

Sailing 2032

Instructor, Coach & Official Development Strategy



Australian Sailing knows the importance and value of instructor, coach and official roles in sailing and is committed to this Instructor, Coach and Official Development Strategy through its 2032 Strategic Plan.

Why do we need a strategy?

Instructors, coaches, and officials are fundamental to the delivery of sailing. They are vital to club and class member retention, future growth of the sport, and competitive success.

Sailing and the sport landscape certainly has developed over recent decades, and most particularly challenged us in recent years with the rise in technologies, how people choose to use recreational time, participant expectations and more. With the developments and future trends, add sailings complexities of disciplines, classes, and racing formats now is the time to look to how we develop and support those who are delivering sailing now, and in the future. We want all who deliver sailing to enjoy what they do, know they are valued and be retained within the sport.

Australian Sailing is committed to growing sailing. To achieve this, we must understand the challenges and opportunities and embrace them. To develop and support volunteers and paid staff delivering sailing,

we will review our current practices and improve the support provided to instructors, coaches, and officials, enabling them to better meet the expectations of participants, sailors, clubs, classes and the sporting sector more broadly.

This strategy sets out a plan so the deliverers of sailing have currency in their skills and access to tools and resources to grow sailing.

What success will look like

- » An inspiring community of instructors, coaches and officials who together deliver and elevate sailing whilst learning and growing themselves, others, and the sport.

What we will do

- » This strategy aims to be delivered in four phases across four focus areas.



Focus areas



Focus area 1 Put people first

The instructor, coach and official is first in everything we create and do in education, training, and development. What we do enhances their craft.

To achieve this, we will:

- » Position the learner at the centre of training and development experience
- » Align education, training and development to the person's role and responsibilities



Focus area 2 Accreditation is accessible

Provide inclusive and accessible training for accreditation and reaccreditation.

To achieve this, we will:

- » Continually endeavour to make training more accessible for all, including where, when, and how the coach, instructor and official learn and develop
- » Enable the learner to take charge of their own learning



Focus area 3 Connection, collaboration & inspiration

A connected workforce of coaches, instructors and officials who work together to deliver their best and inspire others to be their best in sailing.

To achieve this, we will:

- » Strengthen communities of shared learning and development at clubs and in classes
- » Enhance connection through the instructor, coach and official workforce
- » Share success to inspire others



Focus area 4 Future focussed sailing

We will set up for the long term, increase the number of instructors, coaches and officials with accreditation who can grow sailing with clubs and classes.

To achieve this, we will:

- » Develop an education and training model that future proofs sailing
- » Set up training and development systems to maximise future growth in sailing
- » Support committed learners through enabling opportunities
- » Promote personal and professional value of an instructor, coach, and official
- » Reward, recognise and retain instructor, coach, and officials through ongoing initiatives.

Phases of delivery



Explore

- » Evaluate and review what we have been doing
- » Listen and learn to be better informed
- » Plan with actions on how we achieve each focus area
- » Design the education and training model



Educate & Support

- » Deliver in stages for the coach, instructor and official
- » Communicate
- » Educate



Develop

- » Re-develop as per plan from Explore phase
- » Prototype and return for feedback
- » Develop the focus areas as per the plan
- » Engage and develop compelling content and visual material



Enhance

- » Evaluate the coach, instructor and official development impact
- » Ongoing development for continuous improvement





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