

COACHFORCE

**Coach Development
Framework
Manual**

Last Updated May 2011

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NETBALL NEW ZEALAND
Pōtarawhiti Aotearoa

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OVERVIEW

The NNZ Coach Development Framework is an approach for developing coaches at all levels in the game. In line with the recommendations laid out in SPARC's Coaching Strategy (2004) it provides a vision and structure for improving the knowledge and delivery of Netball coaching with the overall goal of developing more quality and confident coaches.

This approach is based on the following key principles:

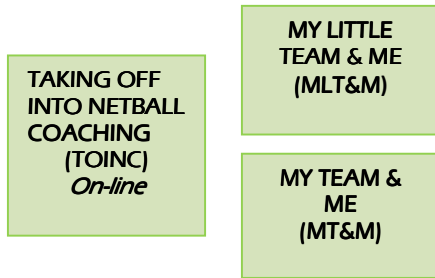
- **Appropriate for Netball in New Zealand** – reflective of New Zealand's unique cultural and sporting environment
- **Community based** – aligned with NNZ's coaching communities in conjunction with the New Zealand Coaching Strategy
- **Player centred** – based on the needs of the players and aligned to their stage of development
- **Applicable and practical** – 'on-the job' learning experiences
- **Flexible** - providing coaches with more choice and a higher degree of ownership in selecting and following their own development pathway
- **Lifelong learning** - promoting continued personal development and self-responsibility for learning

STRUCTURE

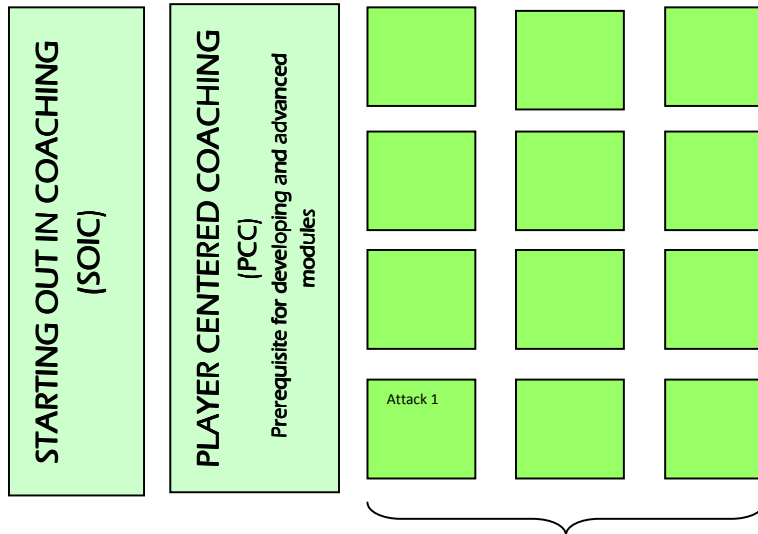
The Coach Development Framework has replaced the previous NNZ Coach Accreditation programme and was guided by the SPARC Coaching Framework (2005). The modular system of the framework is a shift away from the more traditional linear structure that required coaches to attend specific courses and complete assessments before progressing to the next level. The framework provides a more flexible approach and a wider range of learning opportunities allowing for coach development to be a combination of formal, informal and 'on the job' learning. The modules cater for a range of coaching experience and stages of player development and are delivered in a facilitated and practical workshop environment by NNZ CoachForce and trained regional facilitators. The framework allows Coaches to have more choice over the aspects of their coaching that needs further development. Modules have been developed to cover a range of both generic and Netball specific topics with either a development or advanced focus. They are interactive and do not involve any assessment. At the time of writing, NNZ has developed a comprehensive range of developing modules with the advanced ones looking to be added to the framework in due course.

