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## MSC Coaching System

### **Midland Ski Club Back Ground**

The Midland Ski Club has been in existence for 50 years and is one of the largest clubs in the UK. It's 350 plus members have wide and diverse requirements from various forms of recreational skiing and boarding, to alpine ski racing and instructor development. We therefore promote and help to develop the highest quality coaching programs to challenge and motivate the skiers of the Midlands.

### **Coaching Philosophy**

Year on year we continually improve and develop our training sessions against the changing needs and requirements of the club membership. Our goal is to develop and maintain a programme that is in tune with the winter recreational season, external ski instructor training and assessment system run by Snowsport England (the national governing body) and BASI (the British Association of Ski Instructors), and also the ski racing calendars so that we provide a pathway that is geared to delivering continuous improvement, and skiing excellence at the right moments in time.

To support the ever growing training demands and goals of each member we have comprehensive support programmes for instructor training and race officials. Our successful approach to sustainable skiing development to has produced England squad members, many sub 100 seed point skiers, top quality coaches, instructors and race officials.

The MSC coaching programme offers both a recreational, instructor and competitive ski racing programmes and gives opportunity to switch or combine training between these as they desire. Coaches are professional educators, experienced in the sport, and must maintain appropriate levels of certification for the training sessions they are involved with. The racing programme closely adheres to the most current developments in the sport of ski racing and is periodised to the racing calendar. At the highest levels the coaching programme it is our aim that coaches work with each individual athletes to set and assess personal goals, and each athlete follows an individualised athlete management plan designed by his/her coach. The programme and its staff emphasises the importance of developing life skills through the sport of skiing.

Our aim is to provide a social club infrastructure, community and extended support network that comprehensively delivers a pathway to skiing excellence for all skiers of all abilities, from novice to expert enabling them to achieve their goals and ambitions. As a club we are athlete centred, coach driven and club supported. The clubs goal is to provide opportunities that will ensure that our skiers are prepared whatever their approaching skiing challenges are, be it the new winter season, a holiday, or competition; give them the skills to enjoy and express themselves; and teach them the importance of self-discipline, personal integrity, confidence, perseverance, teamwork, and good sportsmanship.

- Vision:  
**To be the number one choice of club in the midlands for skiing development, for any level of skier from any background with any kind of skiing ambition.**
- Mission:  
**To be the top performing club in the UK by providing development opportunities for the people of the Midlands with lasting skills enabling them to succeed in their highest skiing ambitions and in life.**
- Values:  
**Commitment, Excellence, Expertise, Teamwork, Sportsmanship, Integrity, Friendship, Fun**

### **Guiding Principles**

1. Athletes will be at their best when they set and strive for realistic goals and place importance on the following values: self-discipline, personal integrity, confidence, perseverance, teamwork, and good sportsmanship.
2. All aspects of training are built around developing the necessary technical, tactical, psychological, and physiological skills required for athletes to win and/or reach their personal goals.
3. An effective program relies on good communication and mutual support between and among the athletes, the athlete's family, the program administration and staff, and the entire community.
4. Athletes, parents, and coaches are able to accomplish more the more they understand how to work together and respect each other's particular roles and responsibilities. Athletes, coaches, and the Ski Club are devoted to honesty, integrity, and respect for all.
5. Ski racing requires both physical fitness and mental toughness. Ski racing is both an intellectual and physical process. The Ski Club, therefore, promotes overall healthy living.
6. Athletes are at their best when they take ownership of their ski-racing and learning, and coaches are most effective when they create an environment in which this may occur.
7. Participation in athletics is a privilege, and the athletes earn this privilege by living up to their responsibilities in school, with their families, and in their personal lives.

### **Coaching Programme**

Currently our members' only coaching programme is based around 4 nights at the Ackers Trust Ski Centre delivering training sessions geared to provide coaching related to the various stages of a skier's development and ambitions. The coaching programme is supplemented by special training days at alternative ski centres and snow training abroad.

