

# COACH RESOURCE



## Developing an Individual Athlete Performance Plan (IAPP)

# Why an Individual Athlete Performance Plan?

A number of State Sporting Organisation's, as a part of their MoU with RASi programs, require the implementation of an Individual Athlete Performance Plan for each athlete.

This is an important part of an athlete's experience in the high-performance pathway as it provides them with a physical written document they can use for their development.

Whilst the IAPP includes athletes goals, the process is far more detailed than a goal setting exercise.

What purpose does an IAPP have?

An Individual Athlete Performance Plan (IAPP) focuses on individual skill development in a team/squad environment. Whilst providing athletes with performance goals across technical, tactical, physiological, and psychological aspects of their sport; that is SPECIFIC to them.

Some IAPP's also provide detail on sport specific testing results, targets and focus points.

As a part of the Academy Sport Program framework, each program should provide a form of IAPP with each athlete in their program.

These plans should be developed with the athlete providing feedback on their current and desired skills and performances. Regular review of the IAPP should take place throughout the program to monitor the athlete's individual progress.

**IAPP's should be completed as early into the program as possible.**

Each IAPP will be specific to the individual athlete and their own performance goals.

IAPP's should; Identify clear long term performance goals and provides the map for the individual to achieve these goals. Provide a 'living' document that will evolve with monitoring and review Must add value and be believed in

***TIP: Given the large number of athletes within Academy programs, it is suggested that head coaches split up their squad amongst their coaching 'team' to work with a smaller group of athletes in developing appropriate IAPP's and use this team in the delivery of the IAPP to the individual athlete.***

Whilst understanding that time is limited at training sessions, coaches may utilise camp or competition opportunities such as the Academy Games, (where there is down time between events,) to complete/review IAPP's. Or alternatively negotiate with athletes to meet prior to or after training sessions to complete or discuss the IAPP. This can also be done through Zoom or online "interviews" in between training sessions, providing further opportunity for connection throughout the Academy program.

Prompt athletes to complete a 'performance goal exercise' prior to IAPP

In the lead up to developing the IAPP, athletes should be prompted to think about their performance goals, either by completing a performance goal exercise (such as a SMART Goal setting worksheet), or at the least write down some performance goals, and provide a copy of these to the coach who will be responsible for completing the IAPP.

Coaches can then add this detail, along with their own/and the head coaches detail to a draft IAPP, prior to discussing the detail with the athlete.

Once the meeting / interview has taken place, the coach responsible can then present a final copy of the IAPP to the athlete. It is important that the overall process and presentation of the IAPP is individual, and that the athlete is provided the opportunity to ask questions and seek feedback on the content of the IAPP throughout the entire process. The IAPP should remain confidential between the athlete and coach and not shared with other athletes.

Depending on whether the MoU stipulates use of a more detailed State Sporting Organisation derived IAPP, coaches can use the Academy template provided; or are free to develop a template suitable for their sport. Remember though that the final IAPP should be kept to as few pages as possible, and remain within the framework of the IAPP.

***TIP: If the size of the IAPP document is not one that could easily be placed on the athletes fridge or wall; then it is too detailed.***



# The 'SWSAS' IAPP Template Model

Details that should be included in the IAPP should include;

- Detail of the Athletes Performance Goals
- Athlete performance ranking scale
- Detail of the required attribute
- Opportunity for review detail
- Action Plan for the athlete to improve performance

## Performance Goal Key Focus Questions

When completing the performance goal discussion with athletes, keep in mind the following focus questions.

- What are the performance goals?
- What do you need to achieve your performance goals?
- Who are the critical people that will help you achieve your performance goals?
- How will you ensure the things identified in the plan happen?
- How will you know that you are on track to achieve your performance goal?
- What are the risks to you achieving your performance goals?

## Athlete Performance ranking scale

Use a simple ranking scale to rate the athletes performance. Make sure that this scale is relevant to the sport, and some criteria has been established between all coaching staff as to what each rating actually means.

