Induction/Beginning Coach Module

**Module Outline**

**Aim**

The aim of this module is to give coaches foundation skills to give them confidence in their day to day coaching and to help their athletes learn, grow and develop basic sport and life skills.

**Target Audience**

Beginning coaches, particularly those who coach beginning athletes

**Learning Outcomes**

At the completion of this module, coaches will be able to:

1. Understand an athlete centred approach to coaching based on athlete characteristics and needs.
2. Understand the components of training sessions and competitions which cater to the athlete’s stage of development.
3. Use valuable leadership, communication, management and effective coaching strategies to create a supportive, safe and enjoyable learning environment.
4. Identify where he/she can access further resources, coaching support or development opportunities.

**Notes on Learning Outcomes**

Though these notes appear to cover a wide range of information, the level of coverage should provide a brief overview only. It should introduce coaches to key concepts and raise awareness of areas for ongoing coach development. Concepts will be revisited in more depth in ‘developing coach’ programmes.

All learning outcomes should be interpreted relative to the age and/or stage of development of the athletes that are being coached.

1. Outcome 1 could include:
* Why athletes participate in sport and what motivates athletes.
* Why coaching is important in relation to athlete participation.
* Understanding that decisions made by those supporting athletes should be in the athletes’ best interests.
* A brief overview of athlete characteristics and needs.
* Understanding the concept of inclusiveness and consideration of both group and individual needs.
* Understanding that athletes learn in different way.
1. Outcome 2 should;
* Indentify different components of a practice session.
* Include basic planning and approaches to deliver a coaching session in a specific sport.
* Introduce simple sport specific technical and tactical skills.
* Introduce game based learning and learning of skills in context.
* Identify simple routines that can be used pre, during and post competition.
* Utilise existing resources, activities and games suitable for that sport, rather than the coach having to develop these for him/herself.
1. Outcome 3 could include:
* The various aspects of a coaches’ role.
* The coach’s importance as a leader and role model.
* The importance of appropriate communication.
* How communication involves listening, instructing, questioning feedback (verbal and non verbal) and demonstration.
* Using a variety of approaches to best address the circumstances and the needs of the athletes at the time (the simple NZ CoachApproach concept).
* Simple management techniques and effective coaching strategies, appropriate to the sport and the athletes, intended to maximise athlete learning, involvement and cooperation.
* The importance of managing others (especially parents)
* Awareness of ethics (the sport’s Code of Ethics).
* Simple processes that a coach can use to ensure his/her athlete’s physical and emotional safety (simple risk prevention and management, first aid, duty of care).
* Simple processes coaches can use to protect themselves and others in the management team.
1. Outcome 4 could include the NSO or other partners:
* Handing out additional resources in hard and/or electronic form.
* Providing a list of useful resources and where these might be accessed.
* Providing a list of website links (e.g. SPARC, NSO, RSO and local RST).
* Providing information on access to further coach development opportunities.
* Providing contact details of other people that they can approach for help (e.g. RSO, RST, Club, etc).

**Delivery Notes**

NSOs may wish to develop separate induction modules (or beginning coach programmes) to cater for different athlete communities.

Other organisations can use this module outline to prepare generic programmes for beginning coaches that support or contribute to NSO programmes. This module outline acknowledges that schools, Regional Sports Trusts and tertiary institutions can all play a significant role in inducting and/or training beginning coaches.

This module is also viewed as a suitable package to equip coaches to deliver KiwiSport funded programmes.

Delivery of this module should actively involve the coaches and be based on processes to apply skills and knowledge in a practical environment.

Options for delivery include:

* NSOs developing and delivering a practically based workshop or beginning coach programme (approximately 2 hours).
* Coaches completing the online beginning coach module, the online safety net module (as outlined in the resource section below) and a practical sport specific component as specified by the NSO.
* Regional Sports Trusts or schools delivering generic components of this induction module, complemented by a sport specific component that meets individual sports quality requirements.
* Coaches completing the SPARC Growing Leaders programme with the inclusion of a practical sport specific component endorsed by the sport.

