

British Canoeing Coaching & Leadership Plan 2017 – 2021

Headliners	Year 1 (2017)	Year 2 (2018)	Year 3 (2019)	Year 4 (2020)	Where do we want to be in 2021
Qualifications and Awards	<ul style="list-style-type: none"> Review & revise L2 Coach Award Rename & rebrand Coaching Awards Personal Performance Review and design eLearning package - design 3 coaching projects & 3 smaller packages Rafting Qualifications 1-3, reviewed and launched 	<ul style="list-style-type: none"> Launch Coach Award – Jan 2018 Review & revise Paddlesport Instructor Announce NEW Paddlesport Instructor Qualification Announce NEW Personal Performance Awards 	<ul style="list-style-type: none"> Implementation of Paddlesport Instructor in Jan 2019 Implementation of Personal Performance Awards in Jan 2019 Review Performance Coach Develop SUP Coach Awards inc: Up to and including tidal / WW / Surf Launch SUP Coach Awards – Summer 2019 Develop Stadium Safety Award and launch for autumn 2019 	<ul style="list-style-type: none"> Review Coaching Diploma Review & Revise Leadership Awards Review requirement for DSM's Launch Performance Coach in Summer 2020 	<ul style="list-style-type: none"> KPI 1 All Coaching and Leadership Awards revised and relaunched by 2021 Launch Leadership Awards 2021
Recruitment and succession	<ul style="list-style-type: none"> Review Coach Educator requirements for Coach Award 	<ul style="list-style-type: none"> Review Coach Educator requirements for Paddlesport Instructor 	<ul style="list-style-type: none"> Review (National) Trainers TOR and recruitment. Review Coach Educator requirements for Performance Coach <p>KPI 2 Establish a recruitment and development programme to support local, regional and national level by 2019</p>		<ul style="list-style-type: none"> An established recruitment and development programme to support coaches and leaders with appropriate succession pathways for providers and Coach Educator with increased female providers and educators from 2016 baseline.
Support systems	<ul style="list-style-type: none"> Obtain baseline data from Membership survey Review and establish Coaching Management Structure and Terms of Reference. 	<ul style="list-style-type: none"> Streamline registrations and payments onto NEW database system VLE platform established to support award candidates, coaches/leaders, providers and coach educators. <p>KPI 3 Improve Coach & Coach Educators satisfaction annually from 2018</p>	<ul style="list-style-type: none"> Review existing administration systems to support rather prohibit coaches and leaders 		<ul style="list-style-type: none"> An administration system that supports as streamlines processes, online payments and registrations Yearly improvements from baseline obtained in 2017.

Participation and Development	<ul style="list-style-type: none"> Personal Performance Review and design to capture and engage 3 eLearning packages May/Aug/Nov CPD Guide Modules 	<ul style="list-style-type: none"> Review and develop NEW CPD system to support Coaches and Leaders 4 eLearning packages Feb/May/Aug/Nov, 2 of which are CPD for Coaches Develop mapping document to support CPD opportunities for coaches from BC awards and other recognised bodies NEW Coaching & Leadership Conference (FEB18) with Coach Recognition Awards. 	<ul style="list-style-type: none"> Launch NEW CPD system for Coaches and Leaders 4 eLearning packages Feb/May/Aug/Nov 2 of which are CPD for coaches <p>KPI 4 Develop and expand CPD opportunities to Coaches and Leaders by 2019</p>		<ul style="list-style-type: none"> Increase participation in personal performance awards from 2017 baseline. Developed and engaged CPD pathways supporting wider learning and development Increase of participants accessing eLearning from 2017 baseline.
Diversity of Workforce	<ul style="list-style-type: none"> Equality assessment on Paddlesport Leader & Coach Award 	<ul style="list-style-type: none"> Equality assessment on Paddlesport Instructor and Personal Performance Awards 	<p>KPI 2 Establish a recruitment and development programme to support local, regional and national level by 2019</p>	<ul style="list-style-type: none"> Equality assessment on Performance Coach 	<ul style="list-style-type: none"> An engaged and increasing diversity of the Coaching and Leadership workforce from baseline 2016.
Research and Insight	<p>KPI 5 Knowledge Bank Coaching Diploma (L4) yearly research projects published from 2017</p>	<ul style="list-style-type: none"> Develop links with other NGB's to share insights and research 		<ul style="list-style-type: none"> Publish British Canoeing research online platform 	<ul style="list-style-type: none"> An established and well-respected research portal that supports coaches and leaders
International Engagement	<ul style="list-style-type: none"> Overseas delivery centre pilot PNA 	<ul style="list-style-type: none"> Develop links with 5 potential international delivery centres 	<ul style="list-style-type: none"> 2 International Delivery Centres established and audited 	<ul style="list-style-type: none"> 5 International Delivery Centres established and audited 	<ul style="list-style-type: none"> KPI 6 Host an International Coaching Conference in 2021
Sustainability and growth	<ul style="list-style-type: none"> Develop economic model in 2017 to support Delivery Centres and UK British Canoeing functions 	<ul style="list-style-type: none"> Implement economic model to support Delivery Centres and UK British Canoeing functions <p>KPI 7 Review the model of coach education and award structure to ensure it best supports coach educators and providers delivering the best economic value for British Canoeing by 2018</p>	<ul style="list-style-type: none"> Expand International presence and Training Centres to develop sustainability and growth 	<ul style="list-style-type: none"> Further expand International presence and Training Centres to develop sustainability and growth 	<ul style="list-style-type: none"> Move towards sustainability within Coaching with appropriate income from awards and qualifications in the UK and Internationally