

Athlete development

We have in Australia had over the years some remarkable results on the World Stage . Australia has had Youth and Open, Target and Field, Compound and Recurve, World Champions, Olympic Champions, World records, and numerous Podium finishes.

It is remarkable due that for the most part these performances have not come from any National developmental process but rather from individuals will in some cases localized support.

Archery Australia has no Idea where they came from nor where the next result will come from

Archery National Sporting Organisations (NSO) and Australian Sports Commission (ASC) have invested heavily in High Performance programmes (HPP).

For Archery Australia (AA) to maintain, develop and to ensure that its HPP is viable it requires continued support from developing athletes. It is also fundamental to achieving this objective that coach skills are developed to ensure continuity.

It is incongruous to believe that AA can achieve and maintain and increase high performance without investigating in an integrated development pathway.

Understand and agree to the role of coaches in the long term development of the sport including

Ensuring that the sport is conducted in a safe and enjoyable manner

Maintaining and increasing membership

Developing skills in Athletes that allows for increased performance

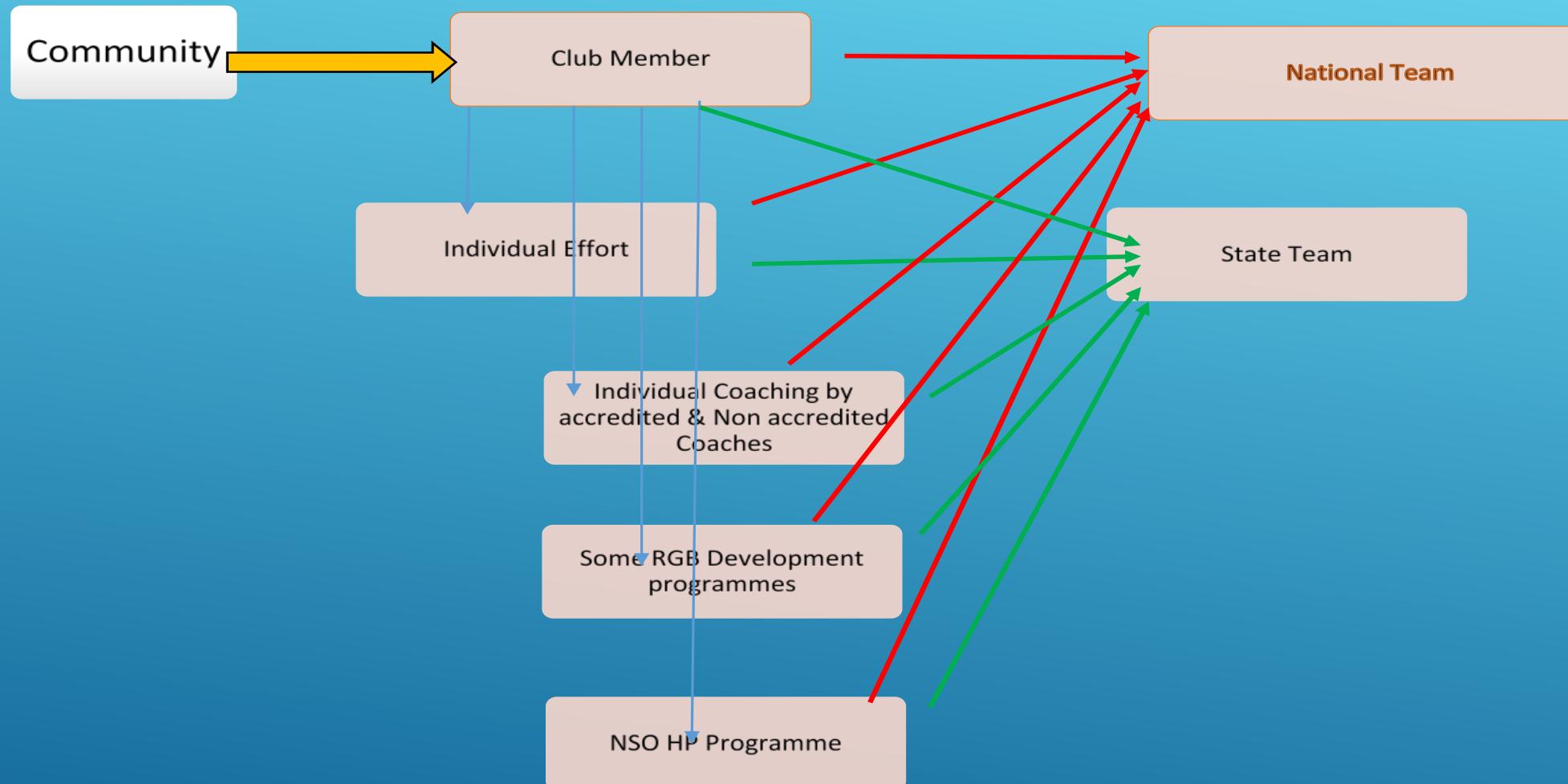
This to be achieved by

Implementing a Coach accreditation programme that is focused on delivering learning opportunities specific to the needs of the development group

