



“Developing a support structure that enables all Manx athletes to maximise their potential”

ATHLETICS DEVELOPMENT PLAN – Isle of Man

Sept. 2008– Sept 2011

Detailed Action Plan: September 2008 to September 2011.

1. Club Development – Welfare – Volunteers – Diversity

Strategic Goal: The creation of a diverse, sustainable, well managed and integrated network of clubs working together to enable all athletes to fulfil their needs and realise their potential

Planned Action	How	Target	Where	Lead partner/person	When
Continuation of work of IOM AA Development Group.	Quarterly meetings.	To progress the aims in dev. plan	Locations around IOM.	Ben. Scott, Lesley Christian, Martyn Strickett, Paul Clarke, Gianni Epifani & Andy Fox.	Quarterly through to Sept. 2011.
Pooling resources for the development of the sport on the IOM.	Cooperation between clubs to be encouraged.	Financial cooperation (Dev. Officer) Share coaching expertise etc.		Development group, IOMAA and club committees and individuals – in delivery of aspects of this plan.	For the foreseeable future?? Immediate developments to be seen eg. Setting up coaching structure.
Re-establish club in South of IOM.	Encourage/help interested parties.	Training groups in South.	CRHS??	Ian Longshaw and MSR (who have started up a training group for children already)/IOMAA	By Sept. 2009
Administration Training	Courses to help with club development.	Training for new SAC club officers.	NSC??	Manx Sport and Recreation (provision of courses etc.) IOMAA	Season 2008/09.
Appointment of an Athletics Development Officer (ADO)	Help from MSR, Sport England	ADO in place during	NSC??	IOM Sports Council/ MSR/ IOMAA & Clubs.	By Sept 2009?

	and IOM Clubs.	2008/09 season – tasked with helping meet aims of this dev. Plan.			
--	----------------	---	--	--	--

Detailed Action Plan: September 2008 to September 2011.

2. Participation Schools – Community Athletics – Competition – Monitoring and Evaluation

Strategic Goal: Develop a co-ordinated approach to community provision and widen access to the appropriate opportunities in quality facilities through Clubs, Education and the Community.

Planned Action	How	Target	Where	Lead partner/person	When
Schools Liaison – introduce youngsters to the sport and what is on offer and when.	Coaches into Prim. & Sec. Sch.	Rotation of coaches into all Island Schools over next 3 years. Employment of ADO may remove pressure from Coaches.	Each School.	Lead Coaches.	3 year rolling programme through to Sept. 2011.
Use MYG as an introduction to Athletics. Target – retain 25% of participants.	Each region (5 regions) through a	Following the MYG, guide children into	All Island, club venues	MSR, IOMAA, Dev. Group	Rolling programme, Jan – May, training, May onwards –

	club, offers a weekly session	respective clubs in their region.			Clubs
Rationalise Competition Structure.	a. General – Reduce amount & increase quality.	Less Small Club Comp more all IOM Comp.	Various venues across IOM.	Development group. IOM AA. Club Committees.	Change evidenced in Calendar of events Sept. 2010/11. (may not be complete)
As Above.	b. T&F	Evolution of weekly Leagues over time into open comp. for all. Rationalise events and Coaching.	Centralise meets NSC and other venues.	T&F Working Party.	As Above.
	c. Road Running.	Rationalisation of races to suit athlete’s needs.	Venues across the IOM.	Road Running Working Party.	As Above.
As Above.	XCountry, Fell and Race Walk.	Continuation much as now, amend as needed.	As above	XC and Race walking have a working party. IOM Fell Runners.	As Above.

Detailed Action Plan: September 2008 to September 2011

3. Workforce Development *Volunteers – Coaches – Officials – Teachers*

Strategic Goal: Create and support a network of highly skilled coaches, officials, volunteers, administrators and teachers committed to sharing good practice, resources and expertise to enable all athletes to fulfil their needs and realise their potential.

