

# Coaching and National Systems

Presented by:

Carolyn Trono, Sport for Life

Peter Niedre , Coaching Association of Canada



# Menti #1: Who's here today?



Go to [www.menti.com](https://www.menti.com)

# Who is participating? To be made into Menti question, and remove this slide

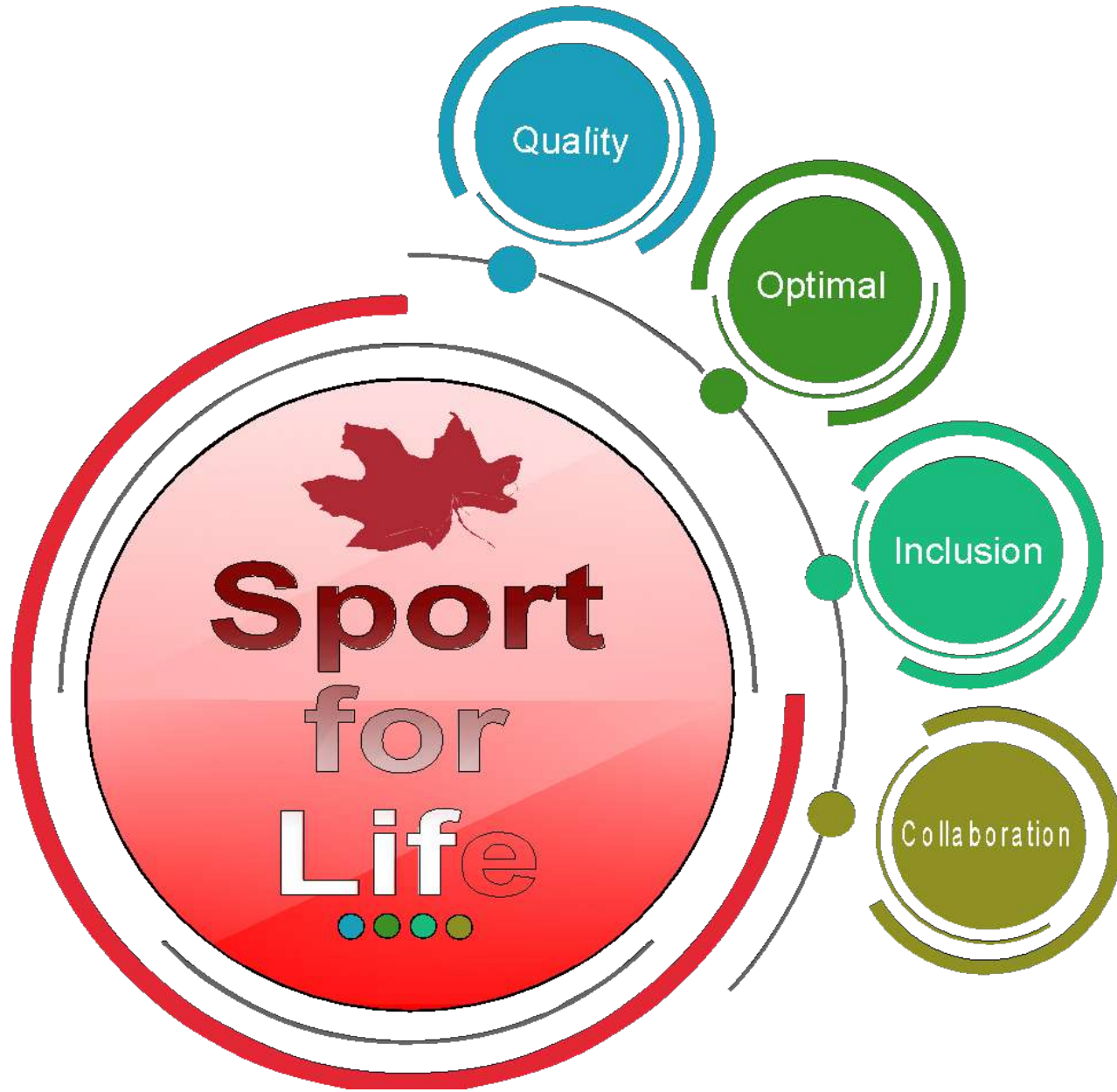
- What role are you in?
  - Coach
  - Sport Admin
  - Athlete
- What level are you working at?
  - Local
  - National
  - International
- How many years have you worked in the sport system?
  - Less than 5
  - 6-15
  - 15 or more
- Do you have a coach education system in place?

# Session Overview

Session will:

1. Highlight the importance of alignment of Long-term development, athlete development matrix and coach education.
2. Examine shortcomings in athlete/participant development from coaching and system perspective
3. Outline how various athlete pathways are all important and coach's role.
4. Highlight the system of coach education from Canada
5. Provide examples of coach development pathways from National Sport Organizations



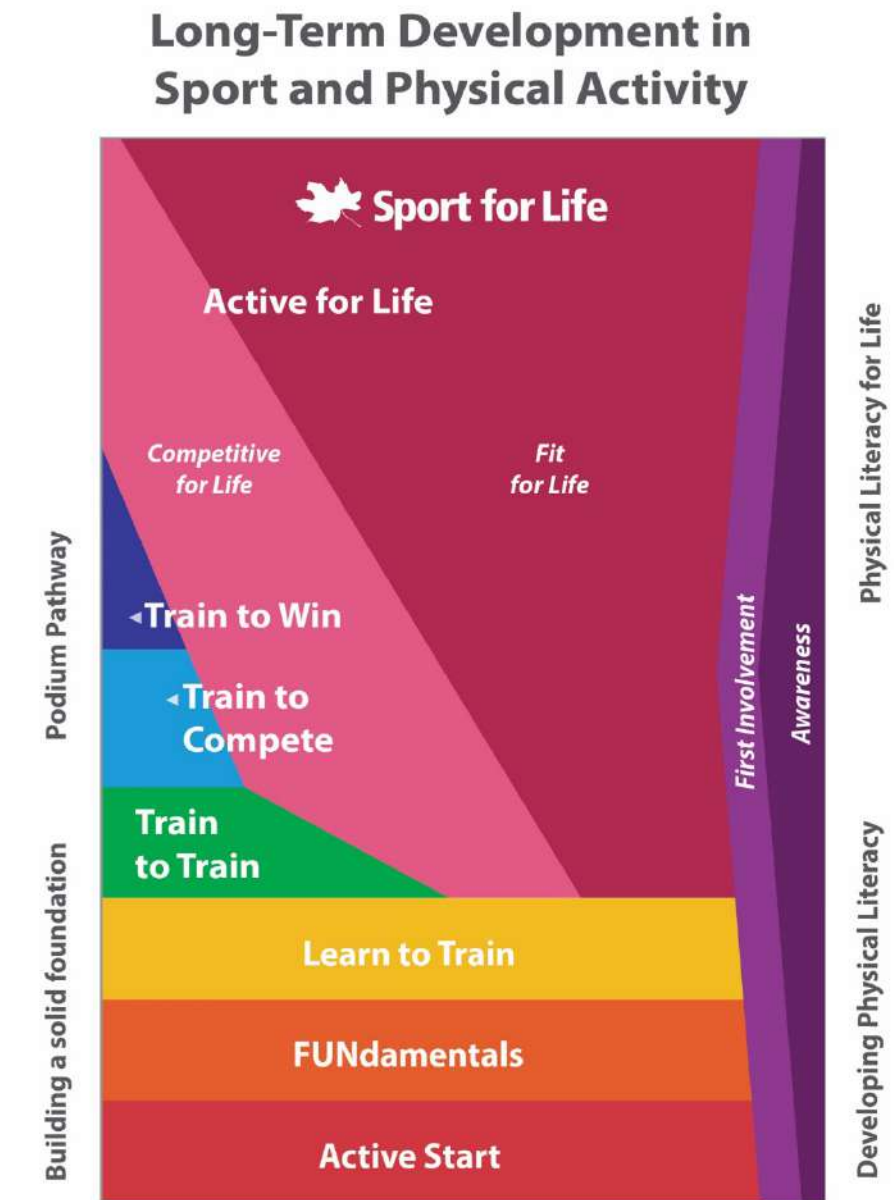


## Guiding Principles

1. **Quality** is key
2. **Optimal** programming is critical
3. **Inclusion** is non-negotiable
4. **Collaboration** makes the system better

# Rectangle & Stages

1. Awareness and First Involvement in sport or physical activity can happen at any time across the life course.
2. Train to Train flares out in hopes sport will improve the quality and quantity of programs and participants at that stage.
3. Added text around the rectangle that highlights the Podium Pathway + +



# Shortcomings - Coach Knowledge and Applications

- |                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>• Chronological vs. Developmental age</li><li>• Short-term outcomes vs. developmental process</li><li>• Adult programs applied to youth athletes</li><li>• Accelerated adaptations to training</li><li>• System of competition interferes with development of athletes</li></ul> | <ul style="list-style-type: none"><li>• Positive training environments</li><li>• Accelerated adaptations to training</li><li>• Limited emphasis on physical literacy and multi-sport programming</li><li>• Knowledge of gender differences for training adaptations and environments.</li></ul> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

# SHAPING THE IDEAL NSO

Each box represents an important component to implement LTD within an NSO. Each NSO will approach implementation differently depending on their state of readiness. The arrows represented in the diagram are critical to ensure success therefore those aspects must be present throughout the process.

