

By the end of the Adventure Sports Instructor Developer Programme, participants will be able to:

- Competently deliver CDPI accredited courses (up to & including L2) within their own NGB
- Employ a range of Instructor Developer skills to help support Instructor/Leaders in both formal and non-formal settings on behalf of their own or other NGBs

This will be achieved through a nine-day, Adventure Sports specific, Instructor Developer skills course delivered by Sport Ireland Coaching and a 6-18 month NGB work placement. The emphasis during the work placement is on the sports specific application of the skills learned during the nine-day course.

Minimum Intended Module Learner Outcomes for the nine-day, Adventure Sports, Instructor Developer skills course delivered by Sport Ireland Coaching:

By the end of the nine-day Instructor Developer skills course participants will be able to:

- Demonstrate a range of Instructor Developer skills in a formal context

IDCM1 - Introduction to Instructor Development:

By the end of the module you will be able to:

- Comment on Sport Ireland, the CDPI & the ICDF in respect of their relevance to you and your NGB
- Describe the role, qualities, skills & competencies of an effective Instructor Developer
- Identify similarities and differences between leader, Instructor, and coach roles
- Demonstrate various forms of verbal and non-verbal communication

- Explain some of the facets of learning and apply them to the adult learning environment
- Create and facilitate group work
- Demonstrate a variety of presentation skills and delivery styles

IDCM2 - Instructor Support Skills and Strategies:

By the end of the module you will be able to:

- Plan for formal and non-formal learning environments
- Identify numerous ways to assist the progression of Instructors and leaders at different stages of their development
- Facilitate the development of Instructors and leaders in different contexts
- Identify the key features of legislation relating to Child Protection, Anti-Doping & Inclusive Practice and locate primary information sources for each

IDCM3 - Observation, Feedback & Analysis (of Adventure Sports Instructors' Needs, Behaviour and Skills):

By the end of the module you will be able to:

- Demonstrate a variety of methods of observing & recording people and practices
- Interpret your observations in relation to providing effective feedback to Instructors and Leaders
- Prioritise, word & time your feedback to Instructors/Leaders (context specific)
- Evaluate your own skills relating to the provision of an Instructor Support programme

IDCM4 - Leadership :

By the end of the module you will be able to:

- Identify leadership skills and attributes in yourself and others
- Create a definition of leadership in an Adventure Sports setting
- Develop a matrix outlining phases of leadership, identifying expectations and competencies expected of an Adventure Sports leader during each phase
- Write a personal action plan & assist Instructors/Leaders in the writing of theirs
- Draft a workshop, course, or programme to assist the development of Instructors/Leaders in your NGB
- Critically evaluate your own and one other person's skills as an Instructor Developer using one or more interpretive filters

IDCM5 - Advanced Instructor Developer Practice:

By the end of the module you will be able to:

- Apply a range of Instructor Developer skills to support Instructors/Leaders in both formal and non-formal settings
- Make informed decisions on the type & provision of support suitable for Instructors/Leaders in your NGB
- Identify areas within your NGB where your skills would be of benefit
- Evaluate your learning to date and write a personal action plan for your NGB work placement

**Minimum Intended Learner Outcomes for the presentations on weekends
2,3,4 & 5:**

By the end of each presentation you will have:

- Demonstrated a range of Instructor Developer skills which resulted in increased Instructor/Leader competency by your participants.

- Been involved in a debriefing session resulting in an action plan for personal improvement as an Instructor Developer

By the end of the NGB work placement Instructor DEVELOPERS will be able to do the following (as secondary outcomes of the main programme outcomes):

1. Co-deliver formal Instructor/leader education courses (alongside a qualified Instructor Developer) with a level of technical knowledge and expertise in line with an *agreed NGB syllabus.
2. Provide Instructor/Leader centred feedback to Instructor/Leader on formal Adventure Sports Instructor courses.
3. Design and/or deliver Instructor/Leader centred workshops in line with the overall NGB strategy for Instructor/Leader development.
4. Create opportunities for Instructors/Leaders to be part of a Community of Practice, Peer Support, or Instructor/Leader Exchange programme.
5. Provide 'in situ' support for Instructors/Leaders. Examples of 'in situ' support are co-delivery of Instructor training sessions, shadowing, observation of Instructor(s) with feedback, 1:1 mentoring (with support from an experienced Instructor Developer).
6. Provide information to Instructors on upcoming courses, workshops, conferences, seminars, webinars etc. in their own and other sports/environments.
7. Assess Instructors/Leaders (with support from a qualified Instructor Developer) according to NGB criteria/guidelines.

*an agreed NGB syllabus is one that has been written by the NGB , evaluated by Sport Ireland Coaching and agreed by both organisations as being at an

**MINIMUM INTENDED PROGRAMME & MODULE
LEARNER OUTCOMES for the INSTRUCTOR
DEVELOPER PROGRAMME**

appropriate level, with appropriate content and contains supplementary documents to allow for repeatable, sustainable delivery.