



Education Framework

2012 - 2017

Table of Contents

Introduction	3
Vision	3
Coach Education Framework	4
Understanding the Coaching Framework	6
Entry into Coaching Courses	7
Coaching Courses	8
Recognition of Prior Learning	12
Master Coach	12
Up-skilling – Coach Development	14
Coach Mentoring and Support	14
Alignment with Previous Framework	15
Judging Framework	16
Understanding the Judging Framework	17
Judging Courses	17
Up-skilling – Judge Development	19
Judge Mentoring and Support	19
Course Presenter Framework	20
Up-skilling – Presenter Development	20
Presenter Mentoring and Support	20
Appendix 1: How the Previous Coaching Framework Aligns with New Framework	21

Introduction

Strategic Priority One of the National Education Strategy (Education 360⁰) 2012-2017, is the development of the Education Framework.

Strategic Objective: A clear Education Framework to align with the athlete pathway across all gymsport codes and participation.

Coaching and judging pathways within GymSports have previously been depicted in the GymSports Education Matrix (GEM). This framework does not allow for a clear and coherent pathway for coaches/judges to follow. Based on the findings of a SWOT Analysis (Strengths, Weaknesses, Opportunities, and Threats) consultation with members of the gymsport community, the following actions need to be addressed in the Education Framework:

- Clear progression for coaches and judges
- Recognition of Master Coach
- Development of a versatile coaching framework to suit the needs of the community
- Delivery of generic coaching principles
- Development of qualifications to meet the needs of code specific and Gym for All coaches

The Education Framework encompasses coaching, judging and presenter courses and qualifications. Other education opportunities and learning experiences such as workshops on offer will be outlined in the yearly Education Handbook.

Vision

For all coaches, judges and presenters in the gymsports community, to achieve their full potential through their involvement in their gymsport.