1

2

3

4

## Leadership and Governance

Sport for Life – LTD Framework

Sport for Life – LTD Athlete with a Disability Framework Framework

Athlete Development Matrix

Competition Review & Restructuring

Advanced Physical Literacy

Integration with Education Sector

Integration with Municipalities & Communities

Integration with Coaching (NCCP)

LTD Pathway Stage-by-Stage

Integration with Multi-Sport Service Organizations

Integration with Health Sector

## Communication, Education and Champions for Change

Sport for Life – LTD-Based Programs

NSO LTD alignment & implementation

Club LTD Alignment & Implementation

Sport for Development initiatives

Long-Term Officials Development

P/TSOs LTD Alignment & Implementation

Joint Sport Initiatives

Kaizen & Advancing Sport-Specific LTD Knowledge

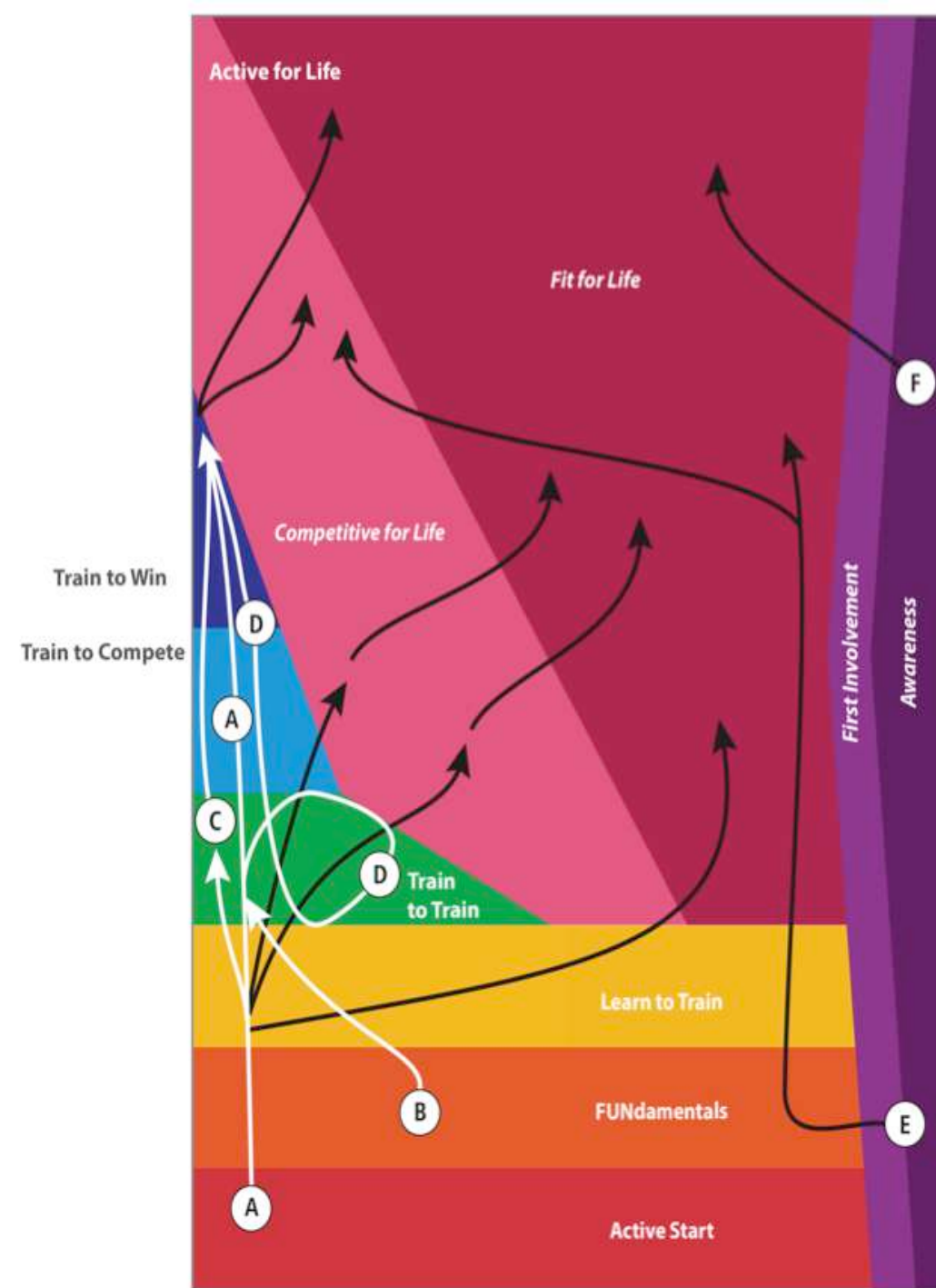
## Assessment, Monitoring, Research, Review and Renewal

# Many Pathways...what is the coach's role?

Write in the chat box

What pathway are your athletes on?

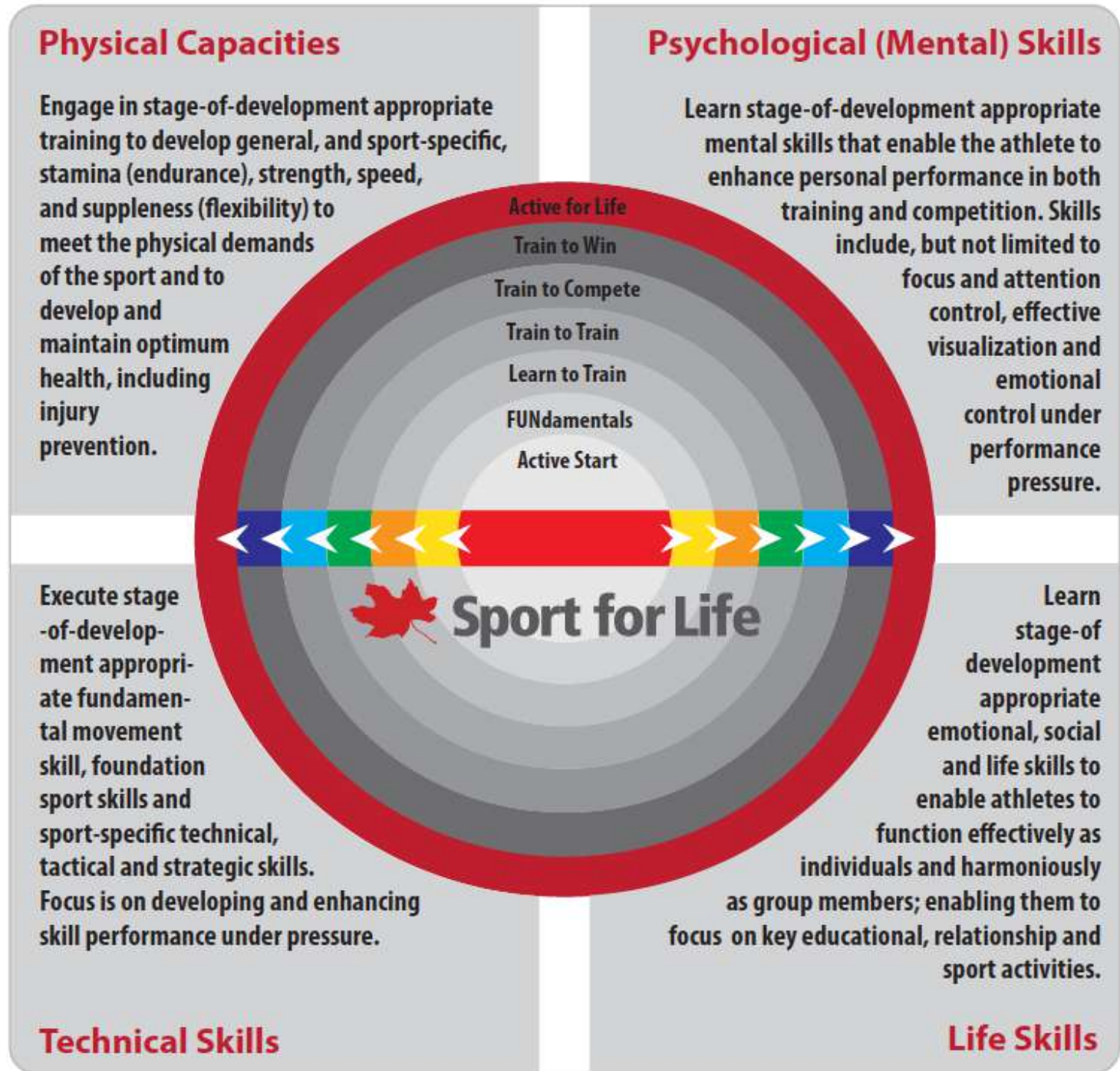
In 2 – 3 words, what is your main role in supporting their journey?



