



## COACH IDENTIFICATION & DEVELOPMENT PROGRAM (CIDP)

Over the years USA Taekwondo (USAT) coaches have asked for education and programming that would allow them to be competitive worldwide. The USAT Coach Identification and Development Program (CIDP) was specifically designed to answer that call. Through the CIDP, every USAT Coach will acquire a common understanding of technique, terminology, and methodology. This process will ensure that as your athlete moves through the developmental pipeline and into the National Camp program, he/she will be prepared for the rigors and opportunities that lie ahead. Ultimately, this will provide the USAT with a larger quantity of better prepared coaches and athletes, and translate into greater success at all levels of the sport.

As part of the High Performance initiatives of USA Taekwondo concerning athlete and coach development, the following program developers are proud to embark upon USAT's Coach Identification & Development Program (CIDP) for the 2009 calendar year:

- **Jean Lopez** – National Team Coach (2005 – present), 2004 Olympic Coach, 1995 World Silver Medalist
- **Juan Moreno** – National Team Coach (2005 – present), Two-time Olympic Silver medalist, Three-time Olympian
- **Herb Perez** – 1992 Olympic Gold Medalist
- **USAT National Team Assistant Coaches** – Clay Barber, Peter Bardatsos, Christina Bayley, Liz Evans, Dong Lee, Eui Lee, Sherman Nelson, Kevin Padilla, and Jason Poos.
- **Eddie Yoon** – Director of National Programs (2007 – present)
- **David Askinas** – USAT CEO
- With assistance from **Scott Novack** – Former Director of USAT High Performance
- With assistance from **Bob Gambardella** – Former USAT CEO

The mission of the CIDP is to develop USAT coaches at all levels through education, standardization and professionalization within a comprehensive coaching program in the pursuit of sustained competitive excellence. This goal is in alignment with USAT's overall mission of sustained competitive excellence.

### **THE COACHING PIPELINE:**

Just as USAT has an **Athlete Pipeline**, the CIDP serves as the **Coaching Pipeline** for coaches to progress. The CIDP functions as an identification vehicle for coaches who wish to advance in the coaching field within USAT. This pathway leads to possibilities of serving as a future instructor as a part of the CIDP, as well as working within the National Team structure that all leads to the Olympic Games.

The content for Levels 1 through 4 of the CIDP is *athlete-centered, coach-driven, competency-based and performance-oriented*.

# ATHLETE CENTERED MODEL



As illustrated in the model depicted above, the CIDP is centered on our athletes and their needs. The CIDP provides coaches with the necessary information and skills to develop athletes of all levels from grass roots to Olympic Gold. USAT's top coaches are involved in every aspect of the CIDP; from its creation, its content and finally, to its delivery. Our coaches will learn from the best, so that they can be better than the rest.

To assure the quality development of coaches, the CIDP includes an educational component, which is measured with competency-based approaches and coach testing. Any coach within the USAT membership can learn the material, which before was only available to the world's top coaches, and will now be introduced to new national standards. Upon completion of the educational modules, coaches will be first evaluated, then become certified to coach. This certification procedure shall become the standard by which Taekwondo coaches are measured. Finally, the CIDP is about building a culture centered on performance. All USAT members involved with the CIDP will be challenged to become the best that they can be, whether they are teaching children and building life skills in local schools, or whether they are refining world class athletes who are vying for the next Olympic berth.

The established CIDP objectives are to:

- Develop a program of the highest standard which is recognized as the premier coaching development program for the sport of Taekwondo;
- Develop coaches with the strongest moral and ethical character, knowledge and coaching ability;
- Create national standards of abilities, teachings and conduct which result in athletes who are coachable at national team levels;
- Teach coaches to teach students, to turn students into athletes;

- Create coaches whose philosophies are consistent with USAT National Team coaches;
- Identify coaches and provide a conduit to coach at the highest level;
- Create depth in the coaching pool in the U.S.; and
- Nationalize and brand the USAT CIDP coaching philosophy.

The goal of the CIDP is to utilize the best systems for training coaches to become better teachers. This goal is achieved by providing standardized technical content to better train athletes who are striving to attain optimal athletic performance in events.

