

World Rowing Coach Development Programme 'Overview'

November 2020

Document Contents

World Rowing Vision, Mission and Coach Development Programme (CDP)	2
World Rowing CDP Roles	3
Progression with Competencies	4
Education Stages and Certifications	5
Coach Educators and Experts and World Rowing Database	5
CDP Process and Administration	7
CDP Certification Categories	
Level 1 Development Coach	8
Level 2 Performance Coach	10
Level 3 Programme Director	13
Development or Performance Coach Educator (WR Expert)	15

World Rowing Vision

To encourage the development of the sport of rowing and strengthen the bonds that unite those who practice it.

World Rowing Mission

To make rowing a universally practised and globally relevant sport; grow the sport in all its forms.

World Rowing Coach Development Programme (CDP) Vision

To develop all levels of global rowing coaching expertise in alignment with the World Rowing Values.

World Rowing CDP Background

In close collaboration with experts and stakeholders, the World Rowing Development Team has assembled the following resources to guide coach education for World Rowing. World Rowing recognises the high quality of existing national coach education programmes and thanks them for their continued collaboration. This programme has been created for nations or individuals who do not have existing national coach education programmes.

The CDP, in order to have larger global participation, is available for completion in several languages. Currently, sections of the CDP are available in English, French, and Spanish.

World Rowing CDP Roles

Development Director: Sheila Stephens, lead staff for all World Rowing Development affairs.

Coaching Director: Gianni Postiglione, lead coach and advisor for CDP operations.

Coach Education Director: Rosie Mayglothling, coach education expert and advisor for CDP operations, training of experts and creation of materials.

- **Head of Para Rowing Coach Education:** Simon Goodey, provides direction on development of para rowing coaches and advisor for CDP operations, training of experts and creation of materials for this discipline.
- **Head of Coastal Rowing Coach Education:** Guin Batten, provides direction on development of coastal rowing coaches and advisor for CDP operations, training of experts and creation of materials for this discipline.
- **Head of Indoor Rowing Coach Education:** To be named, provides direction on development of indoor rowing coaches and advisor for CDP operations, training of experts and creation of materials for this discipline.
- **Level 1 Development Coach:** Sallie Malt has been the original author of the Level 1 World Rowing Coach Development Programme materials.

Development Managers: World Rowing staff involved in all Development affairs.

- Daniela Gomes, Africa and the Americas
- Paolo Mattana, Asia, Oceania, Europe and Continental Events
- Ben Carr, Intern

Development Team: All parties involved in the organisation of World Rowing Development activities.

Experts: Contributors to the organisation and distribution of the CDP who are recognised by World Rowing as having the expertise required to educate Coach Educators, Level 1 Development Coaches, Level 2 Performance Coaches and Level 3 Programme Directors. Please note the differences to previous “FISA Experts”, now “Coach Educators”, below.

Development or Performance Coach Educators (also previously referred to as “FISA Experts”): Individuals conducting CDP courses for new Level 1 Development and Level 2 Performance Coaches who hold a valid World Rowing Level 1 Development or Level 2 Performance Coach Educator certification and participate regularly in continuing education offered by World Rowing. A coach having already taken part in a World Rowing Level 1 Development or Level 2 Performance Coach course should have been actively coaching for a minimum of 6 months and logging their sessions before taking part in a Coach Educator course.

World Rowing Mentors: Mentoring involves guiding and supporting the development of others. World Rowing Mentors will offer support to the coach they mentor on an ongoing basis and will work using the World Rowing mentoring framework that provides information and guidance on their role and responsibilities to help in developing sport-specific knowledge, skills and abilities. The role of the World Rowing Mentors is central to this development. The WR Mentor should be willing to share their experiences and examples, without providing all the answers. They will help mentee coaches identify what will work to develop their performance coaching and the national structure where they function. *We are looking at these persons and identifying their roles and responsibilities. Example of the WSLA HPC Group.*

Level 1 Development Coaches: Individuals with a comprehensive understanding of rowing safety and basics who coach at the introductory and/or the development skill levels, often under the direction of another coach, who hold a valid World Rowing Level 1 Development Coach certification. This certification is achieved after successful evaluation of the coach at a discipline-specific (competitive, para or coastal), face-to-face course.

Level 2 Performance Coaches: Individuals knowledgeable in training rowing athletes for competition with the skills of transformational coaching who hold a valid World Rowing Level 2 Performance Coach certification.

Level 3 Programme Director: Individuals managing the operation of rowing clubs, national systems and/or events with the intention of creating a culture and environment that supports the individuals beyond their involvement in rowing, who hold a valid World Rowing Level 3 Performance Coach certification.

Candidate: Anyone in the process of obtaining a certification.