# Quality sport

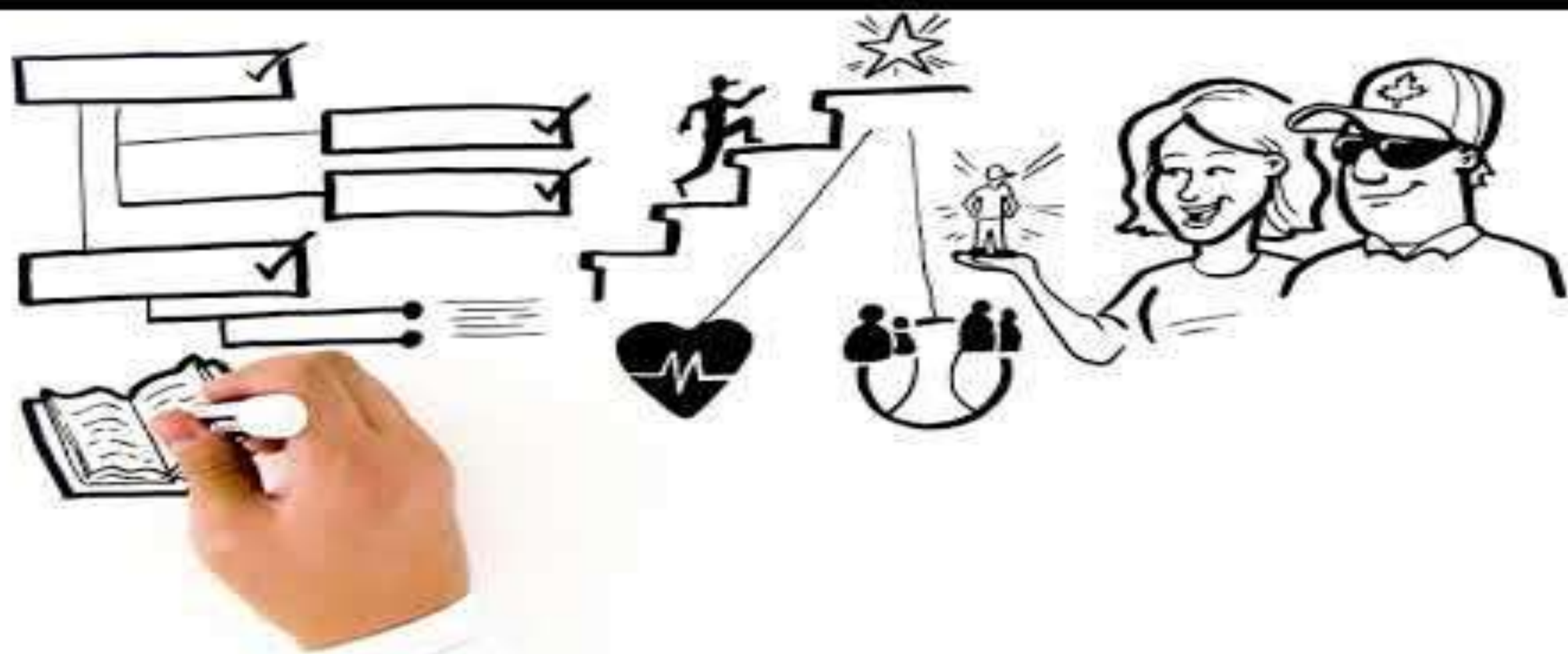
based on Long-Term Athlete Development is...

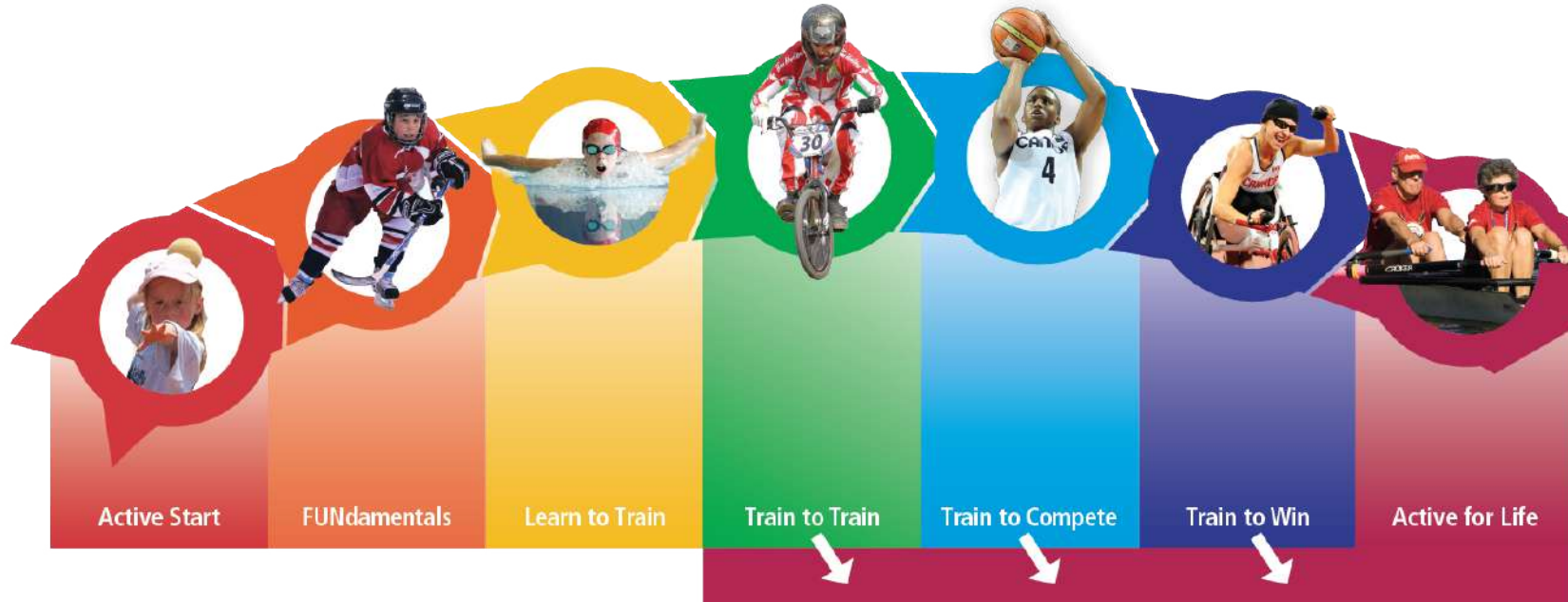




# Athlete Development Matrix

Many of the shortcomings identified in LTD framework can be addressed through coach education with emphasis on growth & development.



