ROWING NEW ZEALAND

COACH DEVELOPMENT FRAMEWORK
“THE GREATEST DRIVER OF A COACH’S LEARNING IS THE COACH”
INTRODUCTION

Whether you are a retired athlete or current senior rower who is giving some time back to the sport, a parent or teacher who has been asked to assist with coaching by your kids or club, thank you for your time and effort into helping our young athletes learn, develop and grow a passion for our sport.

Rowing New Zealand is committed to providing all athletes and participants an enjoyable, safe and rewarding time in our sport. It is our job to ensure coaches are well-equipped and well supported in this endeavour. Whether you are working with young athletes, masters, beginners or advanced rowers, all athletes require guidance and assistance to develop and achieve their own goals. In order to do this Rowing New Zealand must continue to develop, update, build and deliver an effective and relevant education programme.

To remain athlete centred in our endeavour we need to value and support all athletes in our sport. Coaches who introduce new rowers to the sport and give them a good start in terms of both skill development and personal growth enhance the enjoyment and long term involvement of rowing.

Our framework and approach aligns with Sport New Zealand “Coach Approach” “a philosophy to unleash the potential of New Zealand athletes through a style of coaching that promotes learning through ownership, awareness and responsibility”.

Rowing New Zealand aims to be world leading in all facets of our organisation and is committed to continue to develop, update and build an effective and relevant coach education programme to ensure that we have coaches delivering safe and rewarding programmes to all athletes.

“ROWING NEW ZEALAND AIMS TO BE WORLD LEADING IN ALL FACETS OF OUR ORGANISATION AND IS COMMITTED TO CONTINUE TO DEVELOP, UPDATE AND BUILD AN EFFECTIVE AND RELEVANT COACH EDUCATION PROGRAMME”
ROWING NEW ZEALAND COACHING STRATEGY 2017-2020

OUR VISION
WORLD LEADING
To have a community enriched by their experiences in rowing

OUR MISSION
Provide a coach development programme which values and supports coaches at all levels through a targeted approach of coach development opportunities, encouraging ongoing learning, collaboration and progression.

OUR BELIEFS
We believe coaches are the drivers of standards, expectations and work ethic achieved through:

» Coach collaboration
» Scalability in delivery
» Recognition of all learning
» Varied learning opportunities
» Continuous learning

“COACHES ARE THE DRIVERS OF STANDARDS, EXPECTATIONS AND WORK ETHIC”

FOCUS AREAS 2017 – 2020

PATHWAYS
CLEAR PATHWAY
Set and communicate clear expectations and requirements for coaches who want to progress in RNZ

DEVELOPMENT OF PERFORMANCE COACHES
Provide our performance coaches with ongoing development

OPPORTUNITIES
Continue to be involved in programmes available to us through SNZ and HPSNZ

REGIONAL DELIVERY
COACH DEVELOPERS
Invest in the development and time of our coach developers

DEVELOPMENT OF MODULES
Ensure our modules are up to date and continue to progress

TARGETED APPROACH
Provide options appropriate for coaches at each stage of learning

SCHOLARSHIPS & CONFERENCES
CONFERENCES
Present a RNZ coaches conference every 2-3 years. Remain aware of other conferences which we can help send our coaches to

RNZ SCHOLARSHIPS
Deliver the regional coach scholarship programme at RNZ in the years when there is no conference

DELIVERY
Keep up to date with adult learning and the way in which we deliver our conferences and scholarships

TECHNOLOGY
ONLINE MODULES
Develop and upload a new module to the online platform each year

APP
Continue to update the App and to ensure it is providing coaches with useful content

ONLINE SELF-DEVELOPMENT
Promote use of the e-Portfolio on our online platform as a way of uploading and recording self-development
ROWING NEW ZEALAND COACH DEVELOPMENT FRAMEWORK

The main focus as a coach is delivering appropriately at the right level. The Rowing New Zealand Coach Development Framework offers development opportunities for coaches based on the rower community they are coaching.

There are two ways to identify yourself as a coach:
1. by the qualifications, achievements and experience you have
2. by the rower community you are coaching

These are not mutually exclusive and at times they will match up, (e.g. you will be at development level working with development athletes), and sometimes they won’t, (e.g. qualifications are at performance level but working with foundation level athletes).

The framework outlined below shows development opportunities offered by RNZ while encouraging coaches to drive their own learning and continue to upskill outside of RNZ. This document outlines how these development opportunities can be achieved and how as a coach there are numerous ways to learn.