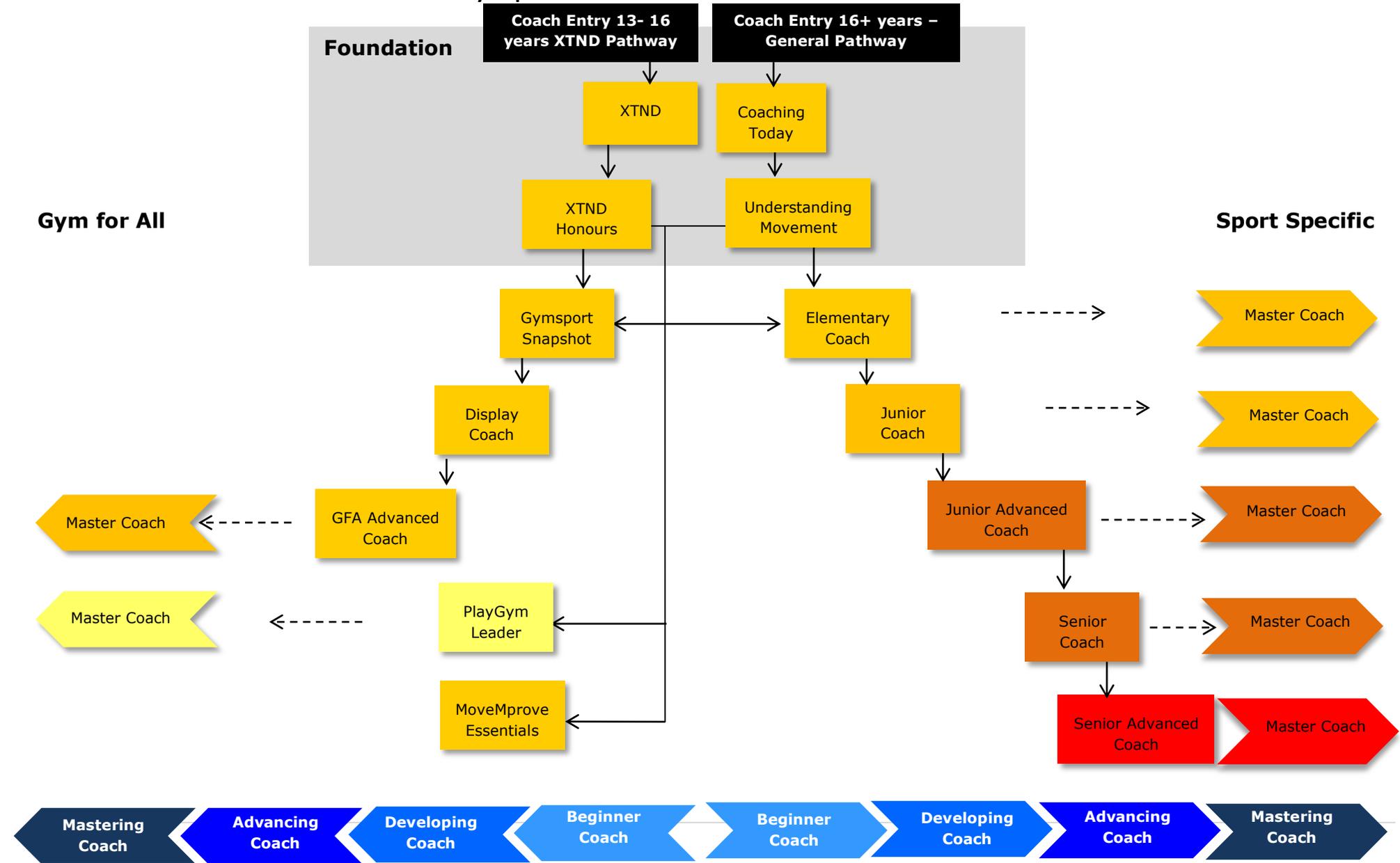
Mission

Create an Education Framework that provides a clear pathway for coaches, judges and presenters to support their pursuit in educational development.

Coach Education Framework

The Coach Education Framework is depicted in Diagram 1 on page 5.

GymSports New Zealand Coach Education Framework



Understanding the Coaching Framework

The names of the coaching courses refer to the content of the course or the athlete community that the course content is aimed at. For example the term 'Junior' refers to the community of athletes (as per the GymSports NZ Membership Regulation) for skill level that the athletes are at. The names do not refer to the age, status or longevity of service of the coaches within the club.

Athlete Stage of Development

The Education Framework addresses Erik Erikson's psychosocial stages of development. Erik Erikson was a 20th century German psychologist who influenced the world of psychology and psychoanalysis. One of Erikson's accomplishments was defining eight psychosocial stages of development in life. His theory would be the most influential train of thought for determining the human life cycle. More information on Erik Erikson can be obtained through viewing the following website: <http://www.learningplaceonline.com/stages/organize/Erikson.htm>.

The Framework identifies the stage of development the athletes are in, against the qualification level of the coach. Considerations of the psychosocial stage of the athlete will be addressed in each of the coaching courses to ensure a good understanding of the athlete needs.

The following colour code of the qualifications depict the general athlete age and stage of development.

	Infant/Toddler/Pre-schooler
	School-Age Child
	Adolescent
	Young Adult

Coach Stage of Development

The following colour code depicts the coach stage of development.

	Beginner Coach
	Developing Coach
	Advancing Coach
	Mastering Coach

Coaches may progress through their career with the same stage of athlete and still progress in their development as a coach, moving towards recognition as a Master Coach in their field of expertise.

The qualifications have been depicted in line with the coach's stage of development.

Entry into Coaching Courses

Coaches enter into the Education Framework via the Foundation Area through one of two pathways. These two pathways are XTND Youth Leadership Programme; and the General Pathway. Coaches must complete the Foundation Area before progressing into either the Gym for All or the Sport (Code) Specific Areas.

XTND Pathway – Youth aged 13 and in Year 9 at school

There are a high number of teenage coaches working in the gymnsport community. Adults and teenagers are at different life stages with different wants, needs and varied learning styles. Therefore, access to coach education, needs to be at an appropriate level in order for coaches to achieve.

All coaches aged between 13-16 years must enter the Coaching Framework via the XTND Pathway. Coaches aged 16-18 years may also enter through the XTND Pathway or the General Pathway. Coaches 18 years and above must enter via the General Pathway.

XTND Implementation

XTND will be rolled out to existing Coach-in-Training (CIT) groups in 2012. Coaches in these areas wishing to participate in education courses will enter via the XTND Pathway. XTND will be introduced to new groups gradually in identified areas.

In areas where XTND has not been offered, coaches aged 14 and over may enrol onto the General Pathway. Coaches may only attend the Foundation courses only until they meet the minimum age requirements in the Gym for All and Sport Specific Areas.

General Pathway – entry 16 years and above

To enter the General Pathway, coaches need to be a minimum of 16 years of age. All coaches under the age of 16 must enter through the XTND Pathway. All courses in the General Pathway will have a minimum age requirement to attend; this is for the benefit of the coaches attending and level of experience they take to the course. The first course for coaches to attend in the General Pathway is Coaching Today, followed by the Understanding Movement course. From there coaches may choose courses from the Gym for All area; the Sport Specific Area; or both.

