

COACH ACADEMY



Policy and Procedures
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Mission Statement and Goals

The United States has a legacy of Olympic achievements that must be preserved and be recognized globally as a program that produces champions. We cannot maintain this legacy without experienced and educated coaches all over the US. Coaches are the multipliers. “*Coaches take athletes where they cannot take themselves*”. There are future Olympic athletes out there waiting to get on the Olympic path.

USA Shooting is the National Governing Body (NGB) for the Olympic shooting sports in the United States. Its mission is to develop current and future Olympic shooting athletes. USAS recognizes the importance of well-educated and trained coaches in the development of future Olympic shooting athletes. The USAS Coach Academy has been established to provide this coach education to coaches who are interested in coaching athletes in the Olympic shooting sports.

Mission Statement

The mission of the USA Shooting Coach Academy is to build a future pipeline of trained coaches in the Olympic shooting sports by providing easy access to standardized, quality coach education program of proven practices, knowledge base, network of content experts/mentors and quality coach instructors.

Coach Academy Goals

- * Increase the number and quality of coaches in Olympic style shooting for entry level coaches through elite level coaches.
- * Establish coach training standards that are consistent and proven to develop high performance Olympic level athletes.
- * Develop a progressive coach training program for those coaches interested in advancing their knowledge and skills in the Olympic shooting sports.
- * Increasing the number of elite level coaches which will increase the number of medal winning elite level athletes.
- * Providing a defined coach career path for those interested in training and leading USA Shooting International traveling teams to world competitions, Championship of the Americas, Pan American and Olympic Games.
- * Increase the number of women coaches and athletes in the Olympic shooting sports.
- * Be recognized as the model for coach education in shooting sports.
- * Be recognized at the leader in Safe Sport policy and training for all shooting sport coaches and programs.



Benefits of the USAS Coach Academy

- * Access to the best coach education and content experts in Olympic style shooting sports.
- * Gain the skills and knowledge necessary to develop future Olympians.
- * Improves image and credibility of youth shooting programs for a club, school or university.
- * Help enable club athletes win medals for themselves and their club/school/university and win USAS team slots at some point in the future.

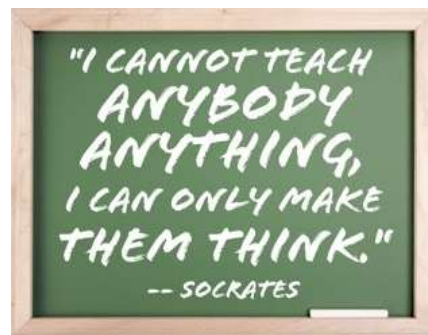
- * Join a family of other Olympic oriented coaches and athletes.
- * Helping to build and continue the United States Olympic shooting legacy.
- * Displaying the positive side of gun ownership.

Coach Career Path

USA Shooting has defined a coach career path for those who are interested in advancing their knowledge and skills to develop future Olympic shooting athletes.

USAS Coach Career Path

1. NRA Level 1 (basic entry level) Coach Certification
2. Advanced Coach Candidate
3. Certified Advanced Coach
4. Certified High Performance Coach
5. Master Coach *
 - USAS National Coaches
6. Master Instructor - Coach Academy instructors **



Program Description

Coach learning paths/curriculums have been created to include a wide range of topics and information to provide coaches with a complete education and training experience in the Advanced Coach and High Performance Coach Certification programs. The Coach Academy Advisory Team leads and discipline team members have all agreed that Olympic shooting sports coach education for USAS coaches is not something that can be achieved in a one weekend or three-day course. This is an education program that will have prerequisite course study via online training courses which can be taken over a period of time available 24/7 to fit the schedule of the coach participant.

Prerequisites have been established for each coach certification program (e.g. Advanced and High Performance Coach certification programs). Prerequisites will be online courses that are foundational content oriented. Foundational content is necessary for 'ground course' discussions and practical application, but does not need to take up time in the ground courses. Prerequisite courses provide a common language and understanding prior to taking the ground courses. This helps all coaches from all different experience levels to be on the same page going into the ground courses. It eliminates the time frequently spent by an instructor helping a lesser experienced coach to get 'caught up' with content being discussed in a ground course.