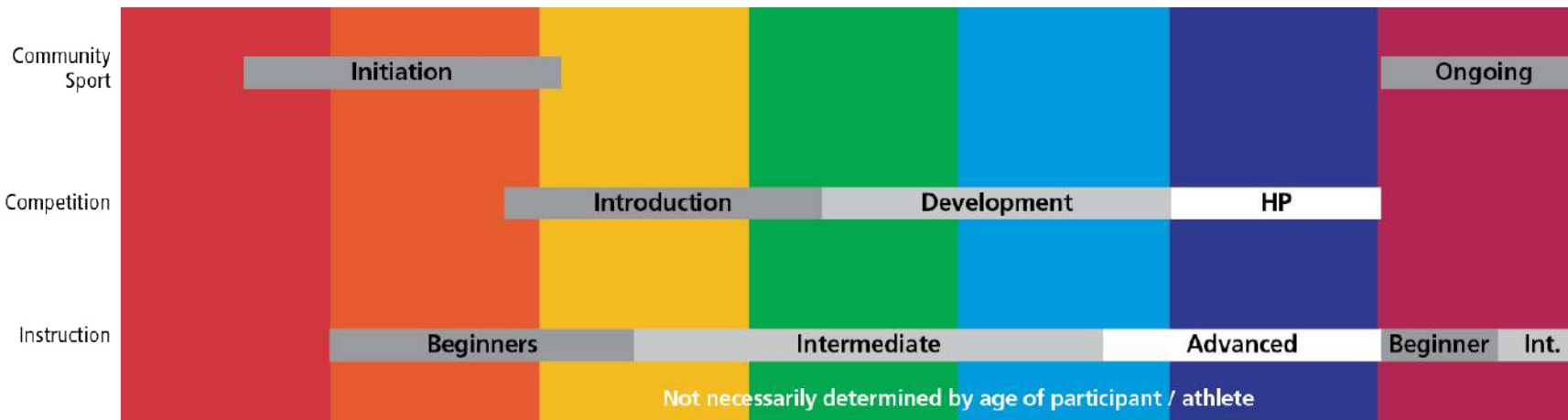


## Stage by Stage Athlete Development



Informs

Coach Education



# Canada's Coach Development System



# Coach Development System

**What does a coaching development system look like to you?**

# Who is the Coaching Association of Canada (CAC)?

The CAC was established in 1971 with a mission and mandate to enhance the experiences of all Canadian athletes through quality coaching.



# The CAC Mission

To enhance the experiences of  
all athletes and participants in  
Canada through quality  
coaching.



# 2018-2022 STRATEGIC PLAN

To enhance the experiences of all athletes and participants in Canada through quality coaching.



75% Partner Satisfaction

Increase diversity amongst 60,000 new coaches

90% Sustainable Delivery Capacity

Embedding Pro-Coach and Safe Sport

95% Team Belief in Impact

5% increase in Women's Equity



## COACHING EDUCATION

1. Continuing Improvement In programs and services
2. Meaningful Partnerships to Impact coaches
3. Increased Access through platform and Innovations



## COACHING LEADERSHIP

1. Elevate the value of the coach
2. Unite stakeholders
3. Mobilize and disseminate knowledge
4. Distinguish Canada Internationally



## COACHING PROFESSION

1. Build Professional Coach Identity
2. Champion the Responsible Coaching Movement
3. Create valued services for coaches and coach employers



## ORGANIZATIONAL EXCELLENCE

1. Pursue the values of the Chartered Professional NCCP Coach
2. Enhance organizational sustainability
3. Responsive to the partnership
4. Practice Inclusion

## NCCP CODE OF ETHICS

1. Health and Safety
2. Coaching Responsibly
3. Integrity
4. Respect
5. Honour

## ENABLERS

1. One Culture
2. Invest in People
3. Transformative Technology
4. Knowledge Mobilization

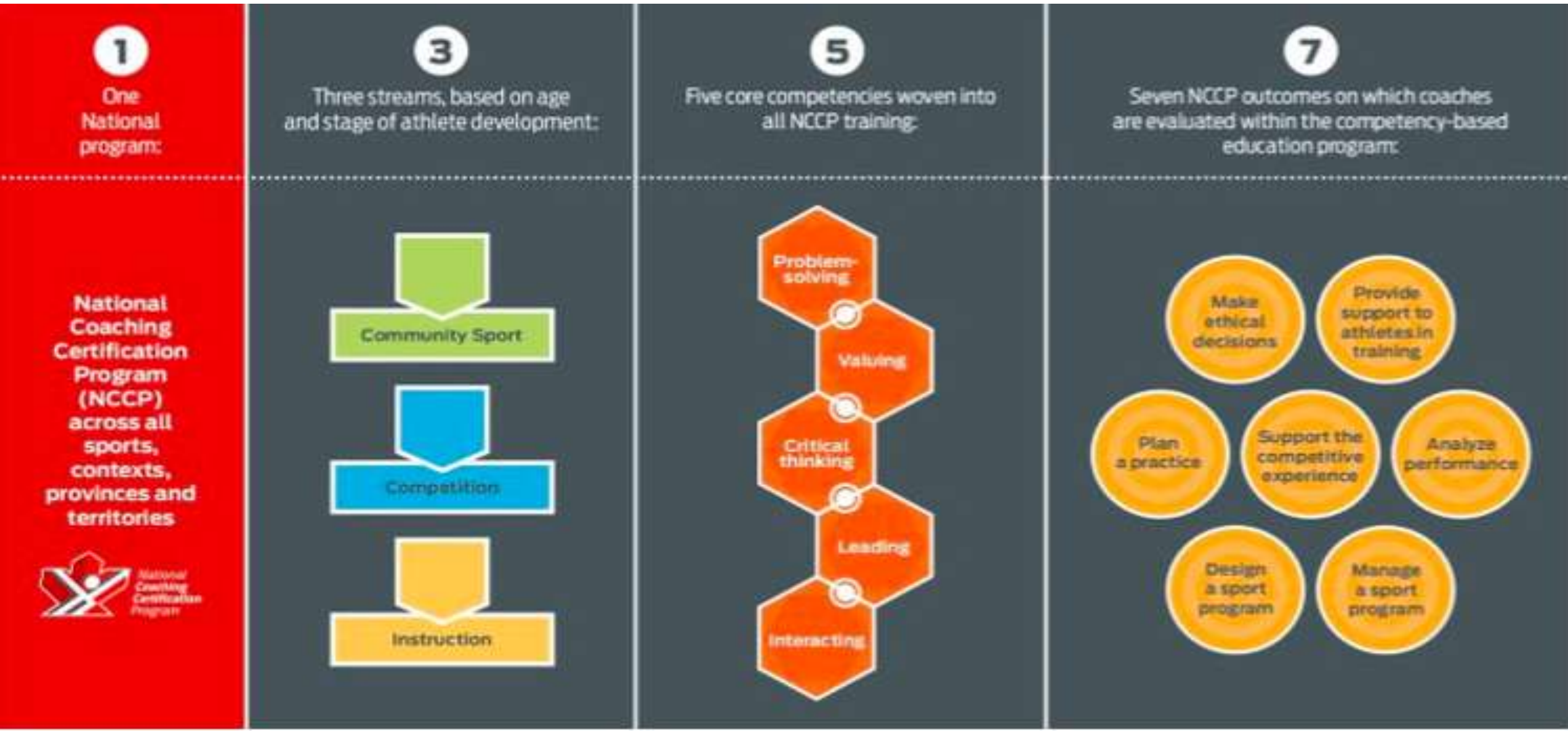


# National Coaching Certification Program (NCCP)

- Launched in 1974, the NCCP is the **CAC's flagship program**, and has been identified as a world leader in coach education.
- The CAC responsibility:
  - Funding NSOs in development and delivery of NCCP
  - Approval of programs
  - Quality assurance
  - NCCP Policy development



# The National Coaching Certification Program (NCCP) Model



# Partners in Coach Education

- 13 Provincial-Territorial coaching Representatives (PTCR)
- 66 National sport Organizations (NSOs)
- 7 Canadian Olympic-Paralympic Sport Institutes (COPSIN)
- Provincial – Territorial Sport Organizations (PTSOs)
- Provincial-Territorial Aboriginal Sport Bodies (PTASBs)
- Multiple sport system partners:

The National Coaching Certification Program is a collaborative program of the Government of Canada, provincial/territorial governments, national/provincial/territorial sport organizations, and the Coaching Association of Canada.

