

Introducing Swimming New Zealand's 2010 Coaching Development Framework:

Coaches of swimming have the power to positively affect hundreds, potentially thousands of swimmers throughout their coaching career. The philosophy and methodology to which they coach will determine their effectiveness and thus the enjoyment and performances of the swimmers in their care. Swimming New Zealand is committed to delivering both a broad programme and one that consistently provides NZ swimmers and coaches with the opportunity to grow towards international podium success.

This plan outlines the key elements of the Coaching Development Framework and provides a timeline of milestone events. It will also give you information on what you need to do to accelerate your own coaching performances, regardless of your current skill level.

Swimming New Zealand's overarching goal in this framework has been to 'up the PACE' of New Zealand swim coaching:

Performance **A**cceleration through **C**oaching **E**xcellence

Swimming New Zealand, in collaboration with NZSCAT have formed a partnership with the Australian Swim Coaches and Teachers Association (ascta) to allow the primary coach accreditation scheme currently delivered in Australia to be also delivered in New Zealand. The key benefits of this partnership, directly relate to the coaching development objectives from SNZ. Some of these benefits are:

- A comprehensive programme offering resources founded on the world's best quality standards;
- Recognition and transfer between other great swimming nations such as Australia, South Africa and Great Britain;
- Ongoing development of the programme;
- A framework designed for long term application and growth.

The Swimming New Zealand coaching team would like to thank SPARC, NZSCAT and ascta with special thanks to Dr. Ralph Richards for their fantastic efforts and support in the advancement of this exciting new phase.

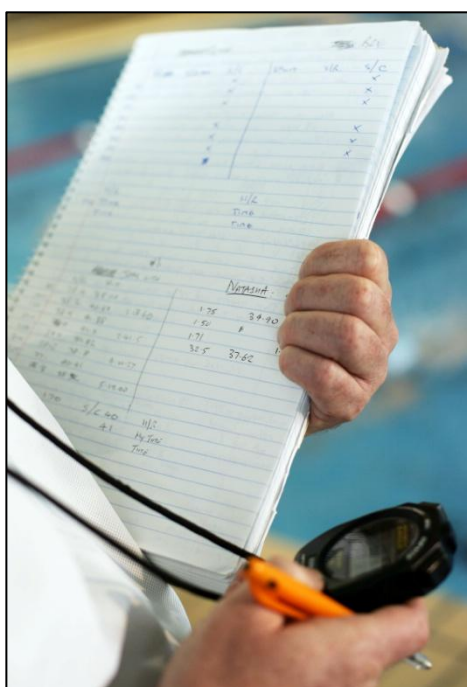
We look forward to working with you in the year to come.