Recognise coach performances

Offer pathways for coaches to gain representative status both at State, National and International levels

Current Athlete Pathway



Proposed Athlete Pathway



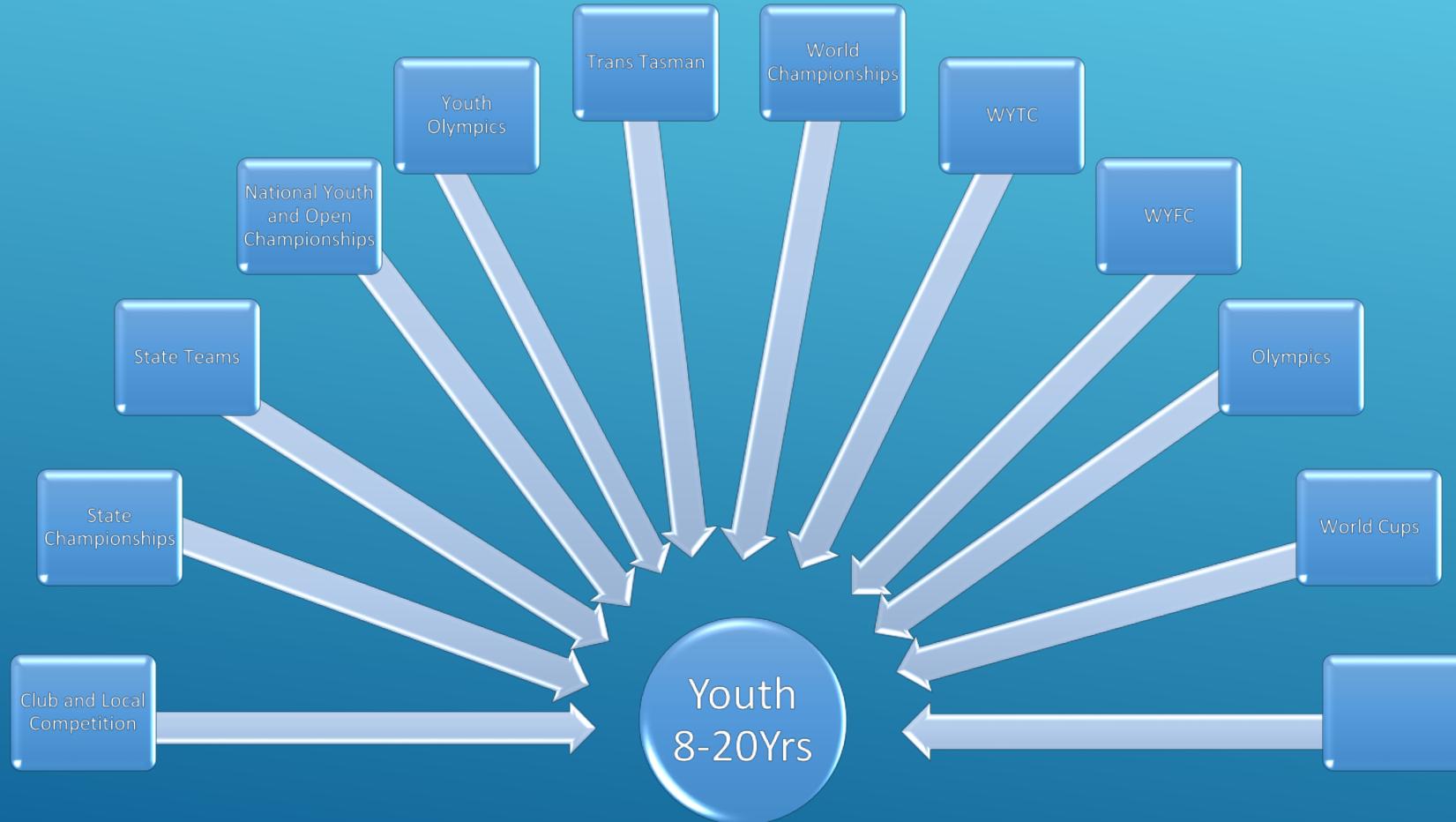
Proposed Athlete/Coach Pathway



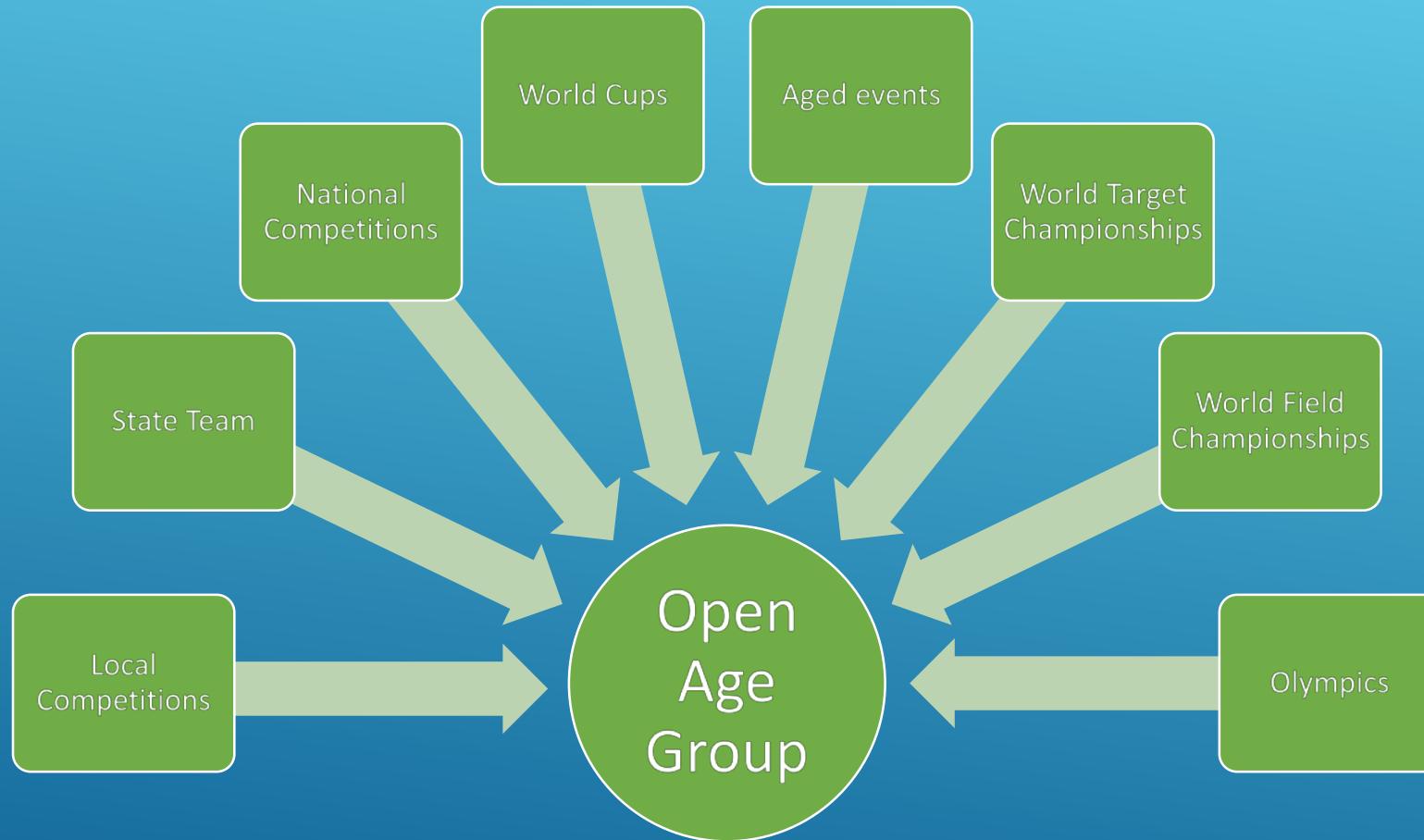
AA Participant Groups



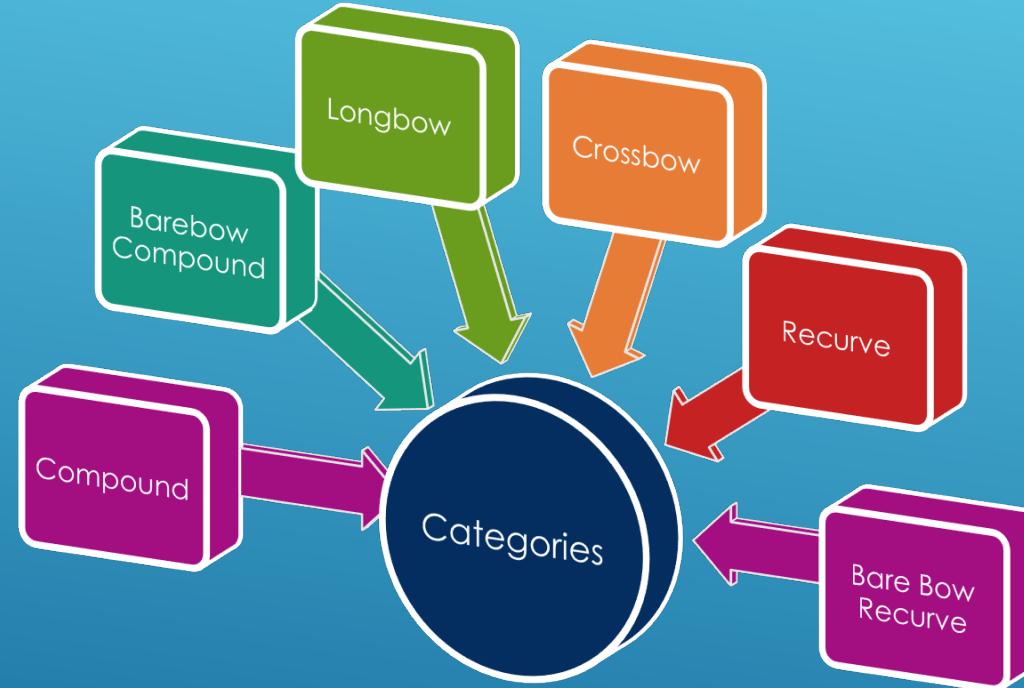
Archery Youth Participation Opportunities



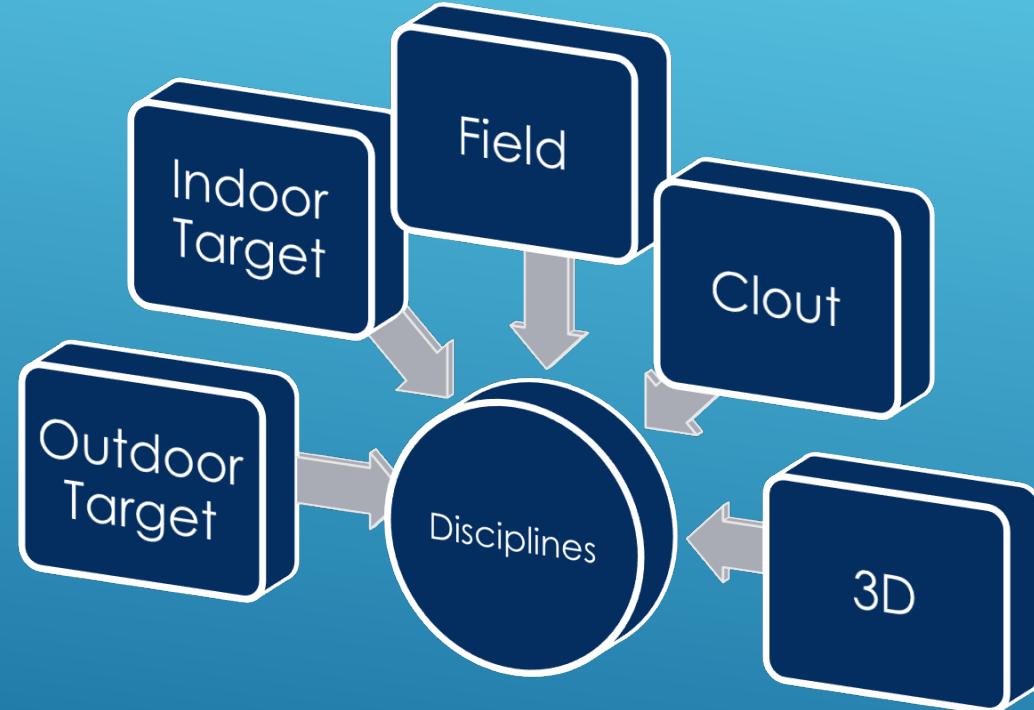
Open Age Group Participation Opportunities



AA Participant Categories



AA Shooting Disciplines



Participation Groups	Criteria
Social	2-4 Hrs per week
Club	More than 4 Hrs per week Activley involved in "Club" activities
Performance	Wants to represent at Regional and National
Elite	Wants to represent Internationally
Mastery	Wants to Maintain Podium Finishes

Groups	Age	Development Stage
Social	8-80 yrs	Participants learn basic sport skills that ensure a safe, enjoyable and injury free activity
		Develop an understanding of equipment selection and maintenance
		Understand Club policies and procedures and Rules governing participation at Club Level
Club	8-80 yrs	Develop & Understand Basic skills including Posture, Alignment, shot sequence
		Be able to set and demonstrate an understanding of basic equipment set up
		Be involved participating and or running club activities
Performance	8-80 yrs	Develop & Understand Archery Specific Skills
		Increase endurance
Elite	17-40yrs	Learn self management skills
		Demonstrate an understanding and respect of the Rules and other participants
		Develop and understanding of the mechanics /maintenance and performance of equipment

