**Expectations and Requirements of the TST Coaching Staff**

Any complaints of a coach violating these expectations and requirements will be brought to the attention of his/her supervisor and/or the District Aquatics Director.

*Expectations:*

• General  
o Provide a safe environment for the development of swimmers

o Once they are on deck, they are our responsibility  
o Putting the best interests and needs of the swimmer before their own egos

o Being a positive role model in and out of the pool  
o Being a leader  
o Creating and fostering a fun environment for learning  
o Following the progressions as stated in the *Age Group Coaches Guide*o Willingness to learn

* Continuing education is a must. Constantly be asking questions of other coaches both on staff and on other teams. Visit other teams, read books, listen to podcasts, take ASCA/ISCA/USA Swimming Courses.
* Never underestimate what you can learn from the athletes themselves.

• Practice

o Teach, Teach, Teach! Teaching is the foundation of being a TST coach. Anyone can tell a swimmer to go back and forth in a pool, a coach teaches technique and life skills. Never underestimate the impact you have on an athlete’s life.

* Do not complain about what a swimmer can’t do, teach them something new that they can do. Complaining about what they cannot do only puts them in a box leading to self-fulfilling prophecies.
* Reinforce the positives
* Turn negatives into positives and weaknesses into strengths. “A chain is only as strong as its weakest link” where building all around swimmers requires a constant attention to the weaknesses and transitioning them into strengths.
* It is one thing to point out a flaw or a mistake, it is another thing to point it out and teach the swimmer to correct it. Choose the latter.
* Teaching proper technique. It is sometimes difficult and takes time to do, but it will take even longer for another coach to fix your mistakes later down the road. Teach it correctly the first time.

o Say every swimmer’s name in your group at least 3 times during practice (at least once not swimming related). Making an athlete feel valued and included as an important part of the team is the easiest way to not only retain the athlete but also to help them reach their full potential. This is how coaches get “athletes to run through walls for them”. When they know you care about them and their goals, they will do find new ways of pushing themselves for you.

o Interact with every swimmer regardless of group you see at practice at least once (Waving to them, saying hello, telling them you are glad they are at practice, saying goodbye, etc). Making an athlete feel valued and included as an important part of the team is the easiest way to not only retain the athlete but also to help them reach their full potential. This is how coaches get “athletes to run through walls for them”. When they know you care about them and their goals, they will do find new ways of pushing themselves for you.

o HAVE FUN!  
o Check your ego at the door. How good you were as a swimmer; does not mean

you will be a good coach. The only thing that matters is how much of an impact

you have on your swimmers, make it a positive one.  
o Be respectful of swimmer’s and parents’ schedule and time

* You don’t know what it took to get to practice that day. Some time with the athlete is better than no time with the athlete.
* It is okay to be late if this is communicated beforehand to the coaches, a simple text or email from the parents will suffice. Punctuality is a skill to teach.
* Encourage communication while teaching and emphasizing punctuality.

o Positive body language and nonverbal communication  
o Exhaust every “avenue” before removing a swimmer from practice

• Meets  
o Win with humility and lose with dignity.

o Ensure every athlete’s race is watched and they receive constructive feedback afterwards

o Encourage athletes to warm up/warm down properly for their races  
o Last coach at a meet is responsible for bringing home any and all awards  
o Coaches help provide the energy of the meet, do not underestimate this impact on athlete performance. Show you care and are fully present in the meet itself not distracted by your cell phone or other events. By investing in the athletes at the meet, they will invest in themselves and the results will follow.

*Requirements:*

• General  
o At all times, adhere to USA Swimming’s rules and code of conduct.

o Always maintain a professional separation between coach and athlete.  
o Set a good example of respect and sportsmanship for participants and fans to

follow.

• Practices  
o Arrive 15 minutes prior to the start of your practice time.

o Leave 15 minutes after practice or when all athletes have left.

• Meets

o Arrive 15 minutes prior to the planned athlete arrival time (this means you’ll usually arrive 30 minutes prior to the start of the warmups) ***“Early is on time, on time is late, and late is unacceptable”-****Eric Jerome Dickey*

o Respect officials and their judgment and abide by the rules of the event.

o Treat opposing coaches, participants, and spectators with respect.  
o Instruct participants in sportsmanship and demand that they display good

sportsmanship.

• Dress  
o Coaches should come dressed appropriately for an aquatic environment  
o ABSOLUTELY NO clothing promoting alcohol or any sort of elicit behavior, or

other swim teams.  
o Meets: Coaches should wear a team gear as assigned for that particular session.