

Lessons Learned from NGB supported, Locally Implemented Coach Mentoring Programs

The International Sport Coaching Framework identifies non-formal learning as an effective form of coach development. Mentoring is one possible avenue for this form of mediated learning. Recognizing the potential for mentorship to accelerate coach development within the sport, USA-Swimming (USA-S) has set aside 60,000 USD annually to support Coach Mentoring programs at the local (LSC) level. The money was available through a grant program where USA-S awarded up to 4,000 as a 2:1 match of LSC spending (e.g. if an LSC was awarded 4,000 and spent 6,000, they would be reimbursed the full 4,000 by USA-S, if they spent 3,000, they would be reimbursed 2,000). LSCs were allowed to develop their own criteria for how their mentorship programs would be structured and administrated. This presentation will compare and contrast multiple mentorship program designs which were successful in gaining funding. Lessons learned regarding actual program efficacy in providing meaningful mentorship experiences for coaches within a single LSC will be explored. This presentation will also include a deeper discussion of mentee-scheduled (site-visits, clinic-attendance) and LSC-scheduled (select camp and all-star competition coaching staffs) mentorship experiences as integral elements of a local, regional, or national level coach mentoring program.