

FISA/World Rowing Coaching Education Framework and Strategy

Draft December 2018

Background

The FISA Coach Education Programme began at the same time as the FISA Development Programme in the mid 1980's. The experts who came together to create the coaching levels were aiming to provide a robust but simple coach framework for national federations not able to have their own systems.

With the progress of coaching education as whole in the sports movement, FISA has identified the need to have a more detailed overview, an explanation of the coaching system and to look for ways to improve this system over the next four years, and beyond.

World Rowing Coaching Education Framework Process

The Development Team has undertaken the following steps in consultation with external experts:

- a) Review Current Materials and Finalize a Framework for next four years
- b) Integrate Para Rowing Education into the existing structure.
- c) Create a consistent method of teaching for coach experts – in process November 2018
- d) Combine and organize coach profiles into a single database

World Rowing Coaching Education Framework Levels Structure

The following structure has been applied to each of the levels:

- Requirements: describes the minimum entry standards to start the level.
- Competency: describes the abilities or capacities of the coach that are expected to be achieved to be certified for that level.
- Content: describes the overview of areas that will be covered within the level.
- Educational Stages: describes the format and setting of each of the module(s) of the level.
- Certification: the time when the certificate will be delivered and for how long it will be valid.

Framework Levels

| LEVEL | NAME | Comments |
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| Level 1 | "Learn to row" | Distinct modules/levels for following areas: <ul style="list-style-type: none"> • Recreational – General • Olympic rowing (Jr, U23, Senior, Light weight) • Pararowing • Coastal and Tour rowing • Indoor rowing • Masters |
| Level 2 | Intermediate Coach | Distinct modules/levels for following areas: <ul style="list-style-type: none"> • Olympic rowing (Jr, U23, Senior, Light weight) • Pararowing • Coastal • Masters |
| Level 3 | Senior Coach | Distinct modules/levels for following areas: <ul style="list-style-type: none"> • Olympic rowing (Jr, U23, Senior, Light weight) • Pararowing • Coastal • Masters |
| Level 4 | Facilitating Mentor Coach | Distinct modules/levels for following areas: <ul style="list-style-type: none"> • Olympic rowing (Jr, U23, Senior, Light weight) • Pararowing (Master Coach/Coach Educator) |
| Level 5 | Assessing Mentor Coach | |

Education Stages

The stages of education will occur through two systems, internet and face to face.

Internet phase

This will allow World Rowing to provide a consistent delivery of all written and online materials such as video or PowerPoint materials. Other supportive learning materials and suggested articles will be added as needed. Students will be provided with a learning workbook as well as a coaching logbook.

Face to face course

Coaching practice (with mentor coach) of evaluation on competencies, time coaching & self-reflection will occur at designated times with a World Rowing Coach Expert.

Monitoring:

World Rowing Coach Experts will receive annual or bi-annual education (workforce training). Recommendations and reviews on regular basis to coaches learners by designated World Rowing Continental Experts in coordination with existing roles and where needed activities through Olympic Solidarity, the National Olympic Committees and the National Federations. Monitoring of all trainers in one database: to be confirmed with CRI. Certified/validated educators: to be confirmed with CRI.

Additional Education Requirements or Recommendations:

Safety - Required

- FISA Rules – understand Statutes and specifically Rules of Racing.
- Swim Safety and Capsize Education
- Child Safeguarding/Adult at Risk
- CPR and First Aid – national standard
- Health Screen – Coaches and Athletes - expand
- Antidoping – check with Nathalie Schmutz.
- Sustainability – One-page document as referred to by Colleen to be revised this summer (intern project). Club guide.

Sport Ethics - Recommended

- Olympic Values Education and Overall Promotion of the Sport
- Athlete Ambassadors
- Physical Education/Schools – describe?

Para

- Classification Training
- Health Issues and Injury Prevention or is this part of Level 2 and/or 3

