



ATHLETICS AUCKLAND

COACHING PLAN 2020-2022

Coaching Plan 2020-2022:

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Coaching Plan 2020-2022:

Introduction

This plan is written for the development of Coaching in the Auckland region over the next two years. It is aimed at all stakeholders that participate in Coaching in our region, from parents, coaches at all levels via clubs and schools plus RSO's staff.

The coaching plan is to align to Athletics New Zealand 2022 strategic approach to coach education.

This plan is also aligned to the Athletics Auckland Board's goal to the development of coaching in the region. The Coaching plan is to be made visible to all interested parties in the coaching of Athletics in Auckland, so everyone is moving together to advance our sport.

Overall, it is AAI's goal is to provide quality coaches in the Auckland region, where all our registered athletes have access to coaching programmes.

Coaching Plan Mission:

To develop, construct and deliver coaching programmes that support our coaches and athletes in the Auckland region, to achieve their potential.

Coaching Plan Objectives:

The purpose of this plan is to enable Athletics Auckland to promote a systematic approach to identify, recruit, develop and retain Coaches, capable of developing athletes to become National class, with the ultimate goal of some representing New Zealand at an International level.

The key strategies are as follows:

1: Establish and implement a Regional Coaching Pathway (RCP) for Community, Foundational and Accredited level Coaches.

A: Develop a regional pathway that reflects the needs of the Coaches and their various stages of development.

B: Create a zonal based delivery strategy for the regional coaching pathway.

2: Develop and implement a coach recruitment programme across the Coach development pathway.

A: Recruit and support coaches from within the club environment.

B: Recruit and support coaches from outside the club environment.

3: Increased recognition and status of Coaches.

A: Promote the Athletics N.Z. Coach membership process

B: Publish a list of Auckland registered Coaches

C: Promote the value of Coach education and development.

Athletics Auckland Coaching Philosophy:

Athletics Auckland supports the belief that coaching is extremely important to our member athlete's performance, at all levels of the sport. Athletics Auckland will also develop the following areas to support the process of coach education as follows:

AAI Board Leadership: The Board fully supports this plan and will play a part in its implementation and review of programmes.

ANZ Group Event Coach Lead clinics: AAI will support, promote and encourage Auckland Coaches, where applicable, participate in any Athletics NZ clinics throughout the year.

Improved communication: AAI is currently updating their website so more information is readily available to our sports stakeholders. We will also seek others ways of establishing improved communication with Coaches by way of a modern database product "Airtable" and investigating an Auckland Coaching Facebook page.

Regional Athlete development programmes: There will be continued promotion of the Aspire Development academies over the entire year. Also, promotion of the sport of Athletics in South Auckland through the John Walker "Find your field of Dreams" foundation.

This comprehensive approach will ensure responsibility of all stakeholders to the success of the programmes delivered in Auckland. This plan will ensure we achieve the following:

Alignment with Athletics NZ coaching pathways

Effective use of resources

Coach acquisition

Coach retention

In the future, AAI feels that the continued development of coaches is the greatest resource it has.

Athletics Auckland Coaching pathway:

Athletics Auckland wishes to demonstrate a clear pathway for the development of the region's coaches.

The structure that is described in the following table, reflects a "building from a base" model, clearly showing a pathway from a start at the Community level through to any level that a coach wishes to strive for.

Athletics NZ has the following Coach membership:

Community Coach

Accredited Coach

Athletics Auckland will introduce the following qualifications at a regional level:

Foundation Coach – Get Set Go

Foundation Coach – Run Jump Throw

Specialist Accredited Coach

It is the wish of Athletics Auckland that coaches embrace the requirement to continually learn with the athletes under their guidance, to reach a standard of professionalism, whether a voluntary coach or one that is remunerated.

Another wish for Athletics Auckland is that all coaches within the Auckland region are registered members of Athletics NZ as a coach, either as a Community level coach or an Accredited level coach. In particular, the Accredited membership requirement applies if you seek remuneration from the athlete's you coach or are paid formally by an Athletic club.