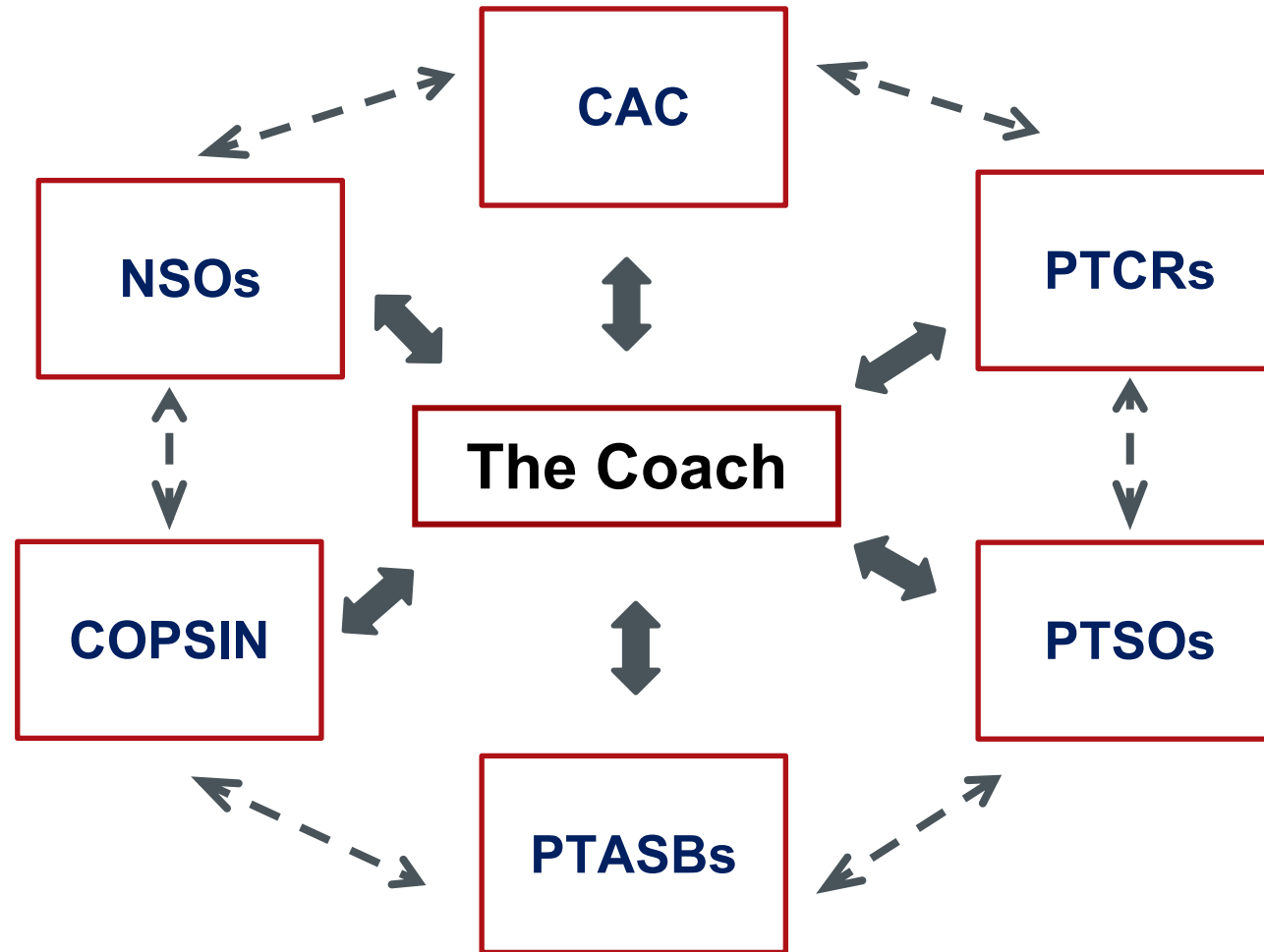
## PARTNERS IN COACH EDUCATION



The programs of this organization are funded in part by Sport Canada.



# CAC-NSO-PTCR SHARED RESPONSIBILITY IN COACH TRAINING AND CERTIFICATION



## 2019 – 2020 delivery

### NCCP Events

Total NCCP events  
(courses/workshops,  
and evaluations):

**37,031**

### New NCCP Coaches

**64.1%**  
Male



**35.8%**  
Female

**.1%** Other



**55,631** New Sport-specific Coaches Entered in the Locker



# KNOW YOUR ATHLETE

# QUALITY SPORT – Sport for Life

## Quality sport

Quality sport based on Long-Term Development in Sport and Physical Activity is...

