



Coach Development Strategy

2021

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Compiled and prepared by Courtney McDonnell on behalf of the OFA Coaching Committee. May 2021.

The OFA's Role in Coach Development

The OFA strongly encourages the continued development of new and existing coaches in Ontario to create a strong and growing fencing program in the province. We have created a coach development strategy to help ease the process for coaches and provide reimbursement to newly certified coaches. The OFA in partnership with the CFF will host fencing specific coaching development courses to provide members with access to up to date sport education. The OFA will continue to engage new and existing coaches through their social media Coaches Hive.

The OFA Coaching Committee has created a reimbursement program for newly certified coaches. Each year a newly certified coach may apply for reimbursement for fencing specific training up to \$500. A reimbursement form must be filled out with receipts and proof of certification attached in order to be eligible for reimbursement.

What is Coach Certification?

Coach certification is a process of coach education and accreditation. Canadian Coaches in all sports are certified using the [National Coaching Certification Program](#) (NCCP.) Launched in 1974, the National Coaching Certification Program (NCCP) is the [Coaching Association of Canada's](#) (CAC) flagship program and has been identified as a world leader in coach education. It is currently the largest adult continuing education program in Canada.

The process of certification is a series of steps that ensure that new and continuing coaches receive appropriate education to lead safe, effective training. The NCCP and CFF work together to create a standardized and inclusive training program to help fencing coaches. It also provides CFF and OFA with a tangible way to record certified coaches and promote fencing in the larger sport community. This also helps us to continue to grow the quality and quantity of fencing happening in Ontario.

Value of Coaching Certification

Safety of Participants:

- As a sport we universally acknowledge the importance of safety for all participants. Certification ensures that all coaches are maintaining a base standard of safety for all involved.
- Coaching education programs are an essential part of ensuring all participants receive a safe, enjoyable and quality sport experience, no matter what their goals and abilities are.

Credibility to Club:

- Being a certified coach in any sport immediately adds credibility and professionalism to your club. Having this positive connotation comes with many direct and indirect benefits.

Credibility to the Coach:

- Being a certified coach, in any sport, immediately adds credibility and professionalism to you as a coach. It shows fencing coaches from other areas, coaches from other sports, athletes and guardians that you are a reputable individual who values safe sport. It also adds the official educational and Safe Sport paperwork to back up your fencing skills.
- You will be a member of a world leading coach education program.
- You will be able to coach at a variety of tournaments like Canada Cups.
- Canadian certification is beneficial if you ever want to coach in a different province/territory. Your certification will transfer with you and help to show your skills before you've even put on your gear.
- Certification will give you a chance to network with coaches from other clubs and potentially other sports. This boosts your reputation when you're looking to expand programming or recruit athletes from different areas.

Opens new Coaching opportunities:

- To be hired and paid as a qualified Fencing Coach, in many organizations and programs, you need to be an NCCP Certified Coach. As well the shift is coming where only "coaches in good standing" who are licensed to coach, will be permitted on the Field of Play (gym floor, piste-side) if they are certified. It is important to educate, encourage and retain a body of NCCP Certified Coaches in Ontario Fencing to fill these coaching roles and position, for a strong, successful Ontario Fencing community. Examples of coaching positions that require NCCP Certification are:
- OFA Ontario Games Coaching Staff
- OFA HPDP Coaching Staff
- Ontario University Athletics (OUA) Head Coach positions, & official Assistant Coach positions
- Canada Games Coaching Staff
- FISU Games Coaching Staff
- CFF National Team Program
- Access to the Field of Play at CFF Canada Cups & National Championships (Sept. 2021)

Marketing your club:

- You can use your status as a certified coach during club promotion. This can help to grow your club membership. As a parent or new participant picture seeing the following two adds. Which club would you choose based on the marketing?
 - At Fencing Club, you will learn with a variety of coaches in foil, epee and sabre. Our coaches are dedicated to helping you learn to fence and improve your skills.
 - At Fencing Club, you will learn with a variety of certified coaches in foil, epee and sabre. Our coaches are NCCP certified in order to help you learn to fence and improve your skills.
- Certification is commonplace in other sports and is something that new participants especially guardians will appreciate and look for. Example: If you are sending your child to swimming lessons would you choose a certified instructor or a former swimmer who now gives lessons?

