



NETBALL
NEW ZEALAND
POITARAWHITI AOTEAROA

Community Coaching Strategy

2021-2025

We live this game.



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Introduction

Community coaches inspire and connect Netball to over 140,000 Netball participants around the country each year. They are the backbone of the Netball experience, dedicating time and energy to players and umpires to develop and grow.

This 2021-2025 Community Coaching Strategy aims to ensure coaches are being supported to deliver a quality experience of Netball whilst enjoying their own Netball journey.

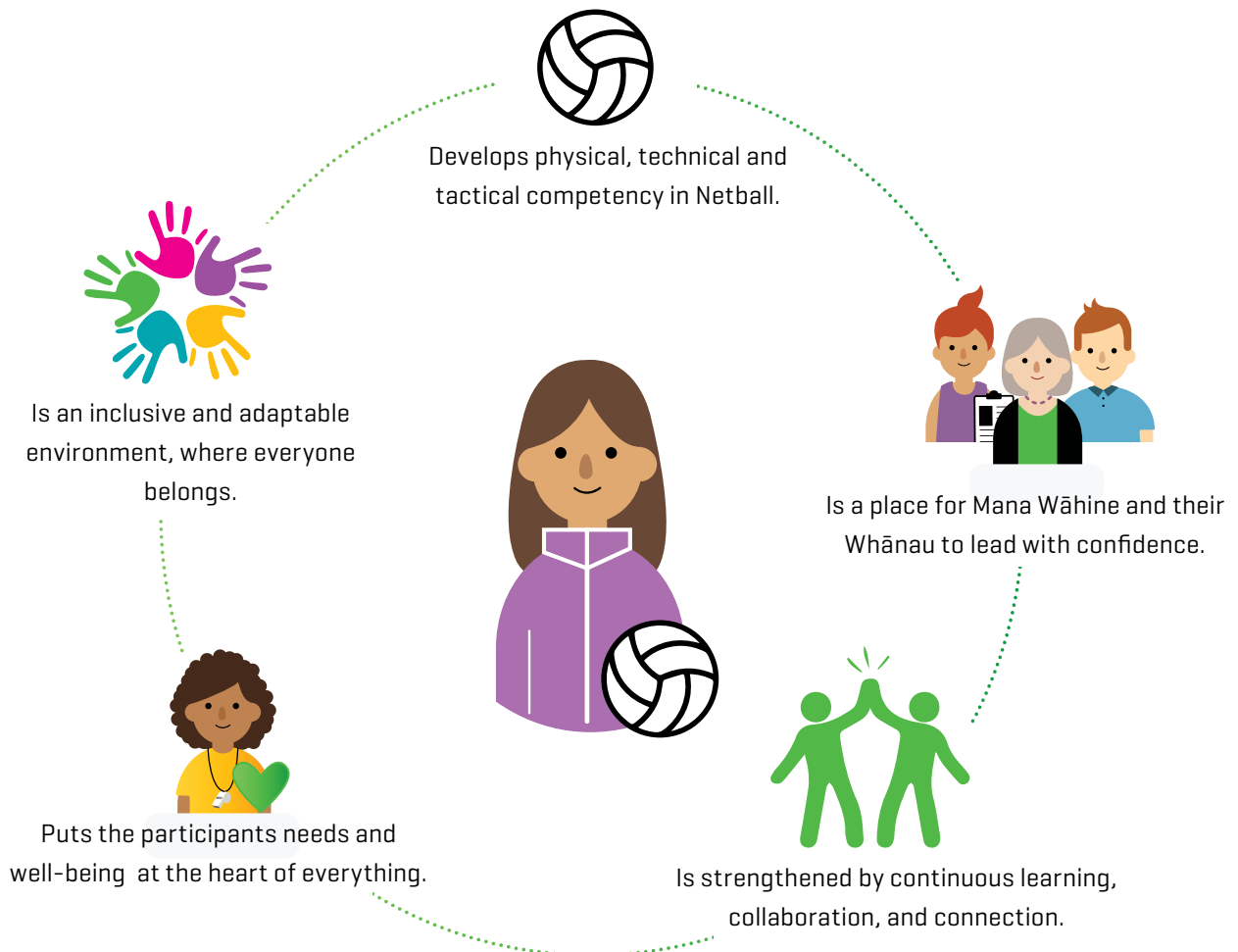
The development of this strategy has been a collaborative process across all areas of community Netball, including a range of voices from the wider community. These insights have guided the direction and development of our key priorities outlined in this strategy.

Poipoia

Poipoia is about connecting and inspiring communities through Netball. This strategy aims to embrace Poipoia and recognises that Netball is continuously changing and therefore needs an adaptable and collaborative coaching approach.