-Swimming New Zealand Coaching Team and NZSCAT

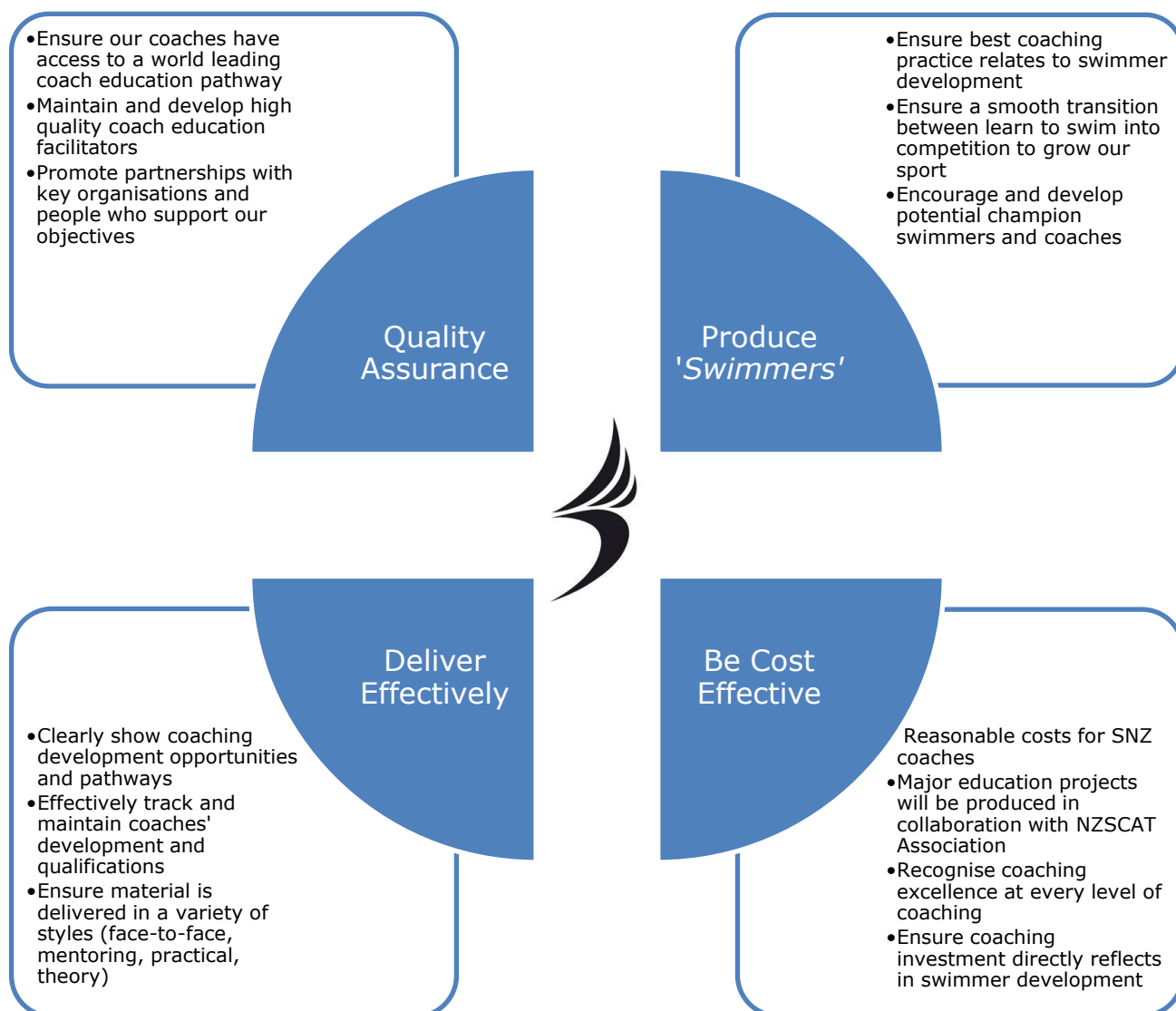


Contents

Introducing Swimming New Zealand's 2010 Coaching Development Framework:	1
Contents.....	2
Objectives in Coaching Development 2010 - 2012	3
2010 Coaching Development Matrix	4
New Course and Resource Information	5
Assistant Coach Award: Junior Skills module	5
Junior Skills course	6
Regional Junior Development Camps	6
Swim Coaching Starter Pack.....	6
Bronze Level Accreditation	7
Silver Level Accreditation	8
Gold Level Accreditation	8
Resources	9
Transition into the 2010 Framework	10
Recognition of Prior Learning (RPL)	10
Appendix:	12
1. Timeline of Milestone Events	12
2. Swimming New Zealand's Strategy: <i>World Class in Every Pool</i>	13



Objectives in Coaching Development 2010 - 2012



Underlying values in coach education:

- People Focussed, Excellence Driven
- Value Coaches, Value Swimmers
- World Leading
- Ongoing Quality Assurance