Money for lessons:

- Now that you've effectively used your status as a certified coach to market your club and boost your membership, you can use that to your advantage with lessons. As a certified coach you have the justification to charge a premium for lessons. Example: As a teaching student you will typically charge \$20/hr for tutoring but as a certified teacher you will typically charge \$40/hr

Credibility to Fencing:

- Having a strong group of certified coaches shows that fencing is a professional sport within Canada's sport community. This level of respect is important in a multi-sport environment when lobbying for a variety of things like gym bookings, tournament space, funding, etc.
- It helps to prove our value within the larger sport community by having certified coaches on par with other sports. Here is an example of requirements to coach rowing in Ontario.
<https://www.rowontario.ca/nccp-pathways/>
- This credibility gives the CFF the leverage to promote fencing at a national level. It directly benefits fencing through:
 - Participation at Canada Games
 - Funding

Standard of Quality:

- Certification creates a standardized process that ensures that all coaches have the skills necessary to deliver quality instruction. Standardizing a basic certification process helps ensure safe professionals across the country.
- As a coach and athlete, this helps you to know that you can expect a base level of professionalism and skills at any club run by certified coaches in Canada. If you or an athlete need to move to another province, you can feel confident knowing what to expect and look for in a new club.

Promotes the goal of Gender Equity:

- As a sports organization we universally acknowledge the importance and value of gender equity. A standardized process to certify and recognize coaches creates an even playing field for all new coaches which helps promote gender equity. This will help us to create and retain new female coaches, which translates into more female athletes. This is statistically beneficial to national, provincial and local sports to have women in leadership positions.

New Coach Creation:

- A clearly defined process to become a coach helps those transitioning into the role. It provides a clear set of expectations and goals to achieve within a safe learning environment. It also provides a comprehensive curriculum of key teachings required.
- At certification courses, you have the ability to network and find mentors that you may not have known about previously. This is particularly beneficial to anyone wanting to start a new club.
- Having a process that ends with certification is a great confidence boost to new coaches feeling uncertain about their transition into a coaching role. The backing of certification adds confidence.

Lifelong Learning

- The NCCP is a beginning point for coaching education, but NCCP certification is certainly is not the end goal. Making a commitment as a life-long learner as a fencing coach means that annually you can take part in new and interesting NCCP courses to advance your knowledge and skills. The NCCP and the CFF have modules and workshops that you can gain Professional Development (PD) points from, to remain a “Coach in good standing”. The CFF wants all its coaches to be Coaches in Good Standing as a commitment to its membership and for the health of our sport. By making a commitment to life-long learning, you are modelling to your own fencers the importance of continuing to learn and grow, as an active member of our fencing community.

Building a Culture of Coaching Compliance in Fencing

Where does a culture of compliance begin?

A culture of compliance begins with common values. Fundamentally, we all have values, and a system of values that we choose to follow in life. We learn those values from others in our lives; either directly by being taught, or by observing others. Sometimes we learn what not to do, based on a clash of values, and sometimes we learn what to do, based on commonly held mutual values. Most communication issues arise because of a clash of opinions, and fundamental values, which is why it is really very important to know what you believe in and why, since this shapes your behaviour, words, and actions now and in the future. This is also important for institutions, companies and organizations. Believing in and supporting common values in an organization contributes to a culture of people who are compliant with those common values, and the behaviour that those values lead to, supports that culture.

What is compliance?

Generally, compliance means adhering to a rule, such as a policy, standard, specification, or law. In business, compliance is linked to corporate governance, which is the framework of rules, regulations, and practices under which a company or organization operates.

Merriam-Webster defines compliance as:

- a) the act or process of complying to a desire, demand, proposal, or regimen
- b) conformity in fulfilling official requirements

In the sport of fencing there are three key areas where compliance with rules and policies are very important: governance, officiating and coaching.

What is Coaching Compliance and why is it important?

The practice of coaching is the ability to pass on knowledge and skills to others in our sport and help the participants to achieve their personal goals in a safe and healthy environment. There are two key areas where coach compliance is most important for our stakeholders:

- a) safety (physical, mental and emotional)
- b) certification (training, education, evaluation and certification)

Why do Canadian fencing coaches need to be compliant with safety?

In Canadian fencing, the CFF requires that there be a minimum standard for all active fencing coaches to be considered safe members of our organization, to be trusted to coach others, and specifically to work with minors. Complete safety involves the physical, mental and emotional environments. This safety compliance requirement for Canadian Fencing is governed by Sport Canada and is also tied to funding. Therefore, Canadian Fencing, and its members the Provincial Fencing Associations, need to be *compliant for the safety* for our stakeholders (fencers) by demonstrating that they have completed the minimum safety requirements to coach in our country. This requires the following:

- a) an up to date Police Records Check
- b) complete and pass NCCP Making Ethical Decisions (MED)
- c) complete and pass NCCP Safe Sport
- d) First Aid, AED & CPR training
- e) additional optional courses include Respect in Sport, Mental Health First Aid etc.

Fundamentally fencing coaches need to practice their skills with the goal of doing no harm to others in their physical, mental or emotional environments.

Why do Canadian fencing coaches need to be compliant in their NCCP coaching certification?

