



# Water Polo Canada



## What Is The New NCCP?

The National Coaching Certification Program (NCCP) has recently developed a new curriculum based on competency-based education training. What that it entails is coaches will be developed not only in a classroom, but evaluated on deck while coaching. Coaching clinics will not be the same old student and lecturer, but now a learning facilitator will orchestrate a learning environment conducive to discussion and a trial-and-error learning approach. The new NCCP is based on the concepts of the Long-Term Athlete Development (LTAD) player pathway model adopted by Sport Canada.

The new NCCP model can be downloaded here, and is permanently in the Coaching Development section under National Coaching Certification Program (NCCP). Below is a table with the WPC terms of each stream and context:

Community Sport Stream (CSp)	Competition Stream
Initiation	Introduction- “The Practice Coach”
	Introduction- “The Game Coach” (graduation)
	Development- “The Season Coach”
	High Performance- “The Quadrennial Coach”

Note: There will be no Instructor stream for water polo coaches and no Community Sport- Ongoing Participation context program.

## What Is A Learning Facilitator?

A Learning Facilitator, also known as an “LF”, is the person who delivers the coaching workshops to the coaches. To become an LF, a person must either attend a multi-sport LF workshop (offered by each provincial sport organization), or a water polo specific LF workshop. They must be seasoned water polo coaches with experience in adult education and the ability to facilitate group discussions. LFs are recommended by their provincial water polo office, and approved by Water Polo Canada. LFs are paid for their services.

## What Is A Master Learning Facilitator?

A Master Learning Facilitator, also known as an “MLF”, is the person who trains LFs. To become an MLF, a person must either attend a multi-sport MLF workshop (offered by each provincial sport organization), or aid in the creation of the water polo context coaching program (i.e. design “The Practice Coach” workshop). MLFs are paid for their services.

## What Is An Evaluator?

The Evaluator is the person who conducts the evaluation of the coach. All coaches who partake in any of the coaching workshops in the Competition stream must be evaluated in order to be certified. For example, a coach who wishes to be certified as “The Practice Coach” must have an evaluator attend one of their practices. Evaluators should possess similar traits to that of an LF, and must be recommended by their provincial office and approved by WPC. The evaluation process will be posted shortly, and a note



# Water Polo Canada



will be sent to every province for distribution to all of its members. Evaluators are paid for their services.

## What is A Master Evaluator?

The Master Evaluator is the one who trains the Evaluator through Evaluator workshops. To become a Master Evaluator, you must either attend a multi-sport Master Evaluator course (offered by each provincial sport organization), or be part of the team that designs the evaluation procedure for a specific coaching context workshop. Master Evaluators are paid for their services.

## Training v. Certification

A coach is considered “in training” if he/she has completed some of the required training for a given coaching workshop.

A coach is considered “trained” once he/she has completed all of the required training for a given coaching workshop.

A coach is considered “certified” once he/she has completed an evaluation from an independent evaluator for a given coaching context. Evaluators cannot be the same person as the Learning Facilitator who gave the coaching workshop for that specific context which requires an evaluation. In order to become certified, coaches must successfully complete the online evaluation of Making Ethical Decisions (MED).

## What Does All This Mean For A Canadian Water Polo Coach?

	Stream of Competition	LTAD Pathway	Pre-requisites	Evaluation	Making Ethical Decisions (MED) Online Evaluation	Types of Competition
CSp- Initiation	Physical Literacy	FUNDamentals	None	None	Yes	Community
	Active for Life	Technical Foundations				Regional
“The Practice Coach”	Active for Life	Competitive Foundations (early stages)	None	Yes	Yes	Regional
	Competition	Competitive Foundations (later stages)				Provincial <i>16U NCC 2010</i>
“The Game Coach”	Competition	Competitive Foundations (later stages)	“The Practice Coach”	Yes	Yes	<i>16U NCC 2012</i>
“The Season Coach”	Competition	Training to Compete	None	Yes	Yes	<i>18U NCC 2012</i>
	Excellence	Training to Perform				<i>22U NCC 2012</i> <i>Senior NCC 2012</i>
“The Quadrennial Coach”	Excellence	Training to Perform Living to Win	None	Yes	Yes	NT events



# Water Polo Canada



The concept behind the new NCCP is that a coach enters a context stream, which relates to the athletes he/she is coaching. For example, if a coach works with a group of athletes aged 16U who attend the NCC then they would enrol in “The Practice Coach” and “The Game Coach”, whereas, a coach working with athletes 12U would take the “Community Sport- Initiation” workshop. If a coach works with a group of athletes 18U who do not attend any National competitions, and only competes in the Active for Life competition stream, that coach would enrol in either the “Community Sport- Initiation” or “The Practice Coach” workshop. Each context relates to the LTAD pathway, the type of competition the athletes are attending, and the stream of competition (Active for Life, Competition, Excellence). Each stream of competition involves more rigorous training both in frequency and intensity.

All coaches, new or transitioning from the old levels, must take the online evaluation of Making Ethical Decisions (MED). The course can be taken through your Provincial Sport Association, or for experienced coaches, you can go directly to [www.coach.ca](http://www.coach.ca) to complete the online evaluation. All coaches will be required to complete the online MED evaluation to coach at any 2009 National Club Championship.

All Competition context courses involve an evaluation- “The Practice Coach”, “The Game Coach”, “The Season Coach”, and “The Quadrennial Coach”. “The Game Coach” is a gradation to the Competition- Introduction, which means it is advanced training to “The Practice Coach” workshop.