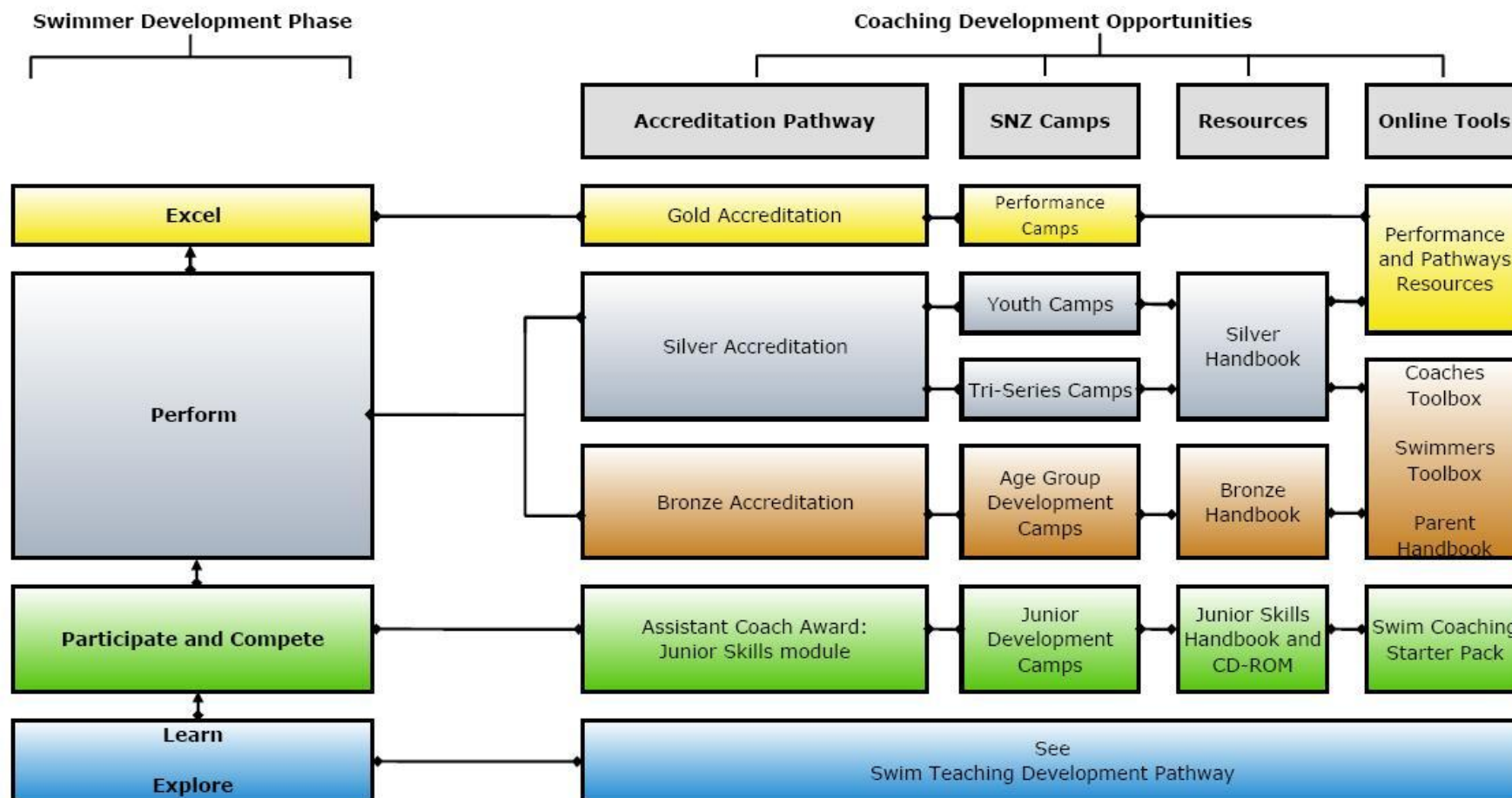
To achieve our objectives New Zealand requires high quality material to be delivered across a range of mediums. Information needs to be up-to-date as well as easy to access. Through a broad and yet specific coach education programme we will see return in pinnacle podium finishes. Performance Acceleration through Coaching Excellence

The next few pages list details of the 2010 Coaching Development Framework components.

2010 Coaching Development Matrix



The development opportunities available to coaches correspond with the level of swimmer they are designed to progress. There are many forms of coaching development available at each of the phases a swimmer progresses through: Accreditation, Camps, Resources and Online Tools. This pathway simply shows what opportunities are available in 2010. Details on each will be found on our website by the end of February 2010, and some information is found in the pages below



New Course and Resource Information

All coaches wishing to gain accreditation in the new SNZ coach accreditation pathway will require membership to the NZ Swim Coaches and Teachers Association (NZSCAT). The key benefits to this partnership are greater support and quality education for coaches and a safer environment for our clubs and swimmers.

An 'associate membership' costs only \$25. For more information about membership visit the [NZSCAT](#) website.

Assistant Coach Award: Junior Skills module



This coach is qualified to deliver training sessions that develop swimming technique and attitudes of novice and junior swimmers – generally defined as swimmers 12 years and under who are still acquiring the skills needed to compete successfully. The coach may work independent of any supervision as they are fully qualified to provide such delivery. Coaches at this level are encouraged to work with older swimmers to gain experience with this level as an 'assistant coach' under the supervision of a coach with appropriate qualifications.

