

# Coaching Education Update

## 2008

## INTRODUCTION

The objective of the Swimming Canada Coaching Education program is

*To develop the world's most competent teachers and coaches at every level of Canada's swimmer development system.*

## PARTNERS

The Coaching Education program is a strategic priority for Swimming Canada.

Partners in the program include:

Canadian Swimming Coaches and Teachers Association

Coaching Association of Canada

Canadian Red Cross Water Safety

Sears I Can Swim

In order to access NCCP programming, a Coach must be a registered member of Swimming Canada in the Coaching category, and must be a registered member of the Canadian Swimming Coaches and Teachers Association.

## CONTACTS

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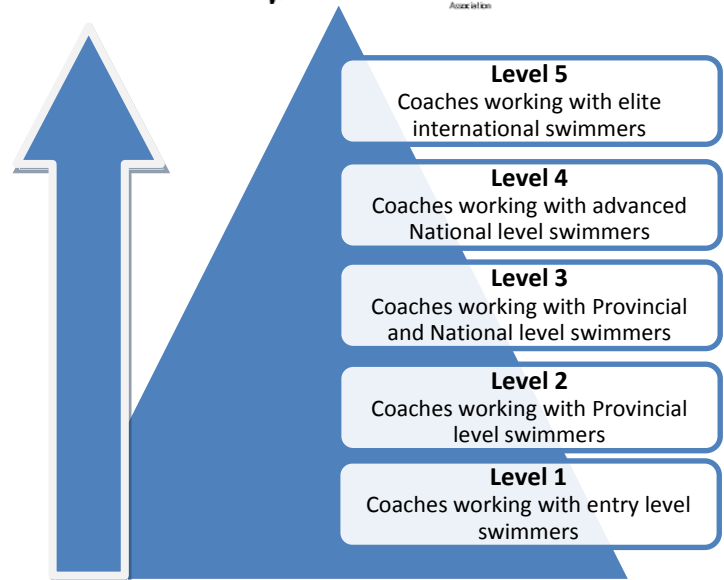
Chair – SNC Coaching Education Council

[sarah039@sympatico.ca](mailto:sarah039@sympatico.ca)

