



DRAFT DOCUMENT

ATHLETICS AUCKLAND

COACHING PLAN 2024-2026

Coaching Plan 2024-2026:

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COACHING PLAN 2024-2026:

Introduction

This plan is written for the development of Coaching in the Auckland region over the next three years. It is aimed at all stakeholders that participate in Coaching in our region, from parents, coaches at all levels in our Clubs, Schools, Athletics NZ staff plus RSO's staff.

The coaching plan is to align to Athletics New Zealand 2020-2028 strategic approach to coach development.

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 Athletics Auckland goal is to provide quality coaches in the Auckland region, where all our registered athletes have access to quality 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 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 Foundational, Community and Accredited level Coaches.

A: Develop a regional pathway that reflects the needs of the Coaches at 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: Athletics Auckland will support, promote and encourage Auckland Coaches, where applicable, to participate in any Athletics NZ clinics throughout the year.

Improved communication: Athletics Auckland will continually update their website, so more information is readily available to our sports stakeholders. We will also seek other ways of establishing improved communication with Coaches by way of a regular newsletter and email updates of any important information.

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, Athletics Auckland feels that the continued development of Coaches is one of the greatest resources 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 Foundational then 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 promote the following Athletics NZ foundational programmes:

Foundation Coach – Get Set Go

Foundation Coach – Run Jump Throw

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. The Accredited membership requirement applies if you seek remuneration from the athletes 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 paid by Athletics NZ and valid for 3 years.

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

C: On completion of a Health and Safety course, Athletics Auckland recommend the Coach undertake a "C" Grade official's course, on the event group of their 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) level 1,2 & 3

- Athletics NZ selected coach
- 2-year programme

Athletics NZ – Athletic Coach Educators (ACE)

- Has ANZ Accredited coach membership
- Competent in delivery of all event groups for CAD level 1 & 2
- Appointed by Athletics NZ throughout the Centres

Athletics NZ Accredited Coach

- Approved membership via online process. Working with athletes aged 13+
- Fee to retain membership. Police vetting, which is valid for 3 years
- Recognition of prior learning, experience and completion of online modules
- Evidence that shows capability of coaching an athlete through to National schools or National club championships
- Athletics NZ coach membership benefits
- Athletics NZ discounted costs to attend ANZ Event group lead courses

Athletics NZ Community Coach

- Working with athletes aged 10+
- Workshop or course delivered by Athletics NZ or Athletics Auckland. Duration of 3 hours
- A thorough understanding of Get Set Go and Run Jump Throw programmes

Athletics NZ Foundation Coach – Run Jump Throw

- Working with athletes aged under 12
- Workshop delivered by Athletics NZ or Athletics Auckland. Duration of 2 hours
- Regional Sport Trust Generic courses. Targeting new Coaches or parent Coaches

Athletics NZ Foundation Coach- Get Set Go

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

COACHING PLAN VALUES:

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 Athletics Auckland, that ALL Coaches in our sport are members of the Athletics NZ pathway, either Foundational, Community 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 events and 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 events of interest. We need to encourage this learning and allow Coaches to share what they have discovered when implementing into a practical situation. Athletics Auckland 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" and do not suffer over training injuries. This will insure progress to senior athletics, not having already experienced to many 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, Regional Sport Trust's, Active Auckland and Sport NZ.

COACHING PLAN PROGRAMMES: (CPP)**Athletics Auckland Formal Coaching courses:**

Courses to be developed for Foundational, Community 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, on a on-demand basis. The practical portion to be facilitated by the Coach Development manager at Mt Smart or another regional location.

Athletics Auckland Informal Coaching activities:

Informal learning opportunities to be developed with individual coaches or coaching groups, such as the Counties Manukau, Central Northwest 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 3 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 being applied. This will be delivered by the Athletics Auckland 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 Athletics Auckland 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 Athletics Auckland 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 promote effective technique for the track and field events. Also, to school athletes leading up to College athletic events in term 1. Coaches will be invited to assist with the delivery and to observe sessions.

April: Offer an Aspire academy over 2 days, either establishing technical skills for track and field or as a lead into the up-coming Cross-country season. Additional coaches to be utilised to support this event.

July: Offer an Academy in mid-winter, over 2 days, to develop training protocols with athletes in endurance running, with a focus on Cross country. Again, additional coaches may be utilised for the delivery of this event.