All Canadians have the right to play and practice sport in a safe, supportive, healthy environment with well-trained, educated and National Coaching Certification Program (NCCP) Certified coaches. This ensures that the coaching services provided do no harm, support a common set of coaching values, and adhere to a minimum standard of training, education, evaluation and ultimately certification. Foreign trained coaches can also be NCCP Certified by submitting a Coaching Portfolio. Everyone can be an NCCP Certified Fencing Coach in Canada. Being an NCCP Certified Fencing Coach is something to be proud of! All provinces need to be working toward building, or re-building, a culture of compliance to have NCCP Certified fencing coaches.

But Coaching isn't my full-time profession, why do I need to do this NCCP stuff?

Many people participate in the practice of coaching as a part-time paid or even volunteer endeavor, but they still have access to the same NCCP training, education, evaluations and certification as those coaches who practice coaching as their profession. Therefore, whether you volunteer, coach once per week in your club, work part-time coaching or work full time coaching, every fencing coach has the opportunity to be NCCP Certified. This insures for our fencing participants, from recreational fencers to high performance fencers, that in the sport of fencing they are guaranteed safe, certified, coaching services, right across Canada. For those coaches who immigrate to Canada from abroad, NCCP Coach Evaluations can be done by the CFF, to give them the same NCCP Certification as well.

What are our Canadian Fencing Federation core values? (www.fencing.ca/wp-content/uploads/Strategic-plan)

Athlete-focused: We (Canadian Fencing) support our athletes in achieving their goals at every level.

Excellence: We work to achieve excellence in performance and operations.

Respect: We support a culture of respect and we work together to achieve our objectives.

Professionalism: We conduct ourselves professionally in order to achieve our vision.

What are our NCCP Canadian Coaching core competencies?

□ Problem-Solving

Coaches will develop the skills to identify and understand the solutions to various challenges and situations met during the learning process.

❑ **Valuing**

Coaches will develop the skills allowing them to transmit values fostering interaction and respect.

❑ **Critical Thinking**

Coaches will develop the skills to think critically and encourage discussion to reflect on and optimize the learning progress.

❑ **Leading**

Coaches will develop the skills to organize, coordinate and direct various training groups working in different learning situations in fencing.

❑ **Interacting**

Coaches will develop the skills to create opportunities and foster intervention strategies promoting interaction working groups.

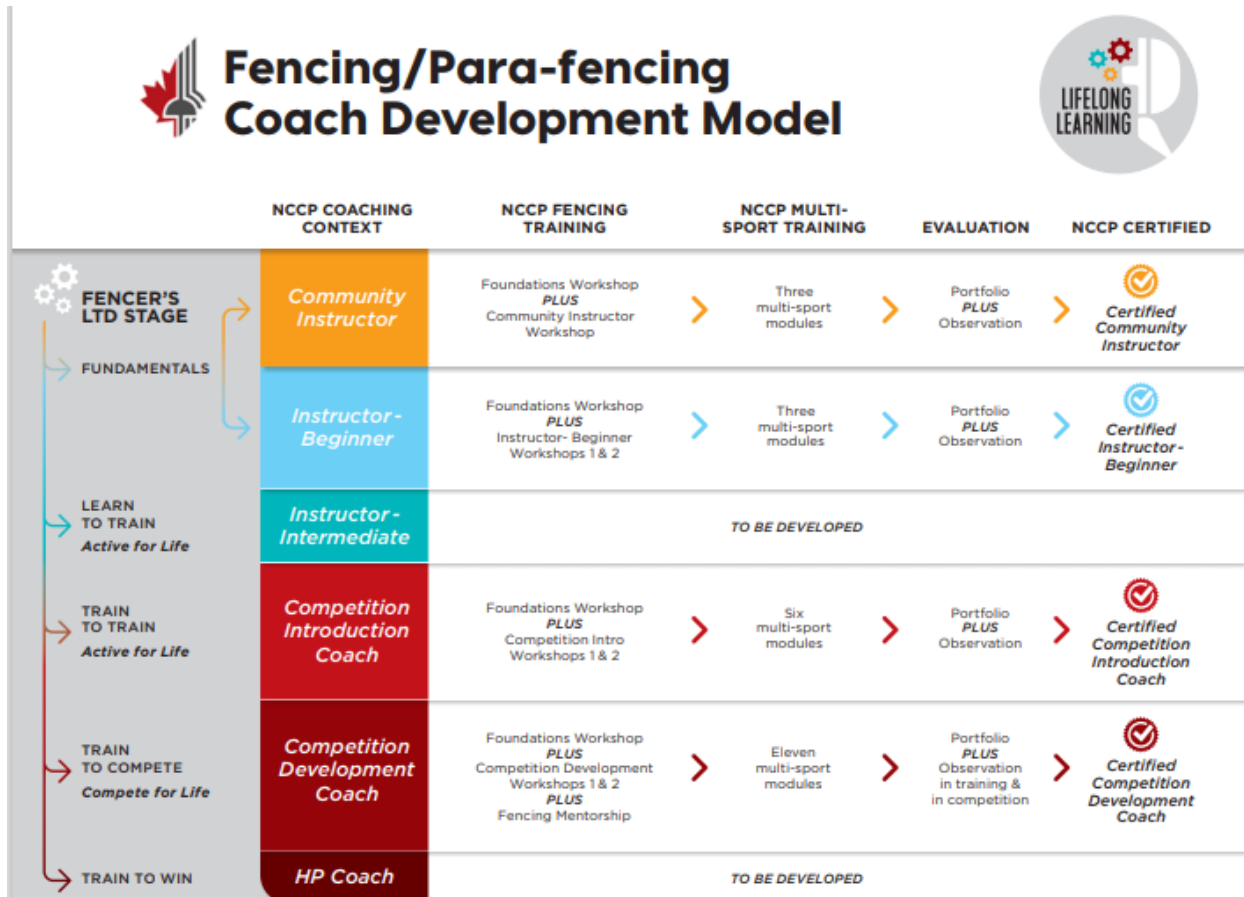
Key values for fencing clubs to foster, which are supported by the NCCP certified coaching staff