The former Coach Certification Program of Level I, II, III, IV & V, has been replaced by an integrated and multi-tiered Coach Identification & Development Program, which includes new coaching qualifications and a certification process designed to raise the standard of coaching taekwondo in the U.S. Just as we encourage our athletes to achieve and reset goals, the CIDP challenges its coaches to do the same in order to attain a higher level of excellence in coaching.

The CIDP is based upon the latest technology used in the sport such as *Dartfish* Video Analysis and on the assessment of needs from current USAT coaches, via the Coach Development Online Survey which was posted on the USAT website in June of 2005. To read the report and review the results of the survey, please refer to the following address:

<http://www.usa-taekwondo.us/OnLineCDPSurveyReport.pdf>.

***Dartfish*** is a computer-based video analysis system which allows coaches and athletes to view and evaluate their performances in real time. It is the instant replay of live Taekwondo to provide immediate feedback. Athletes and coaches can now view their progress in real-time and implement corrective measures while the techniques are still fresh in their minds.

The CIDP will be delivered by USA Taekwondo through the National Team Coaching staff including the National Team Coaches - **Juan Moreno & Jean Lopez**. It is expected that, at future seminars, other top level coaches will serve as instructors to assist in the delivery of seminars.

### **USA TAEKWONDO CERTIFICATION PROCESS:**

USAT is pleased to announce that every USAT coach may participate in an educational program that will raise their level of awareness and Taekwondo knowledge. For the first time in the history of USAT, all coaches will have access to top-shelf educational materials. The initial foundation seminars of the Associate Coach (AC) and Level I – Introducing Sport Taekwondo have been established with more levels leading to World-Class (Level IV) being developed. And for the 2009 year, we are pleased to offer Level II – Developing Taekwondo Athletes and Coaches to our coaching membership!

All members who intend to register for a 2009 USAT National event as a coach must comply with the requirements of the CIDP. The CIDP is based upon the different phases of development from the Athlete & Coach Development Matrix and will certify members to coach for USAT events who have a base understanding and competency of Olympic-style Taekwondo.

### **2009 Coaches' Edge Seminar**

A common characteristic that has been identified with the most successful coaches and athletes in the world is the continuing desire to learn and become better at their respective craft. The encouraging news about our sport and organization is that many of our coaches have the desire to acquire more knowledge to become a better coach, which was indicated by the 2005 Coach

Development Online Survey. In order to meet this demand, the USAT CIDP has revised the course, formerly known as the Technical Update, to a seminar that encompasses a broader scope of topics related to coaching at taekwondo competitions. The course is called **The Coaches' Edge** and will not only cover the technical aspects of sport taekwondo, but any factor that will allow our coaches to give their athletes an edge in competition.

The 2009 Coaches' Edge Seminar is required for any member who wishes to coach from the chair at any 2009 USAT national event, including all National Qualifiers and National Championships. A one-time per year course, the Coaches' Edge is an investment in the continuing education and development of our coaches, as all current USAT coaching members who participate in this course will be awarded with a \$50.00 credit that can be applied toward the tuition for a Level 1 or Level 2 seminar in the same year that the Coaches' Edge is taken. The 2009 Coaches' Edge seminar is optional for coaches who do not need a credential for competition, but are interested in acquiring further knowledge about coaching as it relates to taekwondo competitions. In other words, a coach who is only seeking certification and not a credential for competition is not required to take the 2009 Coaches' Edge. A coach who has already taken the Associate Coach course, the 2007 Technical Update and/or Level 1 Seminar may coach at the same level in 2009 after taking the Coaches' Edge Seminar.

The Coaches' Edge Seminar is approximately 1 hour and 30 minutes in length and will take place on site at the 2009 National Qualifiers, Junior Olympic and Senior Nationals. \*

The cost structure for the 2009 Coaches' Edge Seminar is as follows:

- (a) Online:                   **\$50**
- (b) At the door:           **\$100**

As previously mentioned, all USAT coaches who take the 2009 Coaches' Edge Seminar will earn a \$50.00 credit that can be applied toward the tuition for either a Level 1 (Introductory Coach) or Level 2 (Developmental Coach) Seminar offered in 2009. A coach is eligible to participate in the Level 1 or Level 2 Seminar as long as they meet the pre-requisites to take the seminar and space is available for the course.

