



San Antonio RoadRunners

PO Box 12474

San Antonio, TX 78212

SARR Policy 19-04

Jul 19, 2019

Coaches' Standards & Expectations Policy

Thank you for your commitment to volunteer with the San Antonio RoadRunners as a certified running coach!

Although coaching within the various training programs is a volunteer opportunity, SARR coaches are expected to fully commit and be prepared for what quality coaching entails.

The success of SARR's training programs is a result of the commitment of its coaches to responsible coaching that adheres to ethical principles, safety considerations and accepted coaching methods.

A commitment to SARR coaching also requires adherence to specific SARR rules of coaching. These are required of head coaches, co-coaches, and assistant coaches. They include:

1. **Coaches must attend weekend runs 80% of the time during training.** If your personal training or race schedule will significantly conflict with a designated training program, then it might be best to wait to volunteer for another of SARR's training programs.
2. **At least one coach, co-coach or assistant coach must attend the weekday runs during training.** If none can be present, coaches are responsible for finding another SARR certified coach to cover for their absence.
3. **A designated coach is required to stay at each group run,** weekend or weekday, until every runner in the program has completed the workout. If a runner arrives very late for the run, staying until that runner has finished is at the designated coach's discretion.
4. **Coaches volunteering for a designated training program must follow the program schedule (including place and time)** when coaching participants in the group. However, responsible coaching decisions will often be necessary in specific circumstances (such as with a runner recovering from an injury).
5. **Head Coaches must send out a weekly email to all participants and volunteers in the program** describing the week's workouts, time and meeting locations, maps/route if needed, and covering important runner education topics that pertain to the week's runs. Example: If runners are completing their first long run of the training cycle, a discussion about fuel is in order.

6. **Manage and maintain a Private Facebook Group Page for your training.** This can be done by the Head Coach, Co-Coach, Assistant Coach or a trusted volunteer.
7. **Openly communicate with your fellow coaches regarding your personal schedule in advance as much as possible:** what weekends you know you will be away, where you will need additional coverage, etc.
8. **Communicate expectations and duties for the training season with your volunteers and pace leaders.** They are there to support you and make the training a success! Ask them to step up when needed and let them know they are appreciated.
9. **Thank your fellow coaches and volunteers often.** We are an all-volunteer organization and coaches should show appreciation for fellow volunteers at every opportunity.
10. **Do not post training meet-ups that compete with SARR designated training program group runs.** Most of our meet-up co-organizers are also active SARR coaches. Please do not post a meet-up that is at the same time and day as an organized training program group run.
11. **Lead by Example.** If you explain to your runners the long run should be done at a slower pace, do the same. If you tell them to bring and wear headlamps, do the same. If you say to them that we don't run in lightning or unsafe conditions, don't do it. No runner ever had a training season ruined by the cancellation of one (or two) group runs. Which leads to...
12. **Safety of your training team participants always comes first.**
13. **Do not provide medical advice, diagnosis, or treatment plans to runners if you are not a medical professional.** Tips and best practices on dealing with injuries "from your experience" are acceptable.
14. **Any injuries to a runner during a SARR training run or meet-up should be reported ASAP to the Head Coach, Director of Coaches or the Director of Training,** and an incident report should be filled out. Any difficulties with a runner such as, lack of cooperation, not following safe practices, harassment or negative comments to other runners, etc., should also be reported and documented.
15. **Be motivating, supportive, and empathetic when needed and assertive when required.** YOU are the coach and may need to make some tough calls and decisions—do not be afraid to do this.
16. **Be a Team Player!** If a coach is not comfortable with a specific training technique or a specific group course, that coach should discuss that with the Head Coach, the Director of Coaches or the Director of Training in a way that does not foster a confrontation in front of the programs running participants.
17. **Lastly, when volunteering to coach a season or being invited to coach, a Coach's priority should be their runners' training first.** The individual coach's training is always secondary to the goals of the runners they are coaching. If necessary, a coach should do their personal training at a time that does not sacrifice the goals of runners in their charge.

I, _____ have received a copy of the SARR Coaches' Standards and Expectations Policy for my participation in the following training program:

_____ (add training program name and year).

Signed

Date