Core Units:

Unit 1:	Coaching Swimming in NZ
Unit 2:	Communication and skill acquisition
Unit 3:	Basic elements of technique in swimming
Unit 4:	Planning and preparing a junior swimmer for competition

Competency in the Assistant Coach Award Junior Skills module may be achieved by completing any of the following options:

1. Junior Skills course
2. Regional Junior Development Camp
3. Recognition of Prior Learning

All of these methods require a coach to achieve competency in each of the core units above.

Junior Skills course

Delivery of the core units will be held over 1.5 days (11 hours) plus additional post course work. The course includes presentation, discussions, and practical pool sessions, delivering 13 competencies within the 4 core units. More information including how to enrol will be available on the Swimming New Zealand website by the end of February 2010.

Cost: \$200.00 inc. GST

Duration: 1.5 days + post course work

Corresponding resource: *Introduction to Swimming Coaching* by Dr. Ralph J. Richards (JS Handbook) and Junior Skills CD-ROM

Pre-requisite: NZSCAT Membership. Experience in coaching or swim teaching preferred, as are any previous swim teaching or coaching qualifications.

Regional Junior Development Camps

Information regarding Junior Development Camps was sent to Regional Swimming Centres on 25th November 2009. A major positive update to this mail-out is that the Regional Junior Development Camp structure will now allow coaches the opportunity to gain accreditation to the **Assistant Coach Award Junior Skills module**. The core units and competencies will be delivered as part of the camp. Applications for Regional Junior Development Camps must still be completed by your regional centre.

Cost: \$740 for regional application + \$100.00 per coach participant (inc. GST)

Only coaches who wish to achieve module competencies will be eligible to attend this camp.

Duration: 1.5 days + post course work

Corresponding resource: *Introduction to Swimming Coaching* by Dr. Ralph J. Richards (JS Handbook) and Junior Skills CD-ROM

Pre-requisite: NZSCAT Membership. Experience in coaching or swim teaching preferred, as are any previous swim teaching or coaching qualifications.

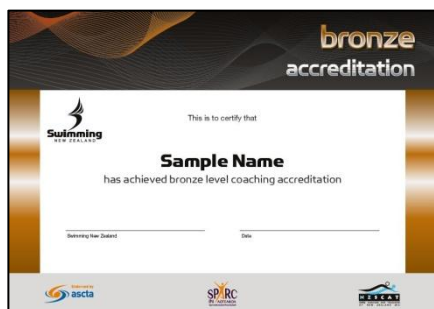
Recognition of Prior Learning for the ACA Junior Skills module will come available in a later mail-out. Information about the RPL process may be found on page 11.
Also available for this level coach:

Swim Coaching Starter Pack

The [Swim Coaching Starter Pack](#) is a free, online resource which offers basic information to those just starting out in swim coaching. It launched in February 2009 and is still available for anyone to go through. It takes around 30 minutes to complete. The module includes tips on:

- Your role as a coach
- Teaching Games for Understanding (TGfU)
- Communication
- Planning

Bronze Level Accreditation



This coach is competent to plan, conduct and evaluate a range of training programs suitable for the diverse range of ages and swimming abilities found in a typical SNZ registered swimming club. A Bronze Accredited coach will be able to plan and supervise training for multiple squad units to best prepare swimmers of different ages, abilities, and competition goals to achieve their potential. All Bronze Accredited coaches will have the skills to prepare swimmers for regional and national age (or higher) level competitions. Bronze level is the accepted standard for coaches implementing a diverse swim club program.

Core Units:

Unit 1:	Role of the Coach in Club Development
Unit 2:	Becoming a Coaching Professional (management, administration, communication, professional development)
Unit 3:	Stroke Mechanics and Competition Skills
Unit 4:	Energy Systems and Physiological Requirements of Competitive Swimming
Unit 5:	Adaptation Principles, Coaching Methodology, and Program Design
Unit 6:	Land-based Training Programs (strength, power, flexibility)
Unit 7:	Athlete Physical Well-being and Long-term Development (nutrition, general health, injury prevention, maturational considerations)
Unit 8:	Athlete Mental Preparation
Unit 9:	Athlete Assessment

Bronze Accreditation components will be delivered over 3 days at the NZSCAT annual conference. There will also be a practical component, which may be achieved through attending Youth and Age programme camps, There is a total of 25 competencies delivered in 9 core units. There will also be post course work and performance criteria to be achieved.

More information will be available on the Swimming New Zealand website by the end of February 2010.

