

## Proposal for organizing a Coaches' Education Committee

### Preface

- Coaching ski racing has become much more professional and sophisticated.
- Most clubs, whether independent or mountain associated, have not historically incentivized coaching development.
- PARA coaches that have sought higher level certifications have done so largely out of personal interest and motivation.

### Issue 1

Beginning Fall 2022, coaches will be required to a minimum USSS 100 Level Certification at all sanctioned races. (See here for Certification requirements: <https://usskiandsnowboard.org/sport-development/coaches-development/level-100-coach-certification>)

There are currently 222 coaches in PARA, 55% (123) with no coaching certification and only 35% (79) active certifications.

Coaching Level	Expired	Active	Total
None			<b>123</b>
100	17	60	77
200	3	16	19
300	0	2	2
400	0	1	1
<b>Total</b>	<b>20</b>	<b>79</b>	<b>222</b>

Many clubs may not be able to field enough coaches for races and may not be able to address challenge independently.

Level 100 Clinics can be put on in two ways: by a USSS coach developer or within a club by a 300 Level Coach. Currently within PARA, there is one coach developer and two 300 Level Coaches. Given these constraints, to significantly increase the number of certified coaches, PARA needs to be proactive.

### Issue 2

There is a significant gender imbalance in the PARA coaching ranks. Girls make up roughly half of the athletes, but women constitute only 25% of coaches in PARA and 14% of the certified coaches.

<b>Coaching Level</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>
None	39	84	123
100	14	62	77
200	2	17	19
300	0	2	2
400	0	1	1
<b>Total</b>	<b>55</b>	<b>167</b>	<b>222</b>

It is to the benefit of the athletes, clubs, at the sport that we encourage more women to take coaching and leadership roles.

### **Proposal**

A working committee should be formed to promoting and organizing coach's education opportunities and advancement.

Over the next two years, the committee should seek to increase:

- 1) Level 100 or greater certified coaches from 45% to 75% of the coaching membership.
- 2) the proportion of certified coaches who are women from 14% to 30%.

The Committee should be allocated \$10,000 unspent funds from the 20/21 season with the express intent that these funds be used to underwrite any coaching development activities the committee may propose to achieve these goals.

### **A motion:**

Move that PARA form a permanent Coaches Education Working Group (CEWG) with an initial allocation of \$10,000 (unspent 20/21 season funds) to be spent in the 21/22 and 22/23 seasons for the purpose of underwriting and subsidizing coaching development activities. The CEWG should be composed of at least one representative from each PARA region and may include any interested participants. The CEWG shall seek to provide, subsidize, and facilitate education and development opportunities so that 75% of the coaching membership is certified at USSS Coaching Level 100 or greater and increases the proportion of certified coaches who are women from 14% to 30% in its first two years. At the Spring 2023 PARA Board meeting, the CEWG shall recommend future objectives and budget.