#### **Minimum Requirements**

To ski on any Midland Ski Club session the minimum requirement is that the skier must be a member of the club that can use a ski lift, be able to ski in control the full length of the Ackers Trust ski slope doing a minimum of eight snowplough turns whilst controlling their speed in a way that enables them to stop safely at the bottom. This level can be attained quickly through the Ackers Trust starter sessions run for people of all ages (known as Starter i, ii, iii, iv and Pingus for very young children). Please note that other sessions run by the club may also have minimum requirements, see below for more details.

#### **Skiing Skill Pre-assessment**

An assessment is required prior to the take on of any new person who wishes to attend an MSC training session by the appropriate coach.

Skiers will generally development go through a series of training sessions as their skill level, maturity and achievements determine. As they develop, refine their techniques and understand which direction their self determined interests point they will be able to decide with guidance which training stream to get involved with, be it recreational, racing or instruction. This would not be a fixed decision and can be changed as required. Ranging from basic snowplough turns up to national level racers, and top quality coaches, we cater for all ages and abilities.

In ski coaching we use the following terms to bring meaning to the coaching structure, the latter aimed at those who seek performance racing but can be applied to other sports and recreational pursuits: Fundamentals, Learn to train, Training to Train, Training to Compete, Training to Win, Retirement and Retention. These six phases make up the Long Term Athlete Development model (LTAD) which underpins and supports our pathway to excellence. It provides guidance and establishes principles for optimum development at each stage of a player's journey in the sport.

### **Long Term Athlete Development (LTAD)**

LTAD is about providing the skier with the right training and practice, competition and recovery over the course of their career, in particular in relation to the important early growth and development years of young people.

It is also about trying to make all individuals as good as they can be. Therefore this model should not be seen as exclusively about producing elite players but providing everybody with the opportunity of realising their potential within the sport. It is just as important to create a positive, dynamic and rewarding environment in order to encourage participation and an early love of the sport, as producing top British skiers of the future.

The model has the potential to assist coaches in responding to critical and sensitive periods of maturation and trainability. Whilst a training benefit may occur at any time during the Fundamentals to Training to Win Stages, it is thought that there are optimal times or 'windows of opportunity' when accelerated adaptation takes place or a greater likelihood of a particular skill improvement can be predicted.

One of the key philosophies of LTAD is ensuring that the model is "skier centred" which means that developmental programmes are appropriate to that individual's specific needs and not just generic to a groups of skiers who happen to be the same chronological age. Everybody goes through the same developmental stages from childhood to adulthood, although the timing and intensity of those physical, mental and emotional changes vary from individual to individual. Identifying an individual's particular stage of growth and development forms the basis for effective and fulfilling programmes for both skier and coach.

For skiers that do not want to compete we have modified the LTAD by removing the competitive element and merging 'Train to Compete' and 'Train to Win' into 'Train to Achieve'.

### Typical Long Term Athlete Development (LTAD)

|              |                          |   |                          |    |                             |    |                            |    |                           |    |                                    |  |    |  |  |     |
|--------------|--------------------------|---|--------------------------|----|-----------------------------|----|----------------------------|----|---------------------------|----|------------------------------------|--|----|--|--|-----|
|              | <b>1: FUN' damentals</b> |   | <b>2: Learn to Train</b> |    | <b>3: Training to Train</b> |    | <b>4: Train to Compete</b> |    | <b>5: Training to Win</b> |    | <b>6: Retirement and Retention</b> |  |    |  |  |     |
| <b>Boys</b>  | Age                      | 6 | 9                        | 12 |                             | 16 |                            | 18 |                           | 21 |                                    |  | 35 |  |  | 65+ |
| <b>Girls</b> | Age                      | 6 | 8                        | 11 |                             | 15 |                            | 17 |                           | 21 |                                    |  |    |  |  |     |

### MSC Skiing Long Term Athlete Development (LTAD) for Race Skiers

|                    |   |                          |   |                             |    |   |    |   |                                    |  |  |  |    |  |  |     |
|--------------------|---|--------------------------|---|-----------------------------|----|---|----|---|------------------------------------|--|--|--|----|--|--|-----|
|                    |   |                          |   | <b>3: Training to Train</b> |    | <b>5: Training to Win</b>   |    |   |                                    |  |  |  |    |  |  |     |
| <b>Race Skiers</b> |   |                          |  |                             |    |  |    |  |                                    |  |  |  |    |  |  |     |
|                    |   | <b>1: FUN' damentals</b> | <b>2: Learn to Train</b>  |                             |    | <b>4: Train to Compete</b>  |    |   | <b>6: Retirement and Retention</b> |  |  |  |    |  |  |     |
| <b>Age</b>         | 5 |                          | 8   | 11                          | 13 | 15  | 16 | 19  |                                    | 21   |  |  | 35 |  |  | 65+ |