WPC is completing “The Practice Coach” and “Community Sport- Initiation” workshops. All coaches working within the Active for Life competition stream or working with athletes 12U will be required to take the Community Sport- Initiation workshop as of the 2009-10 season. Coaches attending a NCC in 2010 will be required to be certified as “The Practice Coach”. “The Game Coach” and “The Season Coach” will only be rolled out during the 2011-12 season at the earliest. “The Quadrennial Coach” will not be ready for delivery for at least another 5 years. The Coaching Association of Canada (CAC) has not yet completed its Competition- High Performance multi-sport modules.

Each province will have an experienced coach who will be responsible for organizing workshops with that province’s Executive Director. Their goal will be to certify every coach in their province under the proper context stream. Each provincial coaching representative will also be responsible for coordinating evaluations with those coaches who are trained in one of the Competition contexts. The provincial coaching representative will be responsible for communication of the new NCCP and all other professional development opportunities that will be made available to coaches.

## **What Are Professional Development (PD) Credits?**

The Community Sport- Initiation context stream does not require certification, and is not subject to maintenance or renewal requirements.

Certification under any of the “Competition” contexts will be for a three year period after registration as “certified”. This status will be automatically renewed in the database provided the coach has been active for one year of the three year period, and has obtained 5 PD credits during the certification period. A PD credit(s) is awarded to a coach who pursues coaching development opportunities outside the NCCP workshops. The process proposed for tracking and monitoring the PD credits is under development. Similarly, the process for defining criteria and the accreditation process is under development. Examples of PD credits are the WPC Annual Growth & Leadership Summit, other NSO/PSO/CAC coaching conferences, attending coaching internship programs with NTs, etc.



# Water Polo Canada



## What If I Have My Levels?

Coaches who went through the process under the old NCCP- level 1, 2, 3, 4, & 5- will receive credit under the new NCCP for their accomplishments. However, all transitioning coaches will be required to successfully complete the MED online evaluation in order to receive the status of “certified” under any of the new contexts. Coaches under the old levels program will have to send an official application challenging their certification. The online MED evaluation must be completed within 1-year of application. Please note the exact process for the certification challenge application has yet to be determined by the Coaching Association of Canada (CAC). As soon as the CAC releases their official equivalency policies, WPC will send a communication note to all coaches through each province and their coaching development representative. An example of what the equivalencies standard may look like is displayed in the table below:

Context Stream	Certification	Old NCCP
Community Sport- Initiation	Trained	Level 1 Theory Level 1 Technical MED
“The Practice Coach”	Trained	Level 1 Theory Level 1 Technical Level 1 Practical MED
“The Practice Coach”	Certified	Level 1 Theory Level 1 Technical Level 1 Practical Level 2 Technical MED
“The Game Coach”	Certified	Level 1 Theory Level 1 Technical Level 1 Practical Level 2 Theory Level 2 Technical Level 2 Practical MED

Do recall, any coach who is considered “trained” in any of the competition contexts will be required to pass a practical evaluation. A coach who is a full level 2 will receive credit for “Community Sport-Initiation”, “The Practice Coach”, and “The Game Coach” on their new NCCP transcript. However, a coach cannot receive equivalency credit for a workshop that has yet to be complete. Therefore, once the CAC and WPC release its official equivalency standards a coach will only be able to challenge the contexts which are active. The online MED evaluation must be completed within 1-year of application for equivalency.



# Water Polo Canada



## How Old Do I Have To Be To Take A WPC Coaching Workshop?

The CAC has recently released its policies on the minimum age standards for NCCP workshops. As quoted by the CAC dated July 30, 2008:

*“Currently, the National Coaching Certification Program (NCCP) Minimum Age Policy requires that all participants in NCCP events be 16 years of age or older in order to attend. Following a lengthy consultation process with NCCP Partners, the Coaching Association of Canada (CAC) Board of Directors passed a policy to allow flexibility to each National Sport Organization (NSO) to determine the Minimum Age for delivery of NCCP sport-specific and/or integrated training with the conditions that the individual must not be below the age of 14, and that all individuals that complete NCCP training are identified on the NCCP Database with a unique identifier that upon their 16th birthday will automatically be replaced with the standard identifier. Each NSO must now undertake a process to determine their decision regarding implementation of this new policy. Due to the implications for implementation of this policy, sports are strongly encouraged to utilize their internal decision-making processes to develop a formal policy as it relates to providing coach education opportunities to individuals 14 and 15 years of age.”*

## The Next 12 Months

WPC will be conducting the following activities related to coaching development over the 2008-09 competitive season and throughout the summer of 2009:

- Receive final context approval for
  - Community Sport- Initiation
  - Competition Introduction- “The Practice Coach”
- Identify and certify LFs in the province of Quebec
- Identify and certify evaluators from coast to coast
- Establish recognition criteria for PD credits and create more PD credit opportunities
- Establish the WPC equivalency protocol and recognition criteria for Community Sport- Initiation and Competition- Introduction
- Establish the WPC minimum age standard for Community Sport- Initiation and Competition- Introduction
- Complete the WPC Coaching Development Policies and Procedures Manuel- continuous improvement

Finally, the new WPC coaching development program has adopted the same philosophy as LTAD-continuous improvement. Policies and procedures will not be set in stone, and will be adaptive to current coaching conditions, and the future goals and objectives of the CAC, WPC, and WPC members. All of the above, and more, will be included in the Coaching Development Policy and Procedures Manuel, which will be posted on our web site in the Coaching Development section. In addition, specific sections above will be posted separately in the Coaching Development section of our web site. We will be communicating new information and policies as they are made available to all coaches through the web site, provincial organizations, and the provincial organizations coaching development representative.

For more information and resources please visit [www.coach.ca](http://www.coach.ca)