

## QUALITY IN SPORT COACHING SELF ASSESSMENT TOOL

Organization Name:

Organization Type:

**Brief Instructions for use of the worksheet:**

1. Type in your Organizations name and select from the drop down list the type of Organization.
2. Based upon the type of Organization selected BLUE cells appear along left side of sheet to highlight critical success factors that are recommended as the most important for your Organization to consider during this exercise. Feel free to review and consider the success factors not highlight if you wish.
3. Indicate the status of each BLUE highlighted critical success factor by selecting from the drop down list in the column marked Status.
4. Indicate how that critical success factor is trending in your Organization by selecting the appropriate option from the drop down list in the column marked Trend.
5. When you have indicated YES in the status of a critical success factor, list in point form actions taken or products developed to reflect a YES status.
6. Reflect on the critical success fact, the Action Examples in the tab below, and where they exist your confirmed actions and identify ideas for how to improve on that critical success factor.
7. Indicate the degree to which that critical success factor is a priority for your Organization in the present.
8. Utilize the Notes cells to track any additional information that will assist you in future planning or implementation.

Critical Success Factor	Status	Trend	Confirmed Actions	Ideas for Improvement	Priority	Notes
<b>1. COACHING LEADERSHIP: Alliance of stakeholders developing and implementing the sport coaching system</b>						
<b>Alliance of Stakeholders with Accountability, Responsibility, and Drive</b>						
			Your organization has an alliance with an umbrella organization responsible to drive coach development.			
			Stakeholder roles and responsibilities are clearly defined.			
			A formal mandate exists to confirm stakeholder roles and responsibilities for leading coach development.			
			Stakeholder roles and responsibilities are transparently communicated.			
			All relevant stakeholders are part of the coach development alliance.			
			All stakeholders are involved in coach development decision making processes.			
			Your organization has a person(s) responsible for leading coach development.			
<b>Vision, Mission and Values</b>						
			You have a document that outlines your coach development vision, mission, and values.			
			Your vision, mission, and values are communicated to coach development stakeholders.			
			Your coach development vision, mission and values align with those of your coach development stakeholders.			
			You involve coach development stakeholders in the regular development and assessment of your vision, mission, and values.			
			You involve external experts in the development and assessment of your vision, mission, and values.			
			Your vision, mission and values were influenced by international, national best practice.			
<b>2. COACHING SYSTEM STRATEGIC PLAN: The strategic plan for the coaching system</b>						
<b>Creating a strategic plan aligned to the vision, mission, and values.</b>						
			Your strategic plan is directly aligned with your vision, mission and values.			
<b>Pre-strategy analysis to establish baseline data (coach development and career pathway, participant development and career pathway)</b>						
			Data is available to indicate the state of affairs for sport participation and coaching at the national, regional, and local level.			
			Current data on sport participation and coaching is used to inform policy development at the local, regional, and national level.			
			You leverage best practices from other relevant organizations to improve your coach development system.			
<b>Aims and objectives</b>						
			You communicate your coach development aims and objectives to all relevant stakeholders.			
			Medium and long term aims and objectives are linked to your coach development strategy.			
			You have measures/metrics defined to determine the effectiveness of your progress towards your objectives.			
<b>Resource procurement and allocation</b>						
			Adequate human and financial resources are allocated to coach development strategic priorities.			

		You assess return on investment of human and financial resources against strategic priorities.						
		You implement processes to assess long term financial stability of coach development initiatives.						
		You implement processes to assess long term human resource stability of coach development initiatives.						
<b>Coaching workforce development plan (employment and deployment)</b>								
		Current status and future needs of the coaching workforce at the appropriate level(s) are made available within and outside your organization.						
		Stakeholders were involved in the creation and implementation of a coaching workforce plan.						
		Coaching practice is regulated.						
		The proportion of volunteer, part-time paid, and full-time paid coaches are tracked.						
		Coaches are able to access a professional coaching designation through your organization or a stakeholder.						
		Incentives and recruitment practices have been implemented to attract people to the coaching workforce.						
<b>Long-term Coach Development Pathway</b>								
		You promote opportunities for life-long learning.						
<b>Coach Licensing and Registration</b>								
		You have implemented a registration/membership system for coaches.						
		You license coaches to practice.						
<b>3. COACH EDUCATION AND DEVELOPMENT: The existing programs for the education and development of sport coaches</b>								
<b>System informed by Coach Development Model</b>								
		Your long-term athlete development model is a foundational element for your coach development system.						
		Your formal coach education model and relevant pathways reflect athlete development requirements for all domains.						
		You have specific methods for "reading the field" and utilizing frontline coaching realities to guide the development and implementation of your coach development model.						
<b>Coach Development Structure and System (How)</b>								
		Coach roles are differentiated by domains.						
		Coach Developer roles are differentiated by domains.						
		Coach requirements to achieve a qualification for a specific role are documented.						
		Coach Developer requirements to achieve a qualification for a specific role are documented.						
		You promote informal and unmediated lifelong learning opportunities for coaches.						
		You track the number of qualified and active coaches in your organization.						
		You track the number of qualified and active coach developers in your organization.						
		International Sport Federation Coach Programs are taken into account.						
<b>Coach Education Program</b>								
		Learning opportunities have been developed based upon competences needed to fulfill the role coaches will play in their context (assistant coach, coach, senior/advanced coach, master/head coach) and domain (children, participation, performance development, high performance)						
		All program elements represent and reflect cultural, gender, and ability diversity to provide opportunity for sport participation for all.						
		A variety of modalities are utilized to effectively implement the coach development system maximizing accessibility.						
<b>Assessment of coaching competencies</b>								
		The Coach assessment criteria reflects the competencies needed to fulfill the coaches role and the environment the coach works within.						
		Coach assessments are recorded and tracked.						
		Coach assessors are formally identified and trained.						
<b>Transferability of competencies (to domains outside of coaching, sport to sport, country to country, international federations)</b>								
		You implement a process for the recognition of coach development credentials between other countries, sports, organizations, and domains.						
<b>Skilled Coach Developers</b>								
		Competencies required by Coach Developers are documented for all roles.						

		Processes to identify and assess future coach developers are being implemented.						
		Coach Developers are trained based upon defined roles and competencies.						
		Processes to identify and assess current coach developers are being implemented.						
		Ongoing support is provided to Coach Developers.						

4. COACHING SYSTEM EVALUATION: Evaluating the Impact of the Coaching System							
<b>Impact on Participants</b>							
		The impact of the coach development system on athlete participation numbers is evaluated.					Low
		The impact of the coach development system on athlete development is evaluated.					
		The impact of the coach development system on athlete satisfaction is evaluated.					
		The impact of the coach development system on athlete performance is evaluated.					
<b>Impact on Coaches</b>							
		The coach development system influence on the number of people starting to coach is measured.					
		The coach development system influence on the number of people staying involved in coaching is measured.					
		Coach satisfaction with at least one aspect of the coach development system is measured.					
<b>Impact on Sport Delivery Agents</b>							
		The coach development system impact on sport delivery agents is measured.					
<b>Impact on Society</b>							
		The coach development system impact on society as a whole including identity/social and cultural, social well-being, political, health and wellness is measured.					
<b>Implementation of evaluation results</b>							
		The results of research/evaluations directly impact future system development and/or implementation.					