## COACHING LEVELS

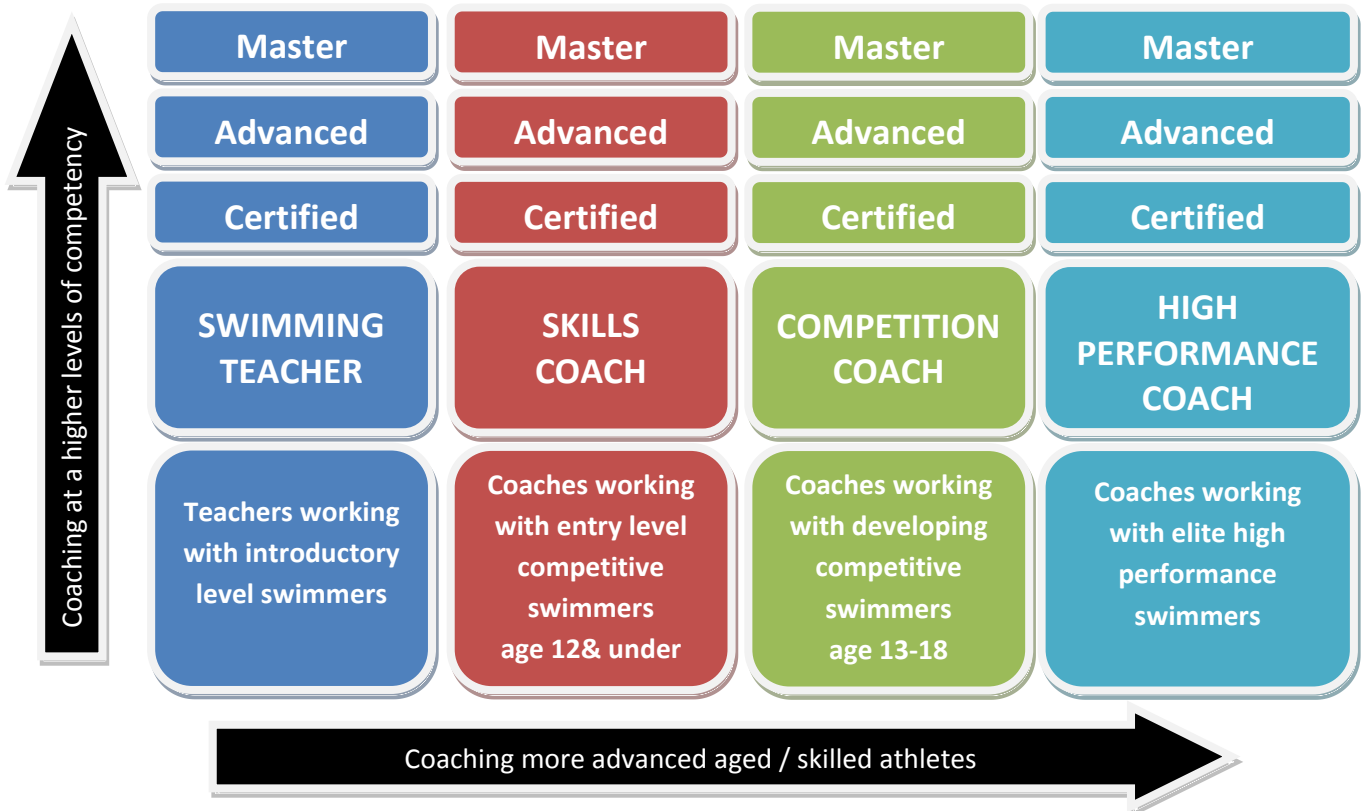
### THE “OLD” SYSTEM

The previous system of National Coaching Certification (NCCP) involved a five level vertical structure that allowed coaches to pursue training that was directed at advancing levels of athlete performance.



### THE “NEW” SYSTEM

The new system of National Coaching Certification (NCCP) involves four specific coaching roles – from Swimming Teacher to High Performance Coach, and allows coaches to choose two types of training – one that is directed at advancing coaching competency within one specific athlete development level, **OR** one that is directed at advancing coaching competency for advancing levels of athlete development.



## FREQUENTLY ASKED QUESTIONS

### DELIVERY

The old system of certification training was delivered through classroom workshops with a theory based curriculum, and limited applied pool-based training.

The new system focuses on applied learning activities delivered to the coaches while they are working within their Club environment, followed by a workshop that makes use of peer coaching evaluation, consolidation of prior learning and sharing of coaching experiences.

### MENTORSHIP

The old system of coaching certification saw a coach enter into training with limited prior experience in the coaching context they were being trained in. Once the training was complete, these coaches were left to fend for themselves in their coaching duties.

The new system focuses on mentored training while coaches are being trained. Multiple learning activities with mentorship requirements are provided to coaches through their training.

### ROLE OF THE CLUB

There are three powerful ways in which Swim Clubs can assist in the New NCCP Coaching Certification Program.

1. Determine the area of focus (see pg 3) your Club programs cover, and hire coaches who are moving towards higher levels of competency in the contexts they will be working.....expertise at every level of your Club program should be the objective.
2. Provide mentorship opportunities to your coaches – especially those coaches who are in the NCCP program at an “in training” status. Coaching requires a broad range of non-technical skills – you have members within your Club who can provide great mentoring support to your coaches.
3. Get involved as a Board in understanding the NCCP training program, and the evaluation methods used to certify coaches across each context.

For more information on the NCCP program and how it relates to your Club, contact your Provincial Swimming Office (pg 12) or the Club Development division of Swimming Canada – Tracy Bradley at [tbradley@swimming.ca](mailto:tbradley@swimming.ca)

## EQUIVALENCY

The old system of Coaching certification focused on a process of training, with limited accountability for what a coach could actually do when back on their pool deck. The new system focuses on a process of active learning, with accountability through on-site evaluation of coaching both in the training and competitive environment. With this major difference towards a competency based approach, only limited equivalency is offered for previous certification.