Preceding their involvement in the modules, new or beginner Coaches are recommended to complete the online module **'Taking Off into Coaching' (TOINC)**. This is an interactive module that has been developed in conjunction with SPARC to provide coaches with an introduction to basic coaching principles. **My Little Team & Me (MLT&M)** and **My Team & Me (MT&M)** are recent additions to the array of workshops available to new and beginning coaches. The **Starting Out in Coaching (SOIC)** module is then recommended follow on from TOINC, MLT&M and MT&M. The **Player Centred Coaching (PCC)** module is a pre-requisite for coaches wishing to attend other Coach Development modules. NNZ recognizes that Selecting and Tournament Planning modules may be beneficial for team managers, selectors and administrators and therefore may not require the pre-requisite of attendance at the PCC module. This will be assessed on a case by case basis in consultation with NNZ CoachForce.

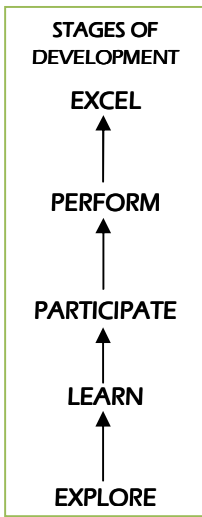
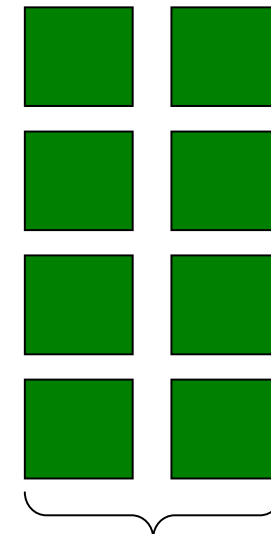
Beginning workshops



Developing Modules



Advanced Modules



NNZ PLAYER COMMUNITIES

COMMUNITY	AGE GROUP
HIGH PERFORMANCE SQUADS	FRANCHISE & NATIONAL SQUADS
SENIOR	19 YRS & OLDER
SECONDARY SCHOOL	13 – 18 YRS (YR'S 9 – 13)
YEAR 7 & 8	10-12 YRS
FUTURE FERNS (YR 6)	10 YRS & UNDER (UP TO YR 6)
FUN FERNS	5 – 7 YRS

Includes:

- Attack 1
- Planning 1
- Team Building
- Game Analysis 1
- Defence 1
- Fit for the Season
- Selecting
- Skill Analysis 1
- Communicating & Managing Others
- Mental Skills 1
- Tournament Planning
- Circle Work
- Shooting
- Ball Skills
- Centre Pass
- Through Court

Includes:

- Enhancing Performance
- Mental Skills 2
- Attack 2
- Defence 2
- Game Analysis 2
- Planning 2
- Talent Development
- Skill Acquisition
- Leadership

NB: THIS COACH DEVELOPMENT FRAMEWORK IS REVIEWED ANNUALLY BY NNZ COACHFORCE

WORKSHOP/MODULE REQUIREMENTS

PLEASE NOTE: It is advisable to plan to use an INDOOR netball court or space for the practical components of the modules listed below to avoid possible inclement weather conditions. Also due to the nature of these modules participants will often go between 'theory' and 'practical' aspects regularly during the course of each module.

WORKSHOP/MODULE	FACILITATOR SUPPLIES please check to confirm	REGION/CENTRE TO SUPPLY
TOINC	On-line workshop - www.mynetball.co.nz coach tab: Taking Off Into Netball Coaching	
MY LITTLE TEAM & ME (MLT&M)	Facilitator Guide, a copy of the MLT&M resource, spare paper, balls, bibs, cones, dots	Classroom and large playing area –full court not necessary, MLT&M resource and Coach workbook for each coach, whiteboard and whiteboard pens
MY TEAM & ME (MT&M)	Facilitator Guide, a copy of the MT&M resource, spare paper, balls, bibs, cones, dots	Classroom and large playing area -full court not necessary, MT&M resource and Coach workbook for each coach, whiteboard and whiteboard pens
STARTING OUT IN COACHING (SOIC)	These are not usually facilitated by NNZ CF but a list is provided for your own facilitators: Facilitator Guide, matching cards, board game, counters and dice, knowledge stations, court diagram/board & counters, spare paper	Classroom and large playing area -full court not necessary, Netball Coaching Tool Kits, whiteboard and whiteboard pens
PLAYER CENTRED COACHING (PCC)	Facilitator Guide, Netball Coaching Toolkit for reference and completion of Coach Development page, CDF diagram, leadership cards, leadership style role play cards, philosophy cards, balls, bibs, cones, spare paper	Classroom and large playing area -full court not necessary, Coach workbooks, whiteboard and whiteboard pens
DEFENCE 1	Facilitator Guide, balls, bibs, cones, 5 stations, spare paper	Large playing area but not a full court is needed, Coach workbooks, whiteboard and whiteboard pens
ATTACK 1	Facilitator Guide, balls, bibs, cones/dots, laminated 'change of direction' activity cards	Large playing area but not a full court is needed, Coach workbooks, whiteboard and whiteboard pens
FIT FOR THE SEASON	Ideally facilitated by NNZ approved Physiotherapist or Conditioner. Facilitator Guide, cut-up and laminated 'NetballSmart 10 point wheel', laminated Fitness components, Fitness component definitions and methods of training cards.	Classroom, Coach workbooks, whiteboard and whiteboard pens
COMMUNICATION AND MANAGING OTHERS	Facilitator Guide, Laminated: Broken Squares, Words Alone, Role Play Cards	Classroom, Coach workbooks, whiteboard and whiteboard pens