Also, due to the increase in Health and Safety measures within our sport and the increased governance from outside bodies, Athletics Auckland requires the following from all our coaches:

A: Police vetting, which is generally free and valid for 3 years.

B: Complete an Athletics NZ Health and Safety course, delivered by the Athletics Auckland Official's team.

C: On completion of a Health and Safety course, undertake a "C" Grade official's course, on the event group of your choice. Note that the "C" grade exam is an open book test.

This is to ensure our coaches have health and safety foremost on their minds and have a full understanding of the technical regulations for the events they coach.

Athletics NZ High Performance Coach

Athletics NZ Event Group Lead Coach

- Appointed by Athletics NZ

National Event Group Lead Coach

- Appointed by Athletics NZ

Performance Coach Qualification (PCQ)

- Athletics NZ selected coach
- 2-year programme

Athletics Auckland Specialist Accredited Coach

- Has ANZ Accredited coach membership. Working with athletes 16 years+
- Based on L3 Performance coach in Australia. 4- 8 modules over 1- 2days
- Automatic membership for some coaches by recognition of prior learning
- Shows competency across all disciplines within an event group.
- Events groups are: Sprints/Relays/Hurdles, Jumps, Throws, Distance, Walks, Pole vault and Multi events (men and women)
- Coaches emphasis is generally on Specialising in an Event group

Athletics NZ Accredited Coach

- Approved membership via online registration process. Working with athletes 12+
- Annual fee to retain membership. Police vetting, which is valid for 3 years
- Recognition of prior learning, experience and completion of 2 online modules
- Evidence that shows capability of coaching an athlete through to National schools or National club championships
- For coaches with less than 3 years' experience, completion of GSG and RJT courses
- Athletics NZ coach membership benefits
- Athletics NZ discounted costs to attend ANZ Event group lead courses

Athletics Auckland Foundation Coach – Run Jump Throw

- Working with athletes aged under 12
- Workshop or course delivered by Athletics NZ or Athletics Auckland. Duration of 3 hours

Athletics Auckland Foundation Coach – Get Set Go

- Working with athletes aged under 7
- Workshop or course delivered by Athletics NZ or Athletics Auckland. Duration of 2 hours

Athletics NZ Community Coach

- Athletics NZ Coach membership, with an annual renewal. Targeting new coaches or parent coaches
- Free or nominal fee, completion of 2 online modules and police vetting (valid for 3 years)

Coaching Plan values 2020:

Collaboration:

By encouraging Coaches to work together in their zonal clusters and through regional courses, we can build an environment of sharing knowledge throughout the Auckland region.

Ownership:

The development of Coaches in Auckland will be driven by our Coaches and by those responsible for supporting these coaches. The Coach development manager role will support this by facilitating courses, where knowledge from the participating coaches is the main source of delivering information, experience and knowledge.

Qualification:

It is the goal of AAI, that ALL Coaches in our sport are members of the Athletics NZ pathway, either Community, Foundational or Accredited Coaches and beyond into Performance level Coaches.

Coaching Plan principles:

Coach development is an ongoing process:

We wish to create an environment where Coaches keep up to date with their event group current coaching practices, recognising that coaching evolves over time. That includes specific knowledge of athletic event/s and also improved ways to communicate with their athletes.

Self- learning is a continual process:

Many coaches use social media sites to research technical information for their event/s of interest. We need to encourage this learning and allow Coaches to share what they have discovered when implementing into a practical situation. AAI could develop avenues for submission of an article or document, which could be recognised as self-learning. This could be by way of a "Certificate of Learning", which can then be used for application of competence as an "Accredited Coach".

Age appropriate coaching:

A very important area in the growth of our athletes, is that age appropriate coaching is applied at every stage in our member athlete's development. The goal is to ensure our junior level athletes are not "burnt out", do not suffer over training injuries and looks to progress to senior athletics, not having already experienced advanced training routines or techniques. To resolve this issue, relevant information be made available on this subject.

Alignment of coaching strategies:

Coach development in Auckland needs to align with all influencers of sport in our region, including Athletics NZ, RSO's, Active Auckland and Sport NZ.