Coaching Courses

Coaching qualifications in most cases will require attendance at a course. The exception to this rule is Master Coach. Almost all courses will have a post course requirement. To ensure the qualification is achievable, the requirement will be designed to support the development of the coach by recognising the broad spectrum of learning styles.

Coaches should be fully accredited at a level before pursuing the next level. Fully accredited refers to the completion of any post –course assignments and the achievement of a qualification certificate.

For full descriptions of courses, please refer to the annual Education Handbook.

Foundation Area

XTND (2 years)

This course is delivered over two years, consisting of eight, five-hour modules. XTND focuses on developing teenagers in leadership and coaching.

XTND with Honours (3 years)

This course is an optional third year extension of the XTND programme and allows young coaches to attend modules that will help them or their club to grow.

Coaching Today

This is the first course in the General Pathway and covers coaching philosophies, principles and strategies in a New Zealand environment.

Understanding Movement

This course develops fundamental movement understanding across all gymsports and introduces principles of sports coaching.

Gym for All Area

Gym for All (formerly known as General Gymnastics) is about movement discovery, creativity, enjoyment and is all inclusive. Gymnastics for All is a sport for everyone, regardless of age, gender or ability. It is the perfect activity to prepare children for long-term participation in sport and develops vital life skills.

Gymsport Snapshot

Gymsport Snapshot is aimed at the Gym for All coach who would like some basic information and experience in all the gymsports. The focus will be an introduction to the basic elements involved in each gym sport.

Display Coach

Display Coach will enable coaches to be able to construct display routines for performance.

Advanced Gym for All Coach

Advanced Gym for All Coach will enable coaches to create, plan and run innovative Gym for All Programmes.

PlayGym Leader

This course covers principles, philosophies and an understanding of movement methodology in an early childhood environment.

moveMprove® Essentials

This course develops the competencies to understand and deliver the moveMprove® programme content.

Sport (Code) Specific Area

The Sport (Code) Specific Area allows coaches to specialise in one of the competitive gym sports offered by GymSports NZ. The five gym sports are Aerobics, Men's Artistic Gymnastics, Rhythmic Gymnastics, Trampoline and Women's Artistic Gymnastics.

Elementary Coach (Gym sports specific x 5)

These courses develop the competencies necessary in the respective gym sport codes. The courses are aimed at coaching Elementary level athletes at the following level (as at January 2012):

- Incentive Awards all relevant gym sports Levels 1-4
- Aerobic STEPS 1-3
- Rhythmic Levels 1-3
- Men's Artistic Levels 1-3
- Trampoline novice competition
- Women's Artistic STEPS 1-3

Junior Coach (Gymsport specific x 5)

These courses develop the competencies necessary in the respective gymsport to provide coaches with the skills and knowledge necessary to coach at the Junior National level. Junior Coach is aimed for coaches coaching the following athletes (as at January 2012):

- Incentive awards all relevant gymsports Levels 5-7
- Aerobics Levels and Grades
- Men's Artistic Levels 4-6
- Rhythmic Levels 4-6
- Trampoline Age division
- Women's Artistic STEPS 4-6

Junior Advanced Coach

These courses continues the practical skill development specific to Men's Artistic Gymnastics (Levels 6-7); Women's Artistic Gymnastics (STEPS 6-7, International Development Programme Levels 1-5); and Trampoline age group (advanced skills).

Senior Coach (Gymsports specific x 5)

These courses develop the competencies necessary in the relevant gymsport to provide coaches with the skills and knowledge necessary to coach at the Senior National level. The course is aimed at coaches teaching the following: Rhythmic Gymnastics (Levels 7+; International grades); Men's Artistic Gymnastics (Level 8+), Women's Artistic Gymnastics (STEPS 8+, International Development Programme Level 6+); and Trampoline National Grades.

Senior Advanced Coach (Gymsports specific x 5)

Aimed at coaches working at either a high participation level or Junior/Senior International. Components to be comprised of practical coaching workshops or attendance at an approved international coaching course, covering the required skills, at that level.

Recognition of Prior Learning

Recognition for Prior Learning (RPL) is for coaches who have formal training overseas or in recognised tertiary institutions. Coaches entering New Zealand from overseas will need to apply for an RPL in order to be recognised within GymSports NZ Education Framework. Overseas coaches will be required to complete a course/workshop in order to familiarise themselves with current New Zealand coaching practices and environment.

Master Coach

GymSports NZ recognises coaches who specialise at a certain level/age group within the Gym for All area or within a gymsport code. This means that they can be working successfully at a high level of expertise in their chosen area of coaching.

