



NETBALL
NEW ZEALAND

Netball New Zealand Performance Coach Qualification

**A guide to the
NNZ Performance
Coach Qualification**

We live this game.





NNZ PERFORMANCE COACH

ATHLETE LEVEL

PERFORMANCE/ENTRY LEVEL HIGH PERFORMANCE

- BEKO NETBALL LEAGUE
- U19 -U17 REPRESENTATIVE
- PREMIER CLUB
- PREMIER SECONDARY SCHOOL

COACH LEVEL

PERFORMANCE/ENTRY LEVEL HIGH PERFORMANCE

FOCUS

- ATHLETE DEVELOPMENT
- ADVANCED SKILLS AND TACTICAL DECISION MAKING
- LEADERSHIP
- SENIOR COACH DEVELOPERS

COACHING MODULES

PREREQUISITES TO PERFORMANCE COACHING PROGRAMME

- CCA Level One & Two
- Practical Observation from CCA 2
- Actively coaching for past three years
- Coach Development Plan

NNZ PCQ COACHING MODULES

- Mental Skills Level 1 & 2
- Skill Acquisition Level 1 & 2
- Performance Enhancing
- Performance Planning
- Game Analysis

PCQ ONGOING LEARNING

NNZ PCQ COACHING ONGOING LEARNING

- Mentoring module
- PCQ extension workshops
- Zone Performance Coach Programmes
- Sport NZ Performance Coach Advanced Programme

COACH AWARD

NNZ PERFORMANCE COACH QUALIFICATION

- Proficient in key performance areas of the coach development plan
- Completion of all five advanced modules and assignments
- Submission of completed log book (annual plan)
- Practical observations (Minimum x 4)

Performance Coaching

Netball New Zealand's [NNZ] performance coaches are coaches who are experienced and knowledgeable within the sport, who have shown an ability and desire to coach more talented athletes.

The ideal Performance Coach will:

- Nurture a love of competing and being the best they can be
- Focus on skill development and decision making in a competitive environment
- Understand the needs of the athletes in the perform stage
- Help athletes develop a wider sense of sporting ethics
- Provide appropriate sequenced development opportunities and guidance
- Have a sense of working in a wider coaching community with similar goals

The performance playing community are a narrower range of athletes who have shown an extra ability and have moved into Centre or Zone representative teams and squads. These athletes are also playing in premier school and club teams. It is recommended that if a coach is working with these talented athletes that they complete the Performance Coach Qualification [PCQ].

Performance Coach Qualification [PCQ]

Entrance into the PCQ is through an application and endorsement process. As the programme encompasses Zone and Centre coach development opportunities, it is important that the application is endorsed by the Zone and the Centre. Zones and Centres are encouraged by NNZ to appoint coaches who are immersed in or hold the PCQ into representative coaching roles.

The programme delivery model encompasses a wide range of opportunities to achieve the learning outcomes required, provides a staircase of learning for coaches, recognises prior learning and offers learning in a variety of mediums.

Coaches who complete the NNZ PCQ are expected to have the vision, values, skills and behaviours to affect change, develop, lead and evaluate their coaching and coaching programmes.

The length of time to complete this award will vary from coach to coach, however there is an expectation that coaches will complete this award within three to four years. Coaches may need at least three and often four years of coaching to gather evidence on a team in relation to the needs of their athletes.

What is involved in the PCQ?

1. The Coach Development Plan (CDP)

The CDP is an integral part of the PCQ process and provides a platform to identify and develop the competency of the coach. The CDP is to be driven by the performance coach and is a working “live” document in that as the coach develops the needs of the coach will change as will the CDP.

To assist Performance Coaches with their CDP, NNZ has identified four key performance areas that coaches must have when coaching performance athletes.

The four key performance areas are:

1. Self-management and self development
2. Developing a vision and planning
3. Managing your programme
4. Hands on coaching

While the CDP needs to be driven by the PCQ coach, it is recommended that coaches utilise their Zone performance managers, coach lead or NNZ coach development staff.

