



USA Swimming/Pacific Swimming Coach-Mentor Program

In 2013, USA Swimming introduced the **Coach Mentor Program** in an attempt to link experienced/successful coaches to newer, developing coaches. While this process allows younger coaches to gain valuable insight and understanding into various aspects of coach and club development, it also offers experienced veteran coaches an opportunity to give back to the sport and to their peer group. The opportunities to give or receive guidance will range from one workout or a meeting to a more extensive and thorough visit, or possibly an ongoing relationship.

In addition to this program, ongoing mentor relationships can and should exist outside of this structure and will always be the most influential coach education opportunity. It is our sincere hope and goal that *all* clubs will play a role in the mentorship process, and that all coaches who desire or need support will reach out to coaches in Pacific Swimming and beyond, and that all experienced, veteran coaches, will find a way to guide or impact those who can benefit from their knowledge and expertise.

Funds for the **Coach Mentor Program** are matched by USA Swimming and will be allocated on a first-come-first-served basis and can be used for mileage, lodging, and meals if approved, with a \$500 maximum per coach/club per year. The program is capped at \$6,000. A small honorarium will be offered to the host/mentor coach. Please see below the general overview of the mentor and mentee roles, and the brief questionnaire for both parties. Pacific Swimming would like to track all mentor activity, whether facilitated by this program or not.

General Overview

Mentor Options	Mentee
<ul style="list-style-type: none"> • Offer workout observation (or multiple) • Offer access to various coaches • Offer meeting time around workout • Offer supporting documentation/insight <ul style="list-style-type: none"> ◦ <i>Workout planning</i> ◦ <i>Season planning</i> ◦ <i>Training/technique</i> ◦ <i>Policies/administration</i> • Offer access to team/parent administrators, BOD's, or athletes (during workout) 	<ol style="list-style-type: none"> 1. You may reach out to a potential mentor on your own 2. Coordinate and confirm schedules with Mentor 3. Plan transportation and lodging if needed 4. Have intended learning objectives 5. Submit written report and expenses to Pacific Swimming afterward (Don@orindaaquatics.org) 6. Submit approved <u>receipts</u> to the Treasurer (treasurer@pacswim.org) for reimbursement (\$500 maximum) <p><i>Please note: The opportunity for guidance will be based on mentor availability and cannot be guaranteed.</i></p>

	Requirements	Action
Mentor	<p>At least one of:</p> <ul style="list-style-type: none"> • (club) Level 3 USA Swimming Club Recognition • (coach) ASCA Level 3 (Age-Group) or Level 4 (Senior) • (experience) Ten or more years experience as Head Age-Group Coach, Head Coach, or National Team Coach 	<ol style="list-style-type: none"> 1. Fill out the "Areas" form and Mentor Questionnaire and email to Don@orindaaquatics.org 2. Submit a <i>brief</i> email/recap of the visit summarizing time commitment, content/focus, and role of mentee. Please note if you will be: a) continuing the relationship, and b) if you will be willing to be an ongoing mentor
Mentee	<ul style="list-style-type: none"> • A year-round club coach in Pacific Swimming, in good standing, and, • A recommendation from Club, Board, or Boosters President, or the Head Coach 	<ol style="list-style-type: none"> 1. Fill out the "Areas" form and Mentee Questionnaire and email to Don@orindaaquatics.org 2. Coordinate all activity

Note: Pacific Swimming will also reimburse expenses up \$500 for a club visit or for mentor support outside of the LSC. Submit your request (to Don) for pre-approval and to confirm available funds.

Areas of Expertise or Exploration:

Please check or make a brief note:

Area:	Mentee interest:	Mentor resource:
Senior/National structure/development		
Age-group structure and development		
Working with novice swimmers		
Travel structure/organization		
Club structure		
Parent structure/organization		
Team culture		
Technique plan/philosophy		
Training philosophy/organization		
Equipment use		
Coach-swimmer relationships		
Managing a satellite program		
Administrative management		
Board relations		
Dryland organization		
Running a learn-to-swim program		
Season planning		
Writing workouts and workout management		
Group management		
Recruiting/marketing		
Coach/staff organization		
The "business" side		
The college process		
Role with USA Swimming		
Discipline issues		
Mental training		
Hosting meets (and intersquad)		
Water polo (program or challenge)		
Other:		
Other:		

Mentor Questionnaire

Name	
Club	
Role/position	
Other areas	
Phone	
Email	

General (brief) background:

1	
2	
3	
4	

Area of strength/expertise:

1	
2	
3	
4	

Athletes/Programs developed:

1	
2	
3	
4	

Availability: morning, afternoon, Saturday, other -

Length of visit offered: one session, one day, up to a week, ongoing -

Other: meeting(s): breakfast/coffee, lunch, dinner -

Access to parent committee, BOD, treasurer, facilities director, athletes (at workout) -

Can you host a coach if lodging is needed?

Can the mentee contact you directly?

Anything else we should know, or that you are willing to offer?

Mentee Questionnaire

Name	
Club	
Role/position	
Other areas	
Phone	
Email	
Reference:	Please give name and contact information for club president reference:

Coaching history/bio (brief):

1	
2	
3	
4	

What are you looking for?

1	
2	
3	
4	

Desired length of visit?

Do you have a club(s) in mind?

Estimate of expenses (if any):

Questionnaire (for Club Development/Coach Education):

Where do you obtain coach education?	USA Swimming, ASCA, websites, coaches, clinics books/DVD's, other (explain)?
What would you like to see from PacSwim from a Coach Education perspective?	
What would you like to see from PacSwim from a Club Development perspective?	