MODULE	FACILITATOR SUPPLIES please check to confirm	REGION/CENTRE TO SUPPLY
GAME ANALYSIS 1	Facilitator Guide, DVD of a game, (or live game), spare paper	Classroom, Coach workbooks, data projector or TV with DVD player, whiteboard
MENTAL SKILLS 1	Facilitator Guide, Red & Green card, mental skill tool cards, definition cards, scenario cards, a medal or similar to hold up, spare paper	Classroom, Coach workbooks, whiteboard and whiteboard pens
PLANNING 1	Facilitator Guide, sets of job cards, spare paper	Classroom, Coach workbooks, whiteboard and whiteboard pens
SELECTING	Facilitator Guide, DVD (or live game), scenario cards, ranking cards, selection policies, spare paper	Classroom, Coach workbooks, live game if possible or video player or data projector, whiteboard and whiteboard pens
SKILL ANALYSIS 1	Facilitator Guide, skill stations, ball, constraints led approach cards, spare paper	Classroom with playing area - does not have to be a whole court but with goal posts available, Coach workbooks, whiteboard and whiteboard pens
TEAM BUILDING	Facilitator Guide, box of 'Starters', spare paper, large piece of cardboard to make jigsaw with the group, coloured felt pens. (Magazines, scissors, glue optional)	Classroom, Coach Workbooks, whiteboard and whiteboard pens
TOURNAMENT PLANNING	Facilitator Guide, Budget cards, Postbox cards, Tournament cards, spare paper	Classroom, Coach workbooks, whiteboard and whiteboard pens
CIRCLE WORK	Facilitator Guide, circle work attack and circle work defence scenario cards laminated, spare paper	Classroom, Coach workbooks, whiteboard and whiteboard pens, a netball court is IDEAL – if this is not practical then a large enough space (i.e. goal third size of a netball court and dots to mark circle and baseline area's) is required to practice circle work activities.
SHOOTING	Facilitator Guide, shooting sequence cards cut up and laminated, goal post available, spare paper	Classroom, Coach workbooks, whiteboard and whiteboard pens, goal posts and goal third area(s) of a netball court
BALL SKILLS	Facilitator Guide, passing technique photo's laminated, spare paper	Classroom, Coach workbooks, whiteboard and whiteboard pens
CENTRE PASS	Facilitator Guide, centre pass attack and defence activity cards laminated, trouble-shooting scenario cards laminated, spare paper	Classroom, Coach workbooks, whiteboard and whiteboard pens, a netball court is IDEAL – if this is not practical then a large enough space (i.e. ½ a netball court) to practice Centre Pass activities is required.
THROUGH COURT	Facilitator Guide, game scenario packs cut and laminated, skill development activity cards laminated, through court attack and defence activity cards laminated, trouble shooting scenario cards laminated, spare paper	Classroom, Coach workbooks, whiteboard and whiteboard pens, a full netball court is IDEAL – if this is not practical then a large enough space to practice through court practical activities is required.