Our Beliefs

Netball Coaching in New Zealand:



Community Coaching Strategy 2021-2025

Hāpaitia te ara tika pūmau ai te rangatiratanga mō ngā uri whakatipu.

Foster the pathway of knowledge to strength, independence and growth for future generations.



Our Purpose

The purpose of this coaching strategy is to lead and support a sustainable coaching system in Aotearoa, that will grow the confidence, competence and motivation of Netball Coaches in our communities. Through coaching, we strive to inspire, guide and nurture our people.

Our Key Priorities



SYSTEM ENABLERS

Support and develop our enablers [e.g. Trainers, Coach Developers, Centre Coordinators] in a locally led Netball coaching system.



COACH CONNECTION

Use insights to provide an environment that values, supports, and creates a sense of belonging for our Netball coaches.



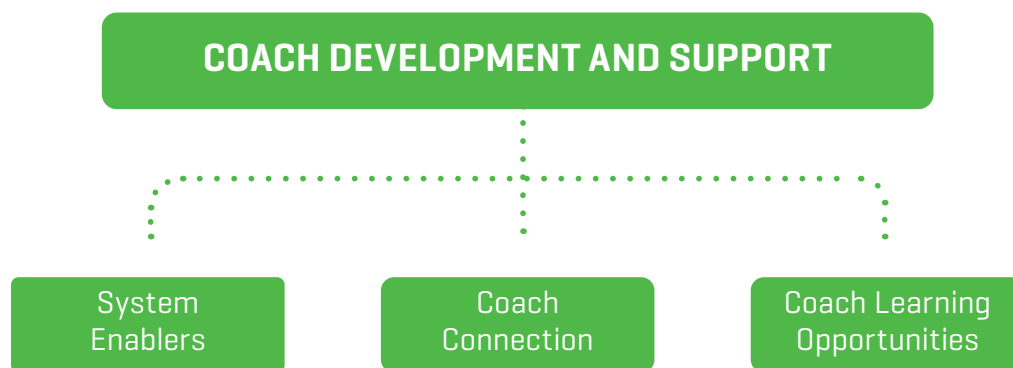
COACH LEARNING OPPORTUNITIES

Identify and develop accessible methods of learning, that meet the needs of Netball coaches.

* See following pages for breakdown of each of the Systems and Structures*

Our Key Priorities

The following Key Priorities will guide the delivery of this community coaching strategy. They align our plans and actions for 2021 - 2025, so that we move together as one.



System Enablers

OUR AIM:

Support and develop our enablers (e.g. Trainers, Coach Developers, Centre Coordinators) in a locally led Netball coaching system.

OUR SUCCESS MEASURES:

- An aligned coach development network, with capacity to enable Zones and Centres to offer needs-based coach support and development.
- Accessible development opportunities that build the capability and confidence of our enablers, empowering them to lead within their communities.
- Enablers have clarity in their role and can embed key coach development approaches within their context.



Coach Connection

OUR AIM:

Use insights to provide an environment that values, supports, and creates a sense of belonging for our Netball coaches.

OUR SUCCESS MEASURES:

- Local planning is done to recruit, support and retain Netball coaches.
- Coaches feel valued and are retained in Netball throughout their journey.
- Coaching is something that people want to do, and it is easy to get involved or move in and out of the various levels.
- The experience of coaching is inclusive and enjoyable and has a culture of connection, sharing and belonging.



Coach Learning Opportunities

OUR AIM:

Identify and develop accessible methods of learning, that meet the needs of Netball coaches.

OUR SUCCESS MEASURES:

- Coach development philosophies and approaches are aligned across programmes.
- A range of blended learning opportunities that meet the needs of coaches are developed (formal and informal).
- Coaches are aware of and engage with learning opportunities that meet their needs, and they know where to go for support.
- Coaches understand the key coach approaches that enable quality experiences for participants at their chosen level of coaching.



SEE YOU
OUT THERE

WOD

Coach Approaches

The following key approaches underpin the 2021-2025 Community Coaching Strategy. They are for coaches and coach developers to use in practice, to ensure quality Netball experiences.



WELL-BEING

- Balance is Better
- Physical Literacy
- Participant Centred Coaching
- NetballSmart
- Sports Integrity



COACHING MODELS

- LEARNS
- Let Me Play
- Coaching for Character
- Positive Youth Development



ON GOING LEARNING

- Reflective Practice
- Questioning
- NNZ Coaching Framework

KEY APPROACHES FOR QUALITY COACHING AND COACH DEVELOPMENT

Well-Being

BALANCE IS BETTER

A philosophy for the sport system to put the needs of each young person first and ensure there are opportunities for all young people to have a positive experience in sport. The focus of the philosophy is on why young people play sport – e.g. to have fun, experience challenge, develop and improve, belong to a group and be with friends.

