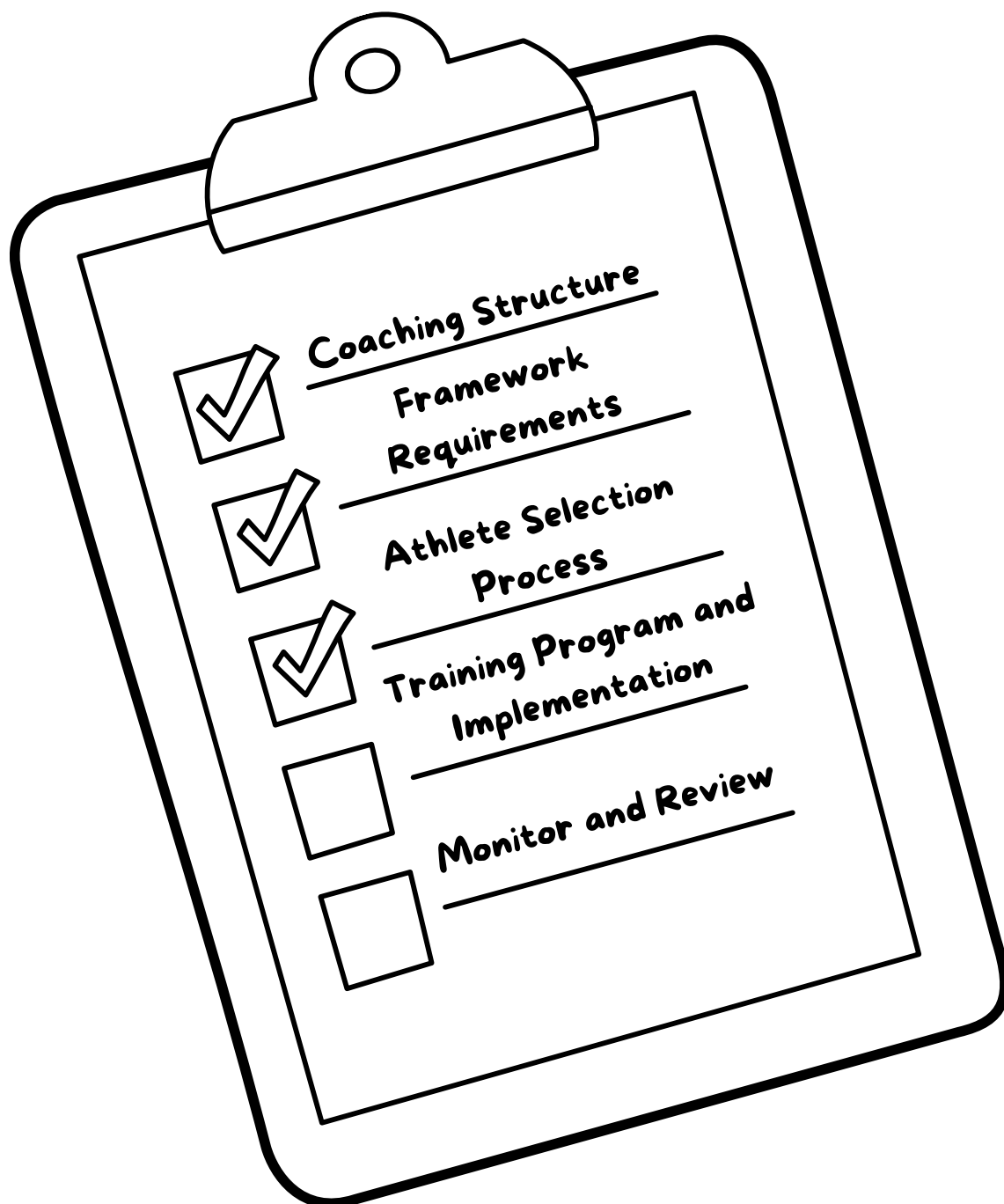


SPORT PROGRAM FRAMEWORK



Developing a Program Outline



Developing a Program Outline

Planning the Program

The presentation of the outline is as such, to provide a template for the program structure of events, key targets and outcomes, it is not about the technical elements, skills, drills or individual training session plans for each part of the program. This comes later down the track.

The Academy will aim to schedule a Pre-program meeting with at least the Head Coach and Manager of the program well in advance of the program trials and selection process. A number of Mid- and Post-program debrief meeting's may be conducted with all coaching staff.