Archery Australia Coaching Levels in line with FTEM protocols

Level	FTEM Category
Community Archery Instructor	
Archery Instructor	Foundation
Club Coach	Foundation
Regional Coach	Talent
High Performance Coach	Elite
Head National Coach (AA appointment)	Mastery

Level 1 Coach

- Coordinate / run Archery Australia 'Come n Try' programme

Level 2 Coach

- Increasing competencies in Level 1 Coaches
- Building the foundations of archers, running programs such as beginners courses, Ozbow etc
- Building archers to compete at club and interclub level

Level 3 Coach

- Building knoweldge of Level 2 coaches (mentors)
- Building archers to state and national level

Level 4 Coach

- Building knoweldge of Level 3 Coaches (mentors)
- Works closely with Head Coach
- Building archers to National and International level)

Archery Australia Community Instructor

Target Group: Non Archery Australia individuals / groups / organisations

Competencies	Accreditation processes
<p>At the completion of accreditation the AA Community Instructor will be able to demonstrate the following competencies:</p> <ul style="list-style-type: none">• Understanding of the running and implementation of AA's 'Come N Try' program• Knowledge of the safety rules governing Archery• Knowledge and instruction the basic come and try shooting technique as detailed by Archery Australia• Prepare and maintain equipment utilised in running the programs	<p>To complete accreditation all AA Community Instructors will show evidence of:</p> <ul style="list-style-type: none">• Compliance with statutory legal requirements (working with children etc.)• Payment of Accreditation Fee (As set by NCC/NSO)• Completion of an online Archery safety modules (prior to workshop)• Attendance at AA accreditation workshop• Completion of specific interactive tasks (oral presentation etc.)• Participation in and completion of an AA come & try course• Final Assessment by accredited assessor
<p>To maintain accreditation, all Community Instructors must complete the accreditation process every 12 months</p>	

Archery Australia Level 1 Coach	
Target Group: Come N Try	
Competencies	Accreditation processes
<p>At the completion of accreditation the AA Level 1 Coach will be able to demonstrate the following competencies:</p> <ul style="list-style-type: none"> • Understanding of the running and implementation of AA's 'Come N Try' program • Knowledge of the safety rules governing Archery • Knowledge and Instruction the basic come and try shooting technique as detailed by Archery Australia • Prepare and maintain equipment utilised in running the programs • Understanding of Club policies, procedures and rules governing participation • Understanding of the role and relationship of club, RGB and NSO (Archery Australia) • Understanding of relevant AA policies regarding inclusion (i.e. Gender, disability etc.) 	<p>To complete accreditation all AA Community Instructors will show evidence of:</p> <ul style="list-style-type: none"> • Financial membership with Archery Australia • Payment of Accreditation Fee (as set by NCC/NSO) • Compliance with statutory legal requirements (working with children etc.) • Compliance with Archery Australia's relevant ethics and code of conduct policies • Completion of an online Archery safety modules (prior to workshop) • Attendance at an AA accreditation workshop • Completion of specific interactive tasks (oral presentation etc.) • Completion of an online exam • Completion of a probationary period observed by a mentor coach • Final Assessment by accredited assessor
<p>To maintain accreditation, all Level 1 coaches must complete the accreditation process at the end of a three year period</p>	

Archery Australia Level 2 Coach

Target Group: Individuals/groups wishing to join Archery Australia through affiliated Clubs; Club archers that want to increase performance; Archers wanting to compete in club and inter club competitions

Competencies	Accreditation processes
<p>At the completion of accreditation the AA Level 2 Coach will be able to demonstrate the following competencies:</p> <ul style="list-style-type: none">• Knowledge of the running and implementation of NSO programs (ozbow etc.)• Use a variety of strategies to build the physical and mental aspects of an archer• Knowledge and instruction of the basic fundamentals of Archery technique as detailed by Archery Australia• Identify and correct skill faults in basic archery technique• Use a repertoire of management, communication and mentoring skills• Instruct archers in maximizing equipment performance relevant to the archers skill (set up, tuning and maintenance)• Instruct archers in the appropriate safety and competition rules governing Archery	<p>To complete accreditation all AA Community Instructors will show evidence of:</p> <ul style="list-style-type: none">• Payment of Accreditation Fee (as set by NCC/NSO)• Financial membership with Archery Australia• Compliance with statutory legal requirements (working with children etc.)• Compliance with Archery Australia's relevant ethics and code of conduct policies• Completion of ASADA Certificate• Completion of ASC Community Coaching General Principals (online)• Completion of online learning modules (prior to workshop)• Attendance at AA accreditation workshop• Completion specific interactive tasks (oral presentation etc.)• Completion of online exam• Consideration will be given to coaches utilising the Archery Australia RPL (Recognising prior learning) documentation• Final Assessment by accredited assessor (Provisional accreditation will be given on the completion of the above processes with final accreditation achieved after an AA accredited assessor approves certification.)
<p>To maintain accreditation, all Level 2 coaches must complete the accreditation process at the end of a three year period</p>	