A quick table of terms used in the NCCP and Swimming's naming structure:

### NCCP Generic Terminology

Instruction-Beginner  
 Competition-Introduction  
 Competition-Introduction Advanced Gradation  
 Competition-Development

### Swimming Terminology

NCCP Swimming Teacher  
 Skills Coach  
 Skills Coach Advanced  
 Competition Coach

<b>Current Certification</b>	<b>Objective</b>	<b>Pathway</b>
None	Swimming Teacher	Training + MED + Evaluation (see pg.7)
Red Cross WSI	Swimming Teacher	Application + MED (see pg. 7)
Lifesaving	Swimming Teacher	Application + Evaluation + MED (see pg.7)
I CAN Swim	Swimming Teacher	Application + Evaluation + MED (see pg.7)
YMCA	Swimming Teacher	Application + Evaluation + MED (see pg.7)
None	Skills Coach	Training + Evaluation + MED (see pg.8)
NCCP Swimming Teacher	Skills Coach	Training + Evaluation (see pg.8)
Old Level 1 (fully certified)	Skills Coach	Evaluation + MED (see pg.8)
Skills Coach	Skills Coach Advanced	Training + Evaluation (see pg.9)
Old Level 2 (fully certified)	Skills Coach Advanced	Training + Evaluation (see pg.9)
Old Level 3 (fully certified)	Skills Coach Advanced	Training + Evaluation (see pg.9)
None	Competition Coach	Introduction to Competition Part A/B + Training + Evaluation + MED (see pg.10)
Skills Coach	Competition Coach	Training + Evaluation + MED (see pg.10)
Old Level 2 / 3 (uncertified)	Competition Coach	Training + Evaluation + MED (see pg.10)
Old Level 3 (fully certified)	Competition Coach	Application + Evaluation + MED (see pg.10)

## GETTING STARTED

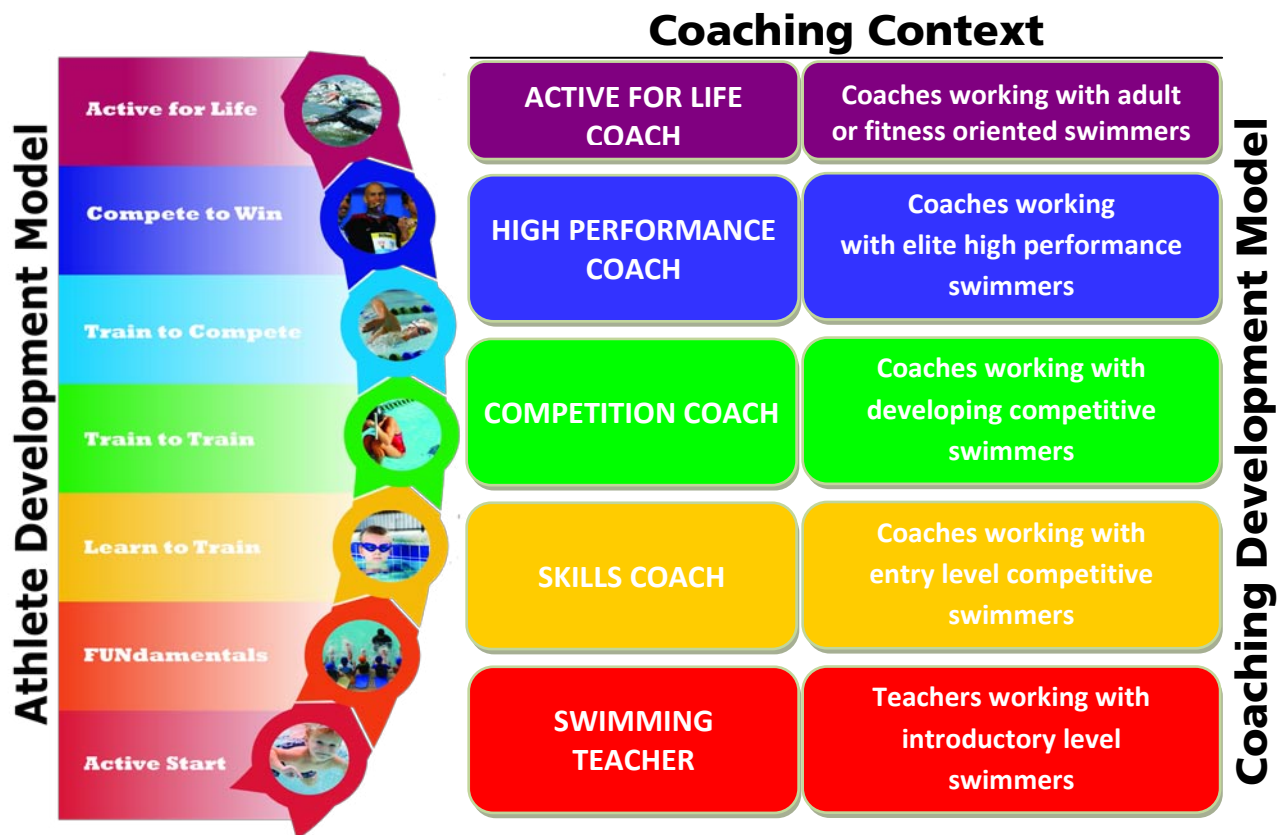
With the focus of the new system being the development and recognition of expertise at every level of teaching and coaching within the Canadian swimming system, the first step for ALL teachers and coaches is to answer two important questions:

1. Who are my primary group of swimmers? What age are they, where are they in the swimming development system?
2. Will I continue to coach this level of swimmers in the next 3-5 years or will I be coaching an older / more skilled level of swimmers?

The answer to these questions should help all teachers / coaches determine whether they will pursue vertical development within their current coaching context or pursue horizontal development to a new coaching context. (see the NEW NCCP diagram on page 3)

## FINDING YOUR COACHING CONTEXT

The graphic below demonstrates where the new coaching roles fit within the swimming development system.



The key issue to consider – you may be trained at any level – but in order to get evaluated (and thus certified) at a particular context, you must be regularly coaching athletes at that context.

## HOW DO I GET CERTIFIED?

Review the “Getting Started” questions on page 6 to determine the Coaching Context that best applies to you. Then choose the option that applies to you....

### NCCP Swimming Teacher

**Pre-Requisites: 14 years for Training / 16 years for Certification**

#### STEP Certification Pathway

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1 Fully complete one the following training programs:

- Red Cross Water Safety Instructor
- I Can Swim Teacher \*
- NCCP Swimming Teacher \* (available Sept 2009)

2 Apply for NCCP certification <http://www.swimming.ca/certification>

\* I Can Swim Teacher and NCCP Swimming Teacher require an on-site evaluation by an NCCP Swimming Teacher Evaluator. Your application for certification will trigger an evaluation request to a local Evaluator

3 The Coaches Association of Canada will mail your NCCP Card and NCCP number

4 Complete Making Ethical Decisions online evaluation

<http://www.coach.ca/eng/ethics/index.cfm>

Select the **Make Ethical Decisions** Online Evaluation button

5 The Coaches Association of Canada will mail your updated NCCP Card showing certification at NCCP Swimming Teacher – you can check your certification at [www.coach.ca](http://www.coach.ca) as well.

#### Questions

Q: *Does my certification with Red Cross Water Safety or I Can Swim need to be active?*

A: Yes, current active certification

Q: *Will Lifesaving or YMCA Instructors be recognized in the future?*

A: Yes, we are working to determine whether equivalency for these instructor training programs is possible.

## HOW DO I GET CERTIFIED?

Review the “Getting Started” questions on page 6 to determine the Coaching Context that best applies to you. Then choose the option that applies to you....

