



Netball New Zealand

Coach Development Framework

***A guide to Netball coach
development in New Zealand from
Foundation through to High
Performance***

***COACH*FORCE**

Netball New Zealand Coach Development Framework

Player Level	Coach Level	Coaching Modules	Coach Award
SILVER FERNS FAST 5 ANZ CHAMPIONSHIP NZU21 EXCEL	HIGH PERFORMANCE	HPSNZ CARDING HPSNZ FORUMS PRIME MINISTER'S SCHOLARSHIPS COACH ACCELERATOR AND HP MODULES	NNZ HIGH PERFORMANCE COACH
LFNC, U23, U19, U17 REPRESENTATIVE PREMIER CLUB SECONDARY SCHOOL PERFORM	PERFORMANCE	NNZ ADVANCED COACHING MODULES	NNZ PERFORMANCE COACH AWARD
SENIOR CLUB SECONDARY SCHOOL YEAR 9 -13 PARTICIPATE	COMMUNITY	NNZ DEVELOPING COACHING MODULES	NNZ COMMUNITY COACH AWARD
JUNIOR CLUB INTERMEDIATE PRIMARY SCHOOL YEAR 1- 8 EXPLORE/LEARN	FOUNDATION	NNZ FOUNDATION COACHING MODULES	NNZ FOUNDATION COACH AWARD

Overview

Within Netball in New Zealand, there is a strong sense of national identity which binds us and creates unity. We are the most popular women's sport in New Zealand. We are small, culturally diverse and resilient.

The NNZ Coach Development Framework has been designed for developing coaches at all levels of the game and celebrates our uniqueness. It provides a vision and structure for improving the knowledge and delivery of Netball coaching with the overall goal of developing more quality and confident coaches.

The approach is based on the following key principles:

- **Designed specifically for Netball in New Zealand** – reflective of New Zealand's unique cultural and sporting environment
- **Aligned** - with Sport New Zealand coaching communities in conjunction with the New Zealand Coaching Strategy
- **Player centred** – based on the needs of the players, aligned to their stage of development and to the NNZ Player Development Guidelines
- **Applicable and practical** – encourages 'on the job' learning experiences
- **Flexible** – provides coaches with more choices and a higher degree of ownership in selecting and following their own development pathways
- **Lifelong learning** – promotes continued personal development and self-responsibility for learning

Structure

The NNZ Coach Development Framework encompasses four coaching communities:

- Foundation
- Community
- Performance
- High Performance

Within each community there is a wide range of coach development opportunities allowing for a coaches development to be a combination of formal, informal and 'on the job' learning. The workshops and modules cater for a wide range of learning styles and are reflective of the stages of player development.

Player Centred Coaching

NNZ's Coach Development Framework is underpinned by a player centred philosophy as stated above. There are a wide range of effective coaching strategies which can be used when delivering player centred sessions. Some of these include:

- Small sided games (Teaching Games for Understanding)
- Questioning and feedback
- Progressive skill development sessions
- A constraints led approach to coaching

It is important for coaches to understand that skill development is nonlinear and the most effective coaches will utilise a range of strategies to develop their players.

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. RPL application forms are available on the NNZ website.

NNZ Foundation Coach

Player Level

JUNIOR CLUB
INTERMEDIATE
PRIMARY SCHOOL
YEAR 1 - 8

EXPLORE/LEARN

Coach Level

***FOUNDATION
COACH***

FOCUS:
BASIC
FUNDAMENTAL SKILLS
4V4
5V5
7V7

Coaching Modules

INTRODUCTION TO FOUNDATION COACHING WORKSHOPS

- TOINC – Online
- Junior Co-ordinator training
- Year 1 & 2 Star Helper
- Year 3 & 4 coach
- Year 5 & 6 coach
- Year 7 & 8 coach

Coach Award

NNZ FOUNDATION COACH AWARD

Further development in 2014

Foundation coaches are often parents, primary school teachers and older students. Players in this community are in the 'explore and learn' stage of their Netball development and may be involved in their first organised sport experience. They are primary and intermediate school students playing in junior Netball at schools, clubs and Centres.

Foundation coaches may have limited time and knowledge, are often thrown in the deep end and may have little confidence.

The ideal Foundation Coach will:

- Nurture a love of sport and active recreation
- Focus primarily on fun, participation and skill development
- Understand the needs of young participants in the explore and learn stage
- Introduce the concept of fair play
- Understand they create not only better young players but better young people
- Have a sense of working in a wider coaching community with similar goals

Coach development for these coaches also focuses on fundamental movement and basic Netball skills. The activities and games encourage maximum participation and enjoyment. NNZ has also introduced a modified game at two levels and are now underway with phase two of the Junior Netball review which focuses on Years 5 – 8.

- Year 1 & 2 4 v 4
- Year 3 & 4 5 v 5
- Year 5 & 6 tbc 2015
- Year 7 & 8 tbc 2015

Smaller sided games produce more opportunities to pass, catch and land, enabling maximum participation and enjoyment to assist children to progress at their own rate.

It is recommended foundation coaches complete the online module **Taking off into Netball Coaching (TOINC)**. This is an interactive module which introduces coaches to basic coaching principles, (www.mynetball.co.nz).

Coaches are encouraged to progress through the age appropriate workshops; **Star Helper (Year 1 & 2), Year 3 & 4, Year 5 & 6 and Year 7 & 8 workshops** as well as the Foundation Coach Award Modules (to be developed in 2014/15).

There is a Year 3-6 interim workshop for 2014 for coaches still coaching the 7 v 7 game.