**Note:** The cost of a coaching credential to coach at a specific USAT event is a separate transaction from the seminar fee. In addition, please be aware that registration to obtain a coach credential for a competition is a separate procedure from registering for a CIDP coaching seminar.

### **2009 Coaches' Edge Outline (tentative)**

1. The Current State of Affairs
2. Understanding the Competition Rules
3. Communicating and Working with Parents of Athletes
4. Characteristics of Successful Taekwondo Coaches

\* The Coaches' Edge Seminar is the only program of the USAT CIDP that coaches will need to take on an annual basis if they are interested in coaching at a USAT organized competition.

## **Associate Coach (AC) Seminar**

For a coach who has not taken any CIDP course, the first step in the certification process is the Associate Coach (AC) Seminar. The AC Seminar is an on-line based resource program with a 25-question quiz. The on-line resources consist of historical and key information as it pertains to rules, national events and athlete development. The quiz is administered in an “open book” format, which will test the knowledge of the coach on concepts such as the role of the coach, Olympic sport Taekwondo objectives, competition rules, and event competition protocol. The AC Seminar will prepare coaches who are new to the CIDP system for the upcoming year and will set the foundation for our progressive CIDP certifications. Once the coach passes the quiz with a score of 76% or higher, their coach profile will be upgraded to indicate that he/she has successfully attained the status of Associate Coach.

Once the coach has earned the Associate Coach certification and has taken the Coaches’ Edge Seminar, he/she would then be eligible to obtain a coach credential for an event. Please note that to coach in the 14-17 World Class Black Belt Division of the Junior Olympics or the World Class Black Belt Division of the Senior Nationals, completion of the Level 1 Seminar is also required.

The cost structure for the Associate Coach Seminar, which includes an electronic copy of the AC Manual located as a link in the coaching section of the USAT website, DVD and quiz is as follows:

- (a) Online: **\$50**
- (b) At the door: **\$75**

Note: Coaches will be required to have the Associate Coach and the Coaches’ Edge certifications before they will be given access to the floor at a USAT competition.

## **AC Course Outline (Online Delivery Only)**

### Online Resource Modules

1. History of Taekwondo
2. Athlete Development Pipeline
3. Coach Development Pipeline
4. Role of the Coach
5. Olympic Sport Taekwondo Objectives
6. Competition Rules (including Junior Safety Rules)
7. Event Competition Protocol



The following information consists of the procedures to obtain Associate Coach (AC) Certification:

1. Coaches should read and study the entire AC course materials found in the **Associate Coach course** link located at the top of this page. It is important to be familiar with the CIDP policies and procedures as well.
2. The Associate Coach course page also includes a link to download the AC Quiz. The AC Quiz consists of 25 questions related to the content of the Associate Coach course. Although the quiz is located on the AC course link, you will be required to submit your answers for the quiz through the Hang-A-Star system.
3. When you are prepared to take the AC quiz, please log-in to the Hang-A-Star system and register for the AC quiz, just as if you were registering for an event or coaching seminar. The event is identified as the 2009 ASSOCIATE COACH COURSE- QUIZ.
4. During the registration process, you will be requested to provide your answers for the AC Quiz. Since the quiz is administered in an "open book" format, you may have the AC course materials and quiz on hand while submitting your answers online.
5. **Only the answers that are submitted through the online registration system (via Hang-A-Star) will be processed by USAT.** Quizzes that are mailed to USAT or sent electronically via email will NOT be processed or considered for AC certification.
6. Once you have submitted your answers, please continue with registration. Upon the completion of registration, your quiz will be evaluated by the USAT National Programs Department. Please allow approximately 4 weeks for processing.
7. Coaches will be contacted via email (or mail, if an email address is not provided) with the results. Coaches who pass the quiz will be certified as a USAT Associate Coach. In the event that coaches do not pass the course on the first attempt, they will be given additional opportunities to take the quiz until they obtain a passing score.

