

## Water Polo Canada's Coach Developer Guide

### **Introduction:**

This guide was developed by Water Polo Canada (WPC) to help provide our Provincial Sport Organizations (PSOs) with a clear understanding of the Coach Developer Pathway.

Coach Developers<sup>1</sup>, according to the International Council for Coaching Excellence, “are not simply experienced coaches or transmitters of coaching knowledge – they are trained to develop, support, and challenge coaches to go on honing and improving their knowledge and skills in order to provide positive and effective sport experiences for all participants.” In short, CDs need to be experts in learning, as well as experts in coaching.

Anyone involved in leading or developing coaches can be referred to as a CD. In the National Coaching Certification Program (NCCP), there are three pathways for CDs, Learning Facilitator (LF), Coach Evaluator (CE) and Master Coach Developer (MCD). Each pathway contains five (5) steps: Make Ethical Decisions Online Evaluation, Core Training, Content-specific Training, Co-Delivery and Evaluation. In order for a CD to perform solo delivery in their designated role (LF, CE or MCD) they must reach trained status; that is, complete steps one through four of that pathway.

### **Overview of Coach Developer Pathways:**

- 1) Make Ethical Decisions (MED) Online Evaluation:** Individuals interested in becoming a CD are required to complete the MED on-line evaluation prior to beginning the LF, CE or MCD pathway. If an individual has already taken the MED course, the online evaluation is free and can be accessed through their Locker profile by clicking the “e-Learning” tab.
- 2) Core Training (CT):** CT teaches new CDs the skills and techniques that are required to be effective in their role. It is highly recommended that CDs complete their CT first as it will prepare them for the remaining pathway steps.
- 3) Content-specific Training (CST):** This training allows the CD candidates to become familiar with WPC workshop or evaluation materials for various coaching contexts. This step includes micro-facilitation and/or micro-evaluation, which provides them with the opportunity to practice delivering workshops or evaluating coaches amongst their peers. This is when CDs decide what coach contexts they can facilitate/evaluate (i.e. Community Sport Coach, Competitive Coach and Advanced Competitive Coach).

**\*Note:** A CD must complete CST for each coach context they wish to facilitate/evaluate. In addition, a CD's current coach certification will limit which coach context they can facilitate/evaluate. For example, if a CD's coach certification level were Competitive Coach Certified, they could only facilitate/evaluate at the Community Sport Coach and Competitive Coach contexts.

- 4) Co-Delivery:** Co-delivery provides CDs with the opportunity to deliver coach workshops or evaluate coaches for a specific coach context. The first time a CD completes their Co-Delivery

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<sup>1</sup> “Become an NCCP Coach Developer.” Coaching Association of Canada, <https://coach.ca/become-nccp-coach-developer>.

they will be supported by an experienced MCD. However, a CD can choose to deliver with a MCD again if they so choose.

**\*Note:** Once a CD completes their Co-Delivery as well as their MED online-evaluation, CT and CST they will earn a status of “trained.” Even though these CDs are not “certified” until they complete the final CD pathway step, Evaluation, they are qualified to deliver coach workshops or evaluate coaches on their own.

- 5) **Evaluation:** To obtain “certified” status, CDs must be evaluated by a WPC MCD. A multi-sport MCD can be used in this capacity if a WPC MCD is not available. CDs are evaluated to confirm that they possess the knowledge and skills necessary to train and evaluate current and future coaches.

## COACH DEVELOPER DETAILED PATHWAYS

### Learning Facilitator<sup>2</sup>:

Every NCCP workshop is led by a trained LF who has undergone a standardized training process. LFs are crucial to the development of skilled, knowledgeable coaches who are then able to develop safer, happier athletes/participants.