Master Coach is attained through the established criteria, and not by attending a prescribed course. Master Coach Qualification recognises the expertise, experience and knowledge of the coach in a specialised area. It is a misconception that to be a “high level coach” one must gain the highest possible hierarchical qualification. For example, a coach who works with Rhythmic Level 5 and 6 gymnasts (junior athletes) and is accomplished may feel most comfortable with this level of gymnasts. Rather than the expectation of having to pursue a Senior Coach qualification (especially if there are no senior gymnasts they are able to coach), the coach may work to continually up-skill their knowledge, mentor others and have great success with their gymnasts. Such a coach may choose to work towards a Junior Master Coach qualification.

Types of Master Coach

- PlayGym Master Coach
- Gym for All Master Coach
- Elementary Master Coach (code specific)
- Junior Master Coach (code specific)
- Advanced Junior Master Coach (code specific)
- Senior Master Coach (code specific)
- Senior Advanced Master Coach (code specific)

General Criteria

- Works predominately with the level/age of athletes that the qualification is aimed (for example PlayGym Master will work with children infant/toddler/pre-school/early school-aged)
- Fully qualified and active for at least five years at the level of Master Coach requested

- Current with up-skilling requirements as per the Up-skilling Standards
- Demonstrates expertise and leadership at club level
- Demonstrates expertise and leadership at regional level
- Proven retention and development of athletes
- Manages a successful club programme
- Mentors other coaches
- Contributes regionally and/or nationally in the development of the sport
- Endorsement of the application from the club

Specific Criteria

In addition to the general criteria, there are specific criteria in the area of expertise.

PlayGym Master Coach

- Manages a Club programme for infant/toddler/pre-school/early school-aged children
- Demonstrates initiative and innovation

Gym for All Master Coach

- Manages a club programme in the Gym for All area
- Demonstrates initiative and innovation

Elementary Master Coach (Code Specific)

- Proven and continued success of athletes at club/region and where applicable, national level

Junior Master Coach (Code Specific)

- Proven and continued success of athletes at regional and national level

Advanced Junior Master Coach (Code Specific)

- Proven and continued success of athletes competing at national and international participation level

Senior Master Coach (Code Specific)

- Proven and continued success of athletes competing at national and international performance level

Senior Advanced Master Coach (Code Specific)

- Proven and continued success of athletes at an international high performance level

Proven and continued success refers to coaches who continually have more than one athlete performing within the top three of their grade/level at either regional/national/international events over an extended period of time.

Up-skilling – Coach Development

Coaches will be required to up-skill in order to maintain their qualification and foster continual learning. Up-skilling Standards will be developed and implemented for the beginning of 2014.

During 2012 and 2013, coaches will need to maintain current requirements for maintenance of coaching qualifications. This includes submission of Practical Coaching Hours and a current First Aid certificate. Coaches with an up-to-date qualification at the level they are coaching are deemed 'current'.

Coach Mentoring and Support

Mentoring is a partnership whereby one person cooperates to share knowledge, skills, information and perspective to foster the personal and professional growth of another person through a positive environment which is rewarding for all. All coaches, judges and course presenters will need mentoring support to raise their level of capability and grow their learning whilst in the gymsports environment.

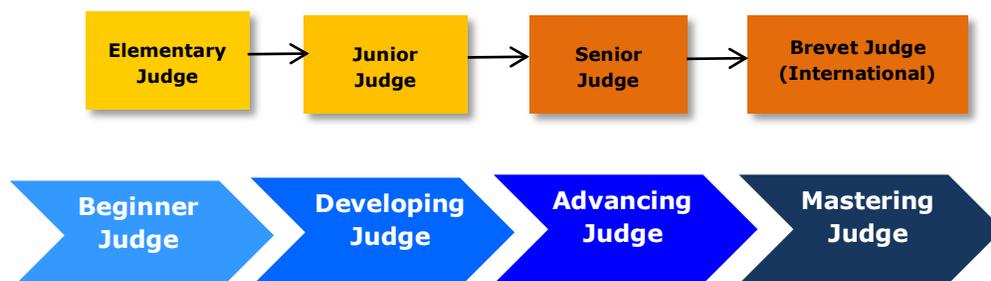
A formal Mentor and Assessment programme will be implemented by 2014 and embedded in the Education Framework from 2015. Until the programme is developed, informal mentoring is recommended.

Alignment with Previous Framework

The alignment of previous framework with new framework is depicted in Appendix 1.

Judging Framework

The Judging Framework is depicted below.



Judging operates in a four-year cycle based on the Olympic cycle. As rules/programmes change, judges are required to update their qualifications every four years, usually with major changes after the Olympics.