Foundation Coach Award

The Foundation Coach Award is a set of modules both online and face to face which allows foundation coaches to further their development. The online option allows coaches to work on their coach development in their own time and at their own pace. Further information will be released late 2014.

NNZ Community Coach

Player Level

SENIOR CLUB
SECONDARY
SCHOOL
YEAR 9 - 13

PARTICIPATE

Coach Level

**COMMUNITY
COACH**

FOCUS:
PARTICIPATION
SKILLS
PLAYER CENTRED
COACHING

Coaching Modules

NNZ DEVELOPING COACHING MODULES

- My Team & Me
- Player Centred Coaching (PCC) -
Prerequisite to all other Developing Modules below
- Attack 1
- Ball Skills
- Centre Pass
- Circle Work
- Communication & Managing Others
- Defence 1
- Fit for the Season
- Game Analysis 1
- Mental Skills 1
- Planning
- Selecting 1
- Shooting
- Skill Analysis 1
- Team Building
- Tournament Planning
- Through Court

Coach Award

NNZ COMMUNITY COACH AWARD

Completion of all five designated developing
modules

- Player Centred Coaching
- Communication & Managing Others
- Planning
- Skill Analysis
- Team Building

Community Coaching

Community coaches are a diverse group. They support a wider range of participants who come from the 'participate' playing community and players who continue in organised sport through both secondary school and club Netball. Typically, coaches are secondary school teachers, ex-players, parents, older secondary school students and tertiary students.

The ideal Community Coach will:

- Nurture a love of Netball
- Focus on skill development, decision making and a nonlinear approach to skill development
- Understand the needs of the players in the participate phase
- Reinforce ethical approaches to sport and recreation
- Provide for players needs and aspirations
- Understand they're in the business of creating not only better players, but better people
- Have a sense of working in a wider coaching community with similar goals

Coach development for these coaches focuses on a range of modules which cater for a variety of coaching needs. Coaches can choose which aspects of their coaching need/require further development in relation to the players they are coaching at the time. These modules are delivered and facilitated in a practical environment. **The Player Centred Module** is a prerequisite to these modules and helps coaches to understand the importance of using a player centred approach, reflective practice and questioning. The modules are interactive and do not involve any assessment.

Community Coach Award (CCA)

The Community Coach Award is a set of modules which provide sound basic knowledge and skills to develop players in this community. These are **Player Centred Coaching, Team Building, Planning, Skill Analysis and Communication & Managing Others**. There is no formal assessment to attain this award however coaches are encouraged to complete the ongoing learning activities from the CCA modules and continue to attend other community coaching modules to further their development.

NNZ Performance Coach

Player Level

LFNC, U23, U19, U17
REPRESENTATIVE
PREMIER CLUB/
SECONDARY
SCHOOL
PERFORM

Coach Level

PERFORMANCE

FOCUS:
ADVANCED SKILLS
AND TACTICS
DECISION MAKING

Coaching Modules

INTRODUCTION TO PERFORMANCE COACHING PROGRAMME

- Prerequisite: CCA
- Coach Development Plan
- Practical Observation
- Complete all Ongoing Learning Activities in CCA online
- Complete all Advanced Module prerequisites

NNZ ADVANCED COACHING MODULES

- Mental Skills
- Skill Acquisition
- Enhancing Performance
- Planning
- Game Analysis

Coach Award

NNZ PERFORMANCE COACH AWARD

- Proficient in Key Performance Areas of the Coach Development Plan
- Completion of five Advanced Modules
- Completion of log book assignments and practical observations

Performance Coaching

NNZ's performance coaches are coaches who are experienced and knowledgeable within their sport, who have shown an ability and desire to coach more talented players.

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 players in the perform stage
- Help players 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 players who have shown an extra ability and have moved into Centre or Zone representative teams and squads. These players are also playing in premier school and club teams. It is recommended that if a coach is working with these talented players that they complete the Performance Coach Award (PCA).

Performance Coach Award

Entrance into the Performance Coach programme 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 Performance Coach Award (PCA) 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 Performance Coach Award 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 gathering evidence on a team in relation to the needs of their players.

NNZ High Performance Coach

Player Level

SILVER FERNS
FAST 5
ANZ CHAMPIONSHIP
NZU21

EXCEL

Coach Level

***HIGH
PERFORMANCE***

FOCUS:
STRATEGIC THINKERS
INFLUENTIAL
LEADERSHIP

Coaching Modules

TO BE FINALISED IN 2014

High Performance Coaching

NNZ's high performance coaches ply their craft at the helm of the national and ANZ Championship teams. These coaches generally come from the performance coaching community and have attained the Performance Coach Award.

The ideal High Performance Coach will:

- Be a relentless learner who collaborates to achieve maximum performance gains using comprehensive data and evidence to achieve optimum results
- Be an influential leader and strategic thinker who is highly respected within their spheres of influence
- Ensure their teams consistently win ANZ Championships matches and win medals at pinnacle events like the Commonwealth Games and World Championships
- Understand the performance needs of the player are a key driver in high performance coaching

New Zealand high performance Netball players are world class athletes and have always experienced success on the international stage, renowned for 'punching above their weight'. Quality coaching in New Zealand is the key to securing and sustaining the world's top Netball rankings.

NNZ is currently formulating a High Performance Coach Development Framework in partnership with High Performance Sport New Zealand, committing time and resources to developing the quality of high performance coaches by:

- Enabling coaches to maximise their own performance potential
- Creating time for coach learning and professional development
- Developing sport specific coaching knowledge and skills
- Facilitating access to experts
- Encouraging networking and professional development opportunities
- Sharing best practice
- Providing clear pathways through the coach development framework, ensuring desired outcomes

The NNZ High Performance Coach Development Framework is due to be released late 2014



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