For example, an 'underperforming' or '1' rank, may mean shooting below 30% of shots taken, whereas 'Performing Strongly' or '4' might be the same task, but shooting at 60% etc.

An example review criteria used in the Academy template is;

**Review Criteria: 5 – Excelling; 4 – Performing Strongly; 3 – Progressing;  
2 – Needs attention; 1 – Underperforming**

## Detail of the Required Attribute

Be sure to include the actual detail of the required attribute being discussed.

**Suggested** Sports Specific attributes and assessment detail can include;

- Physical - sports science testing targets and results
  - Speed test, 5m, 10m, 20m
  - Agility – 5-0-5, Illinois
  - Lower body / leg power – Vertical Jump
  - Aerobic – Yo Yo Intermittent Recovery test, Beep Test
  - Anaerobic – timed runs / sprints
  - Strength tests
  - Biomechanical observations and FMS testing
- Technical
  - On ball and off-ball Movement
  - Ball skills
  - Attacking / scoring / offense skills
  - Defending skills
  - Positional specific skills
- Tactical
  - Attacking / scoring / offense strategies
  - Defensive strategies
  - Reading the game
  - Implementing game plans
- Psychological
  - Display of sport performance traits
  - Coachability
  - Determination
  - Motivation
  - Self-Regulation

- Personal Development
  - Ability to improve performance,
  - Engagement with Academy sport program
  - Commitments to education program, nutrition, hydration, and recovery
  - Display of leadership qualities

**TIP:** Whilst all of the above information is sports specific, it pays to keep in mind the age and development level of the athlete when completing the IAPP.

## Opportunity for Review

Consistent review and self-reflection is a crucial element for the ongoing development for an athlete to achieve their performance goals.

By identifying opportunity for the athlete to not only provide feedback; but set timeframes for review, provides a level of accountability for the athlete in their own improvement and development.

Intentionally planned review periods also provide the opportunity for feedback and follow up from the responsible coach.

## Action Plan

The action plan should be completed in consultation with the athlete. Whilst some elements of this can be prefilled, the improvement in performance will be greater if the athlete believes in, and takes ownership of these elements.

Action plans may include;

- Specific skill, performance criteria, action steps and timeline to implement
- Elements of the Academy sport program the athlete can include
- Strength and conditioning programs
- Mental skills and values to develop
- Video analysis or additional skill specific coaching
- Statements such as "I Will" to improve ownership and accountability
- Suggestions for improvement
- Additional performance targets to achieve
- Role and responsibility clarification
- Additional tasks to be completed





# Individual Athlete Performance Plan

**Name:** \_\_\_\_\_ **Sport:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Playing Position:** \_\_\_\_\_ **Coach:** \_\_\_\_\_ **Review Date:** \_\_\_\_\_

**Your Performance Goals:**

If you want to be successful, you need to be;  
*In great physical shape, play with relentless persistence, be mentally strong, be a skilled player, be a player that can defend, be a TEAM first player, and be a player that has a balance between sport and life values.*

	Performance in Testing	Review	Action Plan – to improve performance
<b>PHYSICAL</b>	- - -		
	Consistent Execution of	Review	Action Plan – to improve performance
<b>TECHNICAL</b>	- - -		
	Ability to Implement	Review	Action Plan – to improve performance
<b>TACTICAL</b>	- - -		
	Display Sport Performance Traits	Review	Action Plan – to improve performance
<b>PSYCHOLOGICAL</b>	- - -		
	Adapt Behaviour to Improve performance	Review	Action Plan – to improve performance
<b>PERSONAL DEVELOPMENT</b>	- - -		
<b>Additional Criteria or Comment</b>			

\*Developed from Netball NSW T2 Athlete IAPP & Basketball Australia IPP and Values System

**Review Criteria:** 5 – Excelling; 4 – Performing Strongly; 3 – Progressing; 2 – Needs attention; 1 – Underperforming