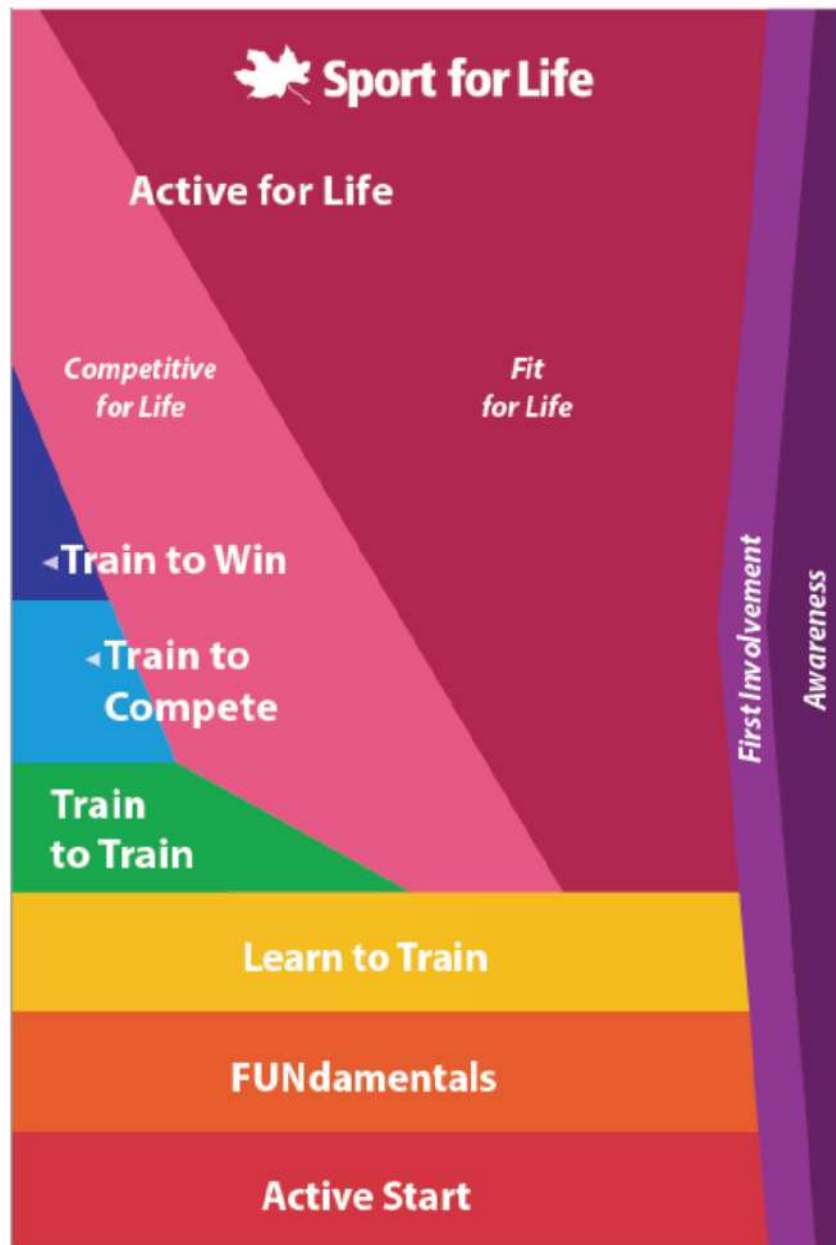
The COACH

developmentally appropriate

safe and inclusive

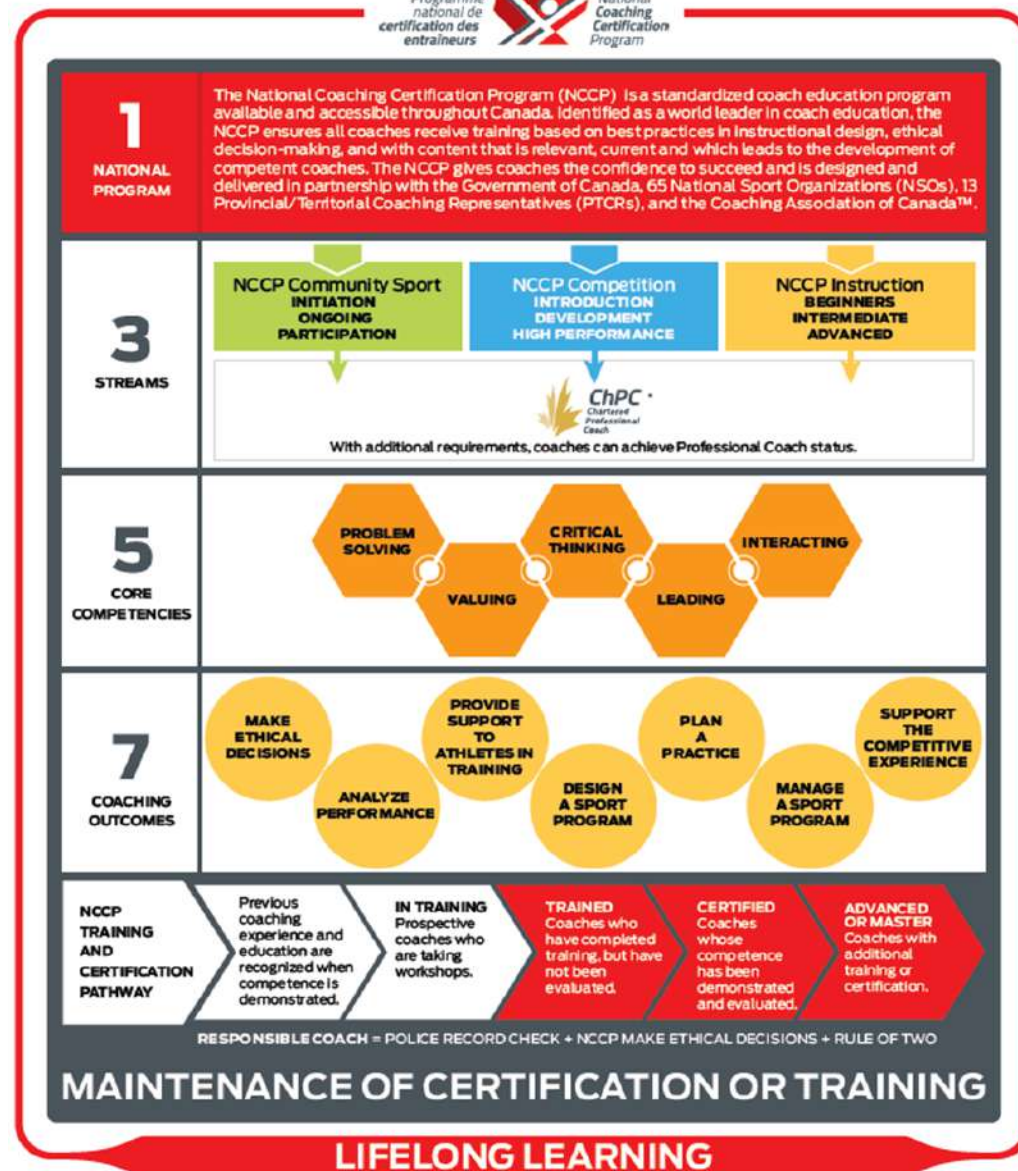
well run

...leading to  
**individual excellence  
and optimum health**

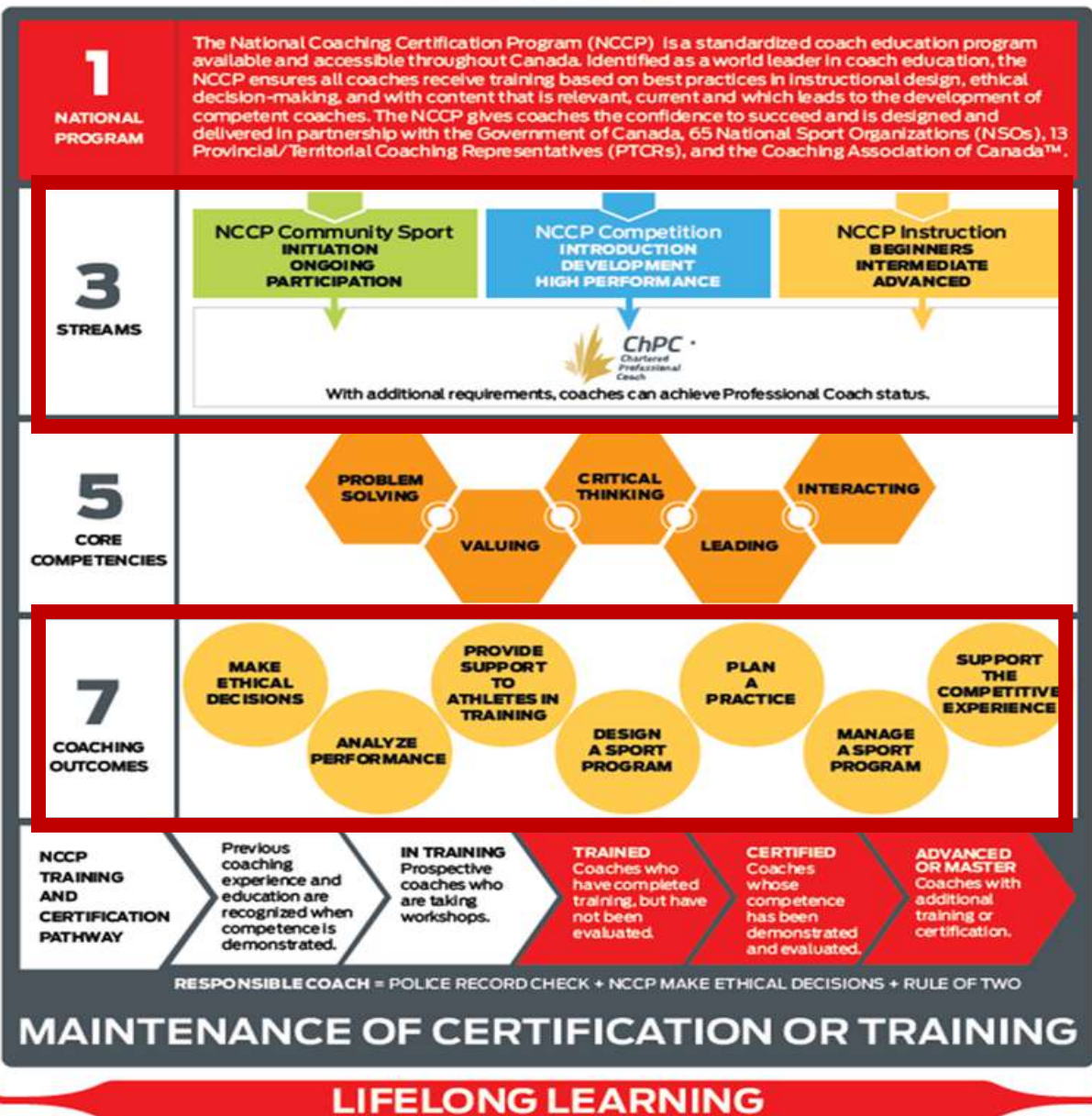


Physical Literacy for Life

Developing Physical Literacy



\* The Coaching Association of Canada grants the official designation of Chartered Professional Coach (ChPC) to those who have demonstrated their competence as NCCP certified coaches who value the technical and ethical standards of the profession.



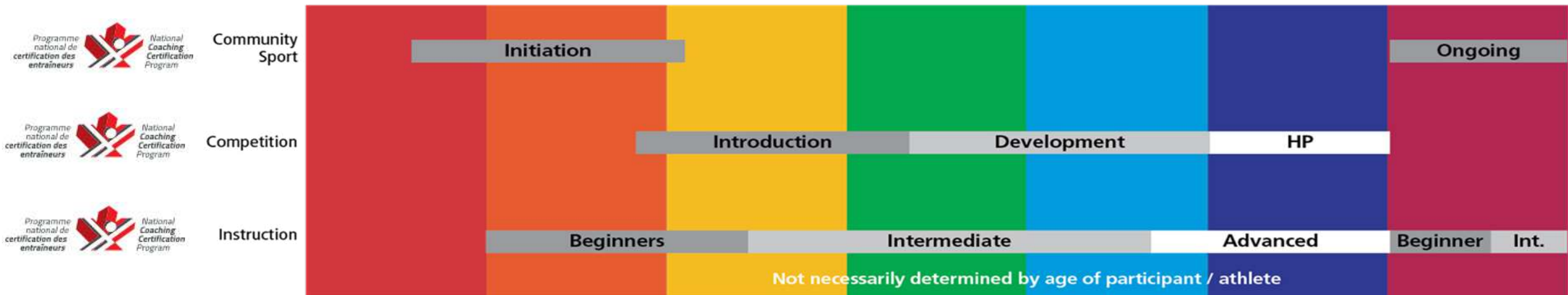
- Competition-Introduction
- Competition Development
- Competition High Performance



**Competency Based,  
Context Specific**

\* The Coaching Association of Canada grants the official designation of Chartered Professional Coach (ChPC) to those who have demonstrated their competence as NCCP certified coaches who value the technical and ethical standards of the profession.