ADMINISTRATION

MODULE COSTS

NNZ recommends that the cost for each module is \$20. This fee is payable to the Region / Centre who is delivering the module(s). The fee will be set by the host Region or Centre and will be used to cover the cost of photocopying, administration, venue hire and facilitator fees if required.

PROMOTION

When promoting the Modules please refer to them as Netball New Zealand's Modules e.g. **Netball New Zealand's Player Centred Coaching Module** or **Netball New Zealand's Communication and Managing Others Module** and use the NNZ template provided in this operations manual.

Also make your Netball community aware that the modules are suitable for Managers /Selectors / Coaching Co-coordinators as well as coaches.

FACILITATORS

NNZ CoachForce or NNZ trained and approved facilitators from the Regions deliver the modules to ensure consistency of the information and quality of the delivery. SOIC trained facilitators can also deliver My Little Team and Me and My Team and Me workshops. Facilitators will be supported and updated as required by NNZ CoachForce. In addition, NNZ may recognize and approve identified personnel in RST's who could deliver NNZ modules. Facilitators who are approved and deliver the full modules will be recognised as having completed that module.

ACCREDITATION

NNZ's coach accreditation structure is designed to empower coaches to provide high quality coaching to all players. This accreditation will be optional for coaches; however, it is advisable for those intending to coach at representative level to become accredited. Additionally, Regions and Centres will be encouraged by NNZ to appoint coaches who have NNZ coach accreditation. Coaches (refer Accreditation Pathway page 12) may be required to stay at each award level for a minimum of 2 years so that there is an opportunity to consolidate learning and for the new coaching ideas to be applied in practice.

Community Coach Award

From 2011 it will be expected that Coaches will complete the 5 designated modules (PCC, Skill Analysis, Team Building, Communicating and Managing Others, Planning) within 2 years to achieve the Community Coach Award. It is preferable that Coaches are currently coaching a team (from any community). Coaches may be required to hold this award for a period of 2 years before moving on to the Performance Coach Award. NNZ will determine the readiness of the coach to move to the next level according to prior coaching experience and other development.

Coaches who wish to receive the Community Coach Award must complete an application form (download from www.mynetball.co.nz) and send to their Region for authorisation. Regions will then send the application to NNZ, Community Netball Administrator for final processing at: Netball New Zealand, PO Box 99710, Newmarket, Auckland. NNZ Community Netball Administrator will send completed certificates to Regions for distribution to individuals.

Please note:

- NNZ will retrospectively award the Community Coach Award to coaches who have completed all 5 compulsory modules prior to 2011 and can provide evidence of their attendance

Transition – please note this is a period of time not an award

Once coaches have gained their Community Coach Award and wish to advance to the Performance Coach Award they will need to:

- Send Performance Coach Award application form (download from www.mynetball.co.nz) including payment of \$ 150 to Community Netball Administrator at NNZ.
- Complete a Coach Development Plan (refer below) with a NNZ CoachForce or NNZ approved coach support person.
- Complete the ongoing development activities in each of the 5 designated modules. These will need to be sighted and signed off by the NNZ CoachForce or NNZ approved coach support person.
- Currently coaching .

The above requirements must be met within 2 years of gaining the Community Coach Award. By doing this they are signaling their intention and readiness to undertake the Performance Coach Award.

Coach Development Plan

Initially the coach will complete the plan whilst in the transition phase. It consists of a series of questions designed to encourage the coach to self-reflect on their capability and/or confidence in a range of coaching aspects. Following completion of the plan, the coach and NNZ CoachForce / support person identify development priorities. This process will be repeated over the next 2 years to assess progress and development needs.

