individual coach or group of coaches
 - Some pool deck visits
 - Other communication: phone calls, zoom, emails, documents, google +
- **Step 4:** Work with coach on an individual professional development plan
 - General planning
 - Further develop, adjust, fine tune and update

d) Tier 2 – Pipeline (& Participation)

- **Goal:**

“To establish an SSA swimming coach performance assembly to enhance development aspects within this coaching tier. Coaches will be exposed to current developmental learning opportunities through the leadership of the SSAPT with the assistance of other specialists.”

- **Step 1:** Select the SSA performance coach group via selection criteria:
 - Coach of record of a medallist at SNAG (Junior) or SNAG (Senior)
- **Step 2:**
 - Communicate, integrate, match up and coordinate these SG coaches:
- **Step 3:**
 - SSACT driven assessment of needs
 - Regularly inquire the coaching tier about workshop topics

Fast track the coaches and their knowledge, skills experience

 - By coaches organised: informal gathering away from the pool with individual coach or group of coaches
 - Support during local competition

e) Tier 1 – Participation (& Pipeline)

- **Goal:**

“To establish an SSA swimming coach performance assembly to enhance development aspects within this coaching tier. Coaches will be exposed to current developmental learning opportunities through the leadership of the SSAPT with minor assistance of other specialists.”
- **Step 1:** Rest of SSA coaches:
 - All swimming coaches & teachers
- **Step 2:**
 - Integrate these SG coaches:
- **Step 3:**
 - SSAPT driven assessment of needs

Fast track the coaches and their knowledge, skills experience

 - By coaches organised: informal gathering away from the pool with individual coach or group of coaches
 - Support during local competition

What is **CoachSSA** Membership:



Benefits of **CoachSSA**:

- 1) Members Starter Kit
- 2) Competition Accreditation Fee and Insurance Included
- 3) Continuing Coach Education (CCE)
- 4) Monthly Technique, Skill tips and Advise
- 5) Access to Stroke and Drill Videos
- 6) Information Sharing Sessions/COPs
- 7) Priority Access to events tickets
- 8) Professional Development Opportunity

General **CoachSSA** Goal:

- 1) Optimise your club members' **club experience**
- 2) Strengthen your clubs' financial status through **membership growth**
- 3) Assist your swimmers achieving their **athletic potential** through **developmentally appropriate coaching**
- 4) Professional sustainability

Positively influence SG Swimming Coaches by:

- Create a coaching culture with a growing mindset
- Challenge our coaches' thinking in a positive manner
- Create a positive and stimulating learning environment
- Provide resources
- Connect "like-minded" coaches and specialist