Mentor

It is important for the coach to have a mentor to help them reflect and learn throughout the programme. The mentor can come from a variety of people they know, coaches in Netball and/or other sports, other people who they respect and feel will be able to challenge and guide them. Guidelines for mentoring will be provided by NNZ coach development staff if required.

2. Practical Observation

Once coaches enter into the Performance Coach Programme they will be asked to provide timeframes where a NNZ approved assessor will be able to attend sessions where they will utilise the PCQ assessor template to observe the performance coach in action. The assessment tool identifies key competences that a performance coach would be expected to display in both training and game setting environments. This is action learning at it best. Once an observation has been completed the coach and assessor will then spend time reflecting on the session/game and developing a plan moving forward to grow the performance coaches capability.

In order to complete the PCQ programme, coaches must have a minimum of four observations completed.

3. PCQ Modules

To be eligible to apply for PCQ the coach must have completed the following pre-requisites. [Coaches having gained their Community Coach Award prior to 2018, refer to Appendix 1]

PCQ Entry 2018 onwards

1. Coaches will have completed CCA Level One & Two and have been actively coaching at this level for a minimum of two years.

The PCQ modules will be delivered in a variety of mediums.

A blend of E-Learning and workshops are utilised to deliver the content of the five PCQ modules. In addition to attending the workshops and completing the E-Learning components, coaches will also be tasked with ongoing activities to support and reinforce the learning.

Mental Skills 1 & 2

The purpose of this module is to develop an understanding of advanced mental skills and identify ways of applying psychological principles in an integrated way which benefits athlete performance and enjoyment. This module will focus on developing athletes understanding and management of their ideal performance state [IPS]. At the completion of this workshop, the coach will be able to:

1. Understand and integrate into practice the mental skills required to manage their IPS
2. Develop an action learning cycle targeted at improving athletes understanding and management of their IPS
3. Reflect on the effectiveness of their attempts to integrate IPS into their practice enhancing performance

Skill Acquisition 1 & 2

The purpose of this module is to help Netball coaches understand what influences an athletes skill development. In particular what determines how athletes move and the nature of the task they are looking to develop. This module helps coaches understand a constraints-led approach to skill learning and have an understanding of what impacts athlete learning. This module assists Netball coaches to design skill based learning sessions. At the completion of this module the coach will be to:

1. Explain, demonstrate and reflect on how key information impacts on athlete movements
2. Understand what impacts athlete learning in a training session including past experiences, injuries and use of instructions
3. Understand and apply a constraints-led approach to skill acquisition

Performance Enhancing

The purpose of this module is to progress coaches from the CCA Level Two module - Developing Physical Capacity. The module will assist coaches to gain additional knowledge in the key areas of performance enhancing and develop the skills necessary to plan and implement these learnings into their sessions. At the completion of this module the coach will be able to:

1. Understand and implement an approach to performance enhancing with knowledge of various energy systems and their relevance to and application within training and game play scenarios
2. Understand, explain and plan to implement a range of components of fitness within a periodised approach to training, game play and tournament situations
3. Understand, explain, demonstrate and implement a periodised approach to seasonal planning which include the use of specific components of fitness, methods and principles of training

Performance Planning

The purpose of this module is to progress coaches from the developing module "Planning – Annual/ Tournament" to gain additional knowledge and develop skills necessary to plan for performance over a periodised time frame utilising an effective planning and reflective process.

1. Understand what influences and drives the performance planning process
2. Understand a periodised programme that incorporates the training phases of the year
3. Understand the timings, sequences, volume and intensity for sessions within the overall coaching programme
4. Understand and implement evaluation methods and required modifications

Performance Enhancing and Performance Planning are combined into one workshop with additional individual E-Learning modules to be completed.



4. Coaching Logbook (Annual Plan) (including Advanced Module assignments)

The evolution of coaching practice now provides a variety of mediums to submit coaching logs and plans both in hard and soft copy formats. A logbook is an easy way to track and compile information across the year, it is suggested that hardcopy logbooks/plans are duplicated.