Some aspects of the Coaching Framework encourage ongoing learning and other aspects require it however RNZ encourages all coaches to continue learning throughout their involvement in coaching.

Ultimately the best learning is driven by on the job coaching.

\"THE MAIN FOCUS AS A COACH IS DELIVERING APPROPRIATELY AT THE RIGHT LEVEL\"
ROWER COMMUNITY

Sport New Zealand has identified four main groups of athletes which coaches work with in all sports: Foundation, Development, Performance, and High Performance. This section outlines how these groups are defined within Rowing New Zealand. To ensure that all athletes are being met with the correct level of development, there are different needs and skills required for each rower group.
ROWER COMMUNITY

FOUNDATION ROWERS

40%

DEVELOPMENT ROWERS

55%

PERFORMANCE ROWERS

3%

HIGH PERFORMANCE ROWERS

2%
WHO ARE FOUNDATION ROWERS?
A foundation rower is a novice or someone who is having their first rowing experience and learning the basic technical and tactical skills of rowing. This is most commonly the under 15 age group within school rowing but also includes older school, club, university and master novices. This is our second largest group of rowers with 40% of all rowers being classed as a Novice rower.

WHAT ARE THE NEEDS OF THESE ROWERS?
This is the stage where rowers tend to fall in love with the sport and has a real focus on fun, belonging to a team and developing new skills. The athletes in this group need a safe, non-threatening, structured environment in which to learn, gain sport specific skills, receive encouragement and develop an understanding of why they are doing what they are doing.

WHAT ARE THE COACHING SKILLS REQUIRED FOR THESE ROWERS?
Skills required by coaches working with Foundation rowers are:
- An understanding of different learning styles
- Sequential understanding of the components of the rowing stroke
- Ability to bring a team together
- Ability to provide fair and suitable development to all rowers
- Show quality leadership
- Patience and desire to have fun with the rowers

WHO ARE DEVELOPMENT ROWERS?
Development rowers represent a broad range of athletes, from school rowers to club, university and master’s rowers who are involved in regular training and racing. These rowers having been through the initial phase of learning about the sport and are now showing a commitment to be a rower. Development rowers train and race more regularly than foundation rowers and are developing an understanding of the requirements of the sport. This group makes up 55% of all rowers in NZ.

WHAT ARE THE NEEDS OF THESE ROWERS?
Development athletes need consideration of both short and long term development, specific training, leadership opportunities, encouragement and support to remain involved, and motivation for decision making. These rowers are not yet invested in the sport so athletes need coaches that recognise their lifestyle and other commitments.

WHAT ARE THE COACHING SKILLS REQUIRED FOR THESE ROWERS?
Coaches working with Development rowers need to:
- Understand and provide for individual rower needs and aspirations
- Assist with goal setting
- Understand the appropriate level and progression of training loads
- Show quality leadership
- Establish a safe and encouraging learning environment
PERFORMANCE ROWERS

WHO ARE PERFORMANCE ROWERS?
Performance rowers are emerging representatives in the RPC, Junior, Under 21 and World University teams. This narrower range of athletes are those who have shown a high level of ability and an interest in pursuing rowing competitively with an ambition to represent New Zealand. They are only considered performance rowers once they are in the team and those who are not in an RPC will slot back into the development stage during the summer season. The performance group makes up 3% of all rowers in NZ.

WHAT ARE THE NEEDS OF THESE ROWERS?
Performance athletes need to be nurtured in understanding the competitive environment and being the best they can be. There needs to be a focus on skill development and decision making in a competitive environment. The rowers need a clear understanding of where they are at in their development, have their welfare looked after and have appropriate sequenced development opportunities and guidance.

WHAT ARE THE COACHING SKILLS REQUIRED FOR THESE ROWERS?
Skills required by coaches working with Performance rowers are:
» Expert technical and tactical coaching knowledge
» Develop, understand and deliver specific training programmes
» Ability to work with support staff to ensure an integrated programme from a wider range of disciplines
» An understanding of the rower pathways and needs of their athlete group
» Assist with goal setting and long term athlete management

HIGH PERFORMANCE ROWERS

WHO ARE HIGH PERFORMANCE ROWERS?
At the High Performance stage rowers are based out of the centralised programme at Karapiro in order to develop their skills and training towards competing at a world class level. High Performance athletes spend a large chunk of the winter overseas to compete in the world cups and are part of the summer squad during the domestic summer in New Zealand. Under 23 rowers when selected fit into this group, however they will be moved back into performance level when at the RPCs. High Performance athletes represent 2% of all rowers in New Zealand.