Coaching Plan programmes:

Athletics Auckland Formal Coaching courses:

Courses to be developed for Foundational and Accredited Coaches to gain qualifications to move up the Coaching pathway. The theory portion to be delivered by class or via an online platform. The practical portion to be facilitated by the Coach Development manager at Mt Smart or another zonal location.

Athletics Auckland Informal Coaching activities:

Informal learning opportunities to be developed with individual coaches or coaching groups, such as the Counties Manukau, Central North West and Central hub clusters.

Other initiatives to be investigated such as Facebook posts, discussion groups and combined training sessions held throughout the year.

Auckland Regional Athletics Coaching programme (ARACP):

The wish of Athletics Auckland is that ALL affiliated clubs in the Auckland region are visited at least once throughout the track and field season. The clubs will be offered up to 6 free visits (if possible), generally during their club nights. This is aimed at the parent coaches, club officials and student helpers, to ensure good coaching cues are used, the rules and safety aspects are been applied. This will be delivered by the AAI Coach Development manager but may require, in some cases, appointment of an experienced coach to undertake this service.

Another positive step from this arrangement, is that a safety audit of club procedure could be undertaken at the same time, meeting the requirement of the AAI Board.

Also, to approach ALL clubs that are involved in providing winter season athletics to their members, to discuss age appropriate training regimes.

Aspire Development Academies:

The aim of AAI is to offer academies during every holiday period throughout the year.

January: Offer a mini academy over 1 or 2 days, to athletes and coaches, to analyse established club athlete's technique. Also, to school athletes leading up to College athletic events in term 1. Coaches will be invited to attend.

April: Offer an Aspire Distance academy over 2 days, leading into the up-coming Cross-country season. Additional coaches to be utilised to support this event.

July: Offer a mini academy in mid-winter, over 2 days, to review certain training protocols with Coaches and their athletes. Again, additional coaches may be used.

October: This will be AAI's main 3-day Academy, promoting all 4 event groups. This being Sprints/Hurdles/Relays, Throws, Jumps and Distance events. With this academy been the largest in participants, coaches from within Auckland and outside of Auckland, to be used.

December: Two new clinics to be offered in December, aimed at Junior athletes, leading into the Colgate Games in January.

Deliver in the following groups:

Day 1:

7-9 years: Warm-ups, Starts, a Throw and a Jump. 2 hours in duration.

10-11 years: Jump, Throw and intro to Hurdles. 2 hours in duration.

12-15 years: Introduction to senior events. Triple jump, Steeplechase, Hurdles and Javelin. 2 hours in duration.

Day 2:

7-9 years: Starts, Throw, RJT and Relay Games. 2 hours in duration.

10-11 years: Throw, Starts, Jump. 2 hours in duration.

12-15 years: Jump, Hammer, Jump, Sprint relays. 2 hours in duration

Additional Specialist clinics:

Walks: Introduce to athletes aged 9 years and above

Senior events: TJ, Hammer, PV, Javelin and Steeplechase. Introduce to athletes 12 years and above.

Relay Camp:

Offer a relay camp to all grades of athletes from the age of 7 years and above as follows:

Grade 7-11 years: Session one for a duration of 1 hour.

Grade 12-U16 years: Session two for a duration of 1.5 hours.

Grade U18 and above: Session three for a duration of 2 hours.

Get Set Go:

Under 7's members:

Run zonal sessions in October and February.

Develop plan with Athletics NZ to train "Teenage Coaches" to deliver GSG in clubs and primary and pre-schools.

Encourage clubs to introduce GSG into club nights and Ribbon day events.

Run Jump Throw:

Grade 7-11:

Zonal sessions in November and February.

Develop plan with Athletics NZ to train “Teenage Coaches” to deliver RJT in clubs and primary schools.

Encourage clubs to introduce RJT into club nights and Ribbon day events.

Personal development of Teachers and RSO Activators:

AAI is to meet the needs of the 4 RSO’s in Auckland, so the sport of athletics is delivered to students in a safe and structured manner. Therefore, links need to be established, if not already held, with Sport Auckland, Sport Waitakere, Harbour Sport and CLM Sport in Counties Manukau.

