

OFA Coaching Development Committee (CDC) Report

December 6th, 2020

CD Committee Membership

Chair: Maître Patricia Howes Ch.P.C. (up for renewal)

Member: Dr. Paul J. Godin Ph.D. (up for renewal)

Member: Mr. Kamil Karbonowski (up for renewal)

Member: To be filled by Ms Courtney McDonnell 2020-22

Member: To be filled by Mr. Alecs Tudor 2020-22

Members at Large: Mr. Thomas Nguyen and David Howes

Before Covid Planning Dec 2019-March 2020

Prior to Covid the CDC had been planning to focus in five key areas;

1/ NCCP Course Editing & Updating

- Update the NCCP CFF Competition Introduction stream workshop content (known as Comp Int) to make it a more deliverable and consistent product for **Learning Facilitators (LF)**. The plan was to have Thomas Nguyen, who is the only **LF** to have run the new Comp Int with former CFF Coach Developer Maître Ildemaro Sanchez. The goal was to review the content of the training materials (LF Guide, Reference Document and Coach workbook), and revise, expand & develop it further to have a better, more fluid, comprehensive and deliverable product for easy and consistent teaching.

Ontario was prepared to take this revision project on, and invest in it, because at the time there was no one in place as the CFF Coaching Development Coordinator, therefore even though these NCCP workshops are the responsibility of the CFF there was no one to do the work. This problem stalled Ontario coaching development. Therefore, in order to move ahead, the CDC received approval by the OFA Board in December 2019 to work on this coaching development project for the benefit of Ontario coaching education.

2/ NCCP Course Delivery

- The OFA has 3 fully certified **LFs** and **Coach Evaluators**; Howes D., Nguyen T., Howes P. All three are also working to become fully certified **Master Coach Developers**, which will be accomplished with the planning, delivery and evaluations done through NCCP sport specific course delivery
- Goal #1 - Run an **NCCP Community Coach** workshop in London, Ontario in the spring 2020. This would have accomplished three things; provide the opportunity for *LFs-in-Training* (Christie & Winder) to co-facilitate the **Community Coach** workshop, provide the opportunity for 2 *Master Coach Developers* to co-evaluate, and provide new coach candidates the opportunity to become trained as Ontario Community Coaches
- Goal #2 - Run an **NCCP Instructor Beginner** workshop in the summer. Location TBD but possibly Kingston as it is the location of two LFs, which would greatly reduce the cost of running the workshop, and possibly bring in a profit for the OFA

- Goal #3 - Run a pilot of the **Comp Int** workshop in Toronto over two weekends in April/May. This would have accomplished three things; provide the opportunity for *LFs* (Nguyen, Howes P., Howes D.) to co-facilitate and deliver the first Ontario **Comp Int** workshop for Competitive Stream coaches. The University of Toronto was the intended venue, chosen specifically to draw upon the large number of competitive coach candidates in the GTA. The only drawback is the high cost of the U of T facilities

3/ Promotion of Coaching Development, Education and Standards through Social Media

- Online Facebook Coaches group was created on June 8th, 2018
- The name of the Facebook coaches group was updated from “Coaches Corner” to “Coaches Hive” which better reflects the collective nature of the group, the positivity and energy of bringing together fencing coaches from across Ontario, for the sharing of knowledge, ideas, and building community esprit du corps
- The CDC Chair works as the main admin for the group, posting regular NCCP, CAC, Sport Canada, and Women in Sport updates, coach education opportunities, grants/funding opportunities, fencing specific info, etc., as well as highlighting and promoting the work of Ontario fencing coaches. The goal of the group is to be positive, motivating and inviting. Other coach members of the group are also encouraged to post & share appropriate content
- The FB Coaches Hive is now starting to attract members from across Canada and has over 100 members as of December 2020.