Coaches should be aware that they will not receive their Associate Coach Certification until they have successfully passed the quiz with a score of 76% or higher. In addition, AC Certification is required to coach athletes on the competition floor at all USAT events.\*\* Therefore, it is recommended to give yourself enough time to study and take the quiz prior to your intended competition.

\*\* USAT members who wish to coach athletes in the 14-17 year old World Class Black Belt division at the Junior Olympics and the World Class Black Belt division at the Senior Nationals will be required to have Level 1 Certification as well.

## **Level I – Introducing Sport Taekwondo**

The next step in the Coach Identification & Development Program certification process is the Level 1 – Introducing Sport Taekwondo seminar, which is designed for coaches who wish to gain further technical competencies and be introduced to the newly-established national coaching standards. Level 1 certification is required for members who plan to coach in the 14-17 year old World Class Black Belt Division of the Junior Olympics and/or the Black Belt World Class Division at Senior Nationals.

Note: Individuals coaching in the Black Belt Grassroots or the Black Belt Ultra Divisions at the 2009 Junior Olympics or Senior Nationals are only required to be AC certified and to have taken the 2009 Coaches' Edge Seminar. A coach who took the 2007 Level 1 Seminar may coach at the same level in 2009 after taking the 2009 Coaches' Edge Seminar. In other words, coaches who receive Level 1 certification in 2006 or 2007 need only to take the 2009 Coaches' Edge Seminar to maintain their certification for the 2009 calendar year.

The Level 1 seminar series will take place at the 2009 Junior Olympics and Senior Nationals. From the Level 1 seminar, each coach will receive the USAT Level 1 – *Introducing Sport Taekwondo* coaching accreditation. If coaches also take the 2009 Coaches' Edge with the Level 1, they will be eligible to have a credential to coach in the 14-17 year old World Class Black Belt Division at the Junior Olympics and/or the World Class Black Belt Division at Senior Nationals.

The Level 1 Seminar is a combination of sport and non-sport specific modules, based on theory and practice. It is the initial step toward acquiring the knowledge needed to coach at the World Class level. The true benefit of the Level 1 Seminar, however, is obtaining proven learning principles to better understand how athletes process the information provided from their coach to influence their performance.

In a Level 1 Seminar, state of the art technology such as *Dartfish* is introduced as a learning tool as well as standardized concepts such as Organizing Training Sessions, Skill & Technique Development, Scouting and Weight control. An outline of the content for Level 1 has been provided below.

The cost structure for the Level 1 Seminar, which includes the Level 1 Manual, Level 1 technical DVD, and one day of seminar instruction is as follows:

- (a) Online:       **\$300**
- (b) At the door: **\$350**

### **Level 1 – Introducing Sport Taekwondo Outline**

#### Seminar Based Modules

1. Becoming a Better Coach
2. Introducing Attributes of Olympic Taekwondo
3. Skill & Technique Development for Coaches
4. Introducing Technique Instruction
5. Organizing a Training Session for Elite Athletes
6. Scouting and Predictive Analysis
7. Introduction of Weight Control & Nutritional Strategies
8. Performance Enhancement for Athletes of All Levels

As per the USAT Bylaws Section 5.1.2 & 5.2, all coaches who complete the 2008 Level I – Introducing Sport Taekwondo Seminar receive the right to vote in any Coach Director Election in 2008. All other Level 1 Coaches who remain current in the CIDP by taking a 2008 Coaches' Edge Seminar also receive the right to vote in any Coach Director Election in 2008.

All Level 1 – *Introducing Sport Taekwondo* Seminars will be instructed by National Team Coaches, including Head Coaches **Juan Moreno** or **Jean Lopez** and the President of High Level Training **Herb Perez**.