Level 1

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| Level 1 | <p>Learn to Row</p> <p style="text-align: center;">- Discipline specific: more details for each</p> |
| Requirements | Be a rower, physical education teacher, medical doctor, or any other specific area that can be related to the physical activity skills. Have nationally recognized swim level (50 m swimming without touching and tread water for 3 minutes without touching). |
| Competencies | <p>Able to teach rowing</p> <p>Rigging of a single and explanation of why and how?</p> <p>Executes basic coaching sessions (both in training and in competition) from a previously defined programme of activity.</p> <p>Basic Level of knowledge, competence and decision making to deliver the primary functions of coaching.</p> <p>Able to operate with guidance or supervision.</p> |
| Contents | <p>Internet phase</p> <ul style="list-style-type: none"> • Basic Safety Awareness • Basic Learning methodology: Introduction to coaching and communication • Basic Technique: Skill and Technical Development • Basic Rigging: Parts of boats and oars, explanation of material and use; Checking and Setting up Equipment. General explanation of why we rig the boat. • Basic Physiology: Developing Activity and Fitness. • Basic Training & General fitness: Warm up and Cool Down • Coxing/Steering <p>Practical-Safety</p> <ul style="list-style-type: none"> • Being able to get in and out of the boat • Boat maneuvering and stopping skills • Balance skills • Steering and waterman ship skills • Risk Management: Session planning • Capsize and Immersion Drill • First Aid and Hypothermia • Safeguarding & Protecting Children |
| Para Rowing | <ul style="list-style-type: none"> • Short history of Para-Rowing, inclusion in FISA events, pathway to the Paralympics (ok) • Defining terminology; People First Language (ok) • Access: self-audit of the rowing environment (ok) • Establishing a Para-Rowing Programme: engaging with key local and strategic partners (disability organisations, NPC etc) • Understanding of Para Rowing and specific considerations for safety awareness. • Basic Safety Awareness • Basic Introduction to Para Rowing: Accessible environment and communication with the athlete. • Para athlete engagement how to provide simple assessment for new athletes. Focus on abilities and benefits of rowing for Para athletes. • Para boats and equipment – comparison with Olympic boats and rigging. Similarities and differences. Simon’s presentation from Gavirate as example (British Rowing Guide as per SG reference). • Para-Rowing specific capsize & recovery drill (video/candidate tutor notes) |

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| | <ul style="list-style-type: none"> • First Aid & Hypothermia – Para-Rowing specific considerations (SCI, Amputee) |
| Education Stages | <p>Internet phase</p> <ul style="list-style-type: none"> • Module 1 (to be defined from specialists) <p>Face to face</p> <ul style="list-style-type: none"> • Module 2 Theory (three days) - Practical (3 days) - assessment (1day) <p>Coach can progress to Level 2 after 1 year after Level 1 Certification.</p> |
| Certification | A World Rowing Level 1 Coach Certificate will be issued at the end of assessment. This certificate will be valid without any end date. |

Level 2

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| Level 2 | Intermediate Coach |
| Requirements | Have acquired the 1st level certificate and completed or in process of completing the 'Additional Education Requirements for Safety and Para or have met standard equivalency' |
| Competencies | <p>Able to teach to row and rigging "double scull and sweep pair". Identify all parts of boats, oars & sculls, rig a boat, basic adjustments and the influence of rigging on technique.</p> <p>Can plan, deliver, integrate knowledge, make decisions to support a rowing session or training plan.</p> <p>Is able to work independently and plays a leading role in the structure of the programme.</p> <p>Able to assess efficiency of athletes and to modify programme to maximize performance. Take an individual crew to competition.</p> <p>Level of knowledge, competence and decision making to deliver the primary functions of coaching.</p> <p>Able to operate independently.</p> |
| Contents | <p>Internet phase</p> <ul style="list-style-type: none"> • Learning methodology: coaching and communication • Technique: Skill and Technical Development for double and pair. Teaching rowing to Para athletes – similarities and differences for techniques and basic drills (Examples: commonalities between PR3 and able-bodied sliding seat rowing and then fixed-seat (PR1/2). • Coaching considerations by diagnostic groups (PD/VI) • Rigging: Checking and Setting up Equipment for double and pair, basic maintenance Basic Para rigging - 1x, 2x fixed/sliding plus 2-/2x/4+ sliding • Physiology: Developing Activity and Fitness • Training & General fitness: on water, indoor rowing, strength training. Para considerations for training: activity limitation, training response and commonalities with able-bodied rowing. • Log book, minimum requirements to go on to next level. • Analysis of training sessions. • Assessment of rowers to find the adequate crew combinations. |
| Para Rowing | <ul style="list-style-type: none"> • Review of Level 1- Para Rowing and specific considerations. • Accessible environment and communication with the athlete: provide a detailed checklist (appendix to be provided access/safety audit). • Introduction to different Para boats types and related equipment/adaptation. • Para classification (appendix and access to online system?) • Basic athlete engagement. • Safety Considerations. • Basic equipment and rigging. |