Coaches will be required to submit a record of the implementation of coaching relating to the team they are currently coaching and must include the following:

- The season's programme
- Evidence of development of a team culture
- Athlete profiles [pre, mid, post season]
- Training session plans
- Session plan reviews [brief] after each training session
- Game planning for the current competitive season
- Post-game reviews/reflections
- 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 athlete feedback
- Evidence of contact with coach mentor e.g. date, time and discussion

Coaches are expected to drive their own coach development with the support of National/Zone/Centre/RST programmes and identified mentors.

It is important to note some learning outcomes can be achieved while the coach is also attending some of the additional opportunities below as well as hands on coaching.

- Zone Development Squad Programmes
- Zone Coach development opportunities
- NNZ observer coach opportunities
- NNZ Apprentice Coach Programme
- Sport New Zealand Performance Coach Advance
- Selected Regional Sports Trust coaching programmes

Recognition of Prior Learning (RPL)

RPL is based on the awareness that people can learn and develop competencies in many different ways throughout their development as a coach. RPL takes into account a person's skills, experiences and qualifications that may have been learnt in different ways, i.e. from universities/polytechnic institutions or international accreditation systems.

A person can apply for RPL if they can provide evidence which demonstrates they are already competent in the learning outcomes of the relevant module or key performance area. RPL can only be granted on work that has been completed in the last five years and competencies they are currently able to demonstrate. A formal RPL document is available from NNZ.

PERFORMANCE COACH QUALIFICATION PROCESS

1. ELIGIBILITY

- Completed CCA Level 1&2
- Currently coaching and have been for three years
- Coaching a representative team at Zone or Centre level from U17 age group and above
- Or recognised by the Zone or Centre as working with talented athletes in a club or secondary school team

2. APPLICATION

- Applications can be downloaded from the NNZ website, must be endorsed by the Centre and then sent to the Zone to be endorsed
- The Zone Performance Manager will interview the applicant and make recommendations to NNZ
- If the application is successful NNZ will advise the Zone, Centre and coach

3. FEE

- Performance Coach Qualification = \$150
- Advanced Module = \$100 per module
- \$650 Total

4. PROCESS

- Register on Bracken E-Learning and pay \$650 fee
- Identify mentor and timeframes for meetings
- Develop CDP
- Attend all compulsory workshops/modules, complete E-Learning and assignments
- Provide annual coaching plan [logbooks]

5. CERTIFICATION

- The anticipated time frame to complete the NNZ PCQ is three years. This allows an appropriate time frame to complete all the requirements of the programme utilising the action learning cycle where learning is taken and applied to the coaching environments of each PCQ coach.

6. ONGOING LEARNING

- Extension modules
- Zone Performance Coach Programmes
- Sport NZ Performance Coach Advanced

Responsibilities

Centre

- Identify potential performance coaches
- Endorse performance coach applications
- Support performance coaches financially if possible
- Appoint coaches when suitable into representative coach roles

Zone

- Identify and interview potential performance coaches
- Endorse performance coach applications
- Support performance coaches financially if possible, assist coaches to identify mentors if needed
- Appoint coaches when suitable into Zone representative coaching roles
- Work with NNZ to align Performance Coach Development Programmes

NNZ

- Develop and review content in the NNZ PCQ
- Appoint assessors
- Process applications and advise
- NNZ Coach staff contact the coach
- Develop a CDP
- Observe training and game sessions [x4]
- Run Advanced Modules
- Mark assignments and logbook
- Provide national coaching opportunities
- Work collaboratively with the Zone/Sport New Zealand and High Performance Sport New Zealand to align coaching programmes

Appendix 1

Entry in PCQ – 2017 [Based on previous NNZ framework]

1. The coach will be required to have completed the Community Coach Award [CCA] and the following CCA advanced modules - Mental Skills 1, Game Analysis 1 and Fit for the Season [Developing Physical Capability]





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