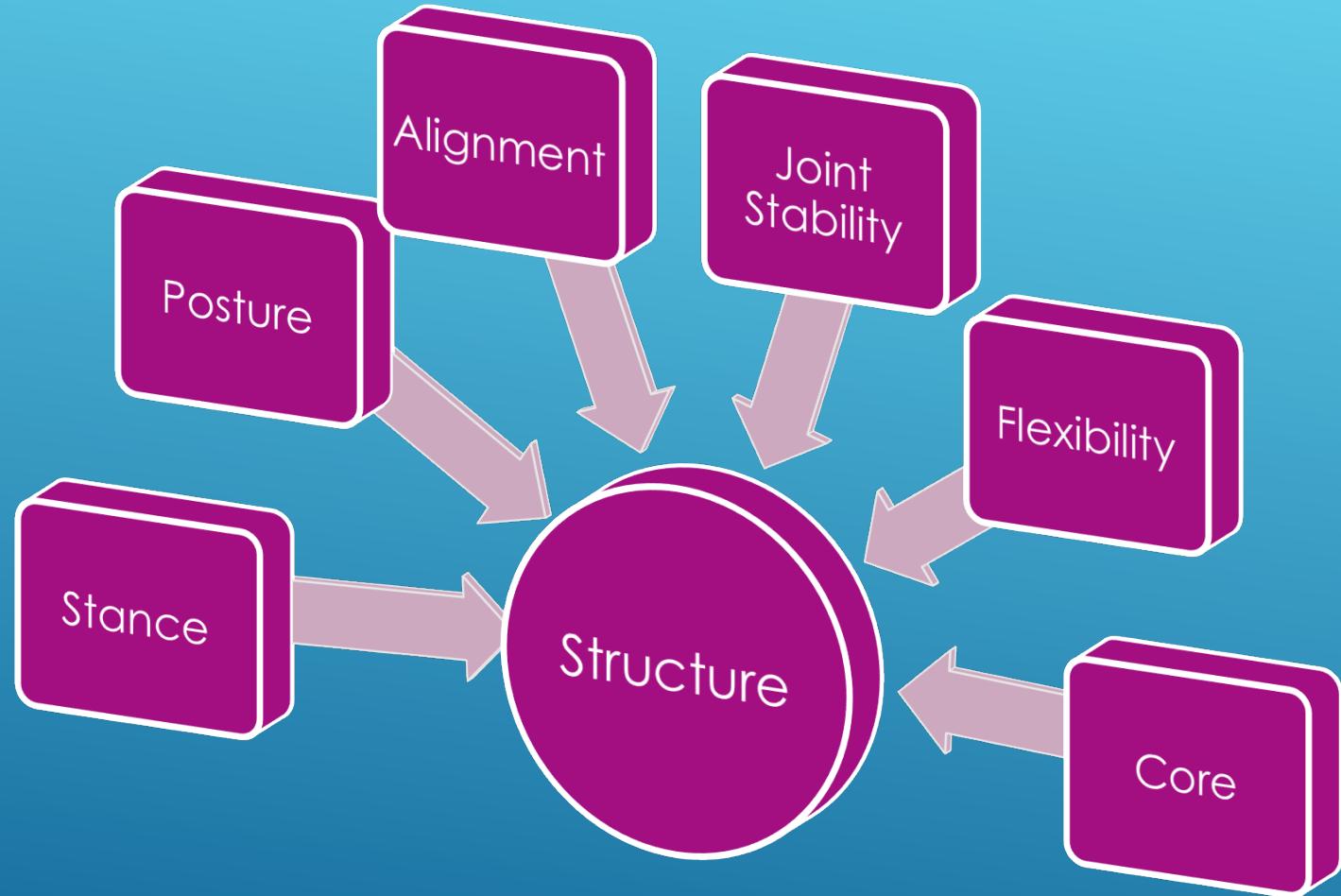
REGIONAL COACH

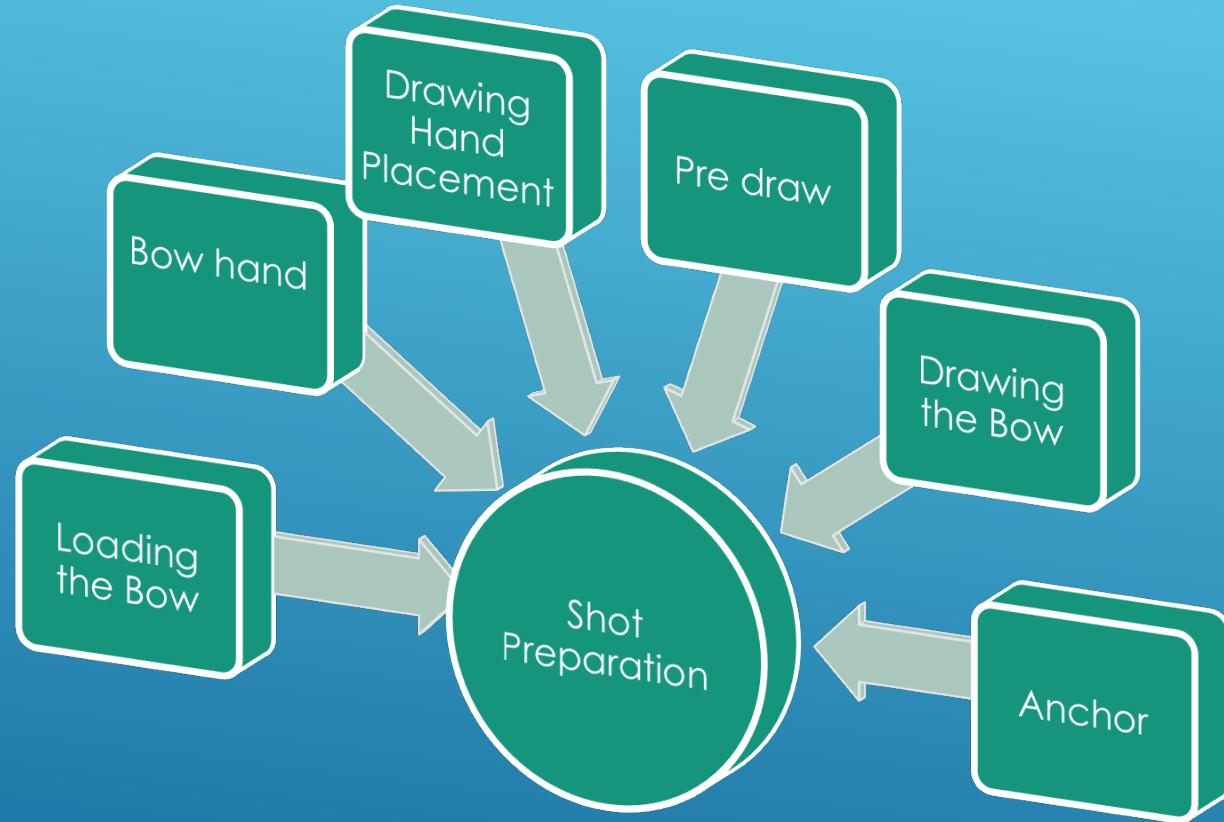
Individual Learning Outcomes			
Target Group	Skill Requirements	Accreditation processes	Reaccreditation
<ul style="list-style-type: none"> • Club Coaches (mentoring) • Archers that want to represent at State Level (Teams) • Archers wanting to attain entry level to HP program 	<p>Demonstrate an understanding of the training requirements for higher level performance:</p> <p>Application of</p> <ul style="list-style-type: none"> • Designing training programs ◦ Injury prevention ◦ Strength and conditioning ◦ Recovery ◦ nutrition ◦ Training tools/strategies ◦ Travel impacts ◦ Periodisation (tapering/peaking) • Psychology • Using feedback to grow competence ◦ Goal setting ◦ Shot sequence ◦ Building mindset • Personalising equipment for maximum performance • Competition rules • Selection processes applicable to athletes development and goals • Biomechanics <p>Demonstrates Communication skills and mentoring abilities</p>	<ul style="list-style-type: none"> • Comply with statutory legal requirements (working with children etc.) <p>Complete online courses:</p> <ul style="list-style-type: none"> • ASC Intermediate Coaching General Principals • ASADA Level 1&2 • Relevant Archery Australia judging modules • Archery Australia coaching learning modules <p>Undertake and participate in workshops/courses:</p> <ul style="list-style-type: none"> • AA accreditation workshops ◦ Complete specific interactive tasks (oral presentation etc.) • Complete level 1 Strength and conditioning Course • Mentoring workshops <ul style="list-style-type: none"> • Submit case studies from work with coaches and archers to NCC • Work with mentor coach review/develop skills 	<ul style="list-style-type: none"> • Every 3 years • Accreditation Fee (As set by NCC) • Evidence of statutory legal requirements • Completes an online activity statement (including coaching log, Professional Learning log and other interactive tasks undertaken) • Maintain updates to learning • ASADA • Review of case studies/athlete development • If required Mentor/Coach performance review