Trust – we want Canadian parents and/or caregivers to trust that their fencing club, and fencing coaches employed, or volunteering provide a safe, supportive, nurturing environment for their children to learn and develop in

Respect – we want Canadians to feel respected in the fencing environment for their unique physical, mental and emotional abilities to learn fencing.

Inclusion - we want Canadians to feel a sense of inclusion and belonging in fencing no matter their country of origin, their skin colour, their age, their physical abilities, or their gender or gender expression.

Pathways of Certification



Pathways of Certification

Community Instructor: (ideal for beginner coaches)

Making Ethical Decisions: \$75, 4 hours online NCCP course
Online Coaching Foundations Workshop: \$100, 6 hours online workshop
Community Instructor Clinic: \$250, 15 hours in person workshop
Portfolio Evaluations - \$100

Total Time Commitment: 25 hours (this does not reflect time required to complete evaluations)

Fencing Specific Costs: \$450

Total Cost: \$525

Instructor Beginner: (ideal for those working to competition)

Making Ethical Decisions: \$75, 4 hours online NCCP course
Teaching and Learning: \$85, 5 hours online NCCP course
Planning a Practice: \$85, 5.5 hours online NCCP course
Online Coaching Foundations Workshop: \$100, 6 hours online workshop
Instructor Beginner Clinic: \$350, 15 hours in person workshop
IB Portfolio Evaluations - \$100

Total Time Commitment: 35.5 hours (this does not reflect time required to complete evaluations)

Fencing Specific Costs: \$550

Total Cost: \$795

Competition Introduction: (ideal for competitive coaches)

Making Ethical Decisions: \$75, 4 hours online NCCP course
Teaching and Learning: \$85, 5 hours online NCCP course
Planning a Practice: \$85, 5.5 hours online NCCP course
Basic Mental Skills: \$75, 4 hours online NCCP course
Nutrition: \$20, 1 hour online NCCP course
Design a Basic Sport Program: \$75, 4.5 hours online NCCP course
Making Headway in Sport: free, 1 hour online NCCP course
Online Coaching Foundations Workshop: \$100, 6 hours online workshop
Competition Stream Clinic: \$450, 30 hours in person workshop
Comp. Int Portfolio Evaluations - \$100

Total Time Commitment: 61 hours (this does not reflect time required to complete evaluations)

Fencing Specific Costs: \$650

Total Cost: \$1065

Note: Competition Development and High-Performance streams are in development and will be included in future Coaching Development Strategies.





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EXPENSE CLAIM FORM

Coaching Development Funding

ORIGINAL RECEIPTS AND PROOF OF CERTIFICATION MUST BE ATTACHED. Completed forms should be sent to _____

Name: _____

NCCP #: _____ CFF#: _____

Home Phone #: _____

Home Address: _____

Level of Certification Completed: _____ Date of completion: _____

Expense Claim Calculations

Registration Fee: _____

Registration Fee: _____

Evaluation Fee: _____

Total Expenses: _____

*OFA Members can be reimbursed up to a maximum of \$500.00 per year upon completion of coaching certification.

I certify that the information on this form is true and complete.

Signature: _____ Date: _____

Method of Payment:

Please indicate which method of payment you wish to receive:

Cheque (address if different from above) _____

E-Transfer (email address) _____