

ANZ Coaching Commission Progress Update

22nd April, 2013

Introduction

In July 2012, a workshop of coaches met to reinvigorate the ANZ Coaching Commission. At the time, there was no elected Coaching Convenor, few attendees at the commission AGMs and minimal documentation for coaching qualifications.

The result of the meeting was a recommendation for a national coaching governance structure, and a directive to create/update coaching qualifications.

Coaching Governance Structure

The Coaching Commission was voted in at the Coaches' Annual General Meeting in January, 2013.

The Coaching Commission is governed by a panel of five members:

- A Coaching Convenor, who represents the Coaching Panel on the ANZ Board of Governance;
- A representative voted in by each of the four districts.

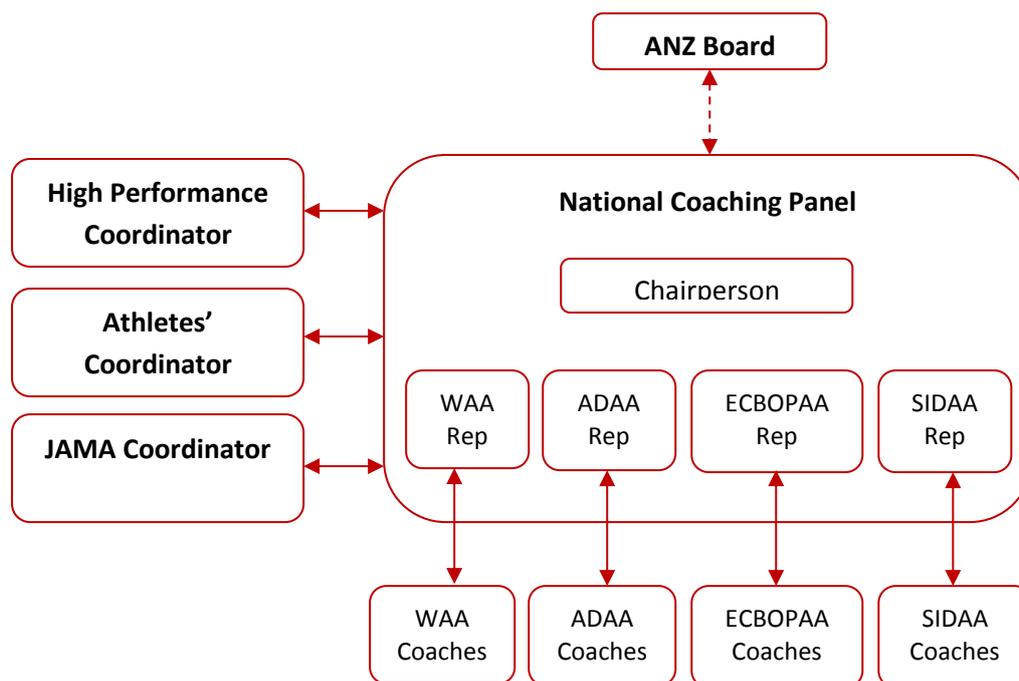


Figure 1: ANZ Coaching Commission Governance Structure

The District Coach Representatives are responsible for communicating with the coaches in their Districts. The Panel is to communicate directly with the key stakeholders in ANZ.

Sport New Zealand Coach Framework

The Coach Development Framework sets the future philosophy and direction for coach development in New Zealand.

It has been developed by a SportNZ working party to implement the 'coach education and development' tactic of the New Zealand Coaching Strategy.

What is the purpose of the Coach Development Framework?

The Framework:

- outlines the future philosophy and direction of coach development in New Zealand
- provides guidance to national sport organisations (NSOs) for the production of coach development programmes
- helps align the roles of key players in coaching.

What are some of the key changes outlined in the Framework document?

Coach development will be based on the needs of the athletes being coached, rather than emphasising levels of coach knowledge and skill.

NSOs will drive coach development through programmes that integrate sport-specific and general principles of coaching within coaching practice.

There is an increased emphasis on:

- 'how' rather than 'what' to coach
- ongoing flexible professional development of coaches
- support for coaches to practise athlete-centred coaching
- coaching in practice, rather than theoretically based learning.

Implementation of the SportNZ Coach Framework

The Coaching Commission has reviewed the SportNZ plan for developing coaches, and opted to align our coach development pathway as recommended. The focus on catering for athlete needs will drive a continual improvement on how we deliver the coaching to our archers.

Sport NZ identifies the following athlete development pathway:

- Explore
- Learn
- Participate
- Perform
- Excel

The ANZ Coach Framework has been developed to cater for these athlete areas, as follows. It understands that an athlete-oriented structure means that coaches can be experts in their field, rather than the previous system which worked in levels of coaching knowledge.

Foundation Coach

The Foundation Coach works with archers in the "Explore" phase, i.e. have-a-go experiences. This coaching qualification will be offered to ANZ members, but will primarily be focused on external parties, such as instructors running school camps, etc.

Development Coach

The Development Coaches work with archers from beginners all the way to shooting tournaments. These coaches are the heart of club coaching and will undertake the majority of grass-roots coaching around the country. The Development Coach qualification also includes the Foundation Coach course material.

Performance Coach

The Performance Coaches work with the archers in their District who are targeting national and international competitions. They will be involved in talent identification.

High Performance Coach

The High Performance Coaches will work with the country's top athletes, targeting success at international competitions. They will be involved in carrying out the high performance programme, and working with the High Performance Coordinator to further improve the HP programme.

Coach Qualifications

A workshop was attended in April between Andrew Russell, Bernie Fraser and Tony Eastwood for development of the qualification manuals and examinations (non-funded). The manuals for the Foundation and Development Levels are nearing completion, subject to peer review. The Performance Coach manual is also under development, with roll out of these qualifications around August 2013.

The High Performance Coach qualification will require development, and is expected to be complete by the end of 2014.

Reaccreditation

Coaching knowledge and methods are constantly being updated. Reaccreditation ensures that coaches operating under an ANZ qualification stay up to date with new developments.

A reaccreditation programme of 3 years has been recommended. This will generally take the form of a self-assessment, with coaches undertaking an agreed level of continuing performance development points over the three year period.

Assessing Overseas Coaches

Coaches with prior experience from overseas will be able to apply to the Coaching Panel for inclusion in the ANZ Coaching Framework. This will be dealt with on a case-by-case basis, and will generally be through either an interview with an appointed coach instructor, by sitting one of the Coach Examinations, or both.

Depending on performance in the assessment, the coach instructor may recommend some further learning in a selection of areas.

Progress Update

At the July 2012 Coaching Workshop, the working group were assigned with a number of tasks. The following table identifies progress on these actions.

Coaching Panel Tasks	Status
Develop role descriptions for each position in the coaching structure	Complete
Recommend framework for appointments for positions within the structure	Complete – Voted in at Coaching Commission AGM January 2013
Commence the development of the coach accreditation structure, starting from the existing ANZ Basic Instructor and Level 1 accreditation documentation	Under Development
Develop reaccreditation methods and durations	Under Development
Develop a method for assessing overseas coaches in the ANZ system	Complete
Implement a strategic plan for the Coaching Commission	To start
Propose a business plan for budgeting	To start
Implement a national coaching register which is shared with the membership secretary, and used to provide SportNZ with statistical information, and to maintain contact with coaches	Complete – to be updated following roll out of new structure
Prepare a document that details the National Coaching System in its entirety for publication	Under Development

Feedback

For any feedback on the ANZ National Coaching Programme, please contact Andrew Russell (andrew@russellnz.net).