### NCCP Skills Coach

**Pre-Requisites: 14 years for Training / 16 years for Certification**

#### STEP Certification Pathway

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- 1 Register for the Skills Coach eLearning system – <http://elearn.swimming.ca>
- 2 Complete all activities for all Skills Coach eLearning modules
- 3 Once Step 2 has been completed, the Coaches Association of Canada will mail your NCCP Card and NCCP number (or an update if you already have one)
- 4 Register for and successfully complete a Skills Coach Workshop. A list of contacts is provided at the back of this guide.
- 5 Complete Making Ethical Decisions online evaluation  
<http://www.coach.ca/eng/ethics/index.cfm>  
Select the Make Ethical Decisions Online Evaluation button
- 6 Apply for Skills Coach certification <http://www.swimming.ca/certification>  
Skills Coach requires an on-site evaluation by an NCCP Skills Coach Evaluator.  
Your application for certification will trigger an evaluation request to a local Evaluator.
- 7 On successful completion of the Skills Coach evaluation, the Coaches Association of Canada will mail your updated NCCP Card showing certification at NCCP Skills Coach – you can check your certification at [www.coach.ca](http://www.coach.ca) as well.

#### Questions

- Q: *I have taken the Part A or Part B multi-sport content....do I receive credit for this?*
- A: Yes - these courses are tracked, however they do not provide credit towards Skills Coach training/certification status. The relevant information from these trainings have been incorporated into the Skills Coach eLearning modules and workshop.
- Q: *How does someone become an NCCP Skills Coach Evaluator?*
- A: Swimming Canada offers an evaluator training workshop – the pre-requisite to become an evaluator is fully certified Skills Coach with a minimum of 3 years experience since the certification was completed.
- Q: *I have already completed the Skills Course pre-2008 & Med online evaluation. I just require a Skills Assessment. Can I still do that?*
- A: Yes, you can be evaluated using the old evaluation tool prior April 1, 2009, after which you can be evaluated using the new Skills Coach Evaluation tool.

## HOW DO I GET CERTIFIED?

Review the “Getting Started” questions on page 6 to determine the Coaching Context that best applies to you. Then choose the option that applies to you....

### **NCCP Skills Coach Advanced (Available Sept 2009)**

**Pre-Requisites:** Full Certification at any of the following provide access to Skills Coach Advanced: Skills Coach / NCCP Level II

#### STEP Certification Pathway

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- 1 Register for the Skills Coach Advanced eLearning – <http://elearn.swimming.ca>
- 2 Complete all activities for all Skills Coach Advanced eLearning modules
- 3 Register for and successfully complete a Skills Coach Advanced Workshop.  
A list of Provincial calendars and contacts is provided at the back of this guide.
- 4 Apply for Skills Coach Advanced certification <http://www.swimming.ca/certification>  
Skills Coach Advanced requires an on-site evaluation at a competition by an NCCP Skills Coach Advanced Evaluator as well as submission of portfolio assignments.  
Your application for certification will trigger an evaluation request to a Skills Coach Advanced Evaluator.
- 5 On successful completion of the Skills Coach Advanced evaluation and portfolio assignments, the Coaches Association of Canada will mail your updated NCCP Card showing certification at NCCP Skills Coach Advanced – you can check your certification at [www.coach.ca](http://www.coach.ca) as well.

#### Questions

- Q: *Don't I get any credit for having NCCP Level 2?*
- A: Yes – you will never lose your NCCP Level 2 certification. The training and evaluation at level 2 has been deemed an acceptable pre-requisite to the new Skills Coach Advanced certificate.
- Q: *What difference is there between being certified as a Skills Coach and a Skills Coach Advanced?*
- A: The training and evaluation for Skills Coach Advanced is focused on the development of important coaching skills at competitions, as well as more leadership/management skills around managing and designing a swimming program at the Club level. Swimming Canada will promote the benefits of hiring coaches with ‘enhanced’ certification through the *Club Guide to NCCP Coaching Education* publication.

## HOW DO I GET CERTIFIED?

Review the “Getting Started” questions on page 6 to determine the Coaching Context that best applies to you. Then choose the option that applies to you....