Ground courses are part classroom discussions and learning which cannot be accomplished online. And part, on the range practical application of coaching knowledge and skills with participating athletes from the host club. The ground course is the evaluation phase of the certification program.

Once prerequisites are completed through the Learning Management System (ePath) for the selected discipline 'learning path' (e.g. Advanced Rifle/Pistol/Shotgun), coaches should contact Mike Theimer to verify and be issued the **Advanced Coach Candidate ID card**.

When a coach completes all the required online courses and is interested in coach certification, they will contact Mike Theimer to begin the ground course application process. To ensure that coaches who are invited to the ground course are successful, there is an application process that includes:

1. Completion of the NRA Level 1 Coach course in the appropriate discipline.
2. Achieve a minimum of 10 points on the 'readiness assessment survey' (there are exceptions)
3. Upload their coach resume to the ePath/My Home/My History/Accomplishments web page.
4. Contact Mike Theimer to verify that all required online courses are completed.
5. Mike Theimer will register the coach for discipline appropriate online essay tests.
6. Coach informs Mike Theimer that essay test(s) are completed.
7. Mike sends Master Instructors (MI) the coach's readiness survey score, coach resume and test results for the MIs to evaluate and confirm invite to the appropriate ground course.

If the coach candidate does not get an invite to the ground course, the MIs will provide feedback and/or mentoring opportunities that will help coach candidates achieve an invite to the ground course at some point in the future.

Advanced Coach Certification Program

You will be able to determine if you are ready to start the Advanced Coach certification program by completing the following readiness assessment.

It is a set of questions that have multiple choices. Each choice has a point factor. By adding up the points at the end of the assessment, you can determine if you have the experience and knowledge to achieve the Advanced Coach certification. [Click here for the link to the assessment.](#)

We do not 'police' the readiness assessment. Not being honest in your self-assessment will result in a less than satisfactory evaluation during the ground course which may delay or even prevent you from achieving the Advanced Coach Certification.

Ground Course

- * A maximum of 6 Advanced Coach Candidates per ground course (Rifle/Pistol/Shotgun).
- * Master Instructors to do final evaluation of Advanced Coaches during the classroom (round table discussions, case studies/responses) and their demonstration of knowledge and skill working with the athletes that were invited to participate (e.g. how well they work with athletes', how well the coaches are able to diagnose athlete issues and find solutions, etc.).
- * The designated Master Instructor will either:
 1. Award the coach participant the Advanced Coach certification ...or
 2. Identify knowledge or experience gaps of the coach and develop a plan in collaboration with the coach participant to complete their education and be awarded the appropriate certificate in an easily attainable time frame.

Being invited to and attending the ground course is NOT a guarantee that you will earn the Advanced Coach Certification.

Advanced Coach Certification Objectives:

1. Developing club, school, grass roots level Olympic shooting sports coaches that will coach beginner and intermediate athletes that are interested in the Olympic path.
2. Create a certified cadre of trained and educated Olympic shooting sports coaches that create an environment in which athletes can achieve their Olympic path goals.
3. Become a student of the sport by seeking more knowledge and continuing to learn (no one coach knows it all).
4. Learn how to diagnose a beginner/intermediate athlete's challenges and respond appropriately by applying validated current coaching principles.
5. Help athletes develop life skills that will enable them to be successful in their personal life and careers and to be ambassadors of the shooting sports.