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| | <ul style="list-style-type: none"> • Basic Technique (sliding and fixed seat technical models) • Basic Training and competition preparations. • Basic Sports Medicine and Injury Prevention and Treatment. |
| Education Stages | <p>Internet phase</p> <ul style="list-style-type: none"> • Module 1 (to be defined from specialists) <p>Face to face</p> <ul style="list-style-type: none"> • Module 2 Theory (three days) - Practical (3 days) – partial assessment (1day) • Module 3 Theory (2 days)-Practical (2 days)-Local competition (2 days)-final assessment (1day) <p>Delivered over two modules “face to face” with minimum practical experience of one year from the final assessment before the participation to the next level.</p> |
| Certification | <p>A World Rowing Level 2 Coach Certificate will be issued at the end of final assessment and with completion of all Safety and Para Educational Requirements. Provide Time Reference and how monitored.</p> |

Level 3

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| Level 3 | Senior Coach |
| Requirements | Have acquired the 2nd level certificate. Have two years of activity with a club or national team provided as reference to participate at the course. |
| Competencies | <p>Able to teach to row and rigging “Fours and Eights”. Coach must demonstrate a rigging chart and link rigging to basic biomechanics. Anthropometry and rigging.</p> <p>Plan, delivers, integrated knowledge, sufficient competence and decision, deliver the primary functions mentoring to previous levels coaches. Work independently and plays a leading role in the structure of the programme. Able to assess efficiency of athletes and to modify programme to maximize performance. Take a team of several crews to competitions. Physiological Testing competences.</p> <p>Level of knowledge, competence and decision making to deliver the primary functions of coaching.</p> <p>Able to operate independently.</p> |
| Contents | <p>Internet phase</p> <ul style="list-style-type: none"> • Learning methodology: coaching and communication • Technique: Skill and Technical Development for Fours and Eight. Advanced Para rigging and error correction for PR1, PR2 and PR3. • Rigging: Checking and Setting up Equipment for Fours and Eight, basic maintenance, create a rigging chart, understand the principles behind boat propulsion and the effects of footstretcher, swivel, pitch and spread. Anthropometry and rigging. Para specific rigging consideration, para equipment adaptors. Dock to boat transition training. Safe transfer from chair to ergo/boat. Include self and assisted transfer methods –written protocols and photographs to support • Physiology: Understanding the 'rowing motion', physiology within the 2000 m race, endurance and aerobic vs anaerobic systems, respiratory system (oxygen transport) and measurement of these systems. Training to increase capacity of the lungs, heart and muscles. Adaptations. Trainability. Plan a training programme and identify the physiological effects and the use of periodization and development of different physiological systems. Testing and Training correlations. • Test/Evaluation/Assessment: Plan a training programme and identify the physiological effects and the use of periodization and development of different physiological systems. Testing and Training. Assessment of competencies. • Talent Identification and Pathways: Anthropometric measurements, muscle fibre type, coordination, stretching/flexibility, rhythm sensitivity and learning skills. Examples from different nations for talent identification. Para athlete talent identification and recruitment. Classification considerations: preferable characteristics (impairment + minimal disability) for an elite Para-Rower or crew and how to keep other non-elite focused Para Rowers engaged. |

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| | <ul style="list-style-type: none"> • 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 training load or homeostasis (the tendency towards a relatively stable equilibrium between interdependent elements, especially as maintained by physiological processes). Para specific training programmes and considerations. • Sport Medicine, Health, Wellness: General Nutrition and dietary requirement for athletes, strength development, weight control, hydration. Altitude training, overtraining, Prevention of illness. When to train/not train. Keeping the squad healthy. mental health, water borne illnesses - appropriate to region/country. general club hygiene • Specific Fitness training: Provide a log of the preparations for delivery of session, deliver a coaching session and then evaluate the session. Positive and areas of improvements...Be able to explain different programmes for increasing strength, endurance, mobility and how to evaluate. Can teach a free weight session with power clean included. Be able to prepare and deliver linked and progressive S&C sessions appropriate to the level of the athletes in the one year programme. Linked to one-year programme - following same crew of at least 2 people throughout. Individualization of training programmes. • Biomechanical principles: The application of biomechanical principles to boat propulsion sculling and rowing • Anatomy: Skeletal Muscles; Respiratory system; Cardiovascular system; Muscle fibres; muscle groups; fibre types and characteristics; joint movement; • Sport Psychology: goal setting; effective reviews; self-talk; imagery. How to make decisions; types of decision; crew selection methods; teaching athletes to make decisions. Team psychology; what makes an effective team; challenges to effectiveness of a team; building team cohesion • Analysis of training sessions: be able to assess the times and/or all data collected with Speedometers on ergo and on water. Use of Log programs or Apps. • Tactical awareness in different environment conditions • Clean sport: Antidoping education (WADA or National Standard certification – provide link). |
| <p>Para Rowing</p> | <ul style="list-style-type: none"> • Review of Level 2 - Para Rowing and specific considerations. • Talent Identification • Advanced equipment and rigging. • Advanced Technique • Advanced Training and competition preparations. • Advanced Sports Medicine: Injury Management, prevention and treatment that are specific for Para-Rowers. |