Course dates: NZSCAT Annual Conference 2010 (10th- 12th June), 2011 and 2012

Cost: TBA, in NZSCAT seminar registration

Duration: 3 days + post course work + performance criteria

Corresponding resource: *Coaching Swimming: An Introductory Manual*. By Dr. Ralph J. Richards (Bronze Handbook)

Pre-requisite: NZSCAT membership, ACA Junior Skills module or RPL approval

Silver Level Accreditation



This coach is competent to plan, conduct and evaluate advanced training programs suitable for swimmers competing at NZ Age and NZ Open Championships (or higher) level competitions. A Silver Accredited coach has demonstrated the ability to train swimmers who will perform at national open level. The Silver Accredited coach will have the skills to structure a complex training environment that allows for a progression from club and regional level competitions to success at the national level.

Core Units and Competencies: To Be Advised by June 2010

Course dates: From NZSCAT 2011 Annual Conference

Cost: TBA

Duration: 5 days + post course work + performance criteria

Corresponding resource: *Coaching Essentials: A Swimming Coaches Guidebook*. By Dr. Ralph J. Richards (Silver Handbook)

Pre-requisite: NZSCAT membership, Bronze Accreditation or RPL approval, performance criteria.

Gold Level Accreditation

Full details on Gold Accreditation will be released in early 2011.



Core Units and Competencies: More information available in 2011

Course dates: N/A

Cost: TBC

Duration: Ongoing

Corresponding resource: *Coaching Essentials: A Swimming Coaches Guidebook*. By Dr. Ralph J. Richards (Silver Handbook)

Pre-requisite: NZSCAT membership, Silver Accreditation, performance criteria

Resources

Supplementing the Accreditation available, SNZ have secured and developed a series of resources which will assist a coaches' progress throughout their coaching career.

The Silver, Bronze and the Junior Skills Handbook and CD-ROM are included in the respective course, and are also available to purchase from our [online shop](#) from 1st May 2010 without any course registration or NZSCAT membership.

Item	Suggested Price (NZD inc. GST)
Silver Handbook <i>Coaching Essentials: A Swimming Coaches Guidebook.</i> By Dr. Ralph J. Richards.	\$50.00
Bronze Handbook <i>Coaching Swimming: An Introductory Manual.</i> By Dr. Ralph J. Richards	\$50.00
Junior Skills Handbook <i>Introduction to Swimming Coaching</i> by Dr. Ralph J. Richards Includes videos, presentation and more	\$60.00

Note:

- Handbooks will be distributed in CD format.
- These resources are only available for purchase within New Zealand. No overseas sales will be made.
- Postage costs will apply
- Additional information, resources and coaching tools will be included on CD's
- Listed prices are suggested only, confirmed once listed on 1st May 2010

Transition into the 2010 Framework

Previous SNZ qualifications (such as ACA, Skills, Development and Performance) are currently still relevant and valid in New Zealand. There are competencies in these courses which may transfer directly to Accreditation in the new framework, since the skills and knowledge gained will always remain in some capacity. The process is called **Recognition of Prior Learning (RPL)**, and you may also be able to prove competencies and gain accreditation if you have attended SNZ Camps and Tours, or have qualifications outside of those delivered by SNZ.

Recognition of previous SNZ courses will be phased out in June 2012. This means that after this date, you will no longer be able to apply for RPL using these courses as evidence of competency, nor will SNZ give recognition if applying for credits overseas. You will however be able to supply alternative evidence to support your application.

A key benefit of the new framework is that if you achieve Bronze, Silver and/or Gold Accreditation here in New Zealand, the competencies are recognised by the Australian Swim Coaches and Teachers Association. More information about the Australian Accreditation Scheme can be found on the [ascta website](#). This scheme is also used in South Africa and Great Britain. It is the responsibility of the host country to manage transferral; SNZ cannot guarantee the transfer will be direct.

Recognition of Prior Learning (RPL)

RPL is a process that allows the skills, knowledge and experience a person has already gained to be recognised for qualifications. If you are currently involved in coaching and you already have extensive coaching skills, knowledge and experience, you may apply to SNZ for RPL rather than attending an SNZ course and completing the assessment requirements.

Previous SNZ qualifications such as ACA modules, Skills, Development and Performance awards have transferrable competencies to the new system. There are also transferrable competencies if you have attended any SNZ Youth, Tri-Series and/or Age Group Development Camps. Detailed RPL information will become available in mid April 2010, with applications only being considered from this date.