An initial meeting may take place with the Head Coach and Sport Program Manager to run through the MoU and expectations of the Academy for the respective sport program, as well as any debriefing reports from the previously conducted sport program.

With the Academy Sport Program Framework document and Operational and Program Structure as the key reference documents, the Head Coach and Sport Program Manager will then design the proposed program outline that provides the detail as to what is included in each sport program's year.

The Academy must ensure that the program meets the requirements of the Academy Sport Program Framework by checking off the program elements against the F.T.E.M model, and the key requirements and outcomes of each section in the Academy Lifecycle.

The implementation of the Academy Lifecycle and Sport Program Framework is key to the success of each sporting program, and to the overall high performance outcomes of the Academy.

Coaching Structure

- Coaching roles and structure tree - who is expected to do what and when
- Number and skill level of coaching and support staff - who is needed to ensure adequate coverage of athletes (this may also determine the number of athletes selected in programs)
- Coaching succession / development needs and planning
- Personal Coaching philosophies and values - do they match those of the Academy, are the coaches the right fit for the program
- Coaching expectations of the program - do they match the expectations of the Academy

Framework Requirements

- Required elements of the Academy lifecycle to be included, including minimum contact hours.
- Key areas of individual skill development - identifying key technical and fundamental skill development areas to be included
- Key areas of targeted sports education - identify key educational topics to be included, including targeted presenters and preferred format for education within the program
- Key areas of Sports Science / Strength and Conditioning - identify key components of sports testing and S&C workshops and development for the age and gender groups of the squad, and identify target providers for testing and education
- Key areas of performance opportunities - identify participation at Regional Academy Games or equivalent events, other performance focused opportunities, identify possible inter-Academy camps with RASi members who have the sport, or local clubs out of season who may provide development opportunities.
- Key areas of wellbeing and support services - identify training for athletes and coaching staff in this area, as well as planned periods of rest and mental recovery for both.



Athlete Selection Process

- Selection trials including dates, times, length, and format - ie skills trial or nomination form process
- Selection criteria including gender, age, skill level - developed matrix/mapping criteria to provide adequate data collection and feedback from the trials process
- Squad size and composition, based on the selection criteria and SSO requirements.



Training Program

- Proposed training dates and venues, including time and frequency, including all aspects of the Academy lifecycle
- Detailed curriculum and Athlete Development Plans in place, as well as adequate record keeping of training content, attendance and development progression.
- Identified clashes, including state trials, training and higher competition that may impact athlete attendance.



Program Implementation

- Resources and administrative support required
- Sport equipment and training accessories required
- Signage / Sponsorship requirements at training or on uniform
- Budgetary considerations, changes or recommendations
- Playing / Training uniform requirements of athletes and staff



Monitoring and Review Process

- Communications tool and methodology to stay communicated
- Program review process - identify what success would look like for the program

Whilst there is a large level of autonomy in the coaching of athletes within the skill development section of the sport program, which is included in the **Athlete (Team) Skill Development Plan** (See Individual Skill Development within The Framework), there is a requirement that the Academy sign off and approve the Sport Program Structure and Program Outline to ensure consistency with any MoU, and the respective sports program structure and budget.

The Academy may utilise an additional checklist using an online platform or relevant spreadsheet specific to each sport that will be used to build the Program Outline.

This Program Outline and relevant checklists will also assist in planning or amending the program budget.

Program Budgets

Often the program budget is set months prior to the commencement of the program, and whilst the best efforts are made to estimate the cost of events and associated levies on a year to year basis, the Academy will be open to discussion to work through the cost of the program to ensure the maximum benefit for the ATHLETE. This may also include load management concerns.

Once the final program has been approved, the Academy will advise if there are any requests to alter the budget if required.

One of the Academy's key operational requirements is that a program, and program staff, under no exceptions is to conduct a non-approved session or ask athletes to pay additional fees to conduct a session not included in the budget.

Any request for additional fees is to come only from the Academy office, who also set the athlete levy and any "reasonable" contribution to camp or Academy Games event that are held overnight, and that would normally be a significant cost to the individual.

This may also include additional meals or contribution to meal costs, where the proposed program budget exceeds the "ordinary" cost prescribed by the Academy.

The majority of costs however are budgeted in as a program expense, and the levy amount, including program, uniform, Academy Games and additional camps, are set by the Academy annually.

Coaching Staff should be aware that these budgets are usually drafted in April - May each year, and tabled at a Board of Management level in early June, for implementation under a Financial Year calendar.

This often results in the need to amend budget items as the majority of program specific planning may often take place after the budget is set.