Planned Action	How	Target	Where	Lead partner/person	When
Island Wide Coaching Structure to be In Place	<ul style="list-style-type: none"> * All clubs Foundation Level Coaches (7 to 12 years olds) * Most Clubs Intermediate level (12 to 17 year olds) *Senior level coaches available through IOMAA 	<p>Island Coaching Structure in place by 2010</p> <p>Access to coaching for all athletes irrespective of club.</p>	Across IOM.	IOMAA, MSR and Senior Coaches, Dev Group	Sept 2010
To Kick start Structure Intro to	Evening	Attract new	Neutral	IOMAA, Dev. Group, Andy	Autumn 2008

<p>Coaching Night to be organised Autumn 2008. (To try and provide the people for the structure/courses)</p> <p>Publicise Coaching on the IOM and Intro Night in Partic.</p>	<p>booked with talks, film etc.</p> <p>Use all ways possible eg. Press, Radio, websites etc.</p>	<p>blood to coaching on IOM</p> <p>Encourage more people to get involved in actively coaching on IOM.</p>	<p>venue in central IOM eg. St. John's or NSC.</p> <p>Local press</p>	<p>Fox.</p> <p>Dev. Group/Andy Fox.</p>	<p>Autumn 2008</p>
<p>Coach Training</p>	<p>Audit of coaches on IOM</p> <p>Regular Coach Training Courses to be held.</p>	<p>Audit by Dec. 2008</p> <p>*Level 1 Aug. 08 then Jan 09 (then every 12 months) *Level 2 Oct 08 then every 18 months Support available for Level 3&4 attendance in UK on Individual</p>	<p>NSC</p>	<p>IOM Dev. Group</p> <p>IOMAA MSR/Gianni Epifani</p>	<p>Completed by Dec. 2008</p> <p>Underway Autumn 2008</p> <p>Continuous 12 and 18 month cycles.</p>

		basis.			
Coach Trainer Training	ID coaches keen to tutor others	Train First Coach Tutors by Sept. 2009	NSC	IOMAA MSR	Sept. 2009
Child Protection	Take CP course (as detailed in the IOM AA Child Protection Policy all coaches must have attended a Sports Coach UK Child Protection course)	All Coaches encouraged to take course	NSC	IOMAA and MSR, Dev Group	Courses run every 12 weeks – Aim for all coaches on present coaches on course by Sept. 2009 Aim for IOM AA to have a workable Child Protection Plan by Sept 2009
Coach Mentoring	Continuation of programme to bring Syl Sampey and Dave Hoare to IOM plus others as appropriate.	New and inexperienced coaches to work with experienced coaches and learn from them.	NSC and other venues as required	IOMAA, MSR and Andy Fox	Programme in place by Sept 2009

--	--	--	--	--	--

Detailed Action Plan: September 2008 to September 2011

4. Nurturing Talent and Developing Performance *UK World Class – Regional Potential – Emerging Talent*
Regional Development – County Level – Local Level

Strategic Goal: Provide quality coaching programmes and personnel to support and nurture talent to succeed as the best in the world

Planned Action	How	Target	Where	Lead partner/person	When
Talent spotting	Primary Liaison and MYG. Also part of ADO's brief.	To encourage more young athletes of ability into the sport	Venues across the IOM	IOMAA, MSR and Senior Coaches, Dev Group (fits with area 2 planned action 1)	By Sept. 2011 but work to start in 2009
Structure in place for all athletes	Build upon coaching structure listed in area 3.	All athletes should be able to work through a structure that suits their needs :- Foundation, Intermediate,	Each club will need foundation and prob. Intermediate coaches. NSC may be the venue for senior	IOMAA, Dev. Group, Clubs and All Coaches.	Work to get underway immediately. In place by 2011.

		Senior, International (Island and Commonwealth Games). From here we feed into UKA squads.	and international groups however the whole of the IOM will be used.		
Retention of Promising Teenage Athletes	Encourage young athletes to stay in the sport.	Try to keep a group/team mentality with fun as an integral part of the sport. Remember to ensure there is a social element to life in athletics. Training Camps on + off Island	In each group/club across the IOM.	IOMAA, Clubs, Senior Coaches.	Conitnuous.
IOM Squad Training Sessions/Camps.	Set up Island squads and invite athletes to attend. 4 times a year if possible.	Event Specific Island Squads at Senior and Junior Level. Link in to Coaching Structure. Junior sessions	Across IOM but NSC as hub	IOMAA, Senior Coaches, Dev. Group.	Start Autumn 2008. In place fully by 2011.

Development from IOM Squads into UK Regional Squads.	ID athletes who should and can work at a higher level.	known as The Academy. Help athletes to attend UK county, regional and national squads and so develop.	Not applicable.	IOMAA, Senior Coaches, Statistician. Performance coordinator – Chris Quine	Work to begin Autumn 2008 and system in place by Sept. 2010.
---	---	--	------------------------	---	---