



"Enabling all our members to reach their potential"

Croydon Amphibians Swimming Club **Performance Review Schedule**

This schedule supports the use of the performance criteria and performance review targets outlined with the squad criteria.

The timeline for review cycles is aimed to support both the membership and performance policies, allowing for swimmers to achieve their potential and for the CASC committee to plan for the accommodation of changes to squad numbers in advance of need. All promotions must go through the performance panel.

Swimmer Performance Reviews and Internal Promotions:

Coaches frequently review the performance of their squad members. In the higher squads, swimmers progress through the 'lanes' in some or all of their strokes/sessions.

Swimmer Performance Reviews are a formal review procedure to identify movements between the squads. The review cycle lasts about three weeks and should take place at least quarterly with movements for swimmers scheduled at the following times:

December for January

March for April

July for September

Swimmer Performance Reviews include the following process:

Coach Reviews:

Coaches review their squads and discuss their recommendations for movements with the Chief Coach

Performance Panel:

These recommendations are then brought to the Performance Panel who review times achieved, attendance at training and galas/meets and feedback regarding behaviour, attitude and readiness for an increase or change in training.

Recommendations: The panel will recommend one of three actions

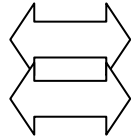
- a) Promotion agreed and letter of congratulations and offer of promotion sent to parents, including new fees etc.
- b) Where a swimmer is not meeting all the required criteria a letter will be sent to the swimmer and parents detailing necessary improvements within a three month timescale and inviting them to attend a meeting about this if they wish
- c) Where a swimmer has not improved their performance according to the requested improvements, and no good reasons can be offered as to why, then the panel will recommend to the Executive committee that a transfer to a parallel squad is effected.

Promotions:

Promotions within the squad structure are as a result of meeting the criteria for the next squad. Times can be achieved through recognized galas and meets, club championships and time trials and need to be matched with a firm commitment to successful training.

Parallel Squads:

Copper Squad



Bronze and Silver

Junior Masters

(Coach: Pam Pollington)

Gold, Platinum and Diamond

CASC is keen to promote a parallel squad structure that will provide for those swimmers who still want to compete, but for whom the commitment or pace of the current squad structure is not suitable. Many swimmers, from time to time, will need to reduce their swimming commitment temporarily or will simply go through a period of 'stagnation' where improvements slow down. When this happens, swimmers can become uncomfortable with being the oldest in their squad but would struggle with the demands of the higher squad.

It is our aim to provide squads where swimmers can be within their own age range, with a lesser time demand but still continue to compete and improve at an appropriate pace with the high quality coaching that is needed for those swimmers to regain their places in the competitive squads when the time is right.

Exceptions and Trials

In very exceptional circumstances, for example where a swimmer has been subject to illness or long absence and on return to fitness makes outstanding progress in a very short time it may be appropriate for the performance panel to suggest a trial in a higher squad. These trials are outlined in the performance policy.