



TANGO NETBALL CLUB

COACH DEVELOPMENT POLICY

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TANGO NETBALL CLUB COACH DEVELOPMENT

POLICY

Coach development shall be undertaken as a priority at the TNC having regard to development opportunities for all coaches; the identification of talented coaches for specialised development; providing pathways to elite levels of netball; encouraging coaching participation in selection processes for representative teams outside of the club and supporting Netball SA policy concerning coach development.

COACH DEVELOPMENT GOALS

- Provide minimum accreditation status for all coaches at the club.
- Define structure and roles relating to coach development.
- Define guidelines for coach induction and training.
- Provide mentoring and continual improvement strategies for coaches.
- Provide match day support and equipment for coaches.
- Define evaluation and feedback processes for coaches.
- Define coach responsibilities relating to team and player development.
- Consider club incentives for coach participation.

RATIONALE

The TNC aims to provide pathways to elite level netball for its athletes, coaches and umpires within a child-safe, inclusive and competitive environment. All individuals are respected and appreciated and their individual skills developed. The objectives for each coach include the personnel development of individual athletes. The club should support coaches to help achieve this objective. This support involves developing the ability of each coach through measures including professional development, accreditation, and mentoring.

The TNC field teams across several age groups levels including sub-primary to senior levels of competition. Coaches are expected to apply coaching techniques in accordance with the requirements of differing age groups having regard for philosophies regarding selection and the rotation of players. Teams are expected to compete in an environment that embraces the spirit of competition and commitment to the club and the team at each level of competition, as follows:

Sub-Primary/Primary

Each coach recognises the different abilities of players and will ensure equal court time is provided to each player in the team during the season, including finals.

Sub-Junior/Junior

Each coach recognises the different abilities of players and will ensure (as far as possible) that equal court time is provided to each player during the season. The coach appreciates the individual efforts of athletes, however, teams will be selected to provide the best probability of winning a particular game. Team balance, opposition strengths and weaknesses as well as individual performance and general commitment will be considered. Coaches shall give consideration to selecting the best possible teams in finals.

Intermediate/Senior

Each coach will foster the development of netball players with the view to developing potential to play at higher levels netball. Each coach recognises that we compete in a team sport where not all members of a team will be given equal court time. We appreciate the individual efforts of players in a team; however teams will be selected to provide, in the coach's estimation, the best probability of winning a particular game. Team balance, opposition strengths and weaknesses, general commitment and individual performance at training and games will be considered.

The TNC recognises its coaches are volunteers and there exists a balance about expectations of performance, particularly at primary levels of competition where there is more likelihood of novice coaches being involved. It is also acknowledged individual coaching ambitions will vary, however, each coach shall be given equal opportunity and support to develop their coaching to the best of their abilities in accordance with the protocols outlined with this plan.

EVALUATION PROTOCOLS

Evaluation of coaches shall be competency based in accordance with defined standards for coach performance agreed in consultation between relevant personnel inside and outside of the club. Coaches shall be given clear guidelines for assessment and written feedback about performance. The aim shall be to facilitate improvement with a view towards encouragement for coaches to be the best they can be in netball within the context of the following key performance areas:

- Knowledge and application of the club court structures and set plays.
- Competence in the structuring of a training session.
- Communication skills – particularly in relation to teaching skills to players and developing an overall understanding and love of the game.
- Knowledge of the range of netball skills.
- Positional specific knowledge.

Coaches are also required to evaluate their players (see TNC Athlete Development Plan 2015-018) through the recording of the following in accordance with protocols explained to coaches at the commencement of each season:

- Positions played by each team member throughout each season.
- Court time played by each team member.
- Nominations for player talent identification programs.
- Votes for best and fairest award, coach's award and any other award the club approves for issue.

STRUCTURE

The development of coaches shall be undertaken as part of a strategic framework involving responsibilities at the following levels of competition and the appointment of a Coach Development Team (CDT) to coordinate coach development at the club:

Level 1 (Elite)

This level involves coaches at the Premier League, Premier League Reserves and AMND League level of competition. The Premier League Coach has responsibility for coach development at this level.

Level 2 (Seniors)

This level involves coaches at the senior and intermediate levels of competition. The AMND League Coach has responsibility for coach development at this level.

Level 3 (Juniors)

This level involves coaches at the junior to primary levels of competition. The TNC Match Committee has responsibility for coach development at this level. Age Group Coordinators shall be appointed to age group level of competition to assist coach development due to the coach and team numbers at this level.

