



Evaluation of Centre Performance and Accountability

**New Zealand Academy of Sport
SPARC's High Performance Network**

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TODAY'S FOCUS



Importance of centre accountability to:

**Funding agencies;
Centre “clients”; and
Overall sport community.**



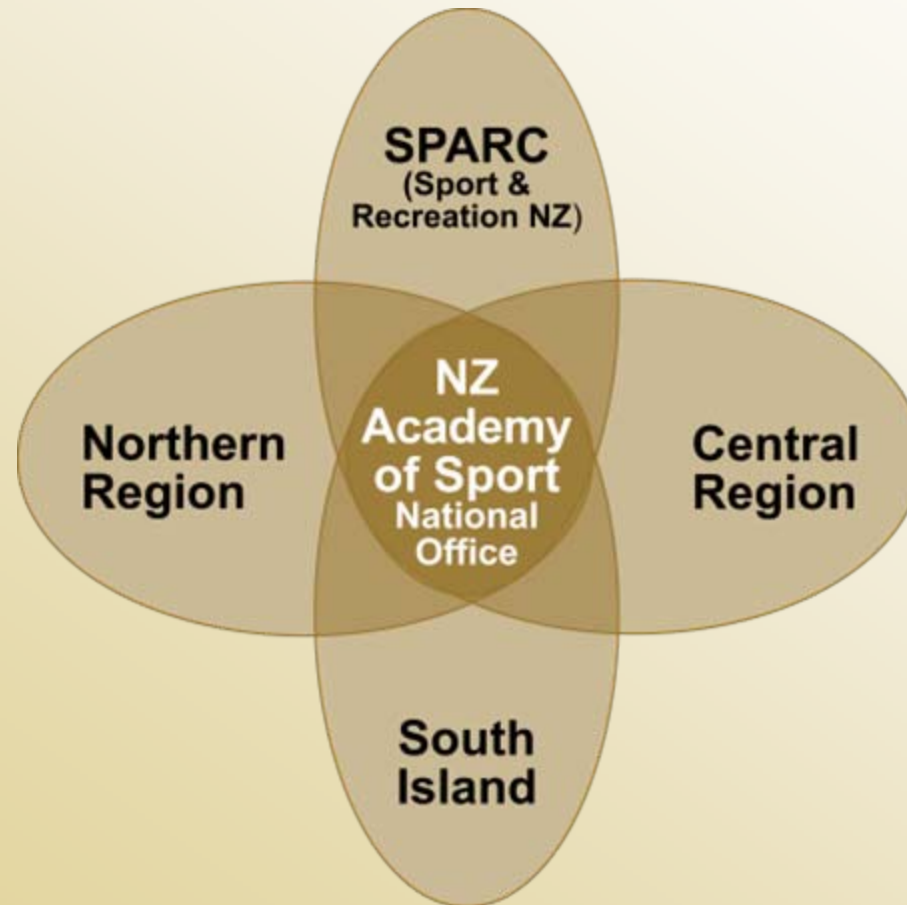
Centre evaluation:

**How to evaluate centre performance;
Which tools to use.**







Impact of centre evaluation on staff.

STRUCTURE



NZAS 'CENTRES'

Provide quality services to carded athletes and carded coaches aligned to sport service plan:

-  *Science/medicine*
-  *Career advice/planning*
-  *Scholarships*
-  *Case management*








IS CENTRE ACCOUNTABILITY IMPORTANT?



YES!

WHY?

-  *Government requirement (SOI)*
-  *Contractual Agreement*
-  *NSO Performance Plan*
-  *Applied Service Plan*
-  *Accountable for results*

HIGH PERFORMANCE ASSESSMENT TOOL

-  *Leadership*
-  *Strategy*
-  *International Benchmarking*
-  *Athlete Focus*
-  *Elite Coaching*
-  *Sport Science & Medicine*
-  *Competition & Training Camps*
-  *Results*



COACHING ASSESSMENT TOOL



- *Coach self management & self development;*
- *Strategic plan - creation, understanding & implementation;*
- *Programme management to meet objectives;*
- *Hands on coaching of athletes/team.*

PERFORMANCE REVIEW







Subjective in nature it consists of two parts:

**Assessment Questionnaire;
Interview and Discussion.**




PERFORMANCE REVIEW



-  *Assessment of Key Principles;*
-  *Assessment of National Office Roles and Responsibilities;*
-  *Assessment of Regional Operations Roles and Responsibilities;*
-  *Additional Comments*

PERFORMANCE INDICATORS

-  *Coaching Services - Satisfaction;*
-  *Compliance – Financial, Operational, Communication;*
-  *Other Support/Added Value;*
-  *Support Services – Satisfaction, impact on training and competition;*
-  *Business Development.*

PERFORMANCE INDICATORS



Combination of targets:

E.g. \$750,000 of other support;







Trends over time and comparison to other regions



IMPACT ON CENTRE STAFF

- *Good and bad.*
- *Some aspects well received;*
- *Criticisms not always taken well;*
- *Risks a tit for tat exchange;*
- *Does it fully include their concerns/views?*
- *NSO input to the process is limited.*

PRINCIPLES

-  *Keep the framework simple;*
-  *Keep the process simple;*
-  *Include objective measures;*
-  *Include subjective opinion.*

