

What is a Platinum Talent Development Coach?

Tennis Australia recognises and supports excellent, passionate coaches who specialise in the development of players 14 years old and younger. Within this program two tiers of recognition are provided whereby a select group of coaches who are shown to be National leaders in this field are elevated to Platinum status.

What are the benefits of being a Platinum Talent Development Coach?

Exclusive benefits are available to Talent Development Coaches including:

- National travel grants for 12/u and/or 14/u Australian National Championships
- Exclusive section of the online learning platform **Bounce**
- Support provided by Talent Development Managers through regular communication and club visits
- Access to Talent Development Coach Mentors
- Specialised workshops and access to ongoing professional development
- Recognition and promotion through various media
- Tennis branded New Balance uniform
- Project Talent programs and initiatives – i.e. Talent Development Camps, Super 10s

In addition, Platinum Talent Development Coaches are also able to access:

- Financial resourcing for priority athletes and business development
- Formal and heightened recognition through various media
- Subsidised access to Tennis Australia coach education workshops
- Direct line access to National Academy staff
- Priority access to Tennis Australia offerings and unique opportunities where applicable

What is the criterion to become a Platinum Talent Development Coach?

To become a Platinum Talent Development Coach you are required to fulfill two levels of criteria. The first is comprised of objective criteria of which all TDCs must meet:

- a. Be a Tennis Australia Coach Member
- b. Hold a current TA/NCAS coaching qualification.
- c. Have a track record in the successful development of athletes (see performance criteria).
- d. Display behaviours in line with Tennis Australia values

The second level of criteria incorporates a level of subjectivity and requires the coach to produce an application that best evidences the following components:

- e. Proven track record of consistently developing players over a minimum 3 year period
- f. Successful talent development pathway and performance environment within coaching business
- g. Continued investment in professional development

What are the steps to applying?

The first step is to complete the *Talent Development Coach - Application Form* (see pages 5-8). In addition to this form, the applicant must submit documents that evidence the above listed criteria points e, f, and g. There is no set format in which these documents are required or specific content to be covered however pages 3-4 of this document functions to provide a guide to coaches developing their application. To submit an application, please send all content to:

Talent Development Coach Program
Emma Shoemaker
Tennis Australia
Private Bag 6060
Richmond, VIC 3121

What if I'm already a Talent Development Coach but want to apply for Platinum status?

If a current TDC contract is held, coaches are invited to submit additional evidence required for Platinum status (i.e. above listed criteria points e, f. and g). If the application is deemed successful, a new contract will be issued with benefits, obligations and contract term dates in line with the increased level of recognition.

What if I apply for Platinum status but am not successful?

Platinum Talent Development Coach applications that are deemed unsuccessful yet fulfill the performance criteria required for Talent Development Coach will be offered the respective level of recognition. In addition, support will be provided locally by the Talent Development Manager to develop business models and applications to aid in promotion to this level of recognition in due course.

How long is the term of recognition?

Successful coaches will be recognised for a period of two years from July 1 of the application year. In order to maintain recognition coaches must fulfill the following obligations:

- Participate in ongoing professional development
- Actively involved with Project Talent including but not limited to:
 - Talent Development Camp(s)
 - Australian Nationals tournaments
 - Super 10s Team Manager
 - State Teams Manager

Note- *All benefits and obligations to be reviewed bi-annually*

Selection criteria and process

Eligibility criteria

To be eligible for consideration, the applicant must:

- be delivering a quality, holistic coaching program which focuses on the technical, tactical, physical and psychological development of high performance junior athletes – primarily 14 years and under by;
 - Displaying a proven track record of consistently developing players over a minimum 3 year period directly prior to application;
 - Evidencing a successful talent development pathway and performance environment within coaching business (coaching junior athletes who have achieved outstanding results i.e. State, National or International level athletes); and,
 - Continued investment in professional development as a coach and/or coaching business.