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| Education Stages | <p>Internet phase</p> <ul style="list-style-type: none"> • Module 1 (to be defined from specialists) <p>Face to face</p> <ul style="list-style-type: none"> • Module 2 Theory (2 days)-Practical (2 days)-Local competition (2 days)-partial assessment (1day) • Module 2 Theory (2 days)-Practical (2 days)-Regional competition (2 days)-final assessment (1day) <p>Delivered over two module “face to face” modules with minimum practical experience of one year from the final assessment before the participation to the next level. Coach must provide log and self reflection over two years to move on to level 4.</p> |
| Certification | <p>A World Rowing Level 3 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 or participating in two international coach conferences.</p> |

Level 4

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| Level 4 | Facilitating Mentor Coach |
| Requirements | <p>Have acquired the 3rd 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 4. Provide a letter of motivation with self assessment and outline of goals and objectives (plan) to Continental Coach Expert and/or Coaching Director. * Testing – ask Matt and Bruce? Online? Show that they are able to teach in a pedagogically correct manner.</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. FISA Specific – how to monitor.</p> |
| Competencies | <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. <ul style="list-style-type: none"> - 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. 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 FISA 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 |

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| | <ul style="list-style-type: none"> • 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> |
| Contents | <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. |
| Para Rowing | <p>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.</p> |
| Education Stages | <p>Face to face</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 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> |

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| | <ul style="list-style-type: none">• Coach must provide log and self reflection over two years to move on to level 4. |
| Certification | <p>A World Rowing Level 4 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 or participating in two international coach conferences.</p> |

Level 5

| Level 5 | Assessing Mentor Coach/Mentor Coach |
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| Requirements | 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. |
| Competencies | <p>The "Assessing Mentor coach" has a supervise position during the activity of coach. He 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.</p> <p>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.</p> <p>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:</p> <ul style="list-style-type: none"> -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... |
| 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 principles behind boat propulsion and biomechanics. Anthropometry and rigging practical applications. • Test assessments: Physiological and Technical. |

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| | <ul style="list-style-type: none"> • 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. |
| Education Stages | <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> |
| Certification | <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> |

FISA Coaching Education and Development Nations

This framework has been developed as a guide for FISA and its development and coaching programme and as an example for other nations. FISA recognizes that several large rowing nations have significantly more robust and complex coaching certification programmes that are part of larger coaching education systems within the national setting.

Several considerations with regards to this framework:

- Accessible to all membership
- Specific activities are supported through NF/NOC budgets and provide access to FISA or other NF Expertise (Mentorship Relationships).
- Encourages Coach Education for national federations to be competency based.
- These programmes are open to all development nations (unless under suspension), conducted in partnership with FISA and frequently Olympic Solidarity.
- Part of a global framework to provide a standardized level of coach education and competencies.
- The Coach Education Framework is meant to enhance regional opportunities through courses and conferences. Ideally with a cyclic approach that provides systematic opportunities and levels over set periods in each region and continent.
- The Coach Education Framework is linked to competitions where coaches must show their capacities while working with their athletes and officials as they progress in their pathway.
- Coach education provided annually or bi-annually to coach educators.

Coaching Education and Training Camps- 2017 to 2020

The new FISA modules will need to be planned in cooperation with OS and the Continental Confederations over a four year period to have one to two opportunities for the targeted members to be exposed to each of the levels between 2017 to 2020.

A 'intake' of the FISA Expert/Mentor Coaches will occur in early 2019 at latest and an annual meeting should occur for organization, reporting and planning.

An evaluation of where coaches who have already had the necessary experience will need to be included to 'grandfather' some through levels.

Links to officials training and administration will also need to be considered.

Tracking of various coaches, levels, officials, Para activities, etcetera should ideally also be collected to create an overview and guide targeted approaches to coach courses, other courses, training camps and regattas.

Coaching Education Database

Separate document.