For those previously certified as FISA Coaches, please see the Notes under the “Certifications” section below.

World Rowing CDP Certifications



World Rowing CDP Individual Certification Progression



Education Stages

The World Rowing Coach Development Programme educates, evaluates and certifies individuals in the categories of:

- Level 1 Development Coach, with a discipline-specific focus of:
 - o Competitive
 - o Para, or
 - o Coastal
- Level 2 Performance Coaches
- Level 3 Programme Directors
- Development Coach and Performance Coach Educators

Each certification will consist of 4 main phases.

First, a set of **External Certifications and Courses** are to be completed, which include obtaining and/or updating safety certifications, including a swim certification (or equivalent, see *CDP Certification Categories* below for more detail).

Secondly, during or after the completion of the External Certifications and Courses, is the **Self-Guided Learning** stage. This will include a variety of educational materials provided by World Rowing. These materials must be delivered to and completed by the Candidates prior to the Face-to-Face Learning Course according to the deadlines designated for each level of certification (see *CDP Certification Categories* below for more detail).

Third, after successful completion of all of the first two phases, Candidates will continue to the **Face-to-Face Learning Course (In-Person)** where they will attend an in-person course taught by a Coaching Educator and/or Expert. The Coach Educator and/or Expert will, as a part of the course, conduct an evaluation and assessment of the candidates, which will determine whether the candidates are adequately competent to receive the corresponding certification.

Lastly, participants in the CDP will have access to additional **Continued Learning** materials and opportunities. World Rowing will help facilitate interested candidates in their development through the progressing categories of CDP certifications. More detailed information about the Continued Learning will become available in the future.

Notes on the Education Stages:

Level 1 Development Coach: Courses may be conducted with a focus on a particular discipline (competitive, coastal or para), which would slightly change the Face-to-Face Learning Course material. Any Candidate who receives a Certification of Competency (see “Certifications” below) for a Level 1 Development Coach Course, regardless of the discipline of focus, will be considered a “Level 1 Development Coach”.

Level 2 Performance Coach: Due to the large volume of information, the Face-to-Face Learning Course stage is separated into two different Courses which will be 6 to 12 months apart.

Level 1 Development Coach Educator: Coach Educator Courses may be conducted with a focus on a particular discipline (competitive, coastal or para), which would slightly change the Face-to-Face Learning Course stage material.

Certifications

The World Rowing CDP aims to increase the number of certified coaches around the world. However, it is important to note that due to the CDP's high standards of competency, candidates should **not** assume that their certification is guaranteed upon completion of a course.

While certain courses may distribute a Certificate of **Attendance**, this is **not** a Certification of **Competency**. World Rowing Coach Educators and Experts will only designate a candidate as Certified in the appropriate category after the candidate has demonstrated thorough competency as assessed by the Coach Educator and/or Expert.

World Rowing takes great care in educating the Coach Educators and Experts to ensure a consistent delivery of educational information, evaluations and assessments around the world. World Rowing supports all certified Coach Educators and Experts in their decisions to award or withhold certifications.

Unless otherwise noted, World Rowing Certifications are valid for a period of three years from their date of issue. Requirements and opportunities for renewal will be communicated at the appropriate time.

Notes on individuals previously certified as FISA Coaches:

With the new standard of three years of validity for a certification, World Rowing will recognise the Certificates of persons who took part in the previous FISA Coach Education Programme as valid for three years from the date of the launch of the CDP, **DD/MM/YYYY**. Thus, all Certified Coaches must renew their Certification or obtain a new Certification through the CDP by **DD/MM/YYYY+3** to maintain the validity of their certification. World Rowing encourages Coaches to take part in the new CDP as soon as possible within that three-year period.

Please visit the Coaches section of the World Rowing website, or contact the World Rowing Development Team at development@fisa.org, for information on renewal opportunities.

*[Keeping First Aid up to date, Safeguarding and Anti-doping and attending on-going learning or activities.](#)

Coach Educators

World Rowing approval and certification is required for anyone teaching and assessing CDP courses. Individuals previous called FISA Experts will need

confirmation of new Expert status from World Rowing, or they can complete the course to become a “Coach Educator”.

Coach Educators must be capable of participating in the organisation and delivery of World Rowing CDP courses. Coach Educators must be confident and comfortable in presenting to a group of coaches and facilitating their growth as coaches. Coach Educators must contribute to the consistent delivery and execution of the materials, evaluations, assessments and the overall CDP process. They are responsible for the courses delivered and for following up with coaches’ accreditation in articulation with WR development and the NF. They will remain the WR primary contact person for the courses they deliver until all participants are certified as competent. They assist with the certification time plan and start the WR database update process with the NF and WR Development department if and when applicable.