4/ NCCP Coach Evaluations

- Summer 2019 - one **Instructor Beginner (Sabre) Coach** was evaluated (in person)
 Fall 2019 - one **Instructor Beginner (Sabre) Coach** was evaluated (in person)
 Spring 2020 - one **Instructor Beginner (Sabre) Coach** was evaluated (virtually)
 Summer 2020 - one **Instructor Beginner (Sabre) Coach** began the evaluation process but it has not yet been completed. This will be completed virtually before the end of 2020.
 NCCP Evaluator (Sabre) Patricia Howes
- Coaches in Ontario wanting to be evaluated need to request to the OFA that they want an NCCP evaluation. They must submit their Coach Portfolio in the appropriate stream (Community, Instructional, Competitive/High Performance) and weapon, with their videos. An appropriate **Coach Evaluator**, based on weapon, will be assigned. There is a fee for evaluation, which is set by the CFF.

5/ Women in Coaching initiatives

- Offer workshops from Canadian Women in Sport or other initiatives aimed at improving gender equity in Ontario Fencing

The Covid Era (March 13th to present)

1/ NCCP Workshop Editing & Updating

- The shift to include Online Content – although this idea of “blended learning” had already been discussed prior to life under Covid-19 conditions, it became apparent very quickly that the shift to including online content for NCCP Coaching workshops is necessary. Currently the CFF Executive Director is working with Coaching Association of Canada to modify the NCCP theory portion of the curriculum to be able to deliver this portion of **Community Coach** and **Instructor Beginner** online. This will encourage more people to begin their coaching development and education journey at home online, as well as save costs on facilities, hotels etc., as the in-person portion of the workshops will be modified to be shorter in duration. Physical presence is still necessary however; there is a major portion of fencing coach training, in all courses, that requires the “practical” exercises and physical training delivery portion of the NCCP workshops.
- Thomas Nguyen began the process of reviewing the Comp Int documents for revision over the summer. However, he did not get to doing as much work as he had expected to, due to personal and work commitments with the military. This work is ongoing. We have not been invoiced for this work yet
- The CFF is currently working on updating **Comp Dev** as well. The OFA CDC, Thomas Nguyen, and I will work collaboratively with the CFF ED to insure there is good connection between the **NCCP Comp Int** and **Comp Dev** fencing coach workshops

2/ NCCP Course Delivery

- Once Covid and lockdowns hit Ontario the NCCP Coaching workshops were put on permanent hold. Fortunately, the venues & hotel accommodation bookings were not finalized, therefore, the CDC did not owe any money for facilities or hotels. These NCCP workshops will be re-booked once the Provincial legislation permits sports to safely run NCCP workshops again. This will also require participants to feel comfortable returning to collective learning environments as well. Additional costs will be incurred to insure cleaning supplies and PPE are available to all participants.
- November 28, Dec 5, Dec 12 the CFF will be running an online pilot of the **Theory** section of the **Instructor Beginner workshop** for Alberta. LFs for this workshop will be David Howes, Patricia Howes, Olivia Tyteca, Elya Perritt. Feedback on this pilot workshop will be given to the OFA CDC upon completion of the workshop
- I have accepted membership on the newly formed CFF Coaching Development Committee

3/ Promotion of Coaching Development, Education and Standards through online & Social Media

- The CDC would like to offer some informative sessions for its Ontario Fencing Coaches to assist them with their own mental health and wellness during this time of Covid. In consultation with Salomeh Ahmadi BHSc. MBA we will put together a workshop for coaches to check-in and check-up on their own mental health so that they can be at their best for their athletes. The plan is to run one 60 minute workshop November 26th 2020, with follow up sessions the end of January 2021 and mid-March 2021. This workshop would be free to OFA/CFF registered coaches

4/ NCCP Coach Evaluations & Certifications

- The OFA CDC recommends that all coach evaluations be done virtually for the next six months. We will revisit this in June once we know how the Covid situation is changing

5/ Women in Coaching Initiatives

- In my role as CDC Chair I joined WFencing.org, which is a USA based women's fencing group, to connect with a larger body of women in fencing, and specifically women in coaching. They recently did a study and released the results on gender equity in fencing in the USA. The report can be found through <https://wfencing.org/blog/>
It is an important document to read, as background information, for anyone interested in this subject and those wanting to work proactively toward culture change in fencing
- As Chair I completed the Gender Equity Lens online module through Canadian Women in Sport. "This e-learning module gives you the information and tools you need to act on your commitment to gender equity, helping you make policy and program decisions to better serve women and girls in sport."
<https://womenandsport.ca/learning-opportunities/e-learning/gender-equity-lens/>
I recommend this course to all OFA Staff, Board members, and Committee Chairs
- The CFF is currently working with **Canadian Women in Sport** to complete a gender equity assessment, which will produce a *Gender Equity Report for Canadian Fencing* and an Action Plan. The OFA is represented on this CFF working group by myself as well as Kristina Han.
- OFA Medical Committee Member – as Chair of the OFA Coaching Committee, I am also an active member of the OFA Medical & Health Committee. Therefore, there has been a *voice for coaches* involved in every review of the **OFA Return to Play** (R2P) guidelines published by the OFA since March 2020.

Onward & Upward 2021-22 Season – Draft Ideas

Regular Delivery of NCCP Fencing Theory online

- The CFF hopes to deliver the online fencing theory portion of the blended learning workshop shortly in a pilot. Feedback will be collected, adjustments made, and the goal is that by 2021 it will be a deliverable product and educational service for the provinces

Social Media promo of Ontario Coaches

- The committee has a draft coach questionnaire that can be placed on the website for coaches to fill out and send in a photo. The goal would be to feature a different Ontario Fencing Coach on Coaches Hive once every 3 weeks next season
- Do we want to have an Instagram account for Ontario Coaches Hive? Who would maintain it?

New Ideas for Coach Educational Incentives and Support Network

- OFA offers a discount on the cost of **Community Coach** or **Instructor Beginner** if they have a bulk registration of coaches from their club (i.e. 10-15% discount)
- OFA offers a reimbursement amount to a coach once they have successfully submitted their portfolio, been evaluated by a **Coach Evaluator**, and become NCCP Certified. Confirmation must be in CAC's **The Locker** and the coach must be a member in good standing of the OFA/CFF
- Create a Mentor/Mentee program. Coaches within existing clubs can receive incentives to mentor Coaches-in-training in their clubs. Mentors will have to meet specific criteria and be approved by the CDC
- Revisit the Club Merit Batch in promotions for clubs who's Coaching Staff complete Making Ethical Decisions, Safe Sport, Making Headway and Keeping Girls in Sport.

Formation of New Clubs

- Fencing Coaches that have achieved NCCP Certification will have access to use OFA Start Up equipment for no cost, to start any new fencing program and/or club that is at least 15km away from an existing club. Priority will be for regions of Ontario that are not currently served by fencing clubs or programs
- The OFA and Coaches Hive can provide free promotion to Certified Fencing Coaches who are starting up new clubs
- Certified Coaches can apply for Black Coaches of Canada funding/mentorship, Women in Sport funding for fencing programs for girls, as well as Quest for Gold Coach Funding grants available for other various projects. The OFA can assist coaches in writing their funding applications.
- If the OFA CDC is successful in bringing in funds from NCCP Courses, and has excess funds available in any given season, they could set up 1-2 coaching grants each season that New Club Coaches can apply for to help establish their programs. Criteria could include, for example, Coaches serving the BIPOC, women, para, special projects, etc. (we would need to set criteria and create an application process for this. As well it would all depend on income generated by the future NCCP courses)

Coaching Committee: What more can we offer?

- More than Mental Health Initiatives for Coaches – I would like to explore the idea of running more than just mental health workshops for Ontario Fencing Coaches. If we have ideas, I think it is possible to offer other online options for coaches to get together to discuss, collaborate and build a stronger sense of community in Ontario. Send us your ideas!!!
- Brainstorming! Do you have other ideas or initiatives for the Coaching Development Committee???

Respectfully submitted,

Maître Patricia Howes Ch.P.C.
Chair OFA Coaching Development Committee