The RPL Application Process (available April 2010):

To be granted RPL, you need to collect and present evidence that clearly demonstrates that you have met or exceeded the requirements of all the competencies in the SNZ Accreditation. Evidence for assessment may come from:

- Achievements gained through formal learning programmes e.g. SNZ coaching courses, degrees or diplomas, polytechnic courses, clinics, seminars, camps or workshops
- Recognised proven achievements outside formal learning
- Evaluation of your coaching performance in your current coaching position

This evidence may come from a variety of sources, which may include:

- Existing qualifications or components of qualifications. Note that both a copy of the qualification transcript or certificate and a list of learning objectives or content of each of the relevant topics covered in the course, must be supplied.
- Coaching certificates. Note that the detail of the content covered in the coaching course or workshops must be supplied
- Log books or coaching records

- Verifiable details of successful coaching experience
- Documentation of observations of your performance as a coach
- References and testimonials from recognised educators, or mentor coaches
- Verified translations of overseas experience or qualifications

The evidence should be concise and arranged systematically in a portfolio so that the assessor can easily see the match between your evidence and the SNZ module competencies.

The evidence you provide must:

- Be verifiable as your own work
- Be related to the SNZ courses or competencies you are seeking RPL credit for
- Demonstrate what you know, understand and are able to do now, not what you were able to do three or more years ago.

An SNZ assessor will evaluate your application, undertake any necessary checks and communicate the result to you. Checks may include:

- Personal interview
- Checking authenticity of information supplied
- Contacting a nominated referee
- Endorsement by mentor coaches

The onus is on you to present all necessary evidence. To protect the credibility of SNZ and in fairness to those who sit the full SNZ courses, your application may initially be declined if insufficient evidence is submitted.

An application form will be available on the SNZ website shortly.

Your application must include:

- A completed RPL application form
- Your portfolio of evidence
- A processing fee (cost will vary per course)

If you are required to complete some additional form of assessment, this will involve additional assessment fees.

Possible outcomes of the RPL application process

The assessor must be confident that you are able to meet or exceed all the requirements of the learning outcomes for the SNZ course for which you seek RPL. The assessor may decide:

- Your evidence meets all requirements. SNZ will issue the accreditation
- Your evidence meets some, but not all of the requirements. Further evidence may be required and/or you may be asked to complete an assessment task to demonstrate competency in the areas that your evidence does not meet the requirements
- Your evidence does not meet the requirements and the assessor recommends that you enrol in all or part of the SNZ course

Applications will be processed by the SNZ Coaching Accreditation Committee. If you are not happy with the decision of your assessors, you may appeal in writing to the General Manager, Performance and Pathways who will discuss further options with you.

Appendix:

1. Timeline of Milestone Events

Relating to the Coaching Development Framework

2010		
March-May	June-August	September-December
<ul style="list-style-type: none"> RPL applications considered for ACA Junior Skills module and Bronze Accreditation ACA Junior Skills module available Junior Skills Handbook and CDROM available to purchase Bronze and Silver Handbooks available to purchase 	<ul style="list-style-type: none"> NZSCAT Conference 10th-12th June. Delivery of Bronze Accreditation over 3 days Silver competencies released 	<ul style="list-style-type: none"> RPL applications considered for Silver Level Accreditation RPL for ACA Junior Skills module and Bronze Accreditation still considered
2011		2012 onwards
January-December		January-December
<ul style="list-style-type: none"> Gold Level Accreditation information released Bronze and Silver Accreditation run at NZSCAT conference over 3 and 5 days respectively 		<ul style="list-style-type: none"> Previous pathway no longer recognised for RPL- June 2012

2. Swimming New Zealand's Strategy: *World Class in Every Pool*



1. **Competitive Success**

To deliver both a broad programme and one that consistently provides NZ swimmers and coaches with the opportunity to grow towards international podium success

2. **Teaching Standards**

To develop and govern world class standards of education that support all swim teacher and coach pathways

3. **Deliver Valued Services**

To continuously deliver valued services to our membership, through the most effective structures

4. **Maximise our Profile**

To boldly promote swimming and our people as vibrant participants in the sports and leisure sector

5. **Resource our Organisation**

To lead, develop and sustain people, finance and technology resources sufficient to achieve our vision