Application guidelines

Please use the below areas as a guide for the content provided within your application evidence:

No.	Description
1	Talent Development program provided by the coach including but not limited to: <ul style="list-style-type: none">• athlete development philosophy;• plan and pathway for athletes entering ANZ Tennis Hot Shots through to 12s/14s Nationals and beyond (i.e. Athlete Development Pathway);• tennis-specific education provided to athletes and parents; and• description of high performance environment created by coach which fosters athlete learning, performance and independence.
2	Development of athletes as evidenced by progressive technical vision and participation in state, national and international level events including but not limited to results, rankings and ranking improvement.
3	Quality and quantity of athletes participating in Project Talent programs during the application period
4	Submission of athlete's program(s) including but not limited to: <ul style="list-style-type: none">• athlete profile (including athlete's goals, coaching priorities, competencies and deficiencies);• athlete annual plan and tournament schedule for application period;• letter of support from athlete;• letter of support from parent (including confirmation and length of coaching relationship)
5	Attendance at junior state and national tournaments
6	Involvement in Project Talent which may include: <ul style="list-style-type: none">• attendance at Project Talent camps;• participation in Super 10s; and,• attendance at Talent Development Coaches professional development workshops.
7	Continued investment in professional development such as but not limited to: <ul style="list-style-type: none">• Completion of advanced coaching qualification, graduate certificate, tertiary degree, attendance and/or presenting at relevant workshops or conferences, peer or mentor collaboration, database of literature or video content, etc.• Business development, such as but not limited to, up-skilling assistant coaches, investing in infrastructure or coaching resources, developing

	business processes and models, etc.
8	<p>Financial support:</p> <ul style="list-style-type: none"> Should you be successful as a Platinum TDC you may be eligible to receive financial support through TA. This support will be towards the ongoing development and improvement of your environment. Please outline what support would be beneficial to your environment and how it will be measured.

All applications must be able to accommodate a site visit if requested by the selection panel.

Selection process

The selection panel will consist of:

- Tennis Australia Coach Education representative
- Tennis Australia Performance representative
- Tennis Australia Performance Department Leadership Team Women’s Tennis representative
- Tennis Australia Performance Department Leadership Team Men’s Tennis representative

Applicants are welcome to submit information in any format that best evidences their skill set and coaching environment. This information is to be submitted as an attachment to the required *Talent Development Coach – Application Form*.

The selection panel will determine successful applications based on a holistic assessment of each application, determined on it’s own merits. While all decisions are final, feedback will be provided to unsuccessful applicants with support provided locally to assist in ongoing development.

Timeline

- Applications open until 31 May 2016
- Application assessment period is from 1 June to 30 June 2016
- New TDC agreements active from 1 July 2016

Requirements of successful applicants

The successful recipient will be required to fulfill the following upon reasonable request:

- Actively contribute to the ongoing development of the program by sharing tools, documents and learnings’
- Oblige and uphold requirements, behaviours and policies as outlined in Talent Development Coach contract.

Step 1 - Talent Development Coach Application Form 2016



Talent Development Coach – Application Form

Please complete the Application Form and Athlete Confirmation Form.

If you have any queries please contact your local Talent Development Manager or Emma Shoemaker, Project Talent Coordinator - (03) 9914 4194 or email eshoemaker@tennis.com.au

Personal Details (please print)

Surname: _____

Given Names: _____

Postal Address: _____

State: _____ Post code: _____

Telephone (w): () _____ Telephone (h): () _____

Mobile: _____ Date of Birth: _____

Email: _____

Coaching qualifications:

Course title (e.g. Club Pro)	Organisation (e.g. Tennis Australia)	Year completed
_____	_____	_____
_____	_____	_____
_____	_____	_____

Current Coaching status:

Position (e.g. Head Coach/Proprietor/Assistant): _____

Organisation / Club & Venue(s) (e.g. TennisOne): _____

Talent Development Coach Criteria:

To be eligible coaches must meet the following (please tick):

- Tennis Australia Coach Member
- Hold a current TA/NCAS coaching qualification (Enrolment in Club Pro required if Junior Development coach currently)
- Successful development of athlete(s) as evidenced by meeting one of the performance criteria below.