WHAT ARE THE NEEDS OF THESE ROWERS?
High Performance athletes require specialised, individualised, and periodised training programmes. This group of rowers require access to high quality coaching, technology, training facilities and support staff. Lifestyle and long term planning support for life after rowing is also important at this level.

WHAT ARE THE COACHING SKILLS REQUIRED FOR THESE ROWERS?
Our high performance coaching team require an exceptional understanding of technical and tactical coaching. Coaches at this level need to provide leadership to their team to enable them to perform at their highest potential in changing environments and under pressure.
In line with Sport New Zealand’s coaching communities, RNZ also identifies with the four athlete groups in which coaches work, foundation, development, performance and high performance.Outlined below are the four coaching communities in which rowing coaches fit.

“THE GREATEST DRIVER OF A COACH’S LEARNING IS THE COACH”
COACH COMMUNITY

In line with Sport NZ’s Coaching Strategy, RNZ identifies with the four coaching communities of Foundation, Development, Performance, and High Performance. How these communities fit into the RNZ Coach Development Framework is described below.

“COACHES ARE THE DRIVERS OF STANDARDS, EXPECTATIONS AND WORK ETHIC”
THE ROWERS THEY COACH

The largest group of athletes coached at the foundation level are under 15 school rowers but this group of athletes also takes into account anyone new to the sport of rowing and also includes club novices, university novices and master’s novices.

WHO ARE TYPICAL FOUNDATION COACHES?

A Foundation Coach is someone who is coaching beginner rowers. Foundation Coaches understand the needs of a beginner rower enjoying their first experience in organised rowing. Foundation coaches may have many years’ experience or be just starting out in coaching and have an interest in working with beginner rowers. It is estimated that 57% of all rowing coaches are foundation coaches.

THE TYPICAL FOUNDATION COACHING ENVIRONMENT

Foundation coaches typically coach in the school system coaching U13 and older novice rowers. However there are also a number of coaches based in clubs and universities. Novice grade is a large group of athletes. The typical environment would see Foundation coaches working within a coaching team and involve morning or afternoon training with a smaller group of rowers only.

DEVELOPMENT COACHING

THE ROWERS THEY COACH

The largest group of rowers in this category are school based rowers, however there are a number of development rowers in clubs and universities. These rowers are generally still in their early days of development and learning about the sport of rowing and have commitments to other sports and school or work. They value being with and making new friends, being competitive, learning skills and being fit and healthy. The biggest motivator is being a valued member of the team.

WHO ARE TYPICAL DEVELOPMENT COACHES?

Development coaches may be in their first few years of coaching but it also includes very experienced coaches and head coaches of school, club or university programmes. Some development coaches may be in full time coaching positions but majority will coach alongside full time employment or university studies. Development coaches may also be coaching rowers towards representative teams such as the U18s and juniors. Approximately 40% of all rowing coaches are development coaches.

THE TYPICAL DEVELOPMENT COACHING ENVIRONMENT

Development coaches mostly work within school programmes and therefore must have a good understanding of the needs and values of the school and have positive working relationships with the clubs they row out of, as well as the parents and rowing society. Development coaches are often part of a wider coaching team and need to have a good understanding of the vision and goals of the programme they are working in.
THE ROWERS THEY COACH

Performance rowers have shown potential and expressed a desire to push themselves further into a NZ rowing team. A rower in this group is only defined as a performance rower once they make a RNZ team, this does not include those trialling or wanting to make a team.

WHO ARE TYPICAL PERFORMANCE COACHES?

Performance coaches have aspirations to be a professional rowing coach. At this stage a performance coach may have similar qualities to a development coach but they are more experienced, have engaged in higher learning and are focused on a smaller number of athletes performing at a higher level. There is often cross over for a coach at this level, being a development coach with their club or school in the summer and a performance coach with an age group representative team in the winter.

Performance coaches require considerable coaching experience and knowledge to perform effectively at this level. Performance coaches can be part-time or full-time rowing coaches and are actively involved in rowing. Just 2% of all rowing coaches are performance coaches.

