

# USA SWIMMING

## COACH INCENTIVE PROGRAM

*The "USA Swimming Coach Incentive Program" is intended to help ensure continued success in international competition by identifying and supporting those coaches who are preparing our athletes for medal winning performances as well as those who are providing a foundation for success in the critical development years of our international medalists.*

### PROGRAM BENEFITS

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1. Provides incentive for our coaches to put a higher priority on preparing our swimmers for major international competition.
2. Encourages our "pathway" coaches to stay in club coaching.
3. Encourages our club coaches to lay the foundation and develop training plans focused on career results.
4. Provides incentive for all of our coaches to put a greater emphasis on long course meters training.
5. Encourages more cooperative and effective interaction between our club and college coaches.

### METHOD

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#### PERFORMANCE CRITERIA

1<sup>st</sup>, 2<sup>nd</sup>, or 3<sup>rd</sup> place in an individual Olympic event in the Operation Gold meet of the year. For 2010 the Operation Gold meet is the 2010 Pan Pacific Championships. For Open Water the Operation Gold meet is the 2010 FINA Open Water World Championships.

#### ELIGIBLE RECIPIENTS

- A. Current Coach: the coach who is the coach of the athlete at the time of the medal winning performance at the Operation Gold Competition. The coach must have been coaching the athlete for at least 150 days prior to the medal winning performance at the Operation Gold Competition.
- B. University Coach: the Head Coach of the University program who coached the athlete during his/her years at University. (If a University Coach is the Current Coach they may not receive credit twice. The University Coach must have coached the athlete for 24 months in order to receive University Coach credit)
- C. Developmental Coach: the coach (es) who provided the training foundation for these athletes during a minimum of 24 months of the "critical development years" (ages 11-18)

Note: A maximum of four coaches would be eligible to receive credit for any performance. If more than four coaches qualify for funds, the developmental or university coach who coached the athlete for the shortest amount of time would not receive funding.

#### DISBURSEMENT OF FUNDS

Eligible coaches would receive: four shares of funding for a gold medal performance, two shares for a silver medal and one share for a bronze medal. Coaches who have been coaching an athlete for five years or more (consecutive or non consecutive) would receive an additional one share. The available dollars would be divided by the total number of shares to determine the value of each share. The amount of the Coach Incentive money that a coach may receive for any given performance may not exceed the medal money available to the athlete.

### ELIGIBILITY REQUIREMENTS

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1. Only full time, active coaches who are members in good standing at USA Swimming are eligible to receive financial awards.
2. To be eligible for consideration, a coach must have been primarily responsible for the design and "on deck" implementation of the training program for the required period of time. A swimmer cannot have more than one primary coach at any given time.
3. The Head Coach of the Program will receive funding for performance of all athletes in his/her program. The Head Coach may decide to disperse funds appropriately.