To coincide with the new Olympic cycle for judges, GymSports NZ will be adopting new names for judging courses at the beginning of 2013. The new names will align the judging framework with the coaching framework. It relates to the community in which the judges will be judging. The basic structure commences at Elementary and moves through to Junior and then Senior. Each gymsport code has slight variances between the pathway through the levels. This is dependent on the rules of each gymsport code; the aspects that judges may judge; and the competition programme. In some codes, courses may be combined, especially at Junior and Senior levels.

Qualified judges aged 18 years and above may also assess the participants in the Incentive Award Programme alone. Judges under the age of 18 will be required to 'buddy' judge at competitions and Incentive Award assessment. 'Buddy' judging refers to judging with another person on the same panel or assessment (Incentive Awards). This applies to novice/recreational competitions, festivals, school festivals, Incentive Awards and all gymsport code levels, age group or STEP competitions.

Understanding the Judging Framework

Athlete Stage of Development

Like the Coaching Framework, the colour coding of the boxes indicates the athlete stage of development. The coloured boxes are shaded the same colours as indicated in the Coaching Framework.

Judge Stage of Development

There are four stages of judge development:



The position of the box of the qualification is in line with the stage of development of the judge. Judging courses will be designed for judges with the stage of judge development in mind.

Judging Courses

Judging courses are specific to each of the five gymsport code, namely Aerobics; Men's Artistic Gymnastics; Rhythmic Gymnastics; Trampoline and Women's Artistic Gymnastics. Some gymsport codes have a sub-division as part of the judging pathway. The sub-divisions vary from one code to another. This is due to the increased level of responsibility that the judges are able to judge according to sub-divisions in the code.

Judging at all levels require attendance at a course. All courses will have an examination at the end (theory and practical). Trainee judges, at all levels are required to complete post course

practical judging to become fully accredited. When judges are fully accredited they are eligible to pursue the next level/sub division.

Elementary Judging Courses (code specific x 5)

This is beginner course for a judge. Judges will be able to judge lower competition levels, as well as assess Incentive Awards Levels 1-4. Specific requirements for each gym sport code will be published in the annual Education Handbook.

Junior Judging Courses (code specific x 5)

This is the next level course for a judge. Junior Judges may judge national competition programme competitions, as well as assess Incentive Awards Levels 1-7. Specific requirements for each gym sport code will be published in the annual Education Handbook.

Senior Judging Courses (code specific x 5)

Judges will be able to judge senior competition levels, as well as assess Incentive Awards Levels 1-7. Specific requirements for each gym sport code will be published in the annual Education Handbook.

Brevet Judging Courses (code specific x 5)

Brevet Judging course are organised and run by FIG and are recognised world-wide. Some courses may be hosted in New Zealand. Brevet judges are able to judge international athletes.

Up-skilling – Judge Development

Judges will be required to up-skill in order to maintain their qualification and foster judge development. Up-skilling Standards are planned to be written and implemented for the beginning of 2014.

During 2012 and 2013, judges will need to maintain current requirements for maintenance of judging qualifications. This involves completing a minimum of two judging activities at the level of qualification per year.

Qualifications for all gymsport codes expire at the end of 2012 and qualifications will need to be renewed for 2013.

Judge Mentoring and Support

A formal Mentor and Assessment programme will be implemented by 2014 and embedded in the Education Framework from 2015. Until the Mentor and Assessment programme is developed, informal mentoring is recommended at all levels.

It is recommended that Mentors be a minimum of Senior Judge qualified.

Course Presenter Framework

A potential GymSports NZ Presenter is identified by GymSports NZ and invited to attend Course Presenter Training. Presenter training is comprised of attending the Course Presenter Training Course and completing post course requirements for accreditation. Only accredited GymSports NZ Course Presenters may deliver GymSports NZ approved courses, workshops and up-skilling opportunities.

Presenters are required to be qualified higher than the level of the course/workshop they are presenting.

Up-skilling – Presenter Development

Presenters are required to up-skill in order to maintain their qualification and foster presenter development. Up-skilling Standards will be developed and implemented for the beginning of 2014.

From 2012 onwards, presenters maintain their currency as presenters by presenting courses/workshops at least twice during a two year period.

Presenter Mentoring and Support

A formal Mentor and Assessment programme will be implemented by 2014 and embedded in the Education Framework from 2015. Until the Mentor and Assessment programme is developed, informal mentoring is recommended for all presenters.

Continued support will be provided by GymSports NZ and where appropriate from Regional Sports Trusts and Sport New Zealand.

Appendix 1: How the Previous Coaching Framework Aligns with New Framework