THE TYPICAL PERFORMANCE COACHING ENVIRONMENT

Performance coaches are based out of the RPCs or Rowing New Zealand High-Performance Centre at Lake Karapiro. There are structured routines and systems in place for coaches working in this environment. Coaches in this environment are part of the wider Rowing New Zealand coaching team and must work with a number of coaches, support staff, Rowing New Zealand staff and new athletes.

THE ROWERS THEY COACH

High Performance rowers are based out of Rowing New Zealand at Lake Karapiro. They are embedded in the Rowing New Zealand System and have working relationships with HP coaches, HPSNZ staff and RNZ staff.

WHO ARE TYPICAL HIGH PERFORMANCE COACHES?

High Performance coaches understand the needs of High Performance rowers and are very experienced professional coaches with an unparalleled understanding of rowing and rowing coaching. Coaches in this category are under 23 and elite coaches working towards world championships and Olympic Games. Coaches in this area live by the Rowing NZ High Performance Coach Philosophy of Performance-Driven, Athlete-Focused, Coach-Led to ensure we have more winners on the world stage. Only 1% of all coaches are HP coaches.

THE TYPICAL HIGH PERFORMANCE COACHING ENVIRONMENT

High Performance coaches understand the needs of High Performance rowers and are very experienced professional coaches with an unparalleled understanding of rowing and rowing coaching. Coaches in this category are under 23 and elite coaches working towards world championships and Olympic Games. Coaches in this area live by the Rowing NZ High Performance Coach Philosophy of Performance-Driven, Athlete-Focused, Coach-Led to ensure we have more winners on the world stage. Only 1% of all coaches are HP coaches.
COACH DEVELOPMENT OPPORTUNITIES

THE COACH DEVELOPMENT OPPORTUNITIES OFFERED BY RNZ ARE BASED ON THE ATHLETE GROUP THE COACH IS WORKING WITH. THIS IS A DEVELOPMENT FRAMEWORK WITH THE ATHLETE AT THE CENTRE. THE WAY THE FRAMEWORK IS STRUCTURED IS TO PROVIDE APPROPRIATE LEARNING OPPORTUNITIES TO COACHES BASED ON THE LEVEL OF ATHLETE THEY COACH WHILE ACKNOWLEDGING DIFFERENT LEVELS OF COACH EXPERIENCE.

Working with our coaching belief of continuous learning, our coach development framework is set up in three phases; begin, develop, extend. The ‘New Coach Award’ is to help anyone getting started in coaching rowing and provides a solid foundation for which to build coaching experience. ‘Development Coach Award’ is to assist coaches working with developing athletes and provide skills, knowledge and systems to help a school, club or university coach. ‘Extension Opportunities’ allows coaches to have ongoing development in different topic areas to ensure they are continually developing and view coaching holistically. The extension opportunities and personal development provides coaches the opportunity to build up their coaching knowledge at their own pace and record learnings through an ongoing recognition of learning profile online.

The components of each section are outlined in greater detail below.

Please take the time to read through the below information to gain an understanding of coach development offered by Rowing New Zealand.
NEW COACH AWARD

INTRODUCTION MODULE
The Introduction to Coaching Rowing Module is a six hour workshop in total to assist those who are new to coaching rowing with the basics to getting started as a coach. Topics covered in the Introduction Module are:
> What is coaching
> Knowing your athletes
> Safety
> Planning and Reflection
> Technique
> Rigging basics

This module covers each topic area at an appropriate level for new coaches. However, the extension opportunities are there to assist these coaches in developing their knowledge deeper in relation to working with young rowers.

FOLLOW UP
Coaches will also be invited to attend a follow up session at a time determined by the facilitator and coaches at the completion of the workshop. This follow up will take approximately 1 hour and is a chance to re-group, ask questions, discuss issues and go deeper into some topic areas covered off earlier.

Time
Introduction workshop 5 hours
Introduction follow up 1 hour
Approximately 6 hours total

Cost $25

DEVELOPMENT COACH AWARD

DEVELOPMENT MODULE
The Development Module is a full day workshop looking specifically at components around providing for a development rower. The module will cover three main topic areas:
1. The coaching process looking at athlete centred coaching skills
2. Sport science focusing on strength and conditioning needs, training programmes and periodisation
3. Technique and how athletes acquire skill.

FOLLOW UP
Coaches will also be invited to attend a follow up session at a time determined by the facilitator and coaches at the completion of the workshop. This follow up will take approximately 1 hour and is a chance to re-group, ask questions, discuss issues and go deeper into some topic areas covered off earlier.

