

Comments received on proposed Coaches Policy (Working Session)

Darryn Anthony (Gauteng)

1. Coach Point system, level 2, 3, 4 competitions only awards experience points on a per competition basis. In my opinion, this does not fairly represent experience. If I take 1 athlete to SA Champs and I am awarded 3 points. Whereas another coach might take 12 athletes to SA Champs. This coach is literally experiencing 12 times what I would be experiencing and will most likely accelerate their learnings and how to deal with multiple athletes at comps, how to really be on top of the board and many other lessons that are only learnt through volume of attempts and scenarios.

I would suggest a tiered approach, as an example:

1. 1 – 3 athletes, points awarded per competition
2. 4 – 8 athletes, double the points awarded per competition
3. +8 athletes, triple the points awarded per competition.

Perhaps this should only apply to Provincial & National champs, not club competitions? Also suggest that we look at including national and regional competitions outside of South Africa, e.g. British Nationals, Europeans, etc.

2. Level 3 and Level 4 competitions does not mention Masters. Why is this, particularly for level 4 as there is an award for best masters at Nationals and Masters are included within all of our documentation?
3. What level competition would a World Master Champs be considered as? They are IWF sanctioned events, but not hosted directly by the IWF
 - I suggest we clarify which competitions fall within which level competition.
4. Place experience points – are these only awarded for first place?
 - If only for 1st place, this could create difficulties in the future. An example, an athlete goes to African Youth Champs and wins gold out of 3 athletes and the coach receives 6 points. Whereas an athlete goes to Commonwealth games, whereby only the top 8/ 9 lifters can qualify, despite having sometimes 30+ lifters on the rankings just to qualify. This athlete wins a Silver medal and the coach is not awarded any points. This achievement as a coach in my opinion is FAR greater than the first example above, yet is not rewarded as such.
 - My suggestion to the above, if an athlete wins silver, divide the points on the table by 2. If an athlete wins bronze divide the points by 3. (On both calculations, points can simply be rounded up to the nearest 1, to avoid any decimals)
5. Selection of Provincial, National and Head Coaches
 - I do like and agree with the direction of all of this. However, I do not think we should rush this section of the policy despite wanting to get it all done. At this stage, I do not see the need for a provincial and to a large extent a National head coach – I feel we are simply too small a sport to create this type of complexity and potential issues when it might not even be necessary.

- The 2nd issue I have personally, I would not make this an executive vote to decide. Unfortunately I do not necessarily have the correct answer or an idea, but I just see this as becoming a favouritism thing as opposed to who is the best fit for the specific team of athletes competing.

6. Games Coach

1. Exactly as above, I think this is going to be a complicated and difficult thing to get right. These are my thoughts:
 - Why must there be a minimum of 6 coaches presented on the long list? Surely this depends entirely on which athletes are actually selected. Example, if let's say Ruben Burger is the only lifter to qualify for Commonwealth games, why should any other coaches be on the list to begin with (assuming his personal coach meets the set requirements). If his personal coach did not meet the criteria, then perhaps there can be a minimum number of coaches presented. I highly suggest lowering the number down, remember it is a minimum we are creating not a maximum. I would say a minimum of 3, however the actual coach should always be placed above another coach
 - The executive having the casting vote again is not something I would encourage. I would give more of a say to the athletes actually going to compete and then look at the actual team make up to decide on the correct coach. As much as experience points are a great option, if we had a coach with 300 points versus another coach with 110, and neither of these coaches actually coach the athlete/ s selected, it becomes a popularity contest within the executive as opposed to which coach will serve that specific athlete's needs best. Then it makes this whole system redundant once you have achieved the required number of points, but it also shouldn't just be which coach has the most points.
 - Perhaps it could be that each athlete selected has 1 vote, the executive has 1 vote and the athlete's commission has 1 vote. In the event of a tie, the coach's commission has the casting vote.

Nathan Morris (Gauteng)

Below are some questions:

1) It's mentioned proof is needed to validate a result. What constitutes as proof before 2018/2019 where result keeping wasn't really a thing to my knowledge

2) As I'm reading this, it is a minimum of 100 points to be national coach and thereafter it's decided on other factors or is national coach decided on how many points only?

The reason I'm asking for clarification on this is because if it's based on max points then a young coach with great lifters won't get what's deserved simply based on 'time' in the sport...

Koos Henning (Limpopo)

1. Obtaining points by a coach: Will you please give me clarity on how points will be awarded for the following case? As an example: I coach a lifter for SA's in the gym every day but cannot be there with

SA's myself. A coach who had no contribution to the training/development of the lifter then helps the lifter during the competition. The lifter gets a gold medal. How then are points for coaching awarded?

2. What is SAWF's policy on hosting competitions on Sundays. Will those who object to Sunday sport be taken into account.

Pieter Pretorius (Eastern Cape)

My questions and concerns about the Coaches Policy

1. Coach levels up to level 3 has a name. What does level 4 to 8 present.
2. Am I understanding correctly that points gets awarded for athletes that competed in Youth, Junior and Senior competitions only?
3. I feel place experience points currently is not a true reflection on the coache's abilities.

Allowing athletes that are below standard to compete at your South African Championships and internationally makes the point system a bit of a farce.

4. Also there's no recognition for South African records, International records and World championships and Games medalists. Only a few can claim the above achievements yet with the "Coaches Policy" it gives no recognition.

For me another problem with the coaches policy is at club and provincial level. All the new requirements can be to much difficulty. We struggle to get coaches especially in development where I feel we must try keep it simple and try find ways to make it more attractive for the new coaches?! The Policy might leave smaller regions with a further shortage of coaches.

5. Pyrros Dimas is the technical director for USA Weightlifting and coaches coach their own athletes. There is no system where coaches get rotated.

My recommendations would be:

1. Besides the SASCOC requirements those interested in becoming National coach/Director of coaching can submit their CV. The Provinces can then vote on the best coach. There won't be more than 3 or 4 candidates that can qualify as National coach.
2. We would also appoint a Development Head Coach. He will be responsible from u/14 to Junior level. Interested parties can also submit a CV. In my opinion the most important requirement.
3. For Provincial and lower levels only SASCOC requirements should count. SAWF can from time to time have workshops for these levels to upgrade them.