**Learning Activities**

To illustrate suitable activities for this module, a copy of the Netball New Zealand’s Starting Out in Coaching Facilitator Guide is available on the SPARC website (see in resources section below). These activities can be adapted for use in other sports.

Similarly, a number of suitable activities are outlined in the Growing Leaders resource and other resources listed below.

**Assessment**

For NSO purposes, in general it is recommended that this module is not formally assessed.

However this module can be completed as part of a broader programme within a school or alternative learning environment. In this situation learners may wish to undertake assessment for National Qualification Framework/ NCEA credit. While a variety of unit or achievement standards can be used to assess this module, the following combinations are recommended:

Skills Active unit standards: 25819, 22769 and 22770 (10 credits)

Physical Education achievement standards: 1.5, 1.6 and 1.8 (9 credits)

NSOs can become accredited or link to an accredited provider to enable their coaches to gain National Qualification Framework credit if they wish.

Skills Active is developing an assessment guide to assess this module against the unit standard credits list above (see resources section below). Completion of these unit standards will enable a coach to obtain a beginning coach award, which in term can contribute to a Skills Active Foundation Skills Qualification. Please contact Skills Active for details.

Though this module outline focuses on equipping the beginning coach to coach, any related qualification should include a practical coaching component.

The SPARC Growing Leaders Programme provides another great context for developing new coaches. A range of unit and achievement standards have been identified as suitable for assessing this programme.

**Resources**

Most NSOs have sport specific resources to support their beginning coach programmes (refer to individual NSO websites). For example Netball has an online toolkit and a Facilitators’ Guide that can be adapted for use by other sports.

Suitable resources available on the SPARC website to assist NSOs and other potential coach development providers to prepare induction programmes include:

Netball Facilitators’ Guide: ([www.sparc.org.nz/en-nz/communities-and-clubs/Coaching/Coach-Development--Education/Framework-programme-materials/Coach-Development-Modules---Learning-Resources-and-Materials/](http://www.sparc.org.nz/en-nz/communities-and-clubs/Coaching/Coach-Development--Education/Framework-programme-materials/Coach-Development-Modules---Learning-Resources-and-Materials/))

The Growing Leaders Resource: ([www.sparc.org.nz/en-nz/young-people/Growing-Leaders/Growing-Leaders-Resources/](http://www.sparc.org.nz/en-nz/young-people/Growing-Leaders/Growing-Leaders-Resources/))

CNZ Beginning Coach Booklet: ([www.sparc.org.nz/en-nz/communities-and-clubs/Coaching/Coach-Development--Education/Coaching-NZ-Courses/](http://www.sparc.org.nz/en-nz/communities-and-clubs/Coaching/Coach-Development--Education/Coaching-NZ-Courses/))

Examples of other resources prepared by SPARC’s partners that are available through approaches to the appropriate organisation are:

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| **Resource** | **Accessible from** |
|  |  |
| Online Beginning Coach Module | Currently available on a variety of NSO and RST websites |
| Online Safety Net Module |
| First Steps in Coaching | Greater Auckland Coaching Unit  |
| Sport Otago PowerPoint  | Available from Mike Weddell at Sport Otago: mweddell@sportotago.co.nz. |
| Skills Active Beginning Coach Assessment Guide | Under development and will be available from Skills Active |

**Acknowledgements**

SPARC acknowledges Netball New Zealand’srole in the initial development of this module and a working party comprising Leigh Gibbs (Netball), Alan McDonald (Athletics and Sport Waikato), Pat Barwick (Sport Canterbury), Mike Weddell (Sport Otago), Andy Rogers (Greater Auckland Coaching Unit), Anne McKay (Team Solutions), Sue Emerson (UNITEC), Graham Witts and Diane Lithgow (Skills Active) and Sarah Anderson, Roger Wood and Paul Ackerley (SPARC), for the review of this module outline.