PHYSICAL LITERACY

An individual's confidence, competence, knowledge, understanding and motivation to value and choose physical activity for life. The different experiences people have in sport and physical activity throughout their lives, either adds value to, or takes away from these aspects.

PARTICIPANT CENTRED COACHING

An approach to coaching where the participants needs, their well-being and their best interests, are at the heart of all decision making.

NETBALLSMART

NNZ's performance enhancement and injury prevention programme, which empowers coaches to help build the physical capability of the Netball player whilst mitigating injury risk. NetballSmart is the healthy heart of Netball.

SPORT INTEGRITY

Providing inclusive and safe environments for all involved in Netball and promoting a culture of inclusiveness and equity. The Sport NZ Integrity portal includes a community guidance section on child protection, member protection, diversity and inclusion, match-fixing and gambling, and organizational culture.

Effective Coaching Models

LEARNS MODEL

An approach to creating a high quality learning environment, where people feel safe and engaged, where their needs are at the heart of decision making and where they challenged appropriately to apply and practice new ideas or skills.

LET ME PLAY

An approach to coaching that allows participants to explore first, before a coach may help them by giving tips or asking questions, based on what they observed in the players exploration of a game or skill.

COACHING FOR CHARACTER

An approach to coaching that acknowledges sport as an environment that can help participants develop character, that will add value to their everyday lives as well as the sport setting.

POSITIVE YOUTH DEVELOPMENT

A framework that is the foundation to creating an environment for youth to flourish in all roles involved with sport. It is based on the 6C's: Character, Connection, Competence, Caring, Contribution, Confidence.

Ongoing Learning

REFLECTIVE PRACTICE

Using a reflection tool such as GROW, to analyse a performance or situation, with the aim of landing on a way to learn or grow from it - e.g. what went well, what could be improved, how could I do this differently next time?

QUESTIONING

A tool that is used to draw knowledge and ideas from a person or a group, which enables them to be actively involved in their learning, as well as make their own meaning and understanding of a concept. "The brain that does the thinking, does the learning".

NNZ COACHING FRAMEWORK

A framework that provides ongoing, needs based development for coaches. Coaches are empowered to create positive learning environments that develop technically sound, capable, competent players, who move with confidence, and can adjust to different situations. Coaches can choose to engage with the framework learning opportunities as and when they wish and can also use it to support their journey through the coaching pathway [appendix 3].



Appendix 1

Summary of Insights

STRENGTHS	WORK ONS
<ul style="list-style-type: none"> • Coach Developer system at community level • Coaching Framework • Positive environment for women to lead/strong role models e.g. Dame Noeline/Dame Lois • 16 accessible community coach workshop options • High volunteer coach capacity, including students • Agile/aligned with best practice • Strong coaching culture, values and diversity • NetballSmart is embedded into all of Netball from futureFerns to High Performance. • The embedding of NetballSmart into Netball has decreased Netball Injuries. 	<ul style="list-style-type: none"> • Student coach support • Parent information/support for coaches managing parents • Recognition and valuing of learning outside of the framework (widen/adapt the framework, including next steps for award holders) • Shortened workshops, advertised less formally - a 'snacking approach' • Continuation of the online development/improve the online platform • Recruiting, recognising, rewarding and retaining coaches • Improve access to PCQ and CCQ • Local delivery of support e.g. at schools and clubs, support during games and trainings • Mentoring/coach support/coaching cohorts or communities of practice
OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> • Netball/Sport wide/coach development/coach developer/mentor system • Improve entry point for coaches • Database/ platform to connect with coaches/track their learning journey • Open up PCQ opportunities • Link community and PCQ coaches with National Netball League and ANZP coaches • Increase Centre facilitated connection opportunities • Development and support for school Netball/sport coordination • Needs analysis/ Coach support plan for all Centres • Continue gathering insights from coaches to monitor and evaluate interventions • Sponsorship for community coach development 	<ul style="list-style-type: none"> • Retention/loss of coaches due to time restraints • Lack of systems to understand our data or people • Number of people/ load on those people • Lack of coaches engaging in current development opportunities • Money – coaches having to pay for workshops • Commercialisation of sport - especially secondary Schools <ul style="list-style-type: none"> » Mental models - having to win » Drives coaching behaviour » Drives KPIs for coaches » Scholarships - players shifting between schools » School teams broadcast on TV or online » Secondary School players playing National Netball League • Balance is Better - coaches trying to align but parents pushing back • Change in ethnicity, do we understand the needs • Length of season • Ongoing impact of the COVID-19 pandemic