Performance criteria - coaches must meet **one** of the following within the 24-month period directly prior to application:

- Coached* an athlete that reached the singles 12/u or 14/u platinum level State Championships or Nationals quarter final or better
- Coached* an athlete achieving a **Top 10 Australian Ranking (AR)** for the following birth years:

14th Year

2016: Birth year 2002 and younger

2015: Birth year 2001 and younger

2014: Birth year 2000 and younger

13th Year

2016: Birth year 2003 and younger

2015: Birth year 2002 and younger

2014: Birth year 2001 and younger

12th Year

2016: Birth year 2004 and younger

2015: Birth year 2003 and younger

2014: Birth year 2002 and younger

11th Year

2016: Birth year 2005 and younger

2015: Birth year 2004 and younger

2014: Birth year 2003 and younger

- Coached* an athlete identified by the local Talent Development Manager (at the managers discretion – note invites to Talent Development Camps / Super 10s do not fulfill this criteria)
- Coached* a minimum of **6 unique** athletes competing in a platinum level 12/u and/or 14/u State Championships and Nationals main draw within the 24 month period prior to application
- Regional coaches: Coached* a minimum of **4 unique** athletes competing in a platinum level 12/u and/or 14/u State Championships and Nationals main draw within the 24 month period prior to application

Confirmation of coaching relationship:

*The athlete's parent(s) must confirm a **minimum 12-month** private coaching relationship (i.e. primary private coach on a weekly basis) directly **prior to** achievement of the performance criteria.

Note – All criteria to be reviewed regularly and may be modified.

Talent Development Coaches

As part of Project Talent, Tennis Australia recognises and supports excellent, passionate coaches who specialise in development.

Parent Confirmation

By signing this document you **confirm** that all details are correct and that the coach listed was the primary private coach of your child on a weekly basis **prior** to the achievement of the performance criteria.

Coach Name: _____

Example:

Athlete Name	Performance Criteria	Parents Name	Parent Signature	Date
John Citizen Duration of coaching: Jan 2012 – current	Semi finalist – Nationals 2015 OR Ranked #6 for 12 th birthyear Dec 2015 OR Main draw December Nationals 2015	Frank Citizen Phone: (08) 8765 4321 0400 123 456 Email: fcitizen@hotmail.com		12.4.16

Athlete Name	Performance Criteria	Parents Name	Parent Signature	Date
 Duration of coaching:		 Phone: () Email:		

Athlete Name	Performance Criteria	Parents Name	Parent Signature	Date
 Duration of coaching:		 Phone: () Email:		

Athlete Name	Performance Criteria	Parents Name	Parent Signature	Date
 Duration of coaching:		 Phone: () Email:		

Athlete Name	Performance Criteria	Parents Name	Parent Signature	Date
 Duration of coaching:		 Phone: () Email:		

Note – Tennis Australia may verify with parents any information provided on this form. All information provided will be used by Tennis Australia for the purposes of the Talent Development Coach program only and will not be distributed.

Platinum Talent Development Coach Application Checklist

Please check you have included the following:

- Talent Development Coach Application Form**
- Athlete Confirmation Form**
- Platinum application documentation per application guidelines (see pages 3-4)**
 - > **Proven track record of consistently developing players over a minimum 3 year period**
 - > **Successful talent development pathway and performance environment within coaching business**
 - > **Continued investment in professional development**

Applicant understanding and agreement

By completing and signing this application form, I fully understand and agree to abide by all terms, conditions, criteria, obligations, policies and appeals framework that make up the TA Talent Development Coach program.

I attest that all information herein is a true and accurate record and status of my application for the TA Talent Development Coach program.

Name (*print*): _____

Signature: _____

Date: _____

In applying for this program and documenting your personal details Tennis Australia agrees to abide by all relevant privacy legislation. For more information on the Tennis Australia privacy policy go to: tennis.com.au.

Please send application documents to:

Talent Development Coach Program
Emma Shoemaker
Tennis Australia
Private Bag 6060
Richmond, VIC 3121