Certification for Experts is granted by the Development Director, the Coach Education Director and, if applicable, the Head of Coaching Education for the relevant discipline as appropriate to establish leaders for the CDP. These individuals will be highly trained and experienced coaches in their professional careers, who have a history of involvement with WR and the CDP prior to their engagement as Experts.

Certified and active Coach Educators and Experts will receive annual or bi-annual education to maintain the best practices and consistency across all aspects of their roles.

Mentors and Experts will be invited to attend regular webinar meetings and educational sessions as part of their ongoing development. These will also include attending in person or remotely the World Rowing Coach Conference and other World Rowing Coach Development Programme initiatives.

World Rowing Database

All participants at World Rowing events, including the CDP Courses, are required through their NF, the Coach Educator or World Rowing Administrator, to register with the World Rowing database. This database monitors and facilitates all CDP participants’ progression, and serves as the official record-keeping database for all Certifications. All documents needed under the External Certifications and Courses phase of each certification must be uploaded to the database according to the defined deadlines, and approved by a Coach Educator. More detailed instructions will be provided to the organisers upon scheduling of a course.

Coach Development Programme Course Organisation Process and Administration

The following steps are the recommended process for requesting, preparing, delivering and reporting on a World Rowing Coach Development Course.

Calendar for coach education in 2021 – Webinars.

Step	Date	Description
1	16 weeks pre course	Proposal from World Rowing (WR), or request received by WR to organise a Coaching Course. This can be done via a National Olympic Committee (NOC) to Olympic Solidarity (OS) or directly to WR.
2	14 weeks pre course	WR will work with the NOC prepares budget request and confirms the following: <ul style="list-style-type: none"> • Dates • Venue • Equipment (Rowing equipment, safety launch, life vests and fuel) • Organise CPR/First Aid course (Level 1 Development Coach) • Organise Swim test and capsized drill (Level 1 Development Coach) • Reserve accommodation, meals, local transport and any AV or other equipment for presentations. • Offer for printed materials (locally)
3	13 weeks pre course	Budgets to host the activity reviewed and confirmed by NOC, OS and WR. NOC must load application on the OS Online platform and WR must approve via OS online platform.
4	12 weeks pre course	WR assigns WR Coach Educator to course who will be the lead contact for the organisation and responsible for the administration. The WR Coach Educator is listed on the OS online platform.
5	12-8 weeks pre course	Development Team to share pre-requisite materials and materials to be printed off for participants. Three months in advance minimum: two month to complete. A recommended schedule will be provided for the course to assist with planning.
6	8 weeks pre course	Host nation to be provided list of requirements for operating/hosting event via Development Team.
7	6-8 weeks pre course	Host nation to complete participants list on WR Assessment form to send back to Development Team and WR Coach Educator. Host nation to complete all participants' WR database profiles and ensure they are registered on the database for the Course. To be accepted/confirmed by Development Team.
8	2 weeks pre course	Host nation to confirm all logistical details two weeks before start of course.
9	1-2 days pre course	Arrival of WR Coach Educator – accommodation, meals and local transport organised via the host nation.
10	Course 7 days	WR Coach Educator delivers Face-to-Face Learning Course - this will occur within the number of days recommended in the following pages around Certification Categories (additional 2-3 days if 'bolt-on' for a discipline).
11	Course + 1 week	Post course summary report, including photos for Communications Team, and finalise competency status for each of the candidates and what work, if any, needs to be done to progress towards certification.
12	Course + 2 weeks	Certification completed and certificates sent by WR Coach Educator (may be delivered at the course if all certification criteria are met by the end of the course), or if requirements are not fully completed,

		explanations from WR Coach Educator about what remains to be completed.
13	Course + 2 weeks	With Development Team approval, final report (and OS Report to NOC and WR if it is an OS Course) and assessment sheet returned by WR Coach Educator to WR Development Team.
14	Course + 3 weeks	Database updated in coordination with Development Team, Host Nation, Coach Participants and World Rowing Coach Educator.