**Advanced Shotgun Coach Program**

Shotgun Coach Academy founders/Master Instructors have developed the following Advanced Shotgun Coach certification process:

- * If a coach is new to competitive shooting sports the NRA Level 1 Shotgun Coach Course is required before starting the USAS Advanced Shotgun Coach online courses. This is to provide foundational knowledge that is essential to understanding the advanced coach online course content. And it is a certification requirement.
- * Achieve a minimum of 10 points on the 'readiness assessment survey' (there are exceptions).
- * Upload their coach resume to the ePath/My Home/My History/Accomplishments web page.
- * Contact Mike Theimer to verify that all required online courses are completed.
- * Mike Theimer will register the coach for the Shotgun Advanced Coach online essay test.
- * The Coach Candidate informs Mike Theimer that essay test has been completed.
- * Mike sends the Master Instructors (MI) the coach's readiness survey score, coach resume and essay test responses for the MIs to evaluate and confirm invite to the appropriate ground course.

If the coach candidate does not get an invite to the ground course, the MIs will provide feedback and/or mentoring opportunities that will help Coach Candidates achieve an invite to the ground course at some point in the future.

**Advanced Rifle Coach Program**

Rifle Coach Academy founders/Master Instructors have developed the following Advanced Rifle Coach certification process:

- * If a coach is new to competitive shooting sports the NRA Level 1 Rifle Coach Course is required before starting the USAS Advanced Rifle Coach online courses. This is to provide foundational knowledge that is essential to understanding the advanced coach online course content. And it is a certification requirement.
- * Achieve a minimum of 10 points on the 'readiness assessment survey'.
- * Upload their coach resume to the ePath/My Home/My History/Accomplishments web page.

- * Coach Candidate contacts Mike Theimer to verify that all required online courses are completed.
- * Mike Theimer will register the coach for the Rifle Advanced Coach online pretest which is a time limited multiple choice test.
- * The Coach Candidate informs Mike Theimer that rifle pretest test has been completed.
- * Mike Theimer will register the Coach Candidate for the Rifle Advanced Coach time limited online essay test.
- * The Coach Candidate informs Mike Theimer that essay test has been completed.
- * Mike sends the Master Instructors (MI) the coach's readiness survey score, coach resume, pretest score and essay test responses for the MIs to evaluate and confirm invite to the appropriate ground course.

If the coach candidate does not get an invite to the ground course, the MIs will provide feedback and/or mentoring opportunities that will help Coach Candidates achieve an invite to the ground course at some point in the future.



Advanced Pistol Coach Program

Pistol Coach Academy founders/Master Instructors have developed the following Advanced Rifle Coach certification process:

- * NRA Level 1 Pistol Coach Course is required
- * Achieve a minimum of 10 points on the 'readiness assessment survey'.
- * Upload coach resume to the ePath/My Home/My History/Accomplishments web page.
- * Contact Mike Theimer to verify that all required online courses are completed.
- * Mike Theimer will register the coach for the Pistol Advanced Coach online essay test.
- * The Coach Candidate informs Mike Theimer that essay test has been completed.
- * Mike sends the Master Instructors (MI) the coach's readiness survey score, coach resume and essay test responses for the MIs to evaluate and confirm invite to the appropriate ground course.

If the coach candidate does not get an invite to the ground course, the MIs will provide feedback and/or mentoring opportunities that will help Coach Candidates achieve an invite to the ground course at some point in the future.

High Performance Coach Certification Programs

The High Performance (HP) Coaches are an elite level of Olympic shooting coaches. Those selected and complete the HP Coach Certification will become the future pool of USAS National Assistant Coaches and even future USAS National Coaches.

The HP Coaches will be mentored by the National/National Assistant Coaches and will be eligible to travel with the USAS teams to various ISSF competitions as part of their personal coach development plan. *Note: A High Performance Coach is not guaranteed an opportunity to travel with the USAS Teams.*

High Performance Coach Certification Objectives:

1. Apply skills and knowledge in developing athletes to compete at their highest level in National, International and Olympic competitions
2. Create an environment in which athletes can achieve their highest potential and lead them on their Olympic path.
3. Mentor future coaches (both men and women) to become advanced level coaches in the Olympic shooting sports and develop future Olympians.
4. To become a student of the sport by seeking more knowledge and continuing to learn.
5. Learn how to diagnose an athlete's challenges and respond appropriately by applying validated coaching principles.
6. To help athletes develop life skills that will enable them to be successful in their personal life and careers and to be ambassadors of the shooting sports.