Performance Coach Award

Coaches have a 3 year period in which to complete this award. Five years in total including the transition phase. The award also requires coaches to complete 3 advanced modules (to be developed) and the following additional activities:

1. **Coaching practice** - coaches will need to be currently coaching a team from the Secondary School community and above
2. **Coaching logbook** - relating to the team you are currently coaching and must include the following:
 - The season's programme
 - Evidence of development of team culture
 - Player profiles (pre, mid, post season)
 - Training session plans
 - Reviews (brief) after each training session
 - Game planning for the competition
 - Post game reviews
 - Once competition starts, the session plans should show a connection to post game reviews covering what's working and what needs work
 - Evidence and application of information gathering e.g. statistics
 - Evidence of regular monitoring of team's performance and results (pre, mid and post competition)
 - Evidence of a method for seeking player feedback
 - Evidence of contact with Coach Mentor e.g. date, time and discussions

3. Practical observation

- Coach is observed by NNZ CoachForce or NNZ approved person at 2 coaching sessions with their team.
- Following the first observation the Coach and the observer will agree on aspects (relating to effective coaching) for improvement or changes that might occur; improvement in these aspects should be evident in the second practical session. It is expected that the 2 coaching sessions will occur within the same season

4. Coach Mentoring

- Establish and implement (or continue with) a mentoring relationship with an experienced Coach preferably netball or equivalent coaching community member (as approved by NNZ)
- Guidelines for the mentoring will be provided
- Evidence of contact with Coach Mentor will be shown in the Coach's' log book

NNZ is considering implementing a further qualification to follow on from the Performance Coach Award and will review this by 2015.

High Performance Award

NNZ expects that the coaches who achieve this award will be coaching at ANZC level and/or be a coach of a national squad. They will be a carded coach and will be involved in the NZ Academy of Sport Coach Performance programme. Therefore there will be no formal NNZ programme for this award. NNZ envisages in the future that all of its Netball coaches achieving this award will have completed this new accreditation process including the advanced modules.

ALIGNMENT BETWEEN COACH ACCREDITATION AND PLAYERS

ACCREDITATION	FUTURE FERNS	YEAR 7 & 8	SEC SCHOOL	SENIOR	REP U15 – U21 National Champs	ANZC NZSS, NZ U21, SILVER FERNS
Community Coach Award	√	√	√	√		
Performance Coach Award			√	√	√	
High Performance Award NZAS programme						√

KEEPING QUALIFICATIONS CURRENT

Coaching techniques, approaches and ideas can change over time and in order to keep up with the latest information coaches must provide evidence to NNZ of 2 of the 3 following activities to keep their qualification current after a 5 year period.

- Have remained coaching a team with no more than a 1year break at any time
- Undertaken relevant formal learning e.g. university papers, coaching workshops
- Attended coach development activities e.g. National team training sessions

Evidence can be recorded on NNZ's Record of Learning form (download from www.mynetball.co.nz)

NNZ Level 2, 3 holders

Coaches who have attended and successfully gained NNZ L2 Accreditation have covered the following modules:

- TOINC
- SOIC
- Team Building
- Fit for the Season
- Attack 1
- Defence 1
- Planning 1
- Skill Analysis 1
- Selecting

Coaches who have attended and successfully gained NNZ L3 Accreditation have covered all of the above, as well as the following modules:

- Game Analysis 1
- Communication & Managing Others

Please note: It is a requirement that all coaches attend the Player Centred Coaching Module unless they successfully apply via the RPL process (refer to page 11). If you are unsure of your accreditation status please contact your nearest NNZ CoachForce to discuss.

Previous or current carded coaches

All Coaches who have previously or are currently carded in the NZ Academy of Sport Coaching programme may apply via the RPL process to be accredited with the NNZ Performance Coach Award.

RECOGNITION OF PRIOR LEARNING (RPL)

RPL is a process that allows the skills, knowledge and experience a person has already gained to be recognised for qualifications within the NNZ Coach Development Framework. If you are currently coaching and have gained experience and knowledge from other formal learning programmes e.g. university or polytechnic courses or from another country's coach development system you may apply to NNZ for RPL.

