



LSC Coach Mentoring Grant Program

Purpose: Create a coach mentoring program for club coaches in the LSCs.

Many successful coaches talk about how they were mentored earlier in their career. This program is intended to create a practical and affordable means to connect younger inexperienced coaches with a veteran coach to aid in the development and education of the coach.

Funding: \$60,000 for the program in 2016

This program is to be jointly funded between USA Swimming and an LSC. The LSC can apply for a grant of up to \$4,000. The LSC must support the program with a matching amount equal to a minimum of 50% of the money requested from USA Swimming. (Example: if requesting \$4,000 from USA Swimming the LSC must match with a minimum amount of \$2,000). Preference will be given to LSCs that support the program with an even matching amount. Depending on the number of LSCs that apply, USA Swimming may attempt to spread the funding available to more LSCs.

Preference is given to disbursing the grant from USA Swimming to the LSC in one payment at the end of the year upon timely submittal of the appropriate paperwork. However, an LSC may request 50% of the grant money be disbursed to the LSC at the beginning of the program. LSCs will be required to submit an accounting of any expenses that they paid out to coaches/clubs prior to receiving the final payment from USA Swimming.

Time Line:

December 1, 2015	Grant proposals from LSC are due to the USA Swimming office (mweinberg@usaswimming.org)
December 18, 2015	Announcement of LSC's selected
December 12, 2016	Report due to USA Swimming office on the program (what worked and what didn't)
December 19, 2016	Final reimbursement request due to USA Swimming accounting department

Each LSC shall come up with their own criteria of how the program is to be administered.

Some suggestions for an LSC to consider in administration of the program:

1. A minimum visit of ½ day with a maximum of 3 days (2 nights)
2. An LSC may want to partner with an adjoining LSC to run the program

3. Each LSC is to come up with their own list of mentor coaches. Possible suggestions might be finding coaches who are good at:
 - a. Working with novice, entry-level athletes
 - b. Good dryland program
 - c. Running a learn-to-swim program
 - d. Writing workouts for senior level athletes
 - e. Season planning
 - f. Managing a satellite program
 - g. Coaching advanced age group athletes
 - h. Recruiting new swimmers
 - i. Running the business side of the club
 - j. Moving athletes from Sectionals to Junior Nationals
 - k. Technical skills (teaching specific swimming skills)
 - l. How to become a good head age group coach
 - m. Developing a progressive age group program
 - n. How to make age group practices exciting and fun
 - o. How to help a swimmer with college recruiting
4. Reimbursement to the mentored coach will include actual expenses incurred such as mileage (LSC to determine rate) or transportation, hotel, food or per diem. Mentored coach is to submit the original receipts for reimbursement to the LSC. A meal(s) for the mentor coach could also be submitted if the mentor coach and mentored coach dined together. The LSC may want to impose a limit to how much could be submitted for a meal.
5. Upon completion of the visit, the mentored coach is to submit a report to the LSC outlining what they learned from the visit.
6. The mentor coach is also to complete a short survey.
7. The LSC may establish a small honorarium for the mentor coach. Suggestions might be an actual honorarium or a gift card/restaurant card.
8. To activate the program a coach would fill out a visit request form within the LSC and submit to the appropriate person (could be the coach's rep, permanent office, senior chair, etc...).
9. Upon approval the mentoree would then make the arrangements with the mentor coach for the visit.
10. Coaches that are eligible for USA Swimming's National Junior Team visit program would be ineligible to participate as a mentoree.

Additional items for an LSC to consider when designing the program:

- Set up or describe what is required of the mentor coaches
- Frequently asked questions
- Some type of follow up documentation
- How the goals of the program are communicated?
- Encourage ongoing communication between mentor and mentoree
- Is there some type of contribution from the mentored coach's club?
- Does there need to be some type of sign-off from the mentoring and mentored club?

Please submit your detailed grant proposal by Tuesday, December 1st to Morgan Weinberg @ mweinberg@usaswimming.org.

Include two copies of your proposal:

- The full proposal
- A second copy with any reference(s) to the LSC removed (to be used by the review committee)
- Make sure that your full proposal includes all contact information