High Performance Shotgun Coach Program Prerequisites

The High Performance (HP) Shotgun Coach program will be by invitation only. Those coaches that complete the Advanced Shotgun Coach Certification program and ground course will be eligible for consideration. During the Advanced Shotgun Coach certification process, Master Instructor will evaluate the Advanced Coach participants to determine **if** and **when** the Advanced Coach may begin the HP Shotgun Coach Certification program.

- * Prior to starting the High Performance Certification program the Advanced Certified Coach must:
 - Participate in a minimum of one (1) approved Junior Olympic Development Camp.
 - Must have an athlete that finished in top 25% of a USA Shooting National Match.
 - Must have a minimum of 5 years validated precision coaching and/or athlete competitive shooting experience.
 - Must have a minimum of 2 years Olympic shooting sports coaching after Advance Course Certification.

- * Once all online HP Coach prerequisites are completed by the Advanced Coach, they will notify [Mike Theimer](#). Mike Theimer will verify that all courses have been completed and send a HP Shotgun Coach registration web form link for the coach to pay a registration fee which is to offset a portion of the Master Instructor's/Evaluator's travel expenses.
- * The High Performance Shotgun Coach assignment will be to organize and run a JODC in either skeet, trap or both at their range facility/club, Olympic Training Center or at a USAS Certified Training Center.



High Performance Rifle Coach Program Prerequisites

- * Successfully completing the Advanced Rifle Coach certification program.
- * Prior to starting the High Performance Certification program the Advanced Certified Coach must:
 - Participate in a minimum of one (1) approved Junior Olympic Development Camp.
 - Must have an athlete that finished in top 25% of a USA Shooting National Match.
 - Must have a minimum of 5 years validated precision coaching and/or athlete competitive shooting experience.
 - Must have a minimum of 2 years Olympic shooting sports coaching after Advance Course Certification.
- * High Performance Coach assignment will be to organize and run a Rifle JODC at their range facility, Olympic Training Center or at a USAS Certified Training Center (CTC).
- * Write a formal research paper (double spaced, 12 pt Times New Roman). Ten pages not including pictures, diagrams, reference page and appendix. The topic will be selected in collaboration between the Master Instructor and Advanced Coach.
- * Once all online HP Coach prerequisites are completed by the Advanced Coach, they will notify [Mike Theimer](#). Mike Theimer will verify that all courses have been completed and send a HP Rifle Coach registration web form link for the coach to pay a registration fee which is to offset a portion of the Master Instructor's/Evaluator's travel expenses.



High Performance Pistol Coach Program

Prerequisites

- * Successfully completing the Advanced Pistol Coach certification program.
- * Prior to starting the High Performance Certification program:
 - Participate in a minimum of one (1) approved Junior Olympic Development Camp.
 - Must have an athlete that finished in top 25% of a USA Shooting National Match.
 - Must have a minimum of 5 years validated precision coaching and/or athlete competitive shooting experience.
 - Must have a minimum of 2 years Olympic shooting sports coaching after Advance Course Certification.

- * Once all online HP Coach prerequisites are completed by the Advanced Coach, they will notify [Mike Theimer](#). Mike Theimer will verify that all courses have been completed and send a HP Pistol Coach registration web form link for the coach to pay a registration fee which is to offset a portion of the Master Instructor's/Evaluator's travel expenses.
- * High Performance Coach assignment will be to organize and run a Pistol JODC at their range facility, OTC or at a USAS Certified Training Center (CTC).
- * Write a formal research paper (double spaced, 12 pt Times New Roman). Ten pages not including pictures, diagrams, reference page and appendix. The topic will be selected in collaboration between the Master Instructor and Advanced Coach. There will be no final test.

Coach Certification Renewals

All coach certifications will expire after two years. The certification for a specific discipline and specific level (Advanced and High Performance) are setup like 'courses' in ePath. Twenty three (23) months from the certification date the 'course/certification' will 'unregister/re-register' automatically and an automated renewal reminder message will be sent out every 7 days until the certification is renewed.