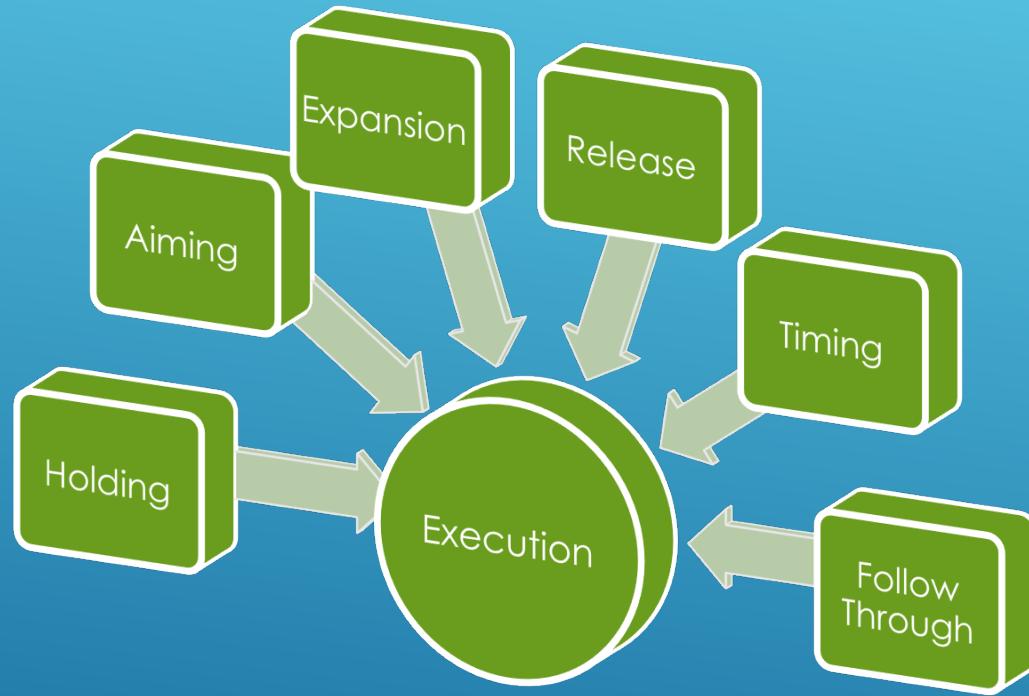
BREAK TIME

Archer development attributes











Mental Types

Growth vs Fixed mindset in Athletes

	Fixed	Growth
Belief	<i>Talent is fixed</i>	Performance can be improved through <i>effort</i>
Challenges	<i>Give up</i> when challenge becomes difficult. <i>Risk adverse</i> – protect a lead	Look for alternative <i>solutions</i> . <i>Calculated risk taking</i>
Effort	An indication of <i>lack of talent</i>	Takes <i>hard work</i> to succeed
Response to Adversity	<i>Excuses and blame</i>	View <i>failure</i> as an <i>opportunity to learn</i>
Response to criticism	<i>Defensive of mistakes</i>	<i>Inquisitive, curious</i> , open to feedback and opportunity to learn
View of others	Am I <i>better than someone else?</i>	Constantly <i>strive to improve self</i>

(Carol Dweck, 2006)

Fixed Mindset	
a) Facing challenges	They have limited motivation and enthusiasm when faced with a challenge and they lack perseverance causing them to give up easily.
b) Ability to learn core knowledge	Their development shows that their learning is being affected as they have not yet understood the subject core principles.
c) Dealing with set backs	They don't take risks nor use setbacks to support future learning and help develop understanding.
d) Effort	Their approach lacks effort. They don't use practice to help improve the quality of their skill. Their performances are often under par.
e) Response to feedback	They are reluctant to accept or respond to feedback to improve the quality of their skill and performance.
f) Prepared for learning	Their attitude and behavior is disruptive causing learning to be limited. They are not prepared for their training, miss deadlines and make a negative contribution in training sessions.

Archery mindset evaluation a criteria to measure attitude towards development

Growth Mindset	
a) Facing challenges	They readily embrace challenges with the highest levels of motivation and enthusiasm, showing a great deal of perseverance to produce their highest performance.
b) Ability to learn core knowledge	Their performance shows that they have learnt the core essential knowledge and can apply it to improving their performance
c) Dealing with set backs	They readily takes risks, recognising setbacks as an important part of learning. They are able to reflect fully on setbacks to help develop understanding
d) Effort	They consistently approach their training with their highest level of effort. They regularly use practice improve the quality of their performances.
e) Response to feedback	They regularly accept feedback from a variety of sources, responding to it in a positive way to improve the quality of their performances.
f) Prepared for learning	Their attitude and behavior supports their learning and they always have a positive attitude, whilst consistently meeting performance outcomes and add value to the "team"