October: This will be Athletic Auckland's main 2-day Academy, promoting all 4 event groups. This being Sprints-Hurdles-Relays, Throws, Jumps (Pole vault) and Distance events. With this academy generally been the largest in participants, coaches from within Auckland and outside of Auckland, if necessary, to be used.

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

John Walker "Find your Field of Dreams" Foundation (JWFOD):

Deliver Fundamental Movement Skills (FMS) programme to primary and intermediate schools in the South Auckland region. Fully funded by the Foundation therefore no costs to schools that participate in the sessions. Undertaken by the Coach Develop manager with the ability to utilise the services of Coaches in the Auckland region who are available during the school term dates.

Deliver specific "Athletic" skill sessions to primary and intermediate schools in the South Auckland region. These sessions will primarily be delivered during the end of term 3 and term 4. Undertaken by the Coach Development manager with the ability to utilise the services of Coaches in the Auckland region, if required.

The goal of this programme is to encourage young people to be active and have confidence in partaking in Sport. Also to promote the Sport of Athletics to participating students.

Summary of Colgate Games, Relay and Foundational Coaching activities:

Pre Colgate-Games sessions Day 1:

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

10-11 years: Sprints, Jumps, Throws and introduction to Hurdles. 2 hours in duration.

12-14 years: Introduction to more advanced technical skills. 2 hours in duration.

Pre Colgate-Games sessions 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

Relay Clinic: (delivered on an on-demand basis)

Offer a relay clinic 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 on demand from our club network.

Assist clubs 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:

Run zonal sessions on demand from our club network.

Assist clubs 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:

Athletics Auckland 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 2024-2026:

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.

Athletics NZ from June 2024 are to employ three National Development managers in the North, Central and South regions of New Zealand. One will be appointed to administer the Community and Accredited level coach network throughout NZ. The high-performance team is currently lead by Kirsten Hellier and will be based in Tauranga for this role.

Athletics NZ, along with 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. 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 a Senior club level, there is a lack of Throw and Jump coaches in Auckland.

GROW COACHING ANALYSIS:

An analysis of the future direction of coaching in Auckland:

Goals:

Agree on the goals for Athletics Auckland:

What do you want to achieve?

- Increase the number of Accredited coaches: as at March 2024: 38 (with ANZ staff)
- Increase the number of Community coaches: as at March 2024: 32
- 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 Athletics Auckland?

- 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 3000 Juniors (2020) to Senior ranks (270 @9%). Goal of 12% aged 15-U20) | Goal of 360 |

What is the timeline?

- November 2024. Progress to be reviewed in January 2025.

Why is this important to Athletics Auckland?

- To justify the resources that Athletics Auckland has invested into the sport.

What differences will achievement of these goals make?

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

Reality:

Understand and clarify the current situation for Athletics Auckland.

What is happening now?

- Coaches working in isolation
- No focus in the requirement for 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 our 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 and regionally
- Started regional courses in 2019, less conducted since 2023
- Aspire holiday programmes
- ARACP- Coach the Parent sessions in Junior clubs
- John Walker Field of Dreams sessions

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
- JWFOD- Programme limited up to 2022 in schools. Growing support in 2024

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.
- Aging Coach network however “Athlete” Coaches stepping up

Options:

Explore the viable alternatives for Athletics Auckland.

What other approaches are possible?

- Introduce a regional coaching programme that meets the needs of Auckland Coaches
- 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 2024-25

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 Athletics Auckland:

What are you going to do?

- Present Coaching Plan to Athletics Auckland Board for approval or recommendation
- Seek meeting with Athletics NZ, when new National Development manager for Coach Development is appointed, so we can align more closely
- Formulate course content for Athletics Auckland coaching courses at all levels
- 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 Athletics Auckland Board in June 2024
- Meet with Athletics NZ National Development manager for Coaching by the end of September 2024
- Deliver course content for the following:
Foundation- Get Set Go by October 2024
Foundation- Run Jump Throw by November 2024

Who will action this?

- Coach Development Manager for Athletics Auckland

Who could assist, if required?

- Board members
- Senior Track and Field committee

COACHING STRATEGIC PLAN:

1: Establish and implement a Regional Coaching pathway for Foundational, Community 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.

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 our Community Coaches to gain a qualification into the Accreditation level, if they wish.

At the Foundational and Community 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" document.

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 Harbour Sport, Sport Waitakere, Sport Auckland and CLM Sport.

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

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 and 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 Wednesday 12 June 2024.

(Photo of an Aspire Development academy held at Mt Smart stadium)