You can renew anytime after the expiration date. You will not have to retake all the courses or ground course if your renew after the expiration date.

Renewal process:

When you start receiving the renewal messages, logon to your ePath account and look at your 'learning path' for your discipline. If its not showing 100% of all online courses completed, you will need to register and take any new course(s) to bring you up to 100% complete. We periodically add new courses as part of your continuing education.

When your learning path is 100% complete, contact Mike Theimer and he will verify and send you an online renewal form. Renewals are \$40 for two years.

Once you have completed the online renewal, your certification renewal date will be updated and you will be notified when its updated in the system. You will be able to print off a new certificate and a new ID card will be printed and mailed to you.

Master Coach Designation



The Master Coach designation is automatically given to the USAS National Coaches when they are selected and hired into their position. As the pool of High Performance Certified Coaches increases over time the High Performance Certification will be required of any new USAS National Assistant Coaches.

When a USAS National Coach has retired or no longer is a National or National Assistant Coach, they will no longer be designated as a Master Coach, but will keep their High Performance Certification.

However, if they have actively participated as a National Coach for more than 10 years, they will retain their Master Coach designation permanently with the approval of the Coach Academy Director, Master Instructors and USA Shooting CEO/Executive Director.

Master Instructor Designation



Master Instructors will conduct the Advanced and High Performance ‘ground’ courses, evaluate coach participants and help participants complete their certifications. Their purpose is to develop future coaches not fail them from the program.

The first Master Instructors were selected from a small pool of Olympic shooting sports experienced coaches that have instructor experience and provided course content to start up the USAS Coach Academy. They have developed and/or completed all the current course online content, have trained elite level athletes that have made one or more of the USAS Teams. They will be selecting, mentoring and certifying future Coach Academy Instructors who will co-instruct with a MI until such time that the MIs award Master Instructor status to the ‘apprentice’ Instructors.

Master Instructors will keep their designation until such time that they are no longer available to conduct ground courses from either not having conducted at least one ground course in the past 12 months or formally resign their Master Instructor position.

A Master Instructor Review Board (the Coach Academy Director in collaboration with the other discipline specific Master Instructors) will determine the continuation of any Master Instructor status based on evaluations received from ground course participants, grievances, personal behavior/conduct issues or failure to follow policies and ground course curricula established by the discipline specific Master Instructors.

Master Instructors are held to a high standard of professionalism and personal conduct. They represent USA Shooting Coach Academy’s commitment to quality coach education and development of future Olympic shooting sports coaches and athletes.

At any time the Master Instructor Review Board can suspend or remove a Master Instructor from the Coach Academy.

Learning Management System Access

ePath Learning Management System (www.epath.com) has been selected to host and manage all USAS Coach Academy online training courses, ground course scheduling, and administration and reporting.

An e-commerce solution (Shopsite) is an integrated online fee payment system. To register for any course will require going to the Coach Academy **Catalog** web site (<http://www.usashooting-coachacademy.org>), selecting the course, registering and paying the course fee before a person can take a Coach Academy course.

Then they will take/view the course in the [ePath Learning Management System](#) where they will have their own personal account that keeps track of completed courses and allows them to go back and view all completed courses indefinitely.

[Click here to download the Coach Academy Users Guide.](#) Because there are two different systems that the user is navigating, it’s important to download the User Guide to understand the differences and the links to the different website locations.

There are some courses that are free courses: Safe Sport Policy Training for coaches, staff and volunteers (required by USAS and USOC), Coach Code of Conduct (required for all coaches), Brain Targeted Training, and Anti-Doping USADA (required for all USAS team members).