### NCCP Competition Coach

**Pre-Requisites:** Full Certification at any of the following provide access to Competition Coach: Skills Coach / NCCP Level II

Coaches currently coaching athletes in the Competition Coach context, who have completed the Part A/B Multi-Sport training, or are fully certified at Level 2 or Level 3, may apply for pre-requisite recognition to the Competition Coach context. Details on this application are available through the NCCP Administrator ([nccp@swimming.ca](mailto:nccp@swimming.ca))

#### STEP Certification Pathway

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- 1 Complete “Competition Development” multi-sport training offered by your Provincial Sport body (see back of this guide of list of calendars & contacts).  
The courses required for certification are:

Leading Drug Free Sport	Coaching and Leading Effectively
Prevention and Recovery	Developing Athletic Abilities
Performance Psychology	Managing Conflict
- 2 Register for the Competition Coach eLearning – <http://elearn.swimming.ca>  
*Available September 2009*
- 3 Complete all activities for all Competition Coach eLearning modules
- 4 Register for and successfully complete a Competition Coach Workshop.  
A list of Provincial calendars and contacts is provided at the back of this guide.
- 5 Apply for Competition Coach certification <http://www.swimming.ca/certification>  
Competition Coach requires an on-site evaluation in training and at a competition by an NCCP Competition Coach Evaluator, as well as submission of portfolio assignments.  
Your application for certification will trigger an evaluation request to a Competition Coach Evaluator.
- 6 On successful completion of the Competition Coach evaluation and portfolio assignments, the Coaches Association of Canada will mail your updated NCCP Card showing certification at NCCP Competition Coach – you can check your certification at [www.coach.ca](http://www.coach.ca) as well.

#### Questions

- Q: I have my full NCCP Level 3 – why would I want to take this?
- A: While you will never lose your NCCP Level 3 certification, the training and professional development provided in the Competition Coach program will help all current Level 3 coaches. Current fully certified Level 3 coaches who wish to challenge the training and go straight to evaluation may do so. Contact [nccp@swimming.ca](mailto:nccp@swimming.ca)

## UPCOMING DEVELOPMENTS

The following projects are underway in the transition to the new NCCP program :

- |  |                            |
|--|----------------------------|
| - Completion of Skills Coach eLearning modules | Spring 2009                |
| - Evaluator Workshops (multiple contexts)      | Spring 2009                |
| - Skills Coach pilot workshops                 | September 2009             |
| - Skills Coach Learning Facilitator workshop   | September 2009 (at pilots) |
| - Swimming Teacher pilot workshops             | September 2009             |
| - Skills Coach Advanced eLearning launched     | September 2009             |
| - Competition Coach eLearning launched         | September 2009             |
| - Skills Coach Advanced pilot workshops        | Spring 2010                |
| - Competition Coach workshops                  | Spring 2010                |
| - Active for Life eLearning & workshops        | Spring 2010                |
| - High Performance Coach                       | Fall 2010                  |

## FUTURE DEVELOPMENTS

Some work to complete the transition to this new NCCP program has yet to be initiated:

- Advanced Swimming Teacher
- Master Swimming Teacher
- Master Skills Coach
- Advanced Competition Coach
- Master Competition Coach

These projects will be undertaken as soon as possible, based on the human and financial resources available.

## Provincial Swimming Offices - for swimming courses

### Swim Alberta

Edmonton, AB  
NCCP - Val Carr  
val@swimalberta.ca  
Ph: 780-415-1780  
Fx: 780-415-1788  
www.swimalberta.ca

### Swim BC

North Vancouver, BC  
NCCP – Mike Flegel  
mikeflegel@swim.bc.ca  
Ph: 250-898-9008  
Fx: 250-479-3021  
www.swim.bc.ca

### Swim MB

Winnipeg, MB  
office@swimmb.net  
Ph: 204-925-5778  
Fx: 204-925-5792  
www.swimmb.net

### Swim NB

Fredericton, NB  
Robin Ferdinand  
swimnb@nb.aibn.com  
Ph: 506-451-1323  
Fx: 506-451-1325  
www.swimming.new-brunswick.net

### Swim NFLD

St. John's, NFLD  
Corina Hartley  
swimnl@sportnl.com  
Ph: 709-576-7946  
Fx: 709-576-7493  
www.swimnl.nfld.net

### Swim NS

Halifax, NS  
Bette El Hawary  
swimming@sportnovascotia.ca  
Ph: 902-425-5450 x314  
Fx: 902-425-5606  
www.swimnovascotia.com