Coaching Plan 2020-2022:

Issues to be dealt with:

Position of coaching in Auckland

Athletics NZ: They support the position of Coach Development manager in Auckland. However, ANZ has limited resources at the present time to support the developmental programmes of Get Set Go and Run Jump Throw. Athletics Auckland has been asked on occasion, to support these programmes, as well as Teacher development through the RSO’s.

ANZ are seeking to employ a Coaching Coordinator to administer the Community and Accredited level coach network throughout NZ. They have already appointed Kirsten Hellier as Coach Lead but her role is directed towards the high-performance area. Kirsten will be based in Tauranga for her job.

Athletics NZ, along with HP Sport NZ are based at AUT Millennium on the Shore where the Bays club is situated. Therefore, high profile coaches and athletes tend to base themselves at this location.

Athletics NZ has a long-term vision that all coaches in our sport are members of Athletics NZ.

Athletics Auckland: The AAI Board support the position of Coach Development manager in Auckland, increasing the hours of the role in January 2020. However, coach education is not a priority for many coaches whose sole focus is on their squad training. Overall, we have good coaching knowledge spread out over the Auckland region but we need to continually improve this quality. The goal is bringing new coaches into the system along with ex athletes, in particular female coaches, needs constant focus. We generally have good coaching knowledge over all the event groups but at senior club level there is a lack of Throw coaches in Auckland.

GROW Coaching analysis:

In March 2020, a planning meeting was held at Mt. Smart with Neil Bartlett and Anthony Curry, to discuss the future direction of coaching in Auckland.

Goals:

Agree on the goals for AAI

What do you want to achieve?

- Increase the number of Accredited coaches. Currently 25 (includes ANZ staff)
- Increase the number of Community coaches. Currently unknown (new/parent coach)
- Increase the retention of Juniors into Senior ranks, for ages 15 to Under 20.

What are your long-term goals?

- To have strong growth in new coaches and ex athletes committing to coaching in our clubs.
- To build an environment in our coach network, for education programmes and striving to be “better every day”.

What’s in it for AAI?

- Growth of numbers in the sport as members are feed into well coached athlete-centred training squads.

What does success look like?

- Accredited coaches in Auckland Goal of 50
- Community coaches in Auckland Goal of 50
- Retention of Junior to Senior ranks (275 @9%) Goal of 13% (400 athletes 15-U20)

What is the timeline?

- November 2021. Progress to be reviewed in November 2020.

Why is this important to AAI?

- To justify the resources that AAI has invested into the sport.

What differences will achievement of these goals make?

- Success in coaching will lead to success as a Centre team.

Reality:

Understand and clarify the current situation for AAI.

What is happening now?

- Coaches working in isolation
- Lack of interest in coach education
- Athletes changing coaches, maybe for the wrong reasons

Who is involved and how do they impact on the situation?

- Most of our coaching network, in particular, our more experienced coaches
- Instigating change can prove difficult

How much is in your control or influence?

- Currently low as minimal qualification criteria
- Coaching courses are optional

What have you done so far?

- Put on courses at Mt. Smart.
- Started regional courses in 2019
- Aspire holiday programmes
- ARACP- Coach the Parent sessions in Junior clubs

What results did the above produce?

- Central courses were not well supported, for various reasons
- Regional courses were well supported, although number of courses low
- Aspire academies supported by athletes and a core group of coaches
- ARACP- Moderate success. Club feedback was very supportive

What obstacles are in your way?

- Need a structured Coaching pathway that coaches can aspire to, if they wish

What is really going on?

- Coaches just going “through the motions”
- Not motivated to seek support
- Not willing to collaborate with other coaches

Options:

Explore the viable alternatives for AAI

What other approaches are possible?

- Introduce a regional qualification system that meets the needs of Auckland
- Make coach membership and qualifications visible to all stakeholders
- More recognition of coaches undertaking Coach education
- Introduce a mentoring programme by Coach Development manager or appointed Coach
- Visit ALL Affiliated clubs through the ARACP mechanism

Are these options possible?

