



CRNZ COACH DEVELOPMENT



CANOE RACING
NEW ZEALAND

May 2021

CRNZ COACH DEVELOPMENT

Coach Development Vision

The 2020 – 2028 CRNZ Strategy sets out a clear vision:

TO BE THE WORLD'S BEST PADDLING NATION

At the core of this vision, CRNZ has identified the need to have great coaches delivering a high standard of coaching across the whole system. Furthermore, CRNZ recognises the importance of promoting access to safe and enjoyable paddling experiences.

This Coach Development Framework is designed to enable coaches at all levels to access resources and development opportunities to continuously enhance their knowledge, skills and understanding. Paddlers at all levels, whether beginner, high performance or social, may require coaching to work towards their own goals in a suitable environment.

Coaches are critical in creating positive paddling experiences and should aspire to be the most effective coach they can be. To do this consistently it is important for coaches to seek continuous, ongoing development.

Effective coaching requires integration of coaching skills, experience, knowledge and understanding in coaching practice. Development of these attributes is an ongoing process, driven by the individual, in which improvement can be achieved in many different ways. CRNZ coach development programs offer a range of development opportunities including coach observations, formal education, online discovery, conferences, mentoring and on-the-job learning/reflecting.





Coach Development Principles

The CRNZ Coach Development Framework is based upon a number of key principles that will guide and structure the development of coaches working across the whole system. Important principles of the framework are:

- Skillful coaching is vital throughout the sport. A coach's value is not defined by the ability of the athletes he or she coaches – providing exceptional coaching to beginners or development paddlers is just as valuable as coaching high performance athletes.
- Coaches must drive their own learning and aim to understand themselves, their participants and have the tools to be effective coaches
- Subject-matter knowledge (ie the "what to coach") is vital. At each level, there is a minimum level of knowledge required as the "price of entry"
- The framework is flexible and targeted to allow coaches to develop at their own pace and according to their needs
- Learning should be practical and integrated
- Both coach development and coaching should be needs based and aligned to their stages of development
- Our approach is collaborative – we can achieve more through connection with our coaches, other paddlesports, Regional Sports Trusts, Sport NZ and other organisations.

STRATEGIC FOCUS FOR 2020-2024

Framework and Pathways

Develop Framework

Resource Development

The CRNZ Coaching Program will develop resources to be delivered by as many organisations as possible, to as many participants as possible. This requires a focus on technology and quality resources.

Workshop Development and Delivery

Develop and deliver coach development opportunities

Targeted Coach Development

Coach development lead by Individual Development Plans

Connecting Coaches

Creating opportunities for coaches to connect



CRNZ Coach Development Framework

The CRNZ Coach Development Framework is separated into two phases of development:

1

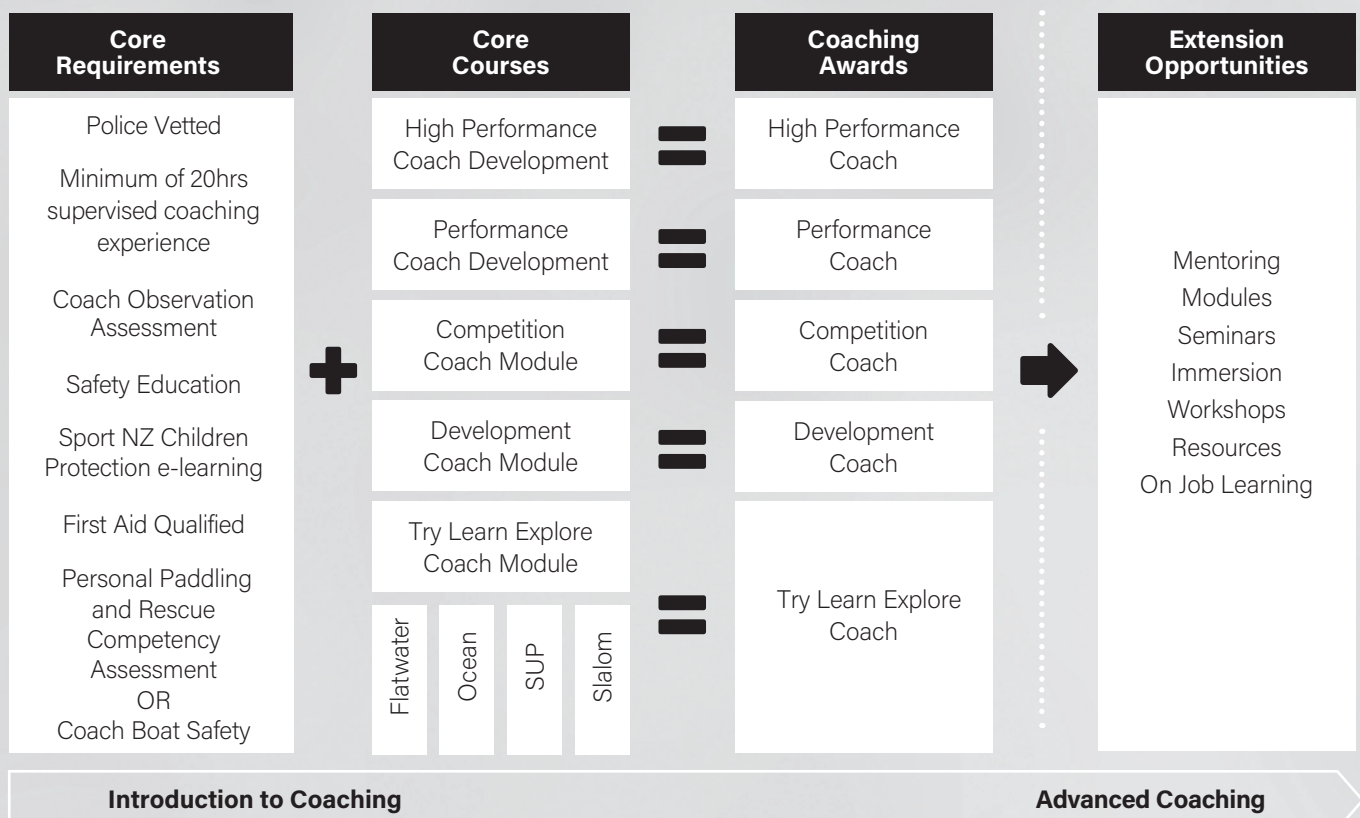
Formal Development

Formal Coaching Awards supporting coaches to develop a basic understanding of the knowledge and skills specific to each athlete community. This is the minimum standard required to coach at a given level.

2

Extension Opportunities

A combination of formal and informal development opportunities giving the coach flexibility to develop particular areas of interest specific to their needs.

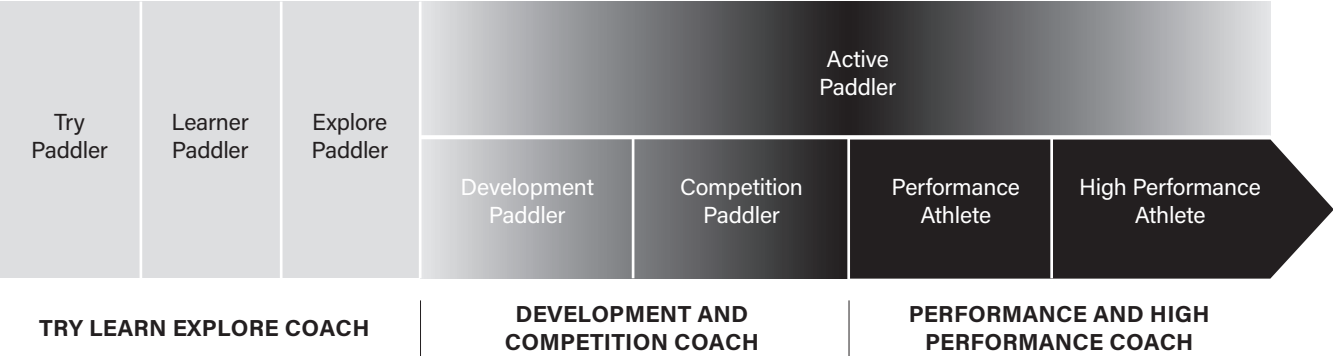


PADDLING AND COACH COMMUNITY

The Coach Development Framework aligns with the needs of paddlers in each community. Each coaching award aims to introduce the most important skills required to work with a given group.

The CRNZ Framework recognises that paddlers may progress and develop in different ways and at different speeds. Paddlers may also move between the competition "pathway" and participation in the Active paddling community. Coaches may develop along the pathway, or may choose to build a deeper knowledge/specialisation in one particular community.

Coach and Paddling Community Framework



PADDLING COMMUNITY

Try, Learn and Explore

The Try, Learn and Explore program comprises three progressive courses to inspire a lifelong love of paddlesports. Each program is centred around having fun and promoting wellbeing through learning skills and water confidence. Each course is delivered in a safe and enjoyable environment while focusing on delivery through games, activities and challenges. Each program is designed to be age-and-stage appropriate for the participant. The typical participant is normally aged between 10-13 but there are programs also tailored to Rangatahi and Adults.

TRY

This program has been developed as an introduction to paddling. Try provides the essential information and skills needed to have a go.

LEARN

The Learn program provides the skills to paddle effectively, whilst promoting water safety and developing water confidence.

EXPLORE

This program encourages participants to experience different types of paddling crafts and/or further develop skills in a specific craft of choice.