Short List of Benefits of ePath Learning Management System

- * Online course development to include audio and video capabilities
- * Provides numerous interactive tools for online course development
- * Courses identified/categorized by discipline and level
- * Courses can be required or optional for a learning path (e.g. intermediate, advanced, etc.)
- * Student coaches will have their own logon/password to view what courses are required and optional for their discipline and learning path and what they have completed to fill requirements – ‘customer’ self-service
- * Online tests, automatically scored and recorded in student coach transcript
- * Reports – who has taken what, how many coaches are registered for courses,
- * Forums inside of the LMS for those registered USAS Coach Academy coaches taking courses.
- * Expanding courses for parents, athletes, volunteers, club administrators, Spanish speaking coaches, etc.
- * Non-USAS members/coaches in the US and coaches globally will have access to the online courses, encouraging them to submit content to be published in the Coach Academy.

Coach Academy Advisory Team Discipline Leaders

The following volunteers are the founders of the USAS Coach Academy and have made a significant contribution as team leaders.

- * Rifle – Richard Hawkins
- * Pistol – Libby Callahan
- * Shotgun – Les Greevy



Coach Academy Content Contributors/Reviewers

For the following individuals USAS is very grateful for their time attending meetings, reviewing and/or providing content for the online coach courses. *As of 15 May 2017*

Rifle	Pistol	Shotgun	Other Contributors
<ul style="list-style-type: none"> ▪ Rick Hawkins ▪ Paul Davis ▪ Valerie Boothe ▪ Hap Rocketto ▪ JP O'Connor ▪ Ryan Tanoue ▪ Newt Engle ▪ Jason Parker ▪ George Norton ▪ Glen Dubis ▪ Bill Kelley ▪ Tom Cairula 	<ul style="list-style-type: none"> ▪ Rick Hawkins ▪ Libby Callahan ▪ Valdimir Chichkov ▪ Will Hart ▪ Richard Merrill ▪ Steve Faught ▪ Anatoly Andrianov 	<ul style="list-style-type: none"> ▪ Les Greevy ▪ Mike Simpson ▪ Hank Garvey ▪ Jay Waldron ▪ Craig Hancock ▪ Terri DeWitt ▪ Mark Taylor ▪ Chad Whittenburg 	<ul style="list-style-type: none"> ▪ Cathy Arnot - University of South Carolina ▪ Chris Snyder – USOC ▪ USADA ▪ Kreighoff ▪ Susie Parker Simmons - USOC ▪ Amanda Wittenmyer - USOC ▪ Bob Palmer ▪ Sean McCann/USOC ▪ Raymond Prior ▪ Carrie Cargill ▪ Too many others to list

A special thanks to **Martino Barse** and **David Soto** (Mexico) for providing Spanish translations of several online coach courses.

Coach Academy Training Cadre – Master Instructors

The following are the first ever USAS Coach Academy Master Instructors. These Master Instructors will select and train the next group of Coach Academy instructors. Candidates for becoming the next Master Instructors will be selected from the pool of High Performance Certified Coaches.

Rifle Master Instructors	Pistol Master Instructors	Shotgun Master Instructors
<ul style="list-style-type: none"> ▪ Rick Hawkins ▪ Paul Davis ▪ Valerie Boothe ▪ Erin Gestl 	<ul style="list-style-type: none"> ▪ Duston Saunders ▪ Libby Callahan ▪ Eric Pueppke ▪ Steve Faught 	<ul style="list-style-type: none"> ▪ Les Greevy ▪ Mike Simpson ▪ Hank Garvey ▪ Craig Hancock ▪ Terri DeWitt
<p>Instructors</p> <ul style="list-style-type: none"> ▪ Bob McMullin ▪ Lisette Grunwell ▪ Hap Rocketto 		<p>Instructors</p> <ul style="list-style-type: none"> ▪ Paul Wojtaszek ▪ Connie Smotek

Coach Academy Contact

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“Let me tell you what winning means.... you’re willing to go longer, work harder, give more than anyone else.”
– Vince Lombardi, American Football

“People will exceed targets they set themselves.” - Gordon Dryden



“It is not what the coach knows; it is what his players have learned”

“Probably my best quality as a coach is that I ask a lot of challenging questions and let the person come up with the answer.”
- Phil Dixon



“The test of a good coach is that when they leave, others will carry on successfully.”