Once the module has been completed the coach will have access to the extension modules.

Time
Development workshop 7 hours
Development follow up 1 hour
Approximate total time: 8 hours

Cost $75

OPTION
If you wish to pursue Performance level coaching, upon completing this module you will need to show evidence of:
> A peer reviewed action plan
> A coaching diary showing session planning and reflection notes
> Observation and learnings from another coach

Time
Follow up work will take approximately 5 hours.

NEW COACH AWARD

AS A NEW COACH, ONCE YOU HAVE COMPLETED ROWING 101, BOAT SAFETY, AND THE INTRODUCTION MODULE YOU WILL ACHIEVE THE NEW COACH AWARD AND BE ELIGIBLE TO ACCESS THE EXTENSION OPPORTUNITIES AND GO ON TO THE DEVELOPMENT COACH AWARD.

DEVELOPMENT COACH AWARD

WHEN A COACH COMPLETES THE BOAT SAFETY COURSE AND THE DEVELOPMENT MODULE THEY ACHIEVE THE DEVELOPMENT COACH AWARD.
KEEPING TRACK OF YOUR DEVELOPMENT

RNZ LIVE – ONLINE LEARNING PLATFORM

On RNZ Live, the online learning platform, you will find a space where you can upload evidence and notes of the learning opportunities you have experienced. This platform allows you to keep track of your learning and if you want to, share what you have done with RNZ or any other coaches you are in contact with.

To access this online platform go to rowingnz.kiwi/Coaching/Coach Education/RNZ Live and click the link.

EXTENSION OPPORTUNITIES

The extension opportunities will be provided by RNZ to allow for ongoing learning for our rowing coaches in topic areas RNZ deem important and interesting, or the coaches request. The extension opportunities will adapt and rotate depending on what is relevant to coaches over the years and to stay up to date with current best practice and means that even as an experienced coach there will still be opportunities for you to develop your skills and knowledge. The extension opportunities offered could include:

» Workshops
» Online courses
» Coach meetings
» Seminars
» Guest speakers

These extension opportunities contribute towards the coaches Ongoing Recognition of Learning.

The next few pages discusses ways in which coaches can develop outside of what RNZ offers.

ONGOING RECOGNITION OF LEARNING

IT IS RECOMMENDED THAT COACHES CONTINUE WITH ACTIVE ONGOING LEARNING. BEING A SUCCESSFUL CAREER COACH REQUIRES ONGOING DEVELOPMENT OF COACHING PRACTICE. THIS WILL NOT NECESSARILY ALWAYS BE ACHIEVED THROUGH ROWING NEW ZEALAND OR OTHER FORMAL DEVELOPMENT OPPORTUNITIES.

Opportunities to learn and improve coaching practice are all around us if we can identify them. Examples of evidence of development of coaching practice might include (but are certainly not limited to):

» Evidence of conversations with other coaches or anyone else who might help you, where you can identify learning
» Resources taken from other contexts or developed yourself
» Session plans you have developed or observed
» Video of your coaching practice
» Reflections on your own coaching practice
» Observations of successful coaching practice in rowing or in other sports and reflections on knowledge gained

Those wishing to progress through the RNZ coach framework will need to provide ongoing evidence of quality coaching practice. RNZ identifies three main topic areas in which a coach can develop; Personal, Performance, Professionalism, and encourage any coach wishing to progress through the RNZ system to upskill in one or more of these areas each year.

The ways in which these learnings can take place is up to each individual coach, some suggestions can be found in the next section Personal Development Opportunities.

The best way to track these learning experiences are on the ePortfolio on RNZ Live. By keeping track of your development on this platform you are easily able to share your learning with RNZ should you need to provide evidence of development when applying for performance extension opportunities and coaching positions.
PERSONAL DEVELOPMENT OPPORTUNITIES

ROWING NEW ZEALAND WILL ENDEAVOUR TO CONTINUE TO PROVIDE RELEVANT AND ENGAGING DEVELOPMENT OPPORTUNITIES, HOWEVER THERE ARE MULTIPLE WAYS YOU CAN UPSKILL AS A COACH WHICH CAN CONTRIBUTE TO YOUR PERSONAL GROWTH AND DEVELOPMENT.

These opportunities may be informal or formal learning and they can be rowing specific or generic coach development and can be recorded on your ePortfolio on RNZ Live. Some examples of development opportunities available to coaches nationwide include, but are not limited to:

MENTORING
Finding a mentor can seem like a daunting task but it can be as formal or informal as you like and you may already have someone you go to for advice and help. Having someone who you can bounce ideas off, share different approaches and have them provide advice support or challenge some of your thinking can assist in your coach development.