### **Level II – Developing Taekwondo Athletes and Coaches**

The next step in the CIDP progression is Level 2 – *Developing Taekwondo Athletes and Coaches* seminar, which is the phase where coaches will start to separate themselves from the rest of the pack. The Level 2 seminar is grouped into modules that will be offered over the course of a

weekend or two-day period. Level 2 introduces the coach to sports science and coaching principles to maximize the development of athletes in the sport of Olympic-style taekwondo. The curriculum builds upon the knowledge provided in Level 1 by incorporating the proper application and analysis of Taekwondo techniques and tactics. The Level 2 seminar also consists of modules contributed by the United States Olympic Committee to provide our coaches with cutting edge information. The topics that will be covered in this enlightening seminar will include designing periodization plans, sport psychology, and the basics of strength and conditioning.

Due to the type of content that will be delivered at this seminar, coaches must be certified at Level 1 in order to take the Level 2 seminar. In 2009, the Level 2 seminar will take place at the U.S. Olympic Training Center in Colorado Springs, Colorado.

The cost structure for the Level 2 seminar, which includes the Level 2 manual, room, board, and two full days of seminar instruction is as follows:

- (a) Online: **400**
- (b) At the door: **N/A (on-site registration will not be offered for this seminar).**

## **Level 2 – Developing Athletes and Coaches Outline**

### Seminar Based Modules

1. Developing Techniques
2. Developing Tactics and Strategies in Matches and Competitions
3. Developing Skills
4. Competency Coaching
5. Coaching Methodology and Athlete Decision Making
6. Match Analysis and Scouting
7. Planning for Competition (Periodization for Taekwondo)
8. Strength and Conditioning
9. Sport Psychology

For a coach to be certified as Level 2, they must successfully complete the seminar-based modules listed above. There is no USAT event coaching requirement associated with the Level 2 Seminar.

*All CIDP fees go to cover the cost of seminars and are turned around to benefit all USAT Coach & Athlete Development Initiatives.*

## **WHAT ARE THE BENEFITS FOR CONTINUING MY EDUCATION THROUGH THE CIDP?**

One of the obvious reasons for USAT coaches to continue their education through the CIDP is to have the skills and knowledge to support their athletes as they continue their development and progress along the athlete pipeline. At the same time, coaches will be acquiring the certifications of an accredited coaching program from the National Governing Body for the Olympic sport of taekwondo. The ultimate goal of the USAT CIDP is to raise the bar of coaching excellence in the U.S. and throughout the world!

In addition to the rewards that come along with increasing one's coaching skills and knowledge, there are other opportunities that advancement through the CIDP pipeline would provide to our coaches. As mentioned in the section concerning the Coaching Pipeline, higher level coaches would be given higher priority in terms of consideration for presenting or instructing at future CIDP programs and with opportunities to be involved with the U.S. National Team coaching staff

structure. For the coaches who make the commitment to pursue the advanced levels of the CIDP (i.e. attain certifications from Level 2 to Level 4), their efforts and passion for coaching will also be recognized with the following program initiatives:

- A. **Recognition in the club section of the USAT website.** All coaches who belong to a registered club of USAT and have attained a Level 2 coaching certification or higher will be identified according to their level in the club section of the USAT website. The coaches will be identified by the club to which they belong, so that when visitors of the website are looking for a registered taekwondo club in their area, they will know whether a club has a coach or have coaches who are certified at Level 2 or higher.
- B. **Recognition in the coaching section of the USAT website.** At the conclusion of the first CIDP Level 2 seminar in 2009, the coaching section of the USAT website will have a special category that will list the coaches who have attained a CIDP Level 2 coaching certification or higher. As the higher coaching levels become available to the USAT membership, all coaches who attain Level 2 or higher will be listed according to the highest coaching level that they have attained and kept current.
- C. **USAT CIDP Coach of the Year Awards.** The coaches who have attained the status of Level 2 or higher will be eligible for the annual USAT CIDP Coach of the Year Awards. This could be considered as one of the greatest honors that a taekwondo coach could receive since the coach will be selected by some of the top taekwondo coaches in the country. A Developmental Coach of the Year Award will be awarded to a Level 2 coach and when the higher levels become available, annual High Performance and World Class Coach of the Year Awards will be offered to a Level 3 and Level 4 coach, respectively. Eligible candidates will have to submit an application near the end of the calendar year from which the National Team Coaching Staff will determine the most deserving coach. More details regarding the nomination process will be disclosed as the call for applications draws near.