CDP Certification Categories

Level 1 Development Coach	
Candidates	Anyone over the age of 18 interested in contributing to the sport of rowing in one or more of its disciplines (Competitive, Coastal, Para and Indoor) who respects the World Rowing Values.
External Certifications and Courses	<ul style="list-style-type: none"> • Nationally recognised swim certification, or 50 metres swimming without touching ground and treading water for 3 minutes without touching ground, as equivalent. Contact national association and have as part of the budget. • CPR and First Aid certificate. Contact national association and have as part of the budget in proposal. • WADA ADeL Coach True certificate • Safeguarding/athlete welfare completion • WR Commitment Form read and signed • Nomination and insurance through the NF to participate and approved by WR <p><i>Deadline to complete: 1 month before the course begins.</i></p>
Scheme of Work	See Appendix A
Self-Guided Learning	<ul style="list-style-type: none"> • Rowing Basics Series (Introduction to Competitive Rowing, Introduction to Indoor Rowing, Introduction to Coastal Rowing, Introduction to Para Rowing, World Rowing and OVEP Values, Sustainability) • Safety basics (including Introduction to Water Safety) • Hyper and hypothermia • Warming up and warming down • Physiology of exercise • Coxing and steering • Gender Equality
Face-to-Face Learning Course	<ul style="list-style-type: none"> • Introduction to the course • Capsize, man overboard and swim testing • Safety and risk assessment • Introduction to coaching • Planning a session • Technique • Coaching skills • Rigging a single • Coastal race module (<i>Coastal Course only</i>) • Classification (<i>Para Course only</i>) • <i>See Appendix A.1 for Guidelines on Duration of Content Delivery</i>
Competencies	<p>Upon completion of the curriculum, the Level 1 Development Coach will be able to:</p> <ul style="list-style-type: none"> • Review venue risk assessment to ensure any changes to rowing environment are considered • Ensure rowers are fit and prepared for the session • Perform an equipment safety check • Set up, use and store equipment safely where necessary • Brief rowers to ensure that goals and content of a session are understood

	<ul style="list-style-type: none"> • Create a positive learning environment in which rowers and coach interact • Use effective communication techniques to motivate and instruct • Give technically correct explanations and demonstrations of technique, skills and equipment • Coach at a level appropriate to the needs of a group and venue in terms of length and content • Find opportunities to give positive feedback at appropriate times • Conclude a session by reviewing results and providing individual feedback • Offer rowers opportunities to provide feedback
Documents	<p>The following documents will be sent to the NF hosting the course and all participating candidates</p> <ul style="list-style-type: none"> • World Rowing CDP Overview • Level 1 Development Coach Qualification Introduction • World Rowing database instructions • World Rowing Safeguarding Policy • WADA ADeL instructions and link • Self-Guided Learning materials, instructions and checklist
Education Stages	<ul style="list-style-type: none"> • External Certifications and Courses: To be completed at least 1 month before the course begins • Self-Guided Learning: To be completed at least 2 weeks before course begins • Face-to-Face Learning Course: To be completed over 7 days • Continued Learning: Level 1 Development Coaches can progress to Level 2 Performance Coaches after 1 year of evidenced coaching (training log, video, etc) after Level 1 Development Coach Certification. External Certifications must be maintained to progress (First Aid, Safeguarding, anti-doping, etc)
Certification	<ul style="list-style-type: none"> • World Rowing Level 1 Development Coach Certification will be issued by the Coach Educator or Expert upon successful evaluation of competency. This certificate is valid for three years from date of issue. Coaches will be provided opportunities to renew their certification through WR Development opportunities. • Olympic Solidarity and the NOC who host activities will provide a certificate of participation for all OS supported courses.
Quality Assurance	<p>The World Rowing Development Team will regularly review and update all Coach Educators and Experts. Updates and/or review on an annual basis.</p>

Level 2 Performance Coach	
Candidates	Certified World Rowing Level 1 Development Coaches with at least 1 year of evidenced coaching since their last certification interested in improving their abilities to contribute to the competitive aspects of the sport of rowing and the long-term development of athletes.
External Certifications and Courses	<ul style="list-style-type: none"> - Valid World Rowing Development Coach Certification with 1 year of evidenced coaching - Up-to-date CPR and First Aid certificate - Up-to-date WADA ADeL Coach True certificate - Up-to-date Safeguarding/athlete welfare completion - Nomination and insurance through the NF to participate and approved by WR <p><i>Deadline to complete: 2 months before the first of the two courses begins.</i></p>
Scheme of Work	See Appendix B
Self-Guided Learning	<ul style="list-style-type: none"> • Risk assessment (unfamiliar venue): Research, travel, perception • Intermediate anatomy • Intermediate physiology of exercise: Types of training, monitoring and evaluating • Land training types (or options) • Psychology: Stress management, profiling, goal setting, injury and illness, conduct management • Common illnesses, injuries and prevention • Managing resources and time • Log book, review and self-reflection on training sessions, testing and competitions
Face-to-Face Learning Course	<p>The Level 2 Performance Coach curriculum will be distributed over two separate courses 6-12 months apart. Some of the following topics will be covered in one course (either the first or the second), while some will be addressed in both courses.</p> <ul style="list-style-type: none"> • Psychology (practical): Goal setting, visualisation, stress management • Race: Building, analysis, strategy based on physiological skills • Technique 1: Start sequence, crew rowing, advanced watership/navigation skills (different conditions, different boat types, rigging considerations), links to anatomical biomechanics and application to crew combinations (as an example: 2-, 2x) • Technique 2 – coastal based in this table or separate. • Rigging: Sweep, crew boats/individual rowers, different spread boats • Strength conditioning: Weight training, core body, resistance training, strength vs. power vs. speed, stretching • Rower profiling: Technique, psychology, strength conditioning, training zones, focus, trainability, team player • Coaching (how to develop others): Rowers (talent identification and development), others (coaches, staff, administrators), transformational practices (practice what you preach, believe in your own people, person-centred approach, involve people in the coaching process)