REGIONAL DEVELOPMENT
Regional Rowing Associations have the ability to provide local coach development. This may be in association with RNZ, RSTs or on their own accord. Find out from your local board if they have coach development opportunities available to you.

REGIONAL SPORTS TRUSTS
There are 14 RSTs around the country from Northland to Southland and everywhere in between who are there to assist with all community based sport. Within each RST there will be one or more staff members who work in Coach Development, this can include student coach workshops, generic coach workshops and contract development work. Get in touch with your local RST to see what opportunities are available to you.

CONFERENCES
Conferences are a good way to be exposed to a variety of coach approaches and skill development in a short time frame. They are also a great way to network and meet coaches who are working in a similar space to you. While RNZ aims to run a conference every few years, Sport New Zealand also runs a Connecting Coaches conference each year, as well as many other sport related conferences which get held around the country each year by various providers.

FIRST AID
A first aid certificate is a beneficial certificate to hold on to for general life skills, work and of course coaching. These are completed through St. Johns and other emergency service providers.

OBSERVATIONS
Coaches learn best by doing and by observing. Going out in a coach boat with another coach to learn for them can be incredibly helpful. Listen to the language they use, how they engage the athletes, how they explain a certain movement, what do they look at while coaching. All can be very useful learning. Don’t limit yourself you just observing rowing coaches, if you have the opportunity to observe a coach from another sport this can be just as beneficial to your coach development.

SELF-LEARNING
Reading books, browsing YouTube, completing University courses, seminars and much more all contribute to ways in which you as a coach can instigate your own development and find the areas you are most interested in.

“THE GREATEST DRIVER OF A COACH’S LEARNING IS THE COACH”
PERFORMANCE COACH ADVANCE (PCA)

PCA is a Sport NZ coach development programme aimed at coaches working with Performance level athletes. The programme works on the coach's personal development and helps them understand how to best work with performance level athletes. To be part of this programme coaches need to be:

» Currently or heading towards working with Performance level athletes in the Rowing New Zealand Pathway.
» Actively involved in athlete development within their region
» Keen to develop themselves as a coach.

It is a time-consuming programme with attendance to workshops and one on one development required over a two year period. Coaches are selected by RNZ before being officially nominated to Sport NZ. Sport NZ complete an interview and selection process before the coaches are confirmed in the programme. The coaches remain involved for two years with RNZ receiving updates on the coach’s progress.

PATHWAY TO PODIUM (P2P)

P2P is a nationwide talent development programme helping emerging athletes and coaches be better prepared for the demands of life in high performance sport. RNZ defines P2P athletes as those RPC athletes who are based at an RPC over the winter. The coaches who work with these athletes are the P2P coaches. Development comes in the form of working within the RPC environment and the option of attending athlete, coach and parent focused workshops.

HIGH PERFORMANCE DEVELOPMENT OPPORTUNITIES

U23 and Elite coaches are developed through High Performance Sport New Zealand (HPSNZ) in conjunction with RNZ. The HPSNZ coach consultant works with the coaches to help them in their team and individual goals.

Other opportunities such as the Coach Accelerator Programme (CAP) and Prime Ministers Scholarships are available to coaches at this level to assist them in their development and guide them to becoming the best coach they can be. Coaches are selected by HPSNZ and RNZ for the courses and opportunities provided at this level.

“PERFORMANCE AND HIGH PERFORMANCE DEVELOPMENT OPPORTUNITIES ARE BASED ON SELECTION INTO PROGRAMMES OFFERED BY SNZ, HPSNZ AND RNZ”
RECOGNITION OF PRIOR LEARNING (RPL)

COACHES GAIN EXPERIENCE IN THEIR TRADE IN MANY DIFFERENT WAYS. ROWING NEW ZEALAND WANTS TO ENCourage ALL COACHES TO CONTINUE WITH THEIR LEARNING AND DEVELOPMENT AT A LEVEL APPROPRIATE TO EACH INDIVIDUAL. PREVIOUS LEARNING, HOWEVER ACHIEVED, CAN SIGNIFICANTLY CONTRIBUTE TOWARDS A PERSON’S LEVEL OF COACHING COMPETENCY.

It is important to acknowledge coaches prior learning and experiences to ