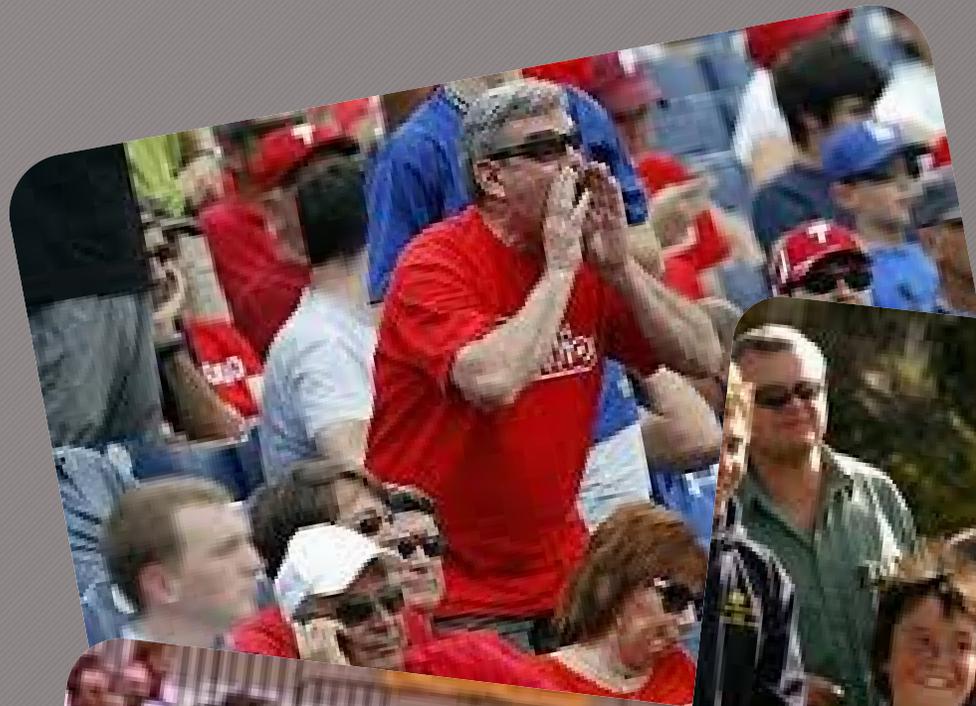


The Role of Coach Developers in Supporting Quality Coaching

Melissa Thompson, Ph.D., CMPC





Defining “Coach Developer”

Coach Developers are:

Individuals trained to develop, support, and challenge coaches to go on honing and improving their knowledge and skills to provide positive and effective sport experiences for all participants.

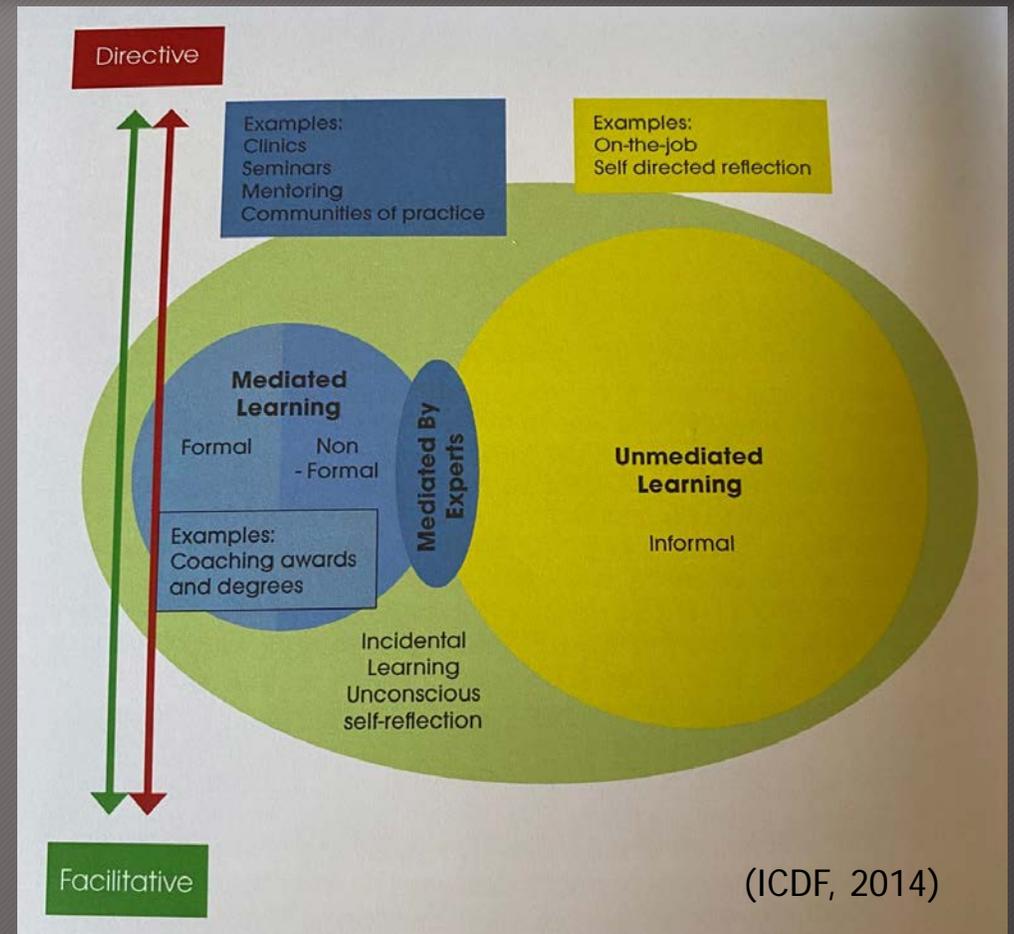
International Coach Developer Framework, 2014

Coach Developers in US Sport

Athletic Director
High Performance Director
Director of Coaching
Sport Administrator
Program Director
Professor
Coach Educator

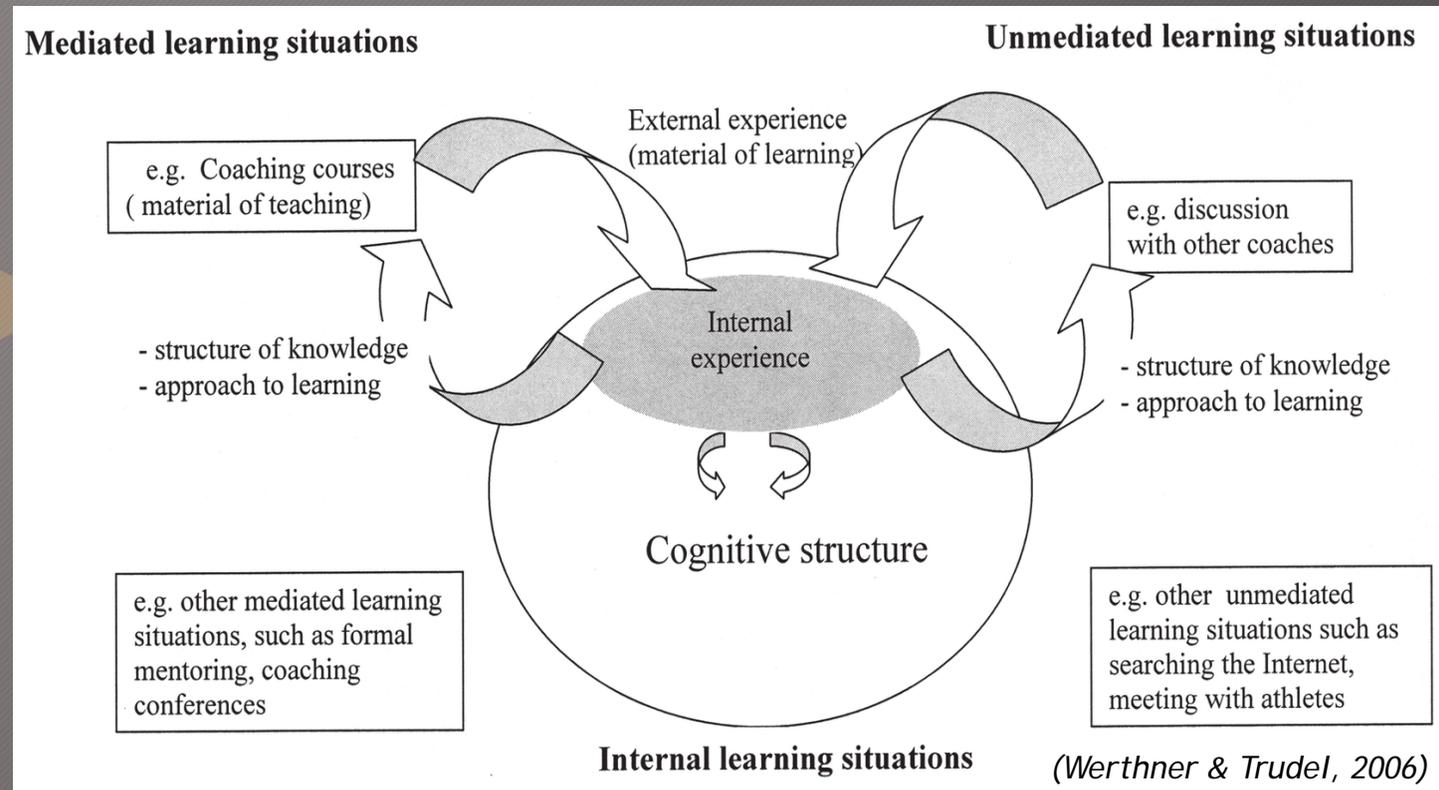
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- As adult learners, coaches bring with them an accumulation of experiences and knowledge that result in idiosyncratic learning journeys (Moon, 2004; Nash, et. al., 2019).
- Significant support for social learning theories in coaching, but as competitive level increases, so does isolation (Lemyre, Trudel, & Durand-Bush, 2007).



Roles of the Coach Developer

"Coach Developers aren't only subject matter experts, aren't only concerned with delivering courses; they have a key role to play in different learning situations and bring significant expertise in the process of learning."

(Pat Duffy, 2014)



Facilitator

- Deliver workshops and clinics
- Understand adult learning
- Consider program design
- Implement effective listening and questioning skills

Assessor

- Provide evaluations of coaches
- Implement formative evaluation approaches
- Understand principles of competency and assessing competency

Leader/ Personal Development

- Self-evaluation and goal-setting
- Model mentoring
- Continue to pursue professional development

Mentor

- Support self-reflection
- Demonstrate effective listening and questioning skills
- Understand and promote individual learning plans

Program Designer

- Content and curricular mapping
- Develop learner-centered curricula
- Understand the impact of various types of learning situations and how to best structure to meet learner needs

Program Evaluator

- Review of system strengths and weaknesses
- Plan for system change based on evidence



Better Coach Development

- We must encourage a sport culture that values the journey as much as the destination.

Better Coaches

- We must better understand how coaches learn and develop in order to provide adequate support for coaches on their learning journey.

Better Athlete Experiences

- Quality coaching will continue to be the limiting factor in the quality of the sport experience.

Thank you!

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