Development Paddlers

Development paddlers want to progress along a pathway towards competition by learning and developing skills needed to participate in paddling events. Development paddlers are typically secondary school aged participants and adults who are learning to train. Paddlers at this level need not specialise in paddling and should be encouraged to participate in other sports. This paddling community normally progresses quite quickly to either Active or Competition paddling communities.

Competition Paddlers

Competition paddlers aim to perform at regional, national and international events. Paddlers at this level are refining competencies of training and racing, with a strong emphasis on developing to perform.

Active Paddlers

Active paddlers are proficient to expert paddlers motivated primarily by fitness, wellbeing, fun and social enjoyment, who may also compete. Paddlers in this community may be inspired to become Competition paddlers or might be past Competition or Performance paddlers.

Performance and High Performance Paddlers

Athletes in this paddling community are within the CRNZ performance pathway program and are in the Performance Development or High Performance Squads. Athletes have aspirations to perform at pinnacle events and are training according to the athlete's individual capability and needs.

COACHING COMMUNITY

Try Learn Explore Coaches

Try Learn Explore Coaches understand the needs of participants who are new to paddling, creating a supportive and inclusive environment, keeping fun and play as a key goal and teaching fundamental paddling skills. TLE coaches may have many years' experience or be just starting out in coaching and have an interest in working with beginner paddlers.

Competition Coaches

Competition coaches are highly skilled in athlete development and monitoring. They should have a strong understanding of technique, physical and physiological development. Coaches should have a needs based and holistic approach to coaching. Coaches will have engaged in higher learning and are focused on a smaller number of athletes performing at a higher level.

Development Coaches

Development coaches should understand the motivations of their participants and in particular foster a supportive and inclusive environment. They must be able to establish effective relationship and have a sound understanding of the fundamentals of technique, program design and athlete development. These coaches must recognise that paddlers have different ambitions and needs and must be able to motivate and support participants to pursue their own goals.

Performance and High Performance Coaches

Performance and High Performance coaches understand the needs of performance athletes and are generally experienced, professional coaches with an exceptional understanding of performance and coaching elite athletes. Performance coaches should be able to work with a multi-disciplinary support team, while high-performance coaches should be working towards leading a multi-disciplinary support team. Coaches in this community are typically national under U18, U23 and Open Team coaches supporting athletes towards performance at world championships and Olympic Games.



COACH DEVELOPMENT OPPORTUNITIES

The coach development framework is designed to help coaches develop their skills, from their introduction to coaching towards becoming expert coaches. In practice, development can take place in two directions – coaches may choose a path towards high performance, or may seek to deepen their knowledge and expertise at a given level, for example Development coaching.

CRNZ recognise the importance of practical coaching in a coach's development. We believe that all coaches on the pathway should be actively engaged in coaching within their community.

The formal development and coaching awards ensure that all CRNZ coaches have an understanding of the key areas of focus in their paddling community and can work safely and competently with paddlers at a given level.

Once a coach has completed the coaching award, we encourage them to drive their own development according to their individual development plan. Coaches will be able to access resources and extension opportunities through CRNZ and partner organisations and will have access to opportunities to connect with peers and mentors.

Formal Awards

Core Coach Requirements

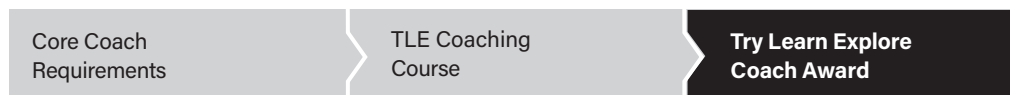
Coaches at any level are required to have the following:

- Police Vetted
- Signed Coaches Code of Ethics
- Hold a current First Aid qualification US 6400, 01, 02
- Minimum 20hrs of supervised coaching experience
- Completion of Safety Module
- Personal Paddling and Rescue Competency Assessment or Coach Boat Safety (required only if coach wishes to coach from a motorboat)

Try Learn Explore Coach Award

The Try Learn Explore Coach Award recognises coaches who have achieved the skills and experience required to coach the TRY, LEARN and EXPLORE participant programs. These coaches will have demonstrated they possess the knowledge and ability to safely and effectively deliver Try Learn Explore as a lead coach.

The process of gaining the TLE Coach Award will help a coach to develop skills, knowledge, confidence and experience required.



These modules are delivered and facilitated in a practical environment and are designed to help coaches understand the importance of using a participant needs-centred approach - ie rejecting the false dichotomy of "coach-centred" and "athlete-centred" coaching to focus instead on what is required in a particular context.

Development Coach Award

To gain knowledge to support participants in the development and active paddling community.



Competition Coach Award



Performance and High Performance

There is no Formal Award. CRNZ will offer opportunities for targeted coaches to develop their coaching at a higher level. This may involve: Immersion, Shadowing, observation, internships, on the job coaching or inclusion into the following programs: CRNZ Performance Development Coach program, HPSNZ PM Scholarships or HPSNZ Coach Accelerator Program. Coaches at this level or aspiring to coach Performance/HP athletes should have clear and updated Individual Development Plans and be communicating with CRNZ regarding their development.