The application process

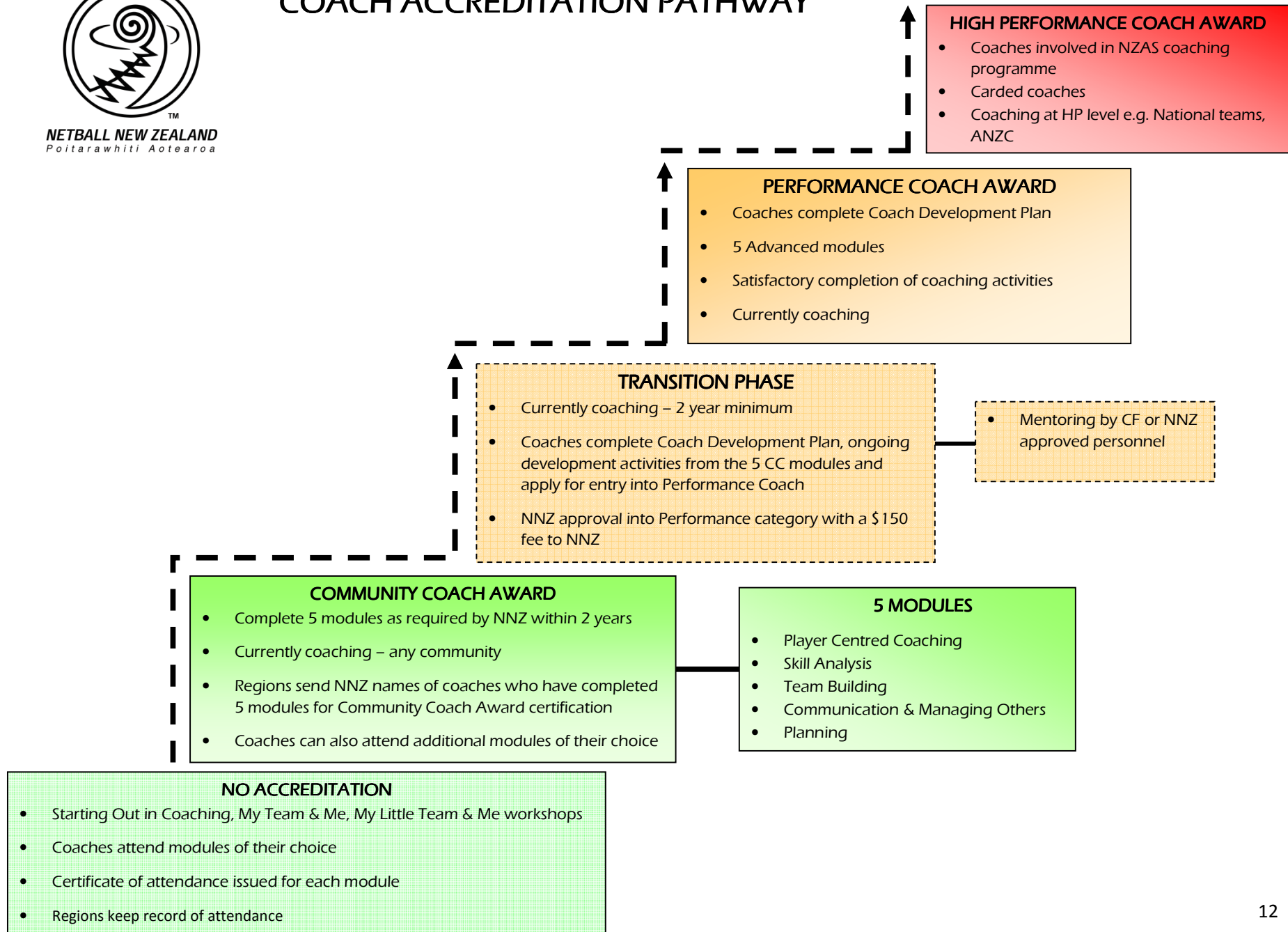
To be granted RPL for specific modules, coaches need to contact the NNZ Community Netball Administrator for information on the learning outcomes contained in the NNZ modules. They must then complete the RPL application form and return it with the application fee of \$10 per module. Evidence must then be sent that clearly demonstrates prior knowledge gained in relation to these outcomes.

Please note that those coaches who have been credited with one or more NNZ Modules via Recognition of Prior Learning will still be required to complete the on-going development activities from the required modules. Please contact your nearest CoachForce coach to obtain a copy of these activities.