- I believe all options are possible in 2020-21

What are the pro’s and con’s of each option?

Pro’s:

- Recognition of all our Coaches in Auckland
- More “continually learning” type Coaches in Auckland
- More retention of coaches
- Improved satisfaction from stakeholders in the Centre’s role of coach support

Con’s:

- Need to create an environment of learning by our coaches
- Clubs not prioritising coaching for their members

Who could assist, if required?

- Appointed Board members
- Appointment of a Coaching commission, comprising of the Coach Development manager, one Track and Field representative, 1 Board member and 4 people representing the four zones of South, West, Central/East and the Shore.

WILL:

Commit to an action plan for AAI:

What are you going to do?

- Present Coaching Plan to AAI Board for approval or recommendation
- Seek meeting with Athletics NZ, when new National Coaching Coordinator is appointed, so we can align more closely
- Formulate course content for Athletics Auckland qualifications
- Communicate with Athletics NZ over course content and delivery
- Formulate policy when dealing with RSO's and schools

When are you going to do it?

- Coaching plan to be submitted to AAI Board in April 2020
- Meet with Athletics NZ by the end of June 2020
- Formulate course content for the following:
Foundation- Get Set Go by May 2020
Foundation- Run Jump Throw by May 2020
Specialist Accredited Coach by June 2020

Who will action this?

- Coach Development Manager for Athletics Auckland

Who could assist, if required?

- Board members
- Track and Field committee

Coaching Strategic Plan:

1: Establish and implement a Regional Coaching pathway for Community, Foundational and Accredited level Coaches in Auckland

A: Develop a regional pathway that reflects the needs of the Coaches and their various stages of development.

To support this initiative, display the pathway on AAI's website. Record our registered coach members on our website, also recording coach education and qualifications achieved.

B: Create a Zonal based delivery strategy for the Regional coaching pathway.

Provide courses of interest, to all level of coaches, covering South (Papakura), West (Waitakere City), Central/East (Mt. Smart/Pakuranga) and North Shore (North Harbour Bays) zones. To this end, gain support from regional leaders to utilise their facilities.

Develop formal learning modules for Foundational coaches undertaking Get Set Go and Run Jump Throw courses. Also, formal learning modules for Accredited Coaches to gain a qualification in a Specialist event group.

At the Community and Foundational level, encourage Coaches to undertake the RSO's Coach Emerge programmes, which is an informative "generic" coaching resource.

Build opportunities for online instruction to take place.

2: Develop and implement a Coach recruitment programme across the Coach development pathway

A: Recruit and support Coaches from within the club environment.

To support this concept, develop a "How to get started in Athletics Coaching" booklet.

Develop informal learning opportunities by offering a "mentoring" service by the Coach development manager or experienced coach in the region of the need.

Develop a regular contact programme, either by phone, email or social media, to support coaches prior to and during the competitive season.

B: Recruit and support Coaches from outside the club environment.

Develop learning modules for personal development of Teachers through their RSO's.

Identify ex athletes and invite to undertake a Coaching pathway- possible "Fast Track" to an Accredited level.

Make links with tertiary institutions that require their students to undertake practical coaching within a club environment, as part of their degree- possible Coaches of the future.

Develop links with RSO's. Links have already been established with Harbour Sport and Sport Waitakere.

3: Increase recognition and status of Coaches

A: Promote the ANZ Coach membership process

Communicate the benefits of coach membership to our network.

B: Publish a list of Auckland registered Coaches

Record a regional list of member coaches and qualifications held

C: Promote the value of Coach education and development

To emphasise the value of “Continual Learning” to all levels of Coaches through course promotions and online platforms.

Award coaches “Certificates of Attendance” for partaking in coaching courses.

Award coaches “Certificates of Attainment” for formal courses passed.

Record monthly profile of Coaches in a monthly newsletter or Facebook posting.

Have annual awards for Male and Female coach over the winter & summer seasons.

This document has been written by Neil Bartlett – Coach Development Manager for Athletics Auckland dated Tuesday 7 April 2020

Photo of Aspire Development academy Day 1: October 2019

