

# ANZ Coaching Workshop Report 29<sup>th</sup> July, 2012

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## Executive Summary

A workshop has reviewed the existing coaching structure, and found that it is fragmented, incomplete, and not supportive of coach and archer development nationwide. As a result, a working group has been put together to develop a unified National Coaching Structure, consisting of a governance structure, coach accreditation and high performance. Feedback from ANZ coaches and archers will be used to help shape the structure.

### 1. Workshop Goals

The purpose of the workshop was to bring a cross-section of ANZ coaches together to undertake the following activities:

- 1) Review existing systems
- 2) Recommend a coach accreditation structure
- 3) Recommend a coaching governance structure
- 4) Recommend a high performance structure
- 5) Provide a timeline for implementation

### 2. Review of Existing Systems

A review of the existing structure found the following:

- There is no elected national coaching convenor;
- ANZ has course notes and assessment sheets for Basic instructor and Level 1 qualifications;
- There are no approved qualifications for higher levels, though Bernie Fraser has written a proposal for Level 3;
- There is little standardisation of coaching through the country with some regions utilising a variety of coaching structures;
- The change in classification of levels a few years ago has shed uncertainty over coaches' understood level;
- Some clubs are performing well with coach development in isolation, but without much support;
- The existing Basic Instructor and Level 1 courses have generally been met with positive reviews by those who have undertaken them;
- Communication has been very poor;
- Regular changes in structure have broken down existing systems and a lot of information and knowledge has been collectively lost;
- We do not have a comprehensive list of coaches nation-wide;
- There is no recertification structure;
- There is no assessment structure for overseas coaches to be brought into the current system;
- There is no structure in place for development of archers – it is all done on an ad-hoc basis.

### 3. Coach Accreditation Structure

It was decided not to re-invent the wheel, but to work with what we currently have and develop it to suit the current and future requirements of our organisation. There is a need to provide continuity in the structure presented to coaches. The workshop group offered the following guidance for the development of the levels:

Levels	Description
<b>Basic Instructor</b>	Generally targeted at those who wish to run have-a-go days and school camps, and could be non-ANZ members
<b>Level 1 Coach</b>	Club Coach – should be able to run an introductory coaching course at an archery club, and take beginners up to shooting at tournaments
<b>Level 2 Coach</b>	Regional Coach – should be able to take tournament shooters up to a competitive national level
<b>Level 3 Coach</b>	High Performance Coach – should be capable of working with top national archers to develop them into competitive international athletes

As in most sports, coaches should have reaccreditation, and a structure needs to be put in place for this. This will ensure that over the years, coaches continue to undertake continuing performance development and stay up to date with new coaching techniques and processes. It is recommended that there should be no fee for reaccreditation to encourage existing coaches to stay in the system.

Coach training for each level should provide manuals to assist with teaching, learning and reviews, and help to standardise coach training across the country. Each level's accreditation process shall undergo a review and be approved by the coaching panel.

### 4. Coaching Governance Structure

The operation and management of coaching in ANZ should remain in roles outside of the Board. The recommended structure is as follows:

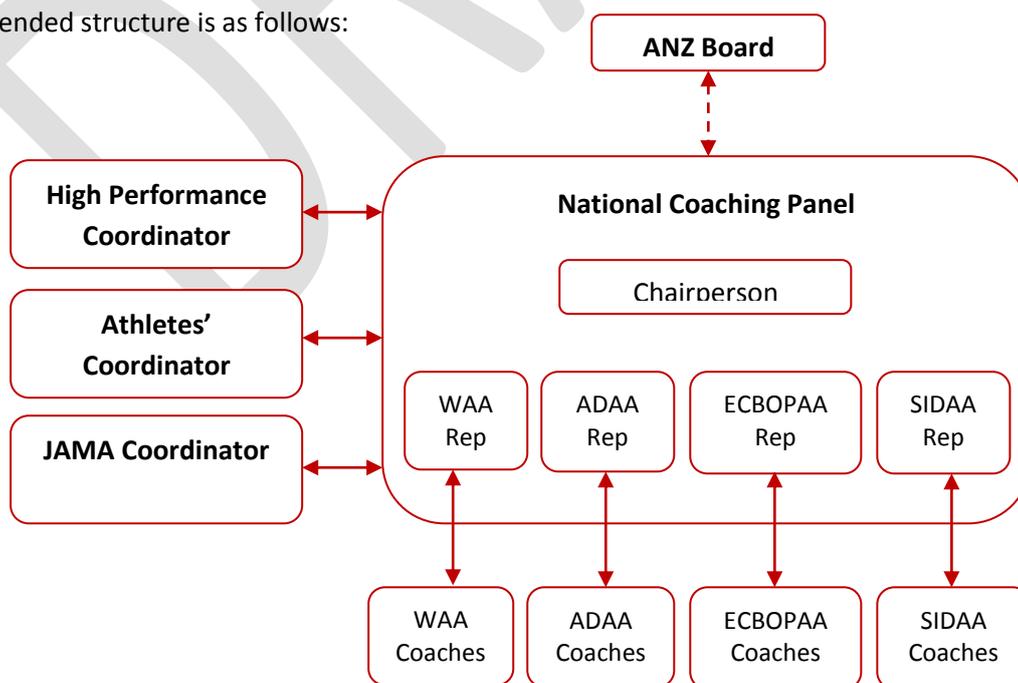


Figure 1: Coaching Governance Structure

**The National Coaching Panel** will consist of four **District Coaching Representatives**, each elected by their respective district organisation (ADAA, WAA, ECBOPAA, and SIDAA). They will elect from amongst themselves a chairperson who will be the National Coaching Coordinator. It is recommended that these positions be elected with a view to continuity, but have no specific term attached to them.

The Coaching Panel shall be responsible for setting and managing the national coaching structure, coach accreditation, and coach development. There shall be lines of communication with the Athlete's and JAMA Coordinators to ensure that athlete requirements are catered for.

The District Coaching Representatives shall be responsible for communication with coaches in their respective districts. Feedback for the coaching system should be passed through the District Coaching Representatives. The District Coaching Representatives shall likewise be tasked with driving coaching activities in their regions and passing down information and direction from the Coaching Panel. They shall organise a register of coach training and seminars for each region and publish this.

**The High Performance Coordinator** is elected by the National Coaching Panel, responsible for setting and managing the High Performance Structure, and communicating with regional coaching representatives to identify regional talent. Other duties shall be to coordinate the formation and management for national squads for major world tournaments where required, and to organise support services for athletes in the high performance programme. The High Performance Coordinator shall also communicate with the National Coaching Panel to develop a structure for supporting the development of high performance coaches.

## 5. High Performance Structure

Reasons for the implementation of a high performance structure are as follows:

- To assist our top-performing archers in achieving goals by providing access to resources and expertise, assist with training programmes;
- To assist in finding a suitable coach where an archer doesn't have access to one;
- Funding for high performance archery can generally be attained only if there is demonstration of a high performance structure;
- International success is the backbone to major funding opportunities which can grow the entire sport.

The intention is not for coaches managing high performance squads to technically coach the archers, but to work with their personal coaches to understand how a team coach could support these archers before and during major international tournaments.

Each district would be responsible for organising and managing a district talent identification and management process, in the form of a training squad. The districts could either elect a district HP coordinator, though if no one was available, the district coach would be in charge of organising the HP process for the district. Other processes can be implemented in discussion with the High Performance Coordinator.

A discussion on an objective selection procedure was held, and while outside the scope of the coaching programme, recommendations will be put to the Board for consideration.

## 6. Working Group

An interim working group was selected to lead the development of the National Coaching Programme until the districts are able to elect a representative to this panel.

The interim working group has been appointed as:

- Andrew Russell - Chairperson (ADAA)
- Mike Ashburn (ECBOPAA)
- Tony Eastwood (WAA)
- John Luxford (SIDAA)

The working group has been tasked with developing the National Coaching Structure, based on the direction giving by the workshop, and by feedback from coaches and archers nationwide. Other tasks are to:

1. Develop role descriptions for each position in the coaching structure;
2. Recommend framework for appointments for positions within the structure;
3. Commence the development of the coach accreditation structure, starting from the existing ANZ Basic Instructor and Level 1 accreditation documentation;
4. Develop reaccreditation methods and durations;
5. Develop a method for assessing overseas coaches in the ANZ system;
6. Implement a strategic plan for the Coaching Commission;
7. Propose a business plan for budgeting;
8. 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;
9. Implement a national coach training register;
10. Prepare a document that details the National Coaching System in its entirety for publication.

## 7. Timeline for Planning and Implementation

The proposed timeline for implementation is:

<b>27<sup>th</sup> August 2012</b>	Plan distributed to coaches and archers via Archer magazine and on website (or earlier)
<b>10<sup>th</sup> September 2012</b>	Final date for feedback from members
<b>15<sup>th</sup> September 2012</b>	Updated report issued to the Board for review
<b>22<sup>nd</sup> September 2012</b>	Board meeting for approval of National Coaching Structure plan
<b>29<sup>th</sup> September 2012</b>	Updated National Coaching Structure plan distributed to all members
<b>7<sup>th</sup> January 2013</b>	Presentation of update on implementation at Coaches Commission AGM
<b>2012-2013</b>	Development and Implementation of National Coaching Structure

## 8. Feedback

For any feedback on the planned structure and implementation, please contact one of the following:

ADAA – Andrew Russell – [andrew@russellnz.net](mailto:andrew@russellnz.net)

WAA – Tony Eastwood – [teastwood@xtra.co.nz](mailto:teastwood@xtra.co.nz)

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