# Canadian Sport for Life (LTD)



# High Performance Coach?



***High Performance** refers to athletes who are progressing along the podium pathway and meeting performance-related benchmarks as high performance athletes.*

## High Performance Coaches:

- Coaches working with athletes on a validated podium pathway or equivalent

**SYSTEM ALIGNMENT**



# COMPETENCY BASED AND CONTEXT (LTD) SPECIFIC?

- The National Coaching Certification Program is based on:
  - The environment in which they are coaching
  - needs of participant at stage of development
- **Coaches are EVALUATED and TRAINED within the context they are working**
- **All learning is problem and activity based**
- Peer-review process of NSO NCCP approval must demonstrate link and alignment to stage of sport Athlete Development Model

*Competent, Quality coaches at each stage of participant development*

# NCCP Development Guiding Principles

- Be evidence- and research-based, and effectively translated through the process of training the coach
- **Align with the needs and realities of the sport**
- **Align with and link to the sport participant model and athlete development model**
- **Ensure system alignment**
- **Reflect Canada's diversity and be inclusive**
- Accessible to as much of Canada's population of coaches as possible
- Reflect the [NCCP Branding Guidelines and Policy](#)
- Use an efficient approval process

**Develop Content that Considers System Alignment, and Diversity in Coaches and Athletes, and expands delivery of the NCCP.**

# Planning Suite Alignment of Terms

**Physical  
Literacy**

| S4L terms                   | Comp Intro              | Comp Dev                | AKA                                         |
|-----------------------------|-------------------------|-------------------------|---------------------------------------------|
|                             |                         |                         |                                             |
| Stamina                     | Aerobic CAP             | AC                      | Oxidative                                   |
|                             | Aerobic Power           | AP                      |                                             |
|                             | Speed End               | Anaerobic Lactic        | Anaerobic Glycolytic                        |
|                             |                         |                         |                                             |
| Speed                       | Segment Speed           | Segment Speed           | HEPS-Creatine-Phosphate:<br>ATP-PC          |
|                             | Whole Body Speed        | Whole Body Speed        |                                             |
|                             | Multi-dimensional Speed | Multi-dimensional Speed |                                             |
|                             |                         | Anaerobic Alactic       |                                             |
|                             |                         |                         |                                             |
| Strength                    | Core / Stability        | Core / Stability        | Core Strength Stability                     |
|                             | Str End                 | Str end                 |                                             |
|                             | Hypertrophy             | Hypertrophy             |                                             |
|                             | Max                     | Max                     |                                             |
|                             | Power                   | Power                   |                                             |
|                             |                         |                         |                                             |
| suppleness /<br>Flexibility | Flexibility             |                         | mobility / flexibility / range of<br>motion |
|                             |                         |                         |                                             |
| Agility                     | Agility                 | Agility                 | Spatial Awareness / Physical<br>Literacy    |
| Balance                     | Balance                 | Balance                 |                                             |
| Coordination                | Coordination            | Coordination            |                                             |
| Quickness                   | Quickness               | Quickness               |                                             |

# NCCP Fundamental Movement Skills

Learn More About This Module!

Presented by  teamSNAP



## Physical literacy

is the...



Figure 5: Physical Literacy Cycle

**active for life**



If You **Can**



Catch  
Jump  
**Run**  
Swim  
Throw

You Will Take Part In



Soccer  
Basketball  
Volleyball  
Track and Field  
Squash  
Rugby  
Tennis



If You **Can**



Catch  
Jump  
**Throw**  
Swim  
Run

You Will Take Part In



Soccer  
Softball  
Bowling  
Baseball  
Goalball  
Football  
Rugby



If You **Can**



Run  
Swim  
**Wheel**  
Catch  
Jump  
Throw

You Will  
Take  
Part In



Wheelchair Basketball  
Wheelchair Tennis  
Wheelchair Rugby  
Wheelchair Athletics  
Wheelchair Ball Hockey  
Para-badminton  
Tag Games/  
Relays/Obstacle Course



For additional details, please refer to the resource paper *Canadian Sport for Life* (2005).



## Coaching Athletes With A Disability

Take the **eLearning** module today!



## Coaching Athletes With A Disability

Design positive and meaningful sport experiences for all.

Take the **eLearning** module today!



Coaching Association of Canada  
Association canadienne des entraîneurs

# Pathways to ChPC Designation

## I Have:



NCCP Certification  
and an Undergraduate  
or Graduate University  
or College Degree  
(non CAC-accredited)

### Pathway 1

ACD or CDAG  
or Comp-HP  
or equivalent\*



4 years of  
coaching  
experience  
(3000 hrs)



NCCP Certification  
and an Undergraduate  
or Graduate University  
or College Degree  
(non CAC-accredited)

### Pathway 2

Comp-Dev Certified  
or equivalent\*



5 years of  
PT or 2 years  
of FT coaching  
experience  
(4000 hrs)



NCCP  
Certification

### Pathway 3

Enrolled in ACD and  
Comp-Dev Certified  
or equivalent\*



5 years of  
PT or 2 years  
of FT coaching  
experience  
(4000 hrs)



Post-secondary  
Degree from a  
CAC-accredited  
Coach Education Program

### Pathway 4

5 years of PT  
or 2 years of  
FT coaching  
experience  
(4000 hrs)

**\*Pathway to NCCP certification through NSO evaluation and/or NSO recognition of prior learning**

#### Acronyms in alphabetical order:

ACD – NCCP Advanced Coaching Diploma  
CAC – Coaching Association of Canada™  
CDAG – NCCP Competition-Development Advanced Gradation  
ChPC – Chartered Professional Coach®  
Comp-Dev – NCCP Competition-Development

Comp-HP – NCCP Competition-High Performance  
FT – Full-time  
NCCP – National Coaching Certification Program™  
NSO – National Sport Organization  
PSI – Post-secondary Institution  
PT – Part-time