### Swim ON

North York, ON  
NCCP – Lindsay Taylor  
lindsay@swimontario.com  
info@swimontario.com  
Ph: 416-426-7220  
Fx: 416-426-7356  
www.swimontario.com

### Swim PEI

Charlottetown, PE  
cgcrozier@sportpei.pe.ca  
Ph: 902-838-3937  
Fx: 902-368-4985  
www.swimpei.com

### FNQ

Montreal, QC  
NCCP – Pascal St-Pierre  
pstpierre@fnq.qc.ca  
Ph: 514-252-3200  
Fx: 514-252-3232  
www.fnq.qc.ca

### Swim SK

Regina, SK  
Linda Rempel  
lindarempel@swimsask.ca  
Ph: 306-780-9291  
Fx: 306-525-4009  
www.swimsask.ca

## Provincial Sport Bodies - for multi-sport training

### ALBERTA

Susan Jackson, Alberta NCCP Coaching Development Coordinator  
Alberta Tourism, Parks, Recreation and Culture  
Edmonton, Alberta  
Phone: 780-422-8294 Fax: 780-427-5140  
susan.j.jackson@gov.ab.ca  
www.tprc.alberta.ca/asrpfw/programs/sports/nccp/index.asp

### BRITISH COLUMBIA

Chantelle Reinkens, Coach Education Coordinator  
Coaches Association of British Columbia  
Richmond, British Columbia  
Phone: 604-333-3600  
Phone: 1-800-335-3120 Fax: 604-333-3450  
info@coaches.bc.ca  
www.coaches.bc.ca

### MANITOBA

Sheldon Reynolds, Coach Education Coordinator (NCCP)  
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www.coachingmanitoba.ca

### NEW BRUNSWICK

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Phone: 506-444-3888 Fax: 506-459-0481  
chris.mulholland@gnb.ca  
www.coachnb.com

### NEWFOUNDLAND & LABRADOR

Clayton Welsh, Sport & Recreation Consultant  
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Department of Tourism, Culture, and Recreation  
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Grand Bank, Newfoundland & Labrador A0E 1W0  
Phone: 709-832-2002 Fax: 709-832-2053  
claytonwelsh@gov.nl.ca  
www.gov.nf.ca/tcr

### NORTHWEST TERRITORIES

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Yellowknife, Northwest Territories  
Phone: 867-669-8331  
Phone: 1-800-661-0797 Fax: 867-669-8327  
rbertol@sportnorth.com  
www.sportnorth.com

### NOVA SCOTIA

Liz Pace, Sport Consultant  
Nova Scotia Health Promotion and Protection  
Halifax, Nova Scotia  
Phone: 902-424-3913 Fax: 902-424-0663  
pacelt@gov.ns.ca  
www.gov.ns.ca/ohp/physicalActivity/index.asp

### NUNAVUT

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Sport Nunavut  
Baker Lake, Nunavut  
Phone: 867-793-3306 Fax: 867-793-3321  
kseeley@gov.nu.ca  
www.gov.nu.ca

### ONTARIO

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Coaches Association of Ontario  
Toronto, Ontario  
Phone: 416-426-7088 or 416-426-7086 or 1-888-NCCP-ONT  
Fax: 416-426-7254  
susan@coachesontario.ca  
www.coachesontario.ca

Jeremy Cross, Coach Education Coordinator  
Phone: 416-426-7056 / 1-888-NCCP-ONT  
Fax: 416-426-7254  
jeremy@coachesontario.ca  
www.coachesontario.ca

### PRINCE EDWARD ISLAND

Jo-anne Wallace, Regional Field Officer  
Community and Cultural Affairs  
O'Leary, Prince Edward Island  
Phone: 902-859-8861 Fax: 902-959-8709  
jpwallace@gov.pe.ca  
www.gov.pe.ca/cca/index.php3?number=1002358&lang=E

### QUEBEC

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Phone: 514-252-3114 ext. 3620 Fax: 514-254-9621  
houdelm@sportsquebec.com or isarkis@sportsquebec.com  
www.sportsquebec.com

### SASKATCHEWAN

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Phone: 867-667-5606 Fax: 867-393-6416  
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www.community.gov.yk.ca/