

NORC Coaching Guidelines and SOPs

Effective January 26 2025

Purpose

This document is designed to outline roles and responsibilities for coaching at NORC; it is updated as required and approved by the board at its discretion.

Coaching Levels

1. Head Coach

- a. Provide overall long-term development and planning for member rowing objectives
- b. Design and deliver training plans tailored to the skill levels and goals of their rowers, including recreational and competitive groups.
- c. Lead on-the-water practices, prioritizing the safety of all athletes and ensuring adherence to club and USRowing safety protocols.
- d. Attend regattas and support rowers during competitions they schedule or are running.
- e. Be a member of the club
- f. Provide clear and actionable feedback to refine rowing technique, helping rowers improve their efficiency and performance.
- g. Conduct safety briefings and educate rowers on proper rowing technique, boat handling, and waterway navigation.
- h. Monitor water and weather conditions to determine practice suitability, ensuring the well-being of all participants.
- i. Use video analysis, drills, and technical exercises to enhance individual and team performance.
- j. Collaborate with other coaching staff and club leadership to align programming with club objectives.
- k. Perform routine safety checks of equipment and report maintenance issues promptly.

2. Assistant Coach

- a. Lead on-the-water practices, prioritizing the safety of all athletes and ensuring adherence to club and USRowing safety protocols.
- b. Attend regattas and support rowers during competitions as needed
- c. Be a member of the club
- d. Provide clear and actionable feedback to refine rowing technique, helping rowers improve their efficiency and performance.
- e. Conduct safety briefings and educate rowers on proper rowing technique, boat handling, and waterway navigation.
- f. Monitor water and weather conditions to determine practice suitability, ensuring the well-being of all participants.
- g. Use drills and technical exercises to enhance individual and team performance.

- h. Collaborate with other coaching staff and club leadership to align programming with club objectives.
 - i. Perform routine safety checks of equipment and report maintenance issues promptly.
3. Helping Coach
- a. Be a member of the club
 - b. Provide clear and actionable feedback to refine rowing technique, helping rowers improve their efficiency and performance.
 - c. Conduct safety briefings and educate rowers on proper rowing technique, boat handling, and waterway navigation.
 - d. Monitor water and weather conditions to determine practice suitability, ensuring the well-being of all participants.
 - e. Use drills and technical exercises to enhance individual and team performance.
 - f. Collaborate with other coaching staff and club leadership to align programming with club objectives.
 - g. Perform routine safety checks of equipment and report maintenance issues promptly.

Coaching Contracts & Agreements

Coaches are either entirely volunteer on an ad-hoc basis all the way up to a full paid position at a defined salary. They are hired by a program director and report to that person. The board oversees the Program Director, and as needed, the coaches. Payments are agreed upon by program directors, at a rate not to exceed \$50 per hour.

[Example Coaching Contract](#)

Private Coaching

At the discretion of the Board, coaches may be authorized to provide private lessons to rowers for compensation. They must maintain an active Level I or higher USRowing certification, and any total price paid by the individual/group being coached must be split with a minimum 50% of the total being given to NORC.

Using the launch is only during authorized coached practices.