Appendix 2

Community Voice Behind Our Beliefs



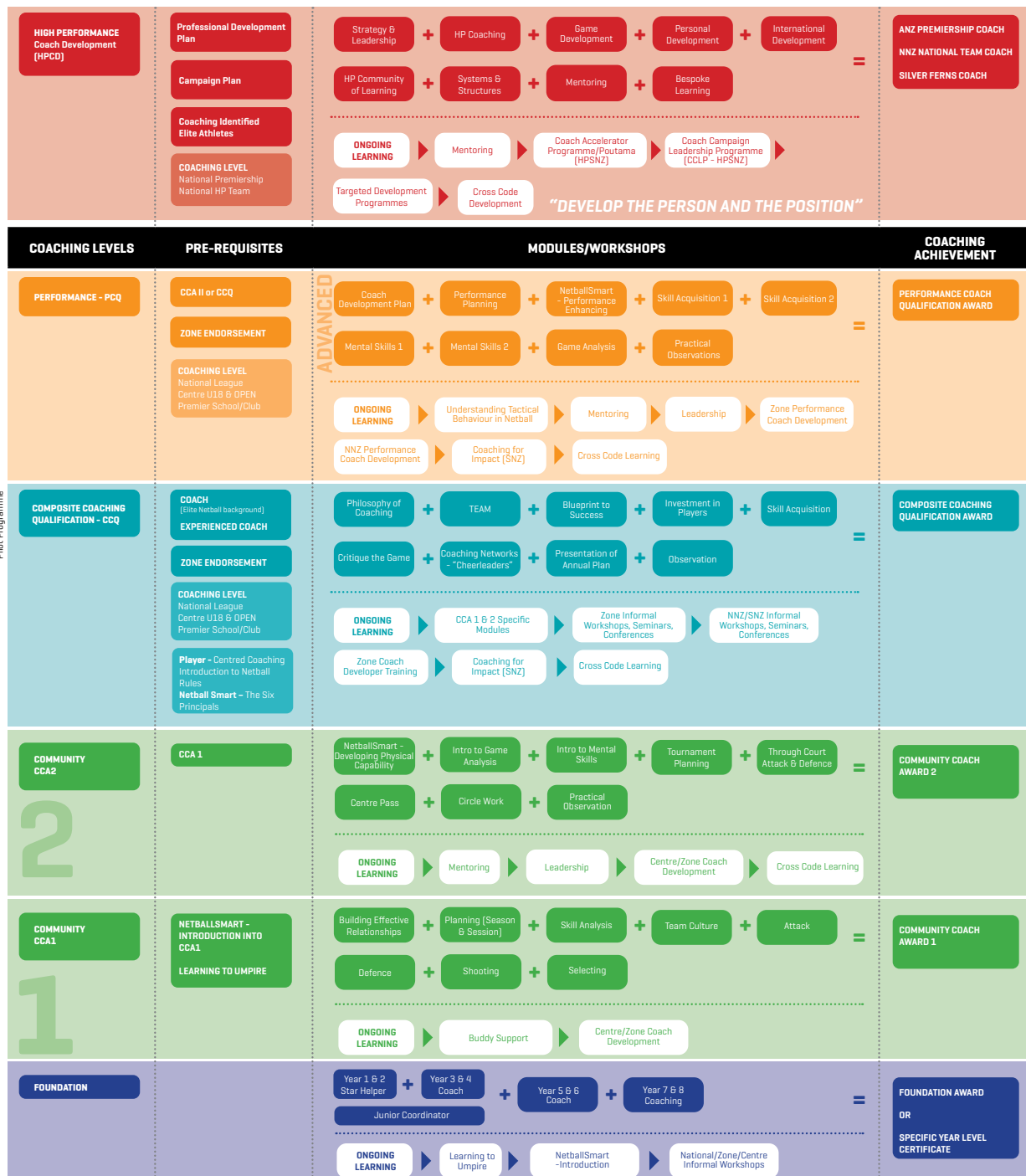
Appendix 3

NNZ Coaching Framework

Our purpose is to develop coaches who connect and inspire players through Netball. The Coaching Framework aims to provide some flexibility, where Coaches can pick and choose how to start their learning journey in the Community and Foundation spaces without committing to completing a full qualification. We acknowledge that coaches may operate in multi levels in any one season.

The learning experiences are as follows:

- Foundation Coaches engage in the workshop of the level they are coaching.
- Community coaches may design their learning programme, choosing from any Foundation, CCA 1 or CCA2 workshop.
- CCQ coaches engage in all workshops of this level.
- PCQ coaches engage in all workshops of this level.
- HP coaches engage in a blend of specified and bespoke learning.





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