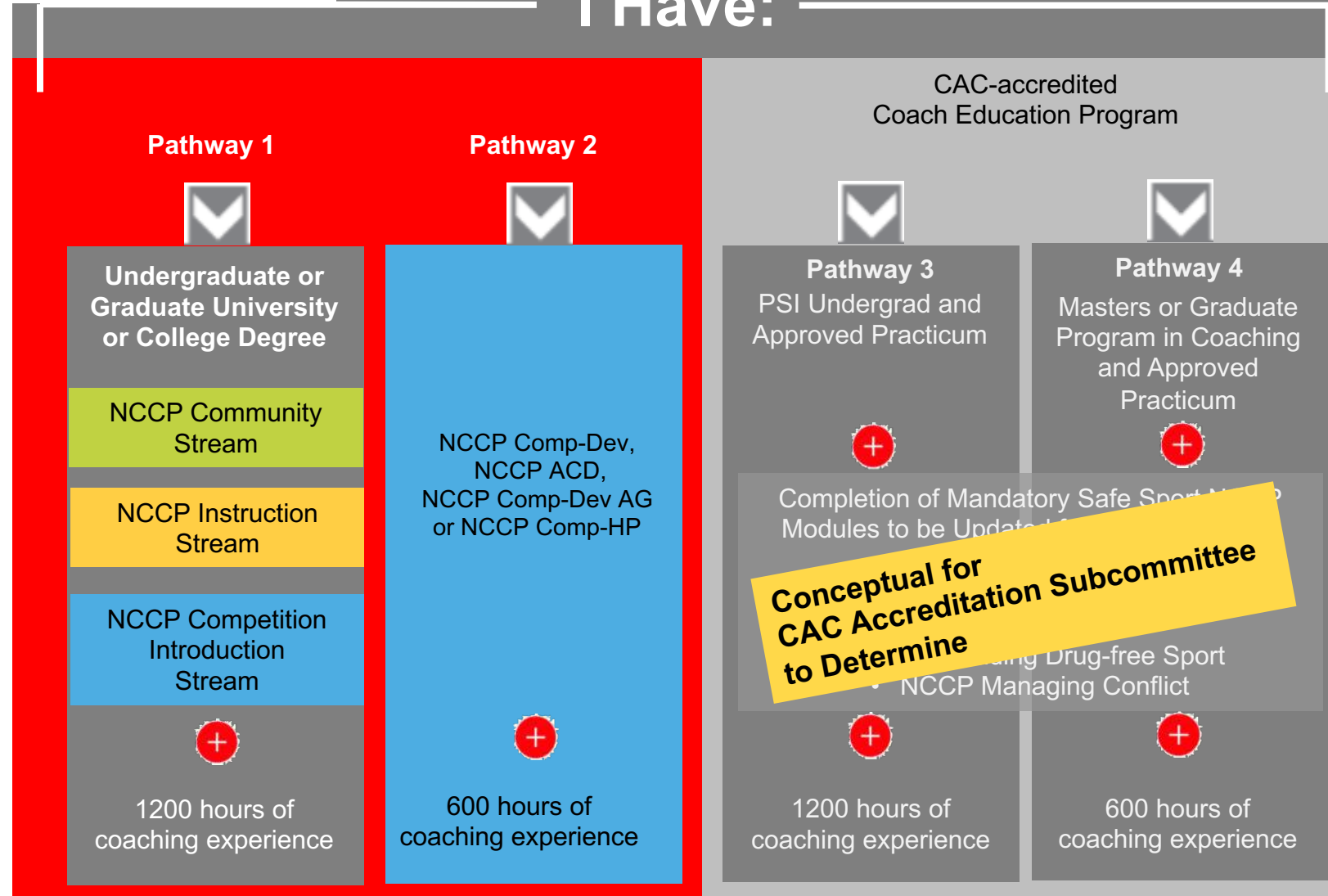
National  
Coaching  
Certification  
Program

**coach.ca**  
Coaching Association of Canada  
Association canadienne des entraîneurs

# Pathways to New ChPC Designation

I Have: \_\_\_\_\_

Chartered Professional Coach (ChPC) as an “Entry to Practice” and context specific.



# Policy, Legislation & Safety in Sport



Coaching Association of Canada  
Association canadienne des entraîneurs

# Competition, Training Environment and Coach Certification

- Multisport games in Canada and Internationally require a minimum level of coach certification, aligned with athlete development model
- Local, provincial / territorial and National level competitions most National Sports have a minimum level of coach certification, aligned with athlete development level
- Many sports have legislation or codes of safety for minimum coaching levels in the daily training environment, aligned with athlete development level



# Competition and Coach Certification



Provincial /  
Territorial Games  
Train to Train

Competition Introduction



Canada Games  
Train to Compete

Competition Development



ChPC / Competition High  
Performance

# Objective

- **Keep sport healthy and safer,  
and minor athletes protected**
- **3 steps to Responsible Coaching:**
  - 1) Rule of Two
  - 2) Background Screening
  - 3) Ethics and Respect Training



Rule of Two



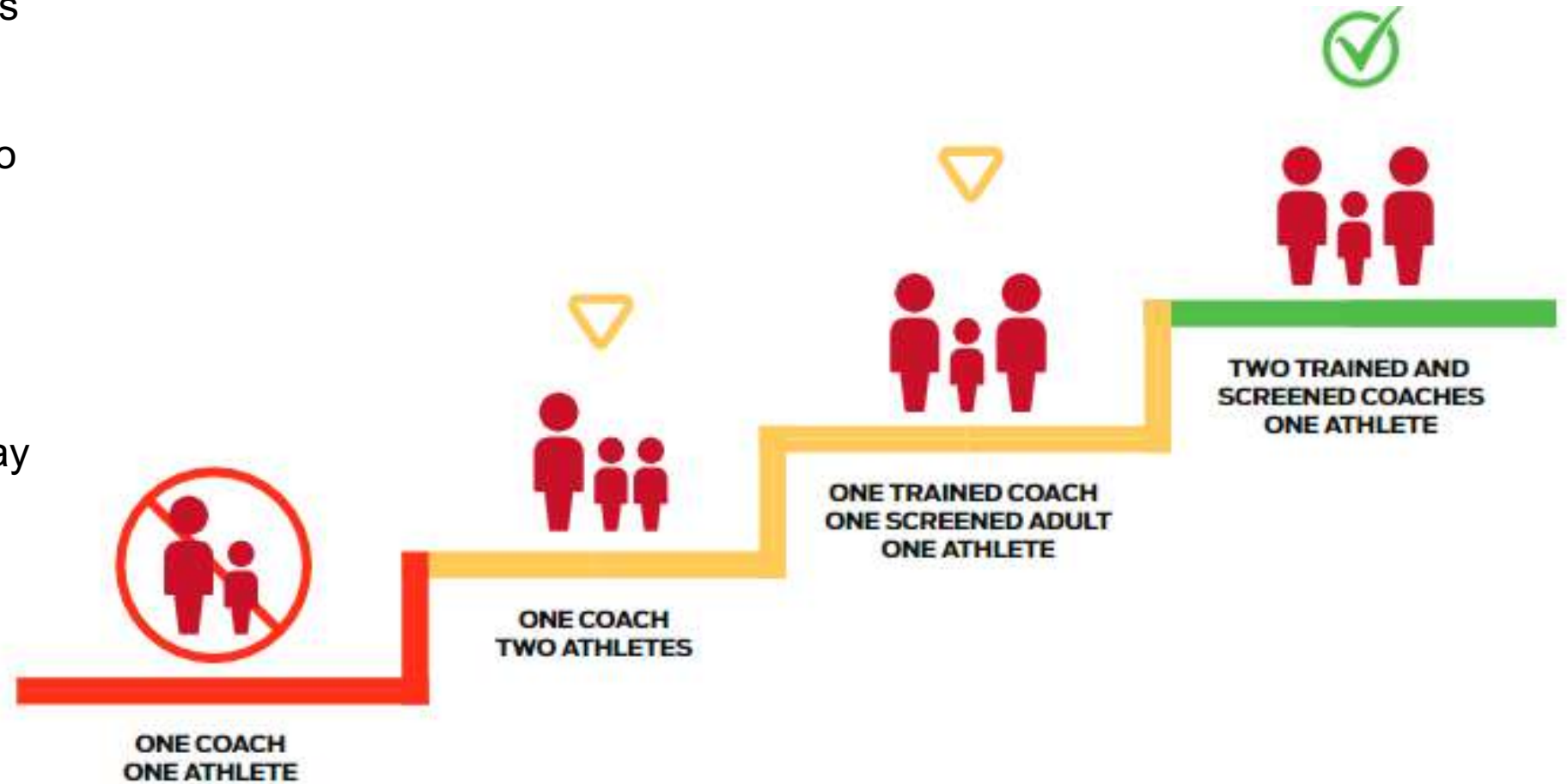
Background  
Screening



Ethics Training

The goal of the **Rule of Two** is to ensure all interactions and communications are open, observable and justifiable. Its purpose is to protect participants (especially minors) and coaches in potentially vulnerable situations by ensuring more than one adult is present. There may be exceptions for emergency situations.

# RULE OF TWO



# NCCCP Code of Ethics

1

## Leadership and professionalism

This principle considers the inherent power and authority that a Coach holds.



2

## Health and safety

This principle considers the mental, emotional, physical health and safety of all participants.<sup>1</sup>



3

## Respect and integrity

This principle considers respect and integrity, which are the rights of all participants.



# Safe Sport & Safe Sport Training

- Mandated training for *National Sport Organizations*, National Team Coaching Staff
- Training aligned with Universal Code of Conduct to prevent and address maltreatment in sport (UCCMS)
- Addresses maltreatment in sport:
  - Recognizing
  - Preventing
  - Call to action



# Increasing the Diversity of our Coaches



Coaching Association of Canada  
Association canadienne des entraîneurs

# Resources and Programs to Increase Coach Diversity

- Women in Coaching Programs:
  - Apprentice Programs – Canada Games and University
  - Mentorship
- Indigenous Coaches:
  - Apprentice programs
  - Training program – Aboriginal Coaching Modules
- Coaching Athletes with a Disability training





QUESTIONS?