NETBALL NEW ZEALAND
Poitara-whiti Aotearoa

COACH ACCREDITATION PATHWAY



PLANNING FOR WORKSHOPS

Timing	Administrator	Facilitator
Before	<ul style="list-style-type: none"> ▪ Set date ▪ Book venue with: whiteboard, table and chairs space for practical activity ▪ Arrange Facilitators ▪ Advertise and promote ▪ Collect in registrations. ▪ Check pre requisites have been met ▪ Order the Coaching Toolkits from Pasgaard. Allow 2 weeks delivery time ▪ Advise facilitators of registration numbers 7 days prior. Please check the maximum number of 15 per workshop is not exceeded. Check with Facilitator for minimum numbers ▪ Photocopy appropriate facilitating aids if required plus evaluation forms ▪ Print off registrations forms ▪ Arrange to have resources on display. 	<ul style="list-style-type: none"> ▪ Check on numbers registered ▪ Check what equipment is available Equipment Checklist: <ul style="list-style-type: none"> ○ Balls ○ Bibs ○ Cones ○ Spots ○ Whiteboard pens ▪ Prepare facilitating aids e.g. Board game, Effective coaching cards, Dice and markers, Case study cards ▪ Photocopy: arrange with Administrator for appropriate pages to be copied: <ul style="list-style-type: none"> ○ Evaluation sheet ○ Knowledge station
Day of	<ul style="list-style-type: none"> ▪ Open the venue ▪ Provide Tea and Coffee etc ▪ Ensure required equipment is available e.g. balls, bibs, cones ▪ Greet coaches as they arrive – put them at ease ▪ Take registrations and collect in workshop fee if not already paid 	<ul style="list-style-type: none"> ▪ Turn up well prepared ▪ Greet coaches as they arrive – put them at ease ▪ Collect in Evaluation Forms
After	<ul style="list-style-type: none"> ▪ Thank and reimburse the Facilitator according to Regions/ Centre policies ▪ Pass on registration fees to Centre or Region administration ▪ Send registration form to Region office to be recorded on database ▪ Send Evaluation Forms <ul style="list-style-type: none"> - For Modules: to NNZ CoachForce. - For SOIC: to Regional Facilitator Trainer 	<p>Review evaluation summary and if any coaches have indicated that further assistance is required please ensure the Region / Centre Coaching Coordinator is advised to follow up with the coach concerned.</p> <ul style="list-style-type: none"> ▪ Pass on Evaluation Forms to Regional Co-ordinator/Administrator

NNZ APPROVED FACILITATORS

Only NNZ Approved Facilitators may deliver Coach Development Framework Modules. They will be trained by NNZ CoachForce.

Suitable people for Facilitator Training will have:

- Been coaching for three years
- Have a teaching or facilitating background
- Agree with the philosophy of Player Centred Coaching
- Are willing to facilitate workshops in the Region/Centre

Starting Out in Coaching & NNZ Module Facilitator approval is gained and maintained by :

- Full participation in Facilitator Training for each required module Facilitating at least two modules a year
- Updating regularly with NNZ CoachForce

FACILITATOR APPROVAL CHECKLIST

Name of Facilitator:.....Region.....

Module Name or Starting Out in Coaching

Assessment Criteria Does the Facilitator:	Satisfactory evidence shown <i>To achieve satisfactory a facilitator must have gained 'yes' at least once for each criteria.</i>	
	1 st Observation Date:	2 nd Observation (if required) Date:
Show that they are prepared and organised for the session.	Yes No	Yes No
Maintain participants' interest and demonstrate positive body language and approach?	Yes No	Yes No
Demonstrate voice control including volume, projection and variety of tone?	Yes No	Yes No
Use strategies to gain the participants attention at the start of the presentation and regain attention during the presentation?	Yes No	Yes No
Manage practical activities to allow for maximum participation and ensure safety?	Yes No	Yes No
Demonstrate effective questioning techniques?	Yes No	Yes No
Demonstrate effective facilitation skills and interaction during group activities?	Yes No	Yes No
Include content that is pitched at the right level for the communities?	Yes No	Yes No
Deliver the workshop as outlined in Facilitator Guidelines .	Yes No	Yes No

Comments:

Observer's Name:

After successful completion please send a copy of this to your NNZ CoachForce and keep a copy for your Regions records.