### MSC Skiing Long Term Athlete Development (LTAD) for Recreational Skiers & Instructors

|                          |   |                          |   |                             |    |   |    |    |                                    |    |  |  |    |  |  |     |
|--------------------------|---|--------------------------|---|-----------------------------|----|---|----|----|------------------------------------|----|--|--|----|--|--|-----|
|                          |   |                          |   | <b>3: Training to Train</b> |    |   |    |    |                                    |    |  |  |    |  |  |     |
| <b>Recreation Skiers</b> |   |                          |  |                             |    |  |    |    |                                    |    |  |  |    |  |  |     |
|                          |   | <b>1: FUN' damentals</b> | <b>2: Learn to Train</b>  |                             |    | <b>4: Train to Achieve</b>  |    |    | <b>6: Retirement and Retention</b> |    |  |  |    |  |  |     |
| <b>Age</b>               | 5 |                          | 8   | 11                          | 13 | 15  | 16 | 19 |                                    | 21 |  |  | 35 |  |  | 65+ |

Each session will be delivered by the MSC Coaching team who will be selected based on qualification, experience, knowledge and ability to deliver in an appropriate manner. It is our intention to develop a session coaching pool approach made up of appropriate instructors or coaches so that there are a number of instructors covering each session. These instructors will endeavour to communicate and act within the pool to deliver consistent and seamless training to each individual. This approach allows for illness, work related requirements and holiday cover as well as providing an environment in which new instructors can gain experience, grow and adapt to our coaching methodology.

## **Session Staffing and Supervision**

All sessions must only be staffed by the appropriate level instructor or coach whose qualifications are accepted as up to date by the appropriate controlling body: National Coaching Foundation, Ackers, SSE, BASI etc. There will inevitably be occasional times when instructors and coaches teach at a higher level than the qualification permits, typically in the training scenario and gaining experience. In this situation the session should be closely monitored for progress and safety by at least an appropriately qualified instructor, coach and/or the Head Coach. In particular for the instructors of **Children Foundation** and where skier advancement in a session begins to push the boundaries or directly teaching of parallel turning is required there must always be at least one Level 2 instructor present who should supervise what is being taught. However it should be accepted that some may go parallel very easily but may be need to stay in the group learning fundamental skills having fun until their maturity allows them to move in **Children Development** session.

## **Provision for Skiers Exceeding Session Expectations**

When a skier reaches a skill and maturity level, and the current session pool of instructors think the time is right and it is appropriate to move them on to the next session level this should be flagged up to the next session level instructors and discussed. If both agree then the skier can move on when agreed.

SnowMark is an auditing body and as such they will want to see us ensuring that members are being taught appropriately and safely within an the appropriate teacher pupil ratio. So it is up to us all, club and individuals, to control these aspects to ensure that both pupils and instructors are not exposed to any risk. Therefore all insurance and qualification requirements are to be fully met and qualification boundaries are to be adhered to, ensuring that adequate insurance cover is provided by an appropriate body be it: National Coaching Foundation, Ackers, SSE, BASI etc.

## **Coaching Session Reviews**

To ensure that the coaching programme is delivering to membership requirements we will review attendance requirements, attendees and gain session feedback on at least a six monthly basis in March and September each year. We will then act upon the outcome of the review for change implementation in April and October. If required interim reviews will be held

## **Our Coaching Programme**

The aim of the Midland Ski Club coaching programme is to create and convert talent to meet the requirements of the individual aspirations, by arming them with the right skills to deliver their maximum performance at the right moments. Our coaching programme is driven by one key aim to maximise any skier's potential with a focus on producing the fastest ski racers with the knowledge and techniques to allow them to fulfil their skiing aspirations within their chosen discipline.