	<ul style="list-style-type: none"> • Training plan: Annual, cycles, session, micro and adapting to change due to injury, illness or unforeseen circumstances. • Review, and if needed, draft a selection policy for their national federation.
Competencies	<p>Upon completion of the curriculum, the Performance Coach will be able to:</p> <ul style="list-style-type: none"> • Regularly exhibit the four elements of transformational coaching (practice what you preach, believe in your own people, person-centred approach, involve people in the coaching process) • Profile an athlete based on physical, mental, emotional and behavioural criteria in order to understand how to best serve them as a coach. • Perform a risk assessment of an unfamiliar venue. • Understand and integrate the scientific basics of anatomy and physiology into their coaching and programming. • Develop comprehensive training plans for the short and long terms that use a variety of training modalities and intensities tailored to the needs of individual athletes • Recognise how to monitor and assess training plans' effectiveness. • Integrate the coaching of an individual into the larger situation of a crew. • Demonstrate care for individual athletes through the consideration of their psychological state. • Provide athletes with tools to address and manage physical, mental and emotional challenges both inside and outside of the sport. • Take athletes through the preparation, attendance and analysis of a regatta and/or regatta season. • Assess the risks for common illnesses and injuries, and incorporate preventative measures into their coaching and programming. • Manage their resources and time to efficiently and effectively conduct safe and productive training sessions. • Rig a crew boat and a sweep boat and explain why and how. • Continue to uphold the WR and OVEP values in their daily coaching practice.
Documents	<p>The following documents will be sent to the NF hosting the course and all participating candidates</p> <ul style="list-style-type: none"> • World Rowing CDP Overview • Level 2 Performance Coach Qualification Introduction • World Rowing database instructions • World Rowing Safeguarding Policy • WADA ADeL instructions and link • Self-Guided Learning materials, instructions and checklist
Education Stages	<ul style="list-style-type: none"> • External Certifications and Courses: To be completed at least 2 months before the course begins • Self-Guided Learning: To be completed at least 2 weeks before the course begins • Face-to-Face Learning Course Module 1: To be completed over 7 days • Face-to-Face Learning Course Module 2: To be completed 6-12 months after Module 1 over 7 days

	<ul style="list-style-type: none"> Continued Learning: Level 2 Performance Coaches can progress to Programme Director after 1 year of evidenced coaching (training log, video, etc.) after Performance Coach Certification. Requirements must be maintained to progress (renew First Aid, Safeguarding, anti-doping, etc.).
Certification	<ul style="list-style-type: none"> World Rowing Level 2 Performance Coach Certification will be issued by the Coach Educator or Expert upon successful evaluation of competency. This certificate is valid for three years from date of issue. Coaches will be provided opportunities to renew their certification through World Rowing Development opportunities. Olympic Solidarity and the NOC who host activities will provide a certificate of participation for all OS supported courses.
Quality Assurance	The World Rowing Development Team will regularly review and update all Coach Educators and Experts. Updates and/or review on an annual basis.