### Learning Facilitator Pathway:

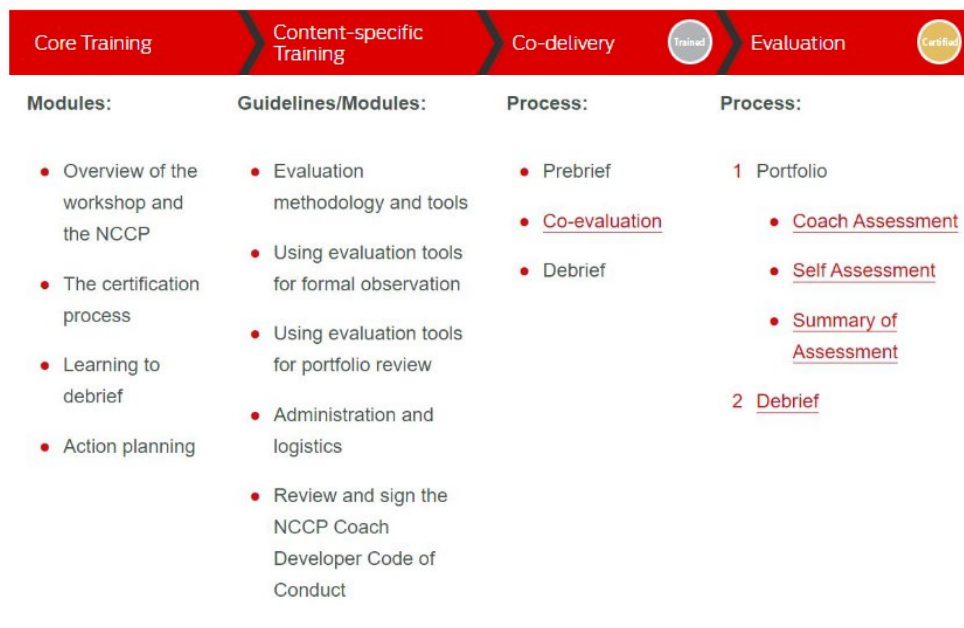


<sup>2</sup> “NCCP Learning Facilitator.” Coaching Association of Canada, <https://coach.ca/nccp-learning-facilitator>.

### Coach Evaluator<sup>3</sup>:

A CE’s role is to contribute to the development of coaches after they have acquired their NCCP training. This includes assessment, evaluation, debriefing, and follow-up with coaches trying to achieve Certified status.

#### Coach Evaluator Pathway:

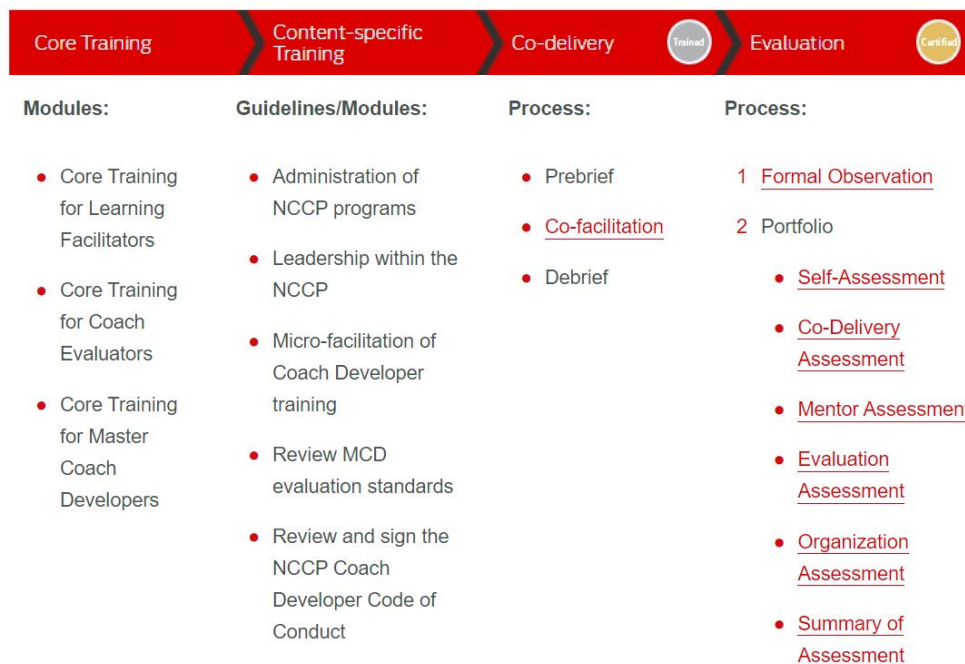


<sup>3</sup> “NCCP Coach Evaluator.” Coaching Association of Canada, <https://coach.ca/nccp-coach-evaluator>.

## Master Coach Developer<sup>4</sup>:

The role of the MCD is to train, to evaluate, to support, and to mentor CDs.

### Master Coach Developer Pathway:



### Frequently Asked Questions:

#### 1) What is the process of becoming a LF or a CE?

PSOs have the responsibility to select, develop and maintain a roster of LFs to deliver coach training for the *Community Club Coach* and *Competitive Coach* contexts and CEs to evaluate coaches in the *Competitive Coach* context within their Province. PSOs will be responsible for recruiting and approving LFs and CEs. It will be the responsibility of the PSO, in accordance with the training and recruitment process as approved by WPC and using approved MCDs, to provide LF and CE training.