RESPONSIBILITIES

Coach Development Team (CDT)

Members of the CDT include the following positions and meet according to a schedule agreed in consultation with the TNC Management Committee:

Coaching Director (Chair)
Premier League Coach
High Performance Development Coach
AMND League Coach
Chair of the TNC Match Committee
Premier League Liaison Officer (TNC Management Committee representative)

The CDT exists to manage the development of all TNC coaches in a planned and systematic manner to facilitate communication and development pathways for coaches through each level of competition at the club. The CDT will monitor the progress of all coaches and recommend actions having regard to the following:

1. Oversee the implementation and continuing refinement of the TNC Coach Development Plan.
2. Develop a methodology and coaching framework for player development with team patterns for each age group level of competition that are consistent with the long-term requirements for development towards elite levels of netball.
3. Review the content of coaching manuals and other written instructions issued for the exclusive use of all coaches appointed by the TNC. Emphasis shall be placed on skill levels required by players as they move through the various levels of competition at the club.
4. Convene a minimum of three coach clinics for TNC coaches during each winter season. One meeting to occur at least two weeks prior to the commencement of each season.
5. Report to the TNC Management Committee on progress, issues and opportunities for improvement regarding coach development at the TNC.
6. Maintain records of coach performance with a view to identifying individual coaches with potential for development to higher levels of coaching at the club.

Coaching Director

1. Act as Chair of the CDT and arrange meetings as agreed by the team.
2. Implement strategies relating to the TNC Coach Development Plan in liaison with coaching managers at each age group level of competition.
3. Liaise with individual coaches at all levels of competition about coach development plans within the TNC.
4. Facilitate training programs to upgrade the qualifications and skills of coaches and coaching coordinators at the TNC in accordance with assessed need.
5. Implement induction programs for new coaches in liaison with coaching managers at each competition level within the club.
6. Monitor coach performance needs at all levels of completion at the TNC through liaison with coaches and club personnel as required.
7. Liaise with Netball SA personnel as required regarding coach development requirements and training opportunities.
8. Manage programs for assessing coaches and giving feedback regarding performance in liaison with relevant coaches at all club competition levels.
9. Conduct an evaluation of coach development strategies and report to the CDT and Management Committee concerning results.

Premier League Coach

1. Participate as a member of the CDT and attend meetings as required.
2. Monitor coaching performance at the Level 1 (Elite) level of competition at the TNC and provide feedback to relevant coaches as required.
3. Facilitate the delivery of training and development programs to coaches at the Level 1 (Elite) level of competition with a view to TNC succession planning.
4. Assist coaching training and development programs throughout the TNC through liaison with club personnel as required.
5. Liaise with Netball SA personnel and others outside the TNC regarding coach development requirements as required.

AMND League Coach

1. Participate as a member of the CDT and attend meetings as required.
2. Monitor coach performance at the Level 2 (Senior) level of competition and provide feedback to relevant coaches as required.
3. Facilitate the delivery of training and development programs to coaches at the Level 2 (Senior) level of competition.

Match Committee

1. Facilitate the selection of coordinators and coaches at the Level 3 (Junior) levels of competition in accordance with approved guidelines for selection.
2. Facilitate induction training and supply of equipment to Level 3 coaches and coach support personnel.
3. Liaise with the CDT concerning the content of the TNC coaching manual and assist with the management of updates as required.
4. Manage evaluation and feedback processes for Level 3 coaches.
5. Facilitate coach training and accreditation in accordance with approved guidelines.
6. Manage mentoring and support processes for Level 3 coaches.
7. Manage strategies for progressive team development in accordance with management committee requirements.

Age Group Coordinators

1. Participate as a member of the Match Committee and report as required.
2. Manage induction or other training as required by the club.
3. Monitor coach match day performance and provide feedback to coaches and Match Committee in accordance with Management Committee approved evaluation protocols.
4. Facilitate mentoring of coaches and provide support to coaches as required.
5. Assist coaches in meeting their responsibilities for player and team development in accordance with club requirements.
6. Assist coach training and accreditation goals as required.

Coaches

1. Undertake induction or club training as required.
2. Manage coaching requirements for allocated team in accordance with match day requirements.
3. Facilitate player and team development in accordance with club requirements.
4. Provide feedback to players in accordance with club requirements for player evaluation and feedback.
5. Complete written evaluations for feedback as required about player performance and development.
6. Participate in accreditation training in accordance with club requirements.

7. Liaise with relevant club personnel concerning welfare or other issues affecting player participation or performance.
8. Promote the club in coaching and communication to players and families.
9. Facilitate awareness among players and families about club administration, communication processes, social information and behaviour requirements.

CONCLUSION

This plan is part of a broader framework at the club that includes coaches, players and umpires in an integrated approach to personnel development. The purpose is to build on past success by implementing a personnel development framework that helps sustain the club's position in the SPNC. The success of this plan is dependent on the united efforts of all persons involved in the personnel development processes having regard to personal interest and club goals for strategic development.

The aim is to adopt a 'bias for yes' through positive decision making and problem solving in accordance with defined strategies and structures for personnel development. Coaches fulfill an important role in the personnel development process due to their influence at the front line of the club where competition and player development are crucial to future success. Therefore, it is vital a positive approach to coach development is adopted to ensure club goals are met.