Level 3 Programme Director	
Candidates	Certified World Rowing Performance Coaches with at least 1 year of evidenced coaching since their last certification interested in expanding their capacity to include the organisational and administrative functions required to operate a rowing club, national system and rowing regattas.
External Certifications and Courses	<ul style="list-style-type: none"> • Valid World Rowing Level 2 Performance Coach Certification with 1 year of evidenced coaching • Up-to-date CPR and First Aid certificate • Up-to-date WADA ADeL Coach True certificate • WADA ADeL Ado Kickstart certificate • Up-to-date Safeguarding/athlete welfare completion • Nomination and insurance through the NF to participate and approved by WR <p><i>Deadline to complete: 1 month before course begins.</i></p>
Scheme of Work	See Appendix C
Face-to-Face Learning Course	<ul style="list-style-type: none"> • Financial management: Budget, sponsorship, grants, taxes, boats, equipment (biomechanical testing, gym, video review) • Policy: Assessment, selection (athletes, coaches, staff), media (social, press), code of conduct, ethics, health and safety, enforcement • Management: Employing staff, organisational chart (talent identification system), overall program, anti-doping, safeguarding, safety (organisation, facilities) • Planning: Training (Long-term planning, understanding training load, symptoms of overtraining/overreaching, internal and external stressors), logistics (regattas, training camps) • Psychology: leadership, conflict management, illness and injury, positive and negative management of leaders, positive team environment, managing up • Rowing: Advanced coaching, advanced anatomy and biomechanics
Competencies	<p>Upon completion of the curriculum, the Programme Director will be able to:</p> <ul style="list-style-type: none"> • Manage the general financial operations of their organisation. • Establish and uphold organisational policies related to employees, athletes, public relations, ethics, and health and safety. • Evaluate and foster the development of coaches and staff • Create and implement a management philosophy and practice that continues to address the unique conditions of each individual within the organisation. • Evaluate long-term training programs for quadrennial cycles. • Plan and execute the logistics of attending and hosting regattas and training camps. • Act as a key point of responsibility and trust within an organisation for all issues that can arise. • Intentionally influence and direct the culture of the organisation to create a positive environment for everyone connected to it. • Understand and communicate the technical specifics of rowing biomechanics.

	<ul style="list-style-type: none"> Continue to uphold the WR and OVEP values in their daily coaching practice.
Documents	<p>The following documents will be sent to the NF hosting the course and all participating candidates</p> <ul style="list-style-type: none"> World Rowing CDP Overview Level 3 Programme Director Qualification Introduction World Rowing database instructions World Rowing Safeguarding Policy WADA ADeL instructions and link
Education Stages	<ul style="list-style-type: none"> Requirements: To be completed at least 1 month before the course begins Face-to-Face Learning Course Learning: TBA Continued learning: Programme Directors can continue experiential learning through participation in the World Rowing Coach Development Programme as a mentor and/or Coach Educator if selected by the World Rowing Development Team. Requirements must be maintained (First Aid, Safeguarding, anti-doping, etc.).
Certification	<ul style="list-style-type: none"> World Rowing Programme Directors Certification will be issued by the Expert upon successful evaluation of competency. This certificate is valid for three years from date of issue. Programme Directors will be provided opportunities to renew their certification through World Rowing Development opportunities. Olympic Solidarity and the NOC who host activities will provide a certificate of participation for all OS supported courses.
Quality Assurance	<p>The World Rowing Development Team will regularly review and update all Coach Educators and Experts. Updates and/or review on an annual basis.</p>

Level 1 Development or Level 2 Performance Coach Educator	
Candidates	World Rowing Level 1 Development Coaches, Level 2 Performance Coaches or Level 3 Programme Directors interested in having a larger role in the CDP as instructors, who are recruited and approved by the World Rowing Development Director.
External Certifications and Courses	<ul style="list-style-type: none"> • For Level 1 Development: Valid World Rowing Level 1 Development Coach, Level 2 Performance Coach and/or Level 3 Programme Director Certification • For Level 2 Performance: Valid World Rowing Level 2 Performance Coach and/or Level 3 Programme Director Certification • Up-to-date nationally recognised swim certification, or 50 metres swimming without touching ground and treading water for 3 minutes without touching ground, as equivalent • Up-to-date CPR and First Aid certificate • Up-to-date WADA ADeL Coach True certificate • Up-to-date Safeguarding/athlete welfare completion • Nomination by WR and approved and insured by National Federation <p><i>Deadline to complete: 1 month before the course begins.</i></p>
Scheme of Work	See Appendix D
Self-Guided Learning	<ul style="list-style-type: none"> • Details to be published
Face-to-Face Learning Course	<ul style="list-style-type: none"> • Details to be published
Competencies	<p>Upon completion of the curriculum, the Level 1 Development or Level 2 Performance Coach Educator will be able to:</p> <ul style="list-style-type: none"> • Organise and implement the preparation for a CDP course • Communicate with the World Rowing Development Team and host NFs and NOCs about the specifics before, during and after an event • Ensure candidates' timely completion of all education stages • Fully and consistently deliver the educational materials of a course • Fully and consistently deliver a candidate assessment • Fully and consistently evaluate a candidate's competency for certification • Clearly communicate justification for certification decisions • Provide clear and constructive feedback to candidates throughout the course and evaluation • Provide and implement an achievable timeline for candidates certification if they are not deemed competent upon completion of the course • Execute all procedures relating to the World Rowing database • Act independently as a World Rowing representative, upholding the WR values around the world