Extension Opportunities

Extension opportunities may involve informal or formal, paddling-specific or generic coach development. Coaches registered with CRNZ and PADDLER will have access to a calendar of upcoming development opportunities.

Coaches should maintain individual development plans. An effective development plan will help coaches direct their learning and choose appropriate development opportunities.

Extension opportunities include:

Self-learning

Self-directed learning should be the main development method for most coaches. Books, youtube, university courses and conferences are all valuable resources. Links and reading lists can be found within the course manuals.

Workshops and seminars

CRNZ and partner organisations run a range of workshops and seminars. RSTs and Sport NZ also have many more generic workshops that are available to any coach.

Mentoring, immersion and observation

Mentoring is extremely valuable in coach development. Mentors can be formal or informal and a coach may have several mentors. Mentors can support, challenge, give advice and share experiences. CRNZ can assist in matching coaches to mentors.

We encourage coaches who have athletes in the performance pathway to observe or participate in these camps/workshops.

Clubs should encourage younger coaches to be observed by more experienced coaches, and vice versa. CRNZ can also arrange observation opportunities with our Development or HP coaches.

Cross-code collaboration

Observation and mentoring across other sporting codes can be valuable to share stories, knowledge and strategies.

On-the-job coach experience

CRNZ regularly take tours to international events and require coaches within the Performance Pathway. Coaches who wish to be considered for these opportunities should register their interest with CRNZ.

HPSNZ Coach Accelerator Program

This is an individual and group program over three years incorporating 10 residential camps, individual performance and development plans, a mentoring program and regular performance reviews.

PM scholarships

Coaches who are coaching in competitive, Performance and HP communities can register interest for support in opportunities to support the development of aspects of their IDP.

Providers of Extension Opportunities

Useful websites for Coach Development Opportunities.

CRNZ

canoeracing.org.nz

Coaches who wish to work in the Flatwater and Ocean disciplines should register interest with CRNZ for discipline-specific learning opportunities. Coaching resources and support can be found through their website.

PADDLER

paddler.nz

The PADDLER website is a hub for paddlesports where coach development opportunities are promoted.

HPSNZ

hpsnz.org.nz

HPSNZ is the governing body for High Performance Sports in NZ.

Sport NZ

sportnz.org.nz

SportNZ is the governing body for sport in NZ. They are working towards developing capable, sustainable and co-ordinated organisations delivering quality sports to their communities. SportNZ provides a range of resources, courses and support direct to clubs, organisations and individuals.

St Johns NZ

sportnz.org.nz/integrity/education-and-training/

SportNZ integrity section outlines education and training opportunities. In particular the Child Protection in Play, Active Recreation and Sport.

St Johns NZ

stjohn.org.nz

It is important for coaches to hold a first aid certificate. Required unit standards are 6400, 6401 and 6402. These are completed through St Johns and other service providers.

Regional Sports Trusts

sportnz.org.nz/about-us/who-we-are/how-we-invest/regional-sports-trust/

There are 14 RSTs around NZ. Their role is to assist with delivery of community sport. Coach Development is a core role of RSTs. This can include student coach workshops, generic coach workshops and contract development work. Get in touch with your local RST to see what opportunities are available to you.

COACH REGISTRATION AND ACCREDITATION

Registration

To gain access to any of the CRNZ Coaching Modules, Resources or Ongoing Development Program opportunities, new or existing coaches must first register. CRNZ places this information into its database, allowing CRNZ to monitor coaches progress and offer further development opportunities.

If you are not already a registered coach with CRNZ, please contact aaron.osborne@canoeracing.org.nz

Why Coach Registration? And how does that work?

CRNZ would like to be able to communicate with you and promote different development opportunities to assist in your development as a coach. CRNZ recognises that coaches are key to improving the standard of canoeing across all stages, leading to better experiences for paddlers and better performances on the world stage.

Registration is different to holding a coaching award. Anybody can register, but only those who complete the requirements for a given award will be recognized as award-holders.

Coaches are required to register every two years. CRNZ will regularly invite all known coaches to register and/or update their registration. Coaches who do not register will not lose their qualification, they are simply not registered for that year and will not receive any benefits associated with the coaching program.

Non-registered coaches can re-register at the discretion of CRNZ.

RECOGNITION OF PRIOR LEARNING

Recognition of prior learning (RPL) is a system which recognises your previous experience and qualifications. Anyone is eligible to apply if they feel they have a qualification or experience that is covered in the modules or coaching award. Coaches must be able to supply evidence to demonstrate they are competent in the learning outcomes of the relevant module/learning areas. To be eligible, RPL must have been undertaken within the last five years.



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