WPC has the responsibility to select, develop and maintain a roster of LFs to deliver coach training for and to certify coaches in the *Advanced Competitive Coach* context. WPC will be responsible for recruiting and approving LFs and CEs. It will be the responsibility of WPC to provide LF and CE training for this context.

<sup>4</sup> "NCCP Master Coach Developer." Coaching Association of Canada, <https://coach.ca/nccp-master-coach-developer>.

LFs and CEs will be sought with the following skill sets and experiences:

- Understanding of the WPC LTD and its implications;
- Understanding of and background in the full spectrum of water polo skill development, particularly at relevant stage of development;
- Understanding of the growth and development principles related to the age groups and LTD for each context;
- Attendance at LF or CE training sessions conducted by a trained or certified MCD;
- LFs and CEs will be expected to be certified as a coach at the context stage in which they are being trained as an LF or CE.
- LFs and CEs will need to follow their specific training and certification pathway.

More information regarding this process can be found in WPC's NCCP Operating Manual ([https://www.waterpolo.ca/admin/docs/NCCP%20and%20OTCP/WPC\\_NCCP\\_OpsManual\\_Octobre2014.pdf](https://www.waterpolo.ca/admin/docs/NCCP%20and%20OTCP/WPC_NCCP_OpsManual_Octobre2014.pdf))

## 2) What is the process for becoming a MCD?

WPC will select, develop and maintain a roster of MCDs who will be responsible to train, develop, evaluate and mentor LFs and CEs for the various water polo NCCP coach contexts and programs that are delivered by WPC and its PSOs.

Currently, a full roster of MCDs with the desired full range of facilitation skills is not available. However, it is the intention of Water Polo Canada to identify, train and monitor recommended candidates in order to meet this skill gap. Initial candidates will be mentored and encouraged in their training by more experienced MCDs from multi-sport agencies in each province. After the initial identification of MCDs new MCDs will be granted this status once a candidate completes the required training, receives mentoring in their program delivery and has been evaluated as meeting the program standards.

MCDs will be sought with the following skill sets and experiences:

- Experience in training or instructional methods, preferably in an adult education setting;
- Experience in delivery of water polo technical training;
- Knowledge of the NCCP coach training paradigm;
- Attendance at a MCD multi-sport workshop;
- Have five (5) years of experience as an LF;
- Have received positive evaluations as an LF.

## 3) If I have not taken the Make Ethical Decisions Course, how much will it cost to take the Make Ethical Decisions Online Evaluation?

A coach may challenge the online evaluation without having attended the multi-sport workshop. Coaches who challenge this evaluation will be charged \$85 by the CAC. The online evaluation can be accessed through <https://thelocker.coach.ca/>

#### 4) How do I register for a Core Training course?

Core Training courses are scheduled and run by the Provincial/Territorial Coaching Representatives (PTCRs). Each PTCR has an online course calendar. A list of the PTCRs and their contact information can be found here: <https://coach.ca/provincialterritorial-coaching-representatives-ptcrs?>

**\*Note:** Any CD that attended CT prior to 2014, should re-take this course as the content has been changed and updated. These CDs will earn multiple PD points towards their coach Maintenance of Certification.

#### 5) Can an individual become an LF and a CE?

Yes, an individual can complete the LF pathway and the CE pathway. The CAC encourages that CDs complete both pathways, as it will provide them with an overall understanding of how the coach training and certification process is completed.

#### 6) How long does my CD status stay valid?

A CD's status will be current for five years and they are required to accumulate 20 PD points toward their Maintenance of Certification for the next cycle. The CD Maintenance of Certification works exactly like the coach cycle, and any training that is completed is credited to both pathways

Coach Developers who have been inactive for longer than five years may have their status renewed upon the recommendation of the PSO to Water Polo Canada, provided they have accumulated the mandatory 20 PD points and have received favorable feedback on their previous assignments.

#### 7) How does my previous Legacy LF, E, MLF or ME certification influence my current CD status?

The designations of Legacy LF, E, MLF or ME were used prior to the launch of the current CD program. Individuals who previously earned a status of Legacy LF, E, MLF or ME may or may not be required to complete the current CD pathway steps. For more information, please visit: <https://coach.ca/nccp-coach-developer-faqs?>