Documents	<p>The following documents will be sent to the NF hosting the course and all participating candidates</p> <ul style="list-style-type: none"> • World Rowing CDP Overview • Level 1 Development or Level 2 Performance Coach Educator Qualification Introduction • World Rowing database instructions • World Rowing Safeguarding Policy • WADA ADeL instructions and link • Self-Guided Learning materials, instructions and checklist
Education Stages	<ul style="list-style-type: none"> • External Certifications and Courses: To be completed at least 1 month before the course begins • Self-Guided Learning: To be completed at least 2 weeks before course begins • Face-to-Face Learning Course Learning: To be completed over several days • Continued Learning: All Coach Educators are required to attend annual or bi-annual training and reviews as designated by the World Rowing Development Director. Requirements must be maintained (renew First Aid, Safeguarding, anti-doping as examples).
Certification	<ul style="list-style-type: none"> • World Rowing Development or Performance Coach Educator Certification will be issued by the WR Experts upon successful evaluation of competency. This certificate is valid for two years from date of issue. Coach Educators will be provided opportunities to renew their certification through World Rowing Development opportunities. • Olympic Solidarity and the NOC who host activities will provide a certificate of participation for all OS supported courses.
Quality Assurance	<p>The World Rowing Development Team will regularly review and update all Coach Educators and Experts. Updates and/or review on an annual basis.</p>

Facilitating Mentor Coach	
Candidates	<p>The Mentoring process is owned and driven by the coach and is about first and foremost developing the individual</p> <p>Developing sport-specific knowledge, skills and abilities is key to coaches progressing coaching careers. The role of the WR mentor is central to this development. The WR mentor should be willing to share their experiences but not provide all the answers. They will help mentee coaches identify what will work to develop their performance coaching.</p> <p>The mentor coach will have acquired the 3rd level certificate and have experiences in international activity and building rowing systems. Must provide log and self-reflection over two years to move on to level 4. Provide a letter of motivation with self-assessment and outline of goals and objectives (plan) to Continental Coach Expert and/or Coaching Director.</p> <p>For both Olympic and Paralympic Coaches should be involved in running regional or continental activities and starting to teach other coaches on regular basis. WR Specific – how to monitor.</p> <p>This person will be identified by Senior WR Experts to take part and should be endorsed by the National Federation.</p>
Pre-Course Requirements	<p>Facilitating Mentor coach helps to develop, support and challenge coaches to go on honing and improving their knowledge and skills to provide positive and effective sport experiences. Are those people who have undergone training to fulfil one or more of the following roles: coach educators, assessors, learning facilitators, presenters. They should be first and foremost experts in learning and then have:</p> <ul style="list-style-type: none"> • Expertise in coaching <i>and</i> in either a stage of athlete development a related discipline such as an aspect of sport science or medicine. • Coaching: pedagogy or technology. • Mentoring: programme design and evaluation. • Understanding psychology and positive team building. • Leadership and personal development and using communication styles effectively. <p>Specialist and integrated level of knowledge and competence, recognised as an expert with highly developed decision-making skills.</p>

	<p>Often involved in designing and overseeing management structures and development programmes for other coaches.</p> <p>May be mentored through a scholarship programme to work within a WR Expert.</p> <p>Facilitating Mentor Coaches:</p> <ul style="list-style-type: none"> • respond to coaches' needs and the context in which they operate by providing and facilitating a range of formal and non-formal learning opportunities. • able to synthesize the input of more experienced coaches and experts • assess coaches and encourage them to take responsibility for their ongoing development. <p>They role-model best practice, portraying a growth mindset, critical reflective skills and a hunger for personal improvement. Mentor Coaches are able to help/synthesis 'learning coaches' by teaching them how to learn and reflect. Self-reflection.</p>
<p>Scheme of Work</p>	<p>Face to face stage. Review the contents of the previous level in practical way, connecting all knowledges on the daily rowing activity.</p> <ul style="list-style-type: none"> • Learning methodology: coaching and communication • Pedagogy applied to sport • Technique: Skill and Technical Development for all boats. • Rigging: Checking and Setting up Equipment help to create a rigging chart, understand the principles behind boat propulsion and biomechanics. Anthropometry and rigging practical applications. • Test assessments: Physiological and Technical. • Tactical awareness in different environment conditions • Training Methodology: Understanding the different stages of training; basic, advanced and high performance. The use of a 'training year' and the periodization for general and specific preparation, competition and transition. Training load and adaptation and control (evaluation) over a daily, weekly, monthly, quarterly, half and full year. Recovery and Homeostasis. • Suggestions of Selection procedures in the specific environment. • Analysis of training sessions: support the assessment of crews on the results collected in training with Speedometers on ergo and on water. Use of Log programs or Apps. Use gold medal standards to evaluate national, international and Olympic – competition analysis.

Guided Self-Learning	To be determined – Mentor – Simon example Coach will be able to engage with teaching levels 1-2-3 and assisting coaches in these levels to learn and self-assess. Able to work on multi-year programme of coach and athlete development.
Face to Face Face-to-Face Learning Course Learning	Face to face <ul style="list-style-type: none"> • Module 1 A week of Winter preparation program with a partial assessment at the end. • Module 2 A week of Spring preparation program with a partial assessment at the end. • Module 3 A week of Pre Competition preparation program with a partial assessment at the end. • Module 4 A week of Final preparation or peak program with a partial assessment at the end. <p>Delivered over four “face to face” modules with practical experience of one year from the final assessment, before the participation to the next level. It will be requested a list of references for the activity realized in this role.</p> <ul style="list-style-type: none"> • Coach must provide log and self reflection over two years to move on to level 4.
Competencies	A World Rowing Level 4 Coach Certificate will be issued at the end of final assessment. This level has an expiring date of four years. It is renovated by having the specific activity at least in a year or participating in two international coach conferences.

Assessing Mentor Coach/Mentor Coach : Rosie, Gianni and Simon for PARA?	
Requirements	<p>Have acquired the 4th level certificate. Have experiences in international activity and building rowing systems. Must provide log and self reflection over two years to move on to level 5. This can be for Olympic or Paralympic.</p> <p>This person will be identified by Senior WR Experts to take part and should be endorsed by the National Federation.</p>
Competencies	<p>The "Assessing Mentor coach" has a supervisory position during the activity of coach. They assess the activity of coach during a briefing at the end of session or the day, challenging the coaches to on going and improving their knowledge and skills to provide positive and effective sport experiences that have been in evidence during the session. Head Coach and able to deliver or mentor other coaches. This coach supervise the designs, leads and mentors other coaches at all the other levels but with a specific Focus on Level 4 and the transition from being mentored to head coach. Able to build systems and transfer knowledge and encourage 'mentee' coach or assistant coaches to learn and develop.</p> <p>They oversee the projects with national federations and NOCs to create national coach education system, selection policies, database management, planning and communication for all team activities with support staff.</p> <p>They are also able to revise and improve methodology as needed and oversee review process for all areas of a national team programme. Assessing Mentor Coaches requests to coaches' sense of decisions and the context in which they operate by providing and facilitating a range of formal and non-formal learning opportunities.</p> <p>Capable of delivery of Long Term Planning for a multi-tiered athlete systems and teaching the concepts behind: -Creation of pathways for talent identification for both athlete and coaches -Daily delivery training execution and analysis of sessions -Advanced technical analysis(video and biomechanics), rigging modifications Understanding of various teaching methodology -Evaluation of efficiency...</p>
Contents	<ul style="list-style-type: none"> • Face to face stage. Review the contents of the session organized by the coach, inviting to a deep analysis of the training realized and suggesting more efficient solutions, based on experience. Mentor/Advanced but in observation role to learn • Learning methodology: coaching and communication • Pedagogy applied to sport. Problem solving skills. • Advanced Technique: Skill and Technical Development for all boats. • Advanced Rigging with error correction: Checking and Setting up Equipment help to create a rigging chart, understand the

	<p>principles behind boat propulsion and biomechanics. Anthropometry and rigging practical applications.</p> <ul style="list-style-type: none"> • Test assessments: Physiological and Technical. • Tactical awareness assessment of decisions made and strategy realized. • Advanced Training Methodology: Understanding the different stages of training; basic, advanced and high performance. The use of a 'training year' and 'multi-year training cycle' the periodization for general and specific preparation, competition and transition. Training load and adaptation and control (evaluation) over a daily, weekly, monthly, quarterly, half and full year. Recovery and Homeostasis. • Suggestions of Selection procedures in the specific environment. • Analysis of training sessions: support the assessment of crews on the results collected in training with Speedometers on ergo and on water. Use of Log programs or Apps.
<p>Education Stages</p>	<p>Face to face daily assessment of work realized.</p> <ul style="list-style-type: none"> • Module 1 A week of Winter preparation program with a partial assessment at the end. • Module 2 A week of Spring preparation program with a partial assessment at the end. • Module 3 A week of Pre Competition preparation program with a partial assessment at the end. • Module 4 A week of Final preparation or peak program with a final assessment at the end. <p>Delivered over four “face to face” modules with practical experience of one year from the final assessment, before the participation to the next level. It will be requested a list of references for the activity realized in this role.</p>
<p>Certification</p>	<p>A World Rowing Level 5 Coach Certificate will be issued at the end of final assessment.</p> <p>This level has an expiring date of four years. It is renovated by having the specific activity at least in a year.</p>