### **Coaching & CIDP Requirements**

**Starting with the National Event Qualifiers in 2009, all coaches who wish to coach from the chair at a USAT National Event and have not taken any CIDP course are required to take the Associate Coach (AC) Seminar.** The AC seminar is an on-line based program with a 25-question quiz.

**Starting with the Junior Olympics and Senior Nationals in 2009, all coaches who wish to coach from the chair in the World Class Black Belt Divisions (14-17 Black Belt at Junior Olympics and Senior Black Belt at the U.S. Nationals) are required to be certified at Level I – *Introducing Sport Taekwondo*.** The Level 1 seminar is a one-day program which will take place at the Junior Olympics and Senior Nationals. Individuals coaching in the Ultra Division of Senior Nationals or the Grassroots Division of the Junior Olympics or Senior Nationals are only required to be AC certified.

- The USA Taekwondo CIDP certifications are the only accredited coaching certifications that will be recognized for USAT events.
- All coaches who would like to be eligible for a coach credential at a USAT event will be required to attend a 2009 Coaches' Edge seminar.

### **Grandfathering Clause**

Coaches who have attained certification from the former coach certification program --AND—who have taken the AC Seminar are **eligible to protest** at any USAT National Event.

## **Protest Rights**

Coaches who have taken the AC Seminar --AND-- have a 3<sup>rd</sup> Dan or higher are eligible to protest at any USAT National Event.

Coaches with AC certification are eligible to coach from the chair, but are **not** eligible to protest at a USAT event, until they complete the Level I – Introducing Sport Taekwondo seminar.

All coaches who are eligible to protest at the Junior Olympics or the Senior National Championships are required to have the Level I – Introducing Sport Taekwondo certification.

- To be eligible to protest at any USAT National Event, a coach must either have a CIDP Level I – Introducing Sport Taekwondo certification, --OR-- have achieved prior certification from the former coaching program --OR-- be a 3<sup>rd</sup> Dan or higher.

## **How to Register for CIDP Seminars**

The registration process for seminars is easy. You can register online or at the door.

Online Seminar Registration Procedure:

1. Go to the USAT website (<http://www.usa-taekwondo.us/>) and log-in to Hang-A-Star membership. The log-in is located on the right side of the USAT homepage.
2. If you are a member but have not logged in before or have not renewed your membership for 2008, your log-in username is your membership number located on your USAT membership card. You will then be directed into the system to create a password and set up your profile.
3. If you are not a member, but are signing up for membership, you will need to use the sign-up option located below the log-in box.
4. Once your profile is updated, you will be able to register for a seminar.
5. Click on the events tab.
6. Click on the name of the appropriate seminar.
7. Click on the "Register for this Event Now" button.
8. Follow the necessary steps to completing your registration and click "Register".
9. Once you have registered for this event you may then register to coach at an event.

## **Future Coach Development Seminars**

In year four of the CIDP, additional Levels of the program will be implemented so that every USAT coach can continue to grow and maintain their competency level. Level 1 Coaches will be invited to participate in upper level courses. The goal of the program is to create coaches of the highest caliber while defining the standard for excellence in the Olympic Sport of Taekwondo. The CIDP will provide coaches with the most respected certification in our sport.

Additional levels of the CIDP continue to be developed which are based upon High Performance & World Class standards that include: periodized athlete strength and conditioning, athlete analysis, tactical planning, understanding tendencies, maintenance & tapering strategies.

As the CIDP continues to grow and to expand, USAT will be looking for additional coaches to serve as instructors for future coaching seminars. Thus, participation in the CIDP is the direct pathway to future development initiatives with USAT.

## **Frequently Asked Questions**

To assist with the transition into the new Coach Identification & Development Program a Frequently Asked Questions document is posted that should address any initial questions.

Coaching Inquiries can be sent to the USA Taekwondo Director of National Programs at: [Edward.yoon@usa-taekwondo.us](mailto:Edward.yoon@usa-taekwondo.us).

This is an exciting time for USA Taekwondo and we look forward to sharing these experiences with you through future seminars.