



BIATHLON ONTARIO

POLICY for SUPPORT OF COACHING DEVELOPMENT

Preamble

1. Biathlon Ontario (BiOn) has established as a priority, the development of a team of qualified, certified coaches of all levels across the province. To promote the growth of Biathlon in Ontario we need to have coaches at all levels, ideally up to Level 3 (or new NCCP equivalent) in all clubs across the province. The intent of this policy is to outline how BiOn will support our Member Clubs in training coaches to meet the standards of the new Competency-based National Coaching Certification Program (NCCP) for Biathlon. These standards have been developed jointly by Biathlon Canada and the Coaching Association of Canada (CAC).

2. An additional purpose of this policy is to enhance generally the numbers and level of training of coaches across BiOn clubs, and to provide enhanced leadership of this coaching development activity. Our success in this effort will depend on everybody involved, at the BiOn level, as well as the Clubs.

3. Development of the new Competency-based NCCP programming is progressing, and it is expected that the Introduction to Competition workshops will be available to be delivered in the 2009-2010 season. This replaces the current NCCP Level 2.

4. Definitions

Coach Levels (various): are defined in the Biathlon Canada Website: Coaching Development Model.

Learning Facilitator (LF): coach instructor (i.e. one who trains aspiring coaches in the delivery of programs under the NCCP).

Aim

5. The aim of this Policy is to describe the expectations, organization and general guidelines for Coaching Development in Ontario.

Goals

6. BiOn expects during the coming three-year period to qualify 1 Community Coaching Learning Facilitator (LF) in each Club, as well as 3 to 5 Bronze Level (parent helper in Biathlon Bears) Community Coaches, 3 to 5 Silver Level (assistant coach in Biathlon Bears) Community Coaches, 2 to 3 Gold Level (head coach in Biathlon Bears) Community Coaches, and 2 to 3 Introduction to Competition (Level 2) Coaches in each Club. In addition, Biathlon Ontario needs to qualify 5 more Competition Development (Level 3) Coaches across the province.

7. BiOn supports Biathlon Canada's expectation that all individuals involved in assisting in the Biathlon Bears programs for children up to thirteen years of age should have completed at least the Bronze Level of Community Coaching, those instructing need at least the Silver Level, while the full Gold Level of Community Coaching is required for those coaching, instructing or supervising the program. Obviously, Competition Coach (at least Introduction Level- former Level 2) qualifications are essential for those involved with athletes with competitive aspirations.

8. An important BiOn priority during the next three years is to ensure that all clubs delivering youth programs become self-sufficient in their ability to develop coaches, at least at the Community Coach level. At the more advanced levels, BiOn will provide the necessary learning facilitator support.

Organization

9. BiOn's organization for Coaching Development is overseen by the Vice-President of Technical and the Coaching Development Coordinator, reporting to the Board of BiOn. The Coaching Development Coordinator will be supported by the Club Coaching Development Coordinators, who could also be the Community level Learning Facilitators (LFs) in each of the member clubs.

10. After each season, BiOn's Coaching Development Coordinator, in consultation with the Club Coaching Development Coordinators, will develop a Coaching Development plan for the coming season, to meet BiOn's objectives. Plans should be specific as to numbers of people to be trained in each Club and their expected levels. Plans should also include the necessary projections for travel and facility costs, honoraria, etc., as well as for training materials.

11. The BiOn Coaching Development Coordinator will then work with Biathlon Canada and Club Coaching Development Coordinators to ensure the availability of Learning Facilitators (LFs) and learning materials. The BiOn Coaching Development Coordinator will establish and maintain contact with clubs where Coach Development is needed, and arrange for workshops to be led by qualified Learning Facilitators.

12. Coaching Development efforts must be monitored, with feedback provided in the appropriate formats. The VP of Technical, with the BiOn Coaching Development Coordinator, will support the Club Coaching Development Coordinators in this monitoring and data collection, in tracking coaching development expenditures, and in ordering and keeping track of materials.

General Guidelines

13. Coaching Development support from Biathlon Ontario is intended to assist the Member Clubs of BiOn in the delivery of Biathlon programs at the local level, and to ensure the availability of higher level coaches for a Biathlon Ontario provincial team.

14. Any available BiOn funding will be used to subsidize the new Competency-based coaching development model. Where the new Competency-based programs are not yet approved for delivery, any available subsidy may be used to support the delivery of "old" NCCP training (i.e.: Levels 2 and 3).

15. Coaches with certification under the existing National Coaching Certification Program (NCCP) should review the guidance on the Biathlon Canada Website regarding the ongoing validity of their qualifications with the introduction of the new NCCP system.

16. Because of the limitations of available BiOn and club funds, clubs should strive to be economical and efficient in their use, by using local Learning Facilitators when available, and by other measures such as billeting of Learning Facilitators and providing club facilities at no cost for training venues.

17. Course-loading is another means of ensuring efficient use of available funds; the ideal would be 10 participants per course where LF's need to be brought in from out of town. However, it is understood that there will be cases, especially in the early years of building a coaching team for Ontario, e.g., due to a club's geographical isolation, when course loads will necessarily be smaller. Those organizing courses should balance efficiency with the primary objective of ensuring that all those providing instruction receive the necessary training. To ensure equal access to courses across the province, Biathlon Ontario shall set a standard fee to be charged for each course or component thereof, regardless of the location of the course.

18. Within the parameters of the Bion "Expectations" in section 6 (above) it is up to the clubs to determine their coaching development needs and opportunities, and to put these forward as a plan. The BiOn Coaching Development Coordinator will then work with the Club Coaching Development Coordinators and the BiOn Board to allocate resources to achieve the optimum results across all of BiOn, to best meet the needs of Biathlon Ontario and its members.

Cost-sharing

19. For each level of Coaching Course, the course fee for each workshop will be standardized for all participants across the province. This course fee for each participant must be remitted to Biathlon Ontario prior to the start of the course/workshop. It is up to clubs whether this fee is paid by participants personally, or by clubs.

Accounting and Administration

20. This Policy should be interpreted flexibly and positively with the intent of ensuring that BiOn promotes the training of individuals involved in the delivery, by BiOn Member Clubs, of quality programs as mandated by Biathlon Canada and BiOn.

Eligible expenditures and limits

21. The following are eligible expenditures and the upper limits of what can be spent on these items for individual Coaching Development workshops. Expenditure limits are based on course loading of 10 candidate coaches per workshop (recognizing this is not always possible to achieve).

22. Note that these rates apply only through the 2009-2010 fiscal year. BiOn will review eligible expenditures and standardized course fees at the end of each fiscal year.

Expenses:

Honoraria for facilitators:

- to a maximum of \$200 per day for workshop, or travel over 7 hours one way
- to a maximum of \$100 per day for travel under 7 hours one way

Transportation for facilitators:

- by private automobile: \$0.30 /km per BiOn Financial Management Policy
- other modes (needs approval by BiOn Executive): actual costs with receipts

Accommodation:

- at cost (receipts necessary), but staying with local club billets is preferable

Food: - \$40/day (with receipts)

Course material as determined by Biathlon Canada

Organizational:

Site rental: Maximum \$200.00 (receipts needed) if club facilities are not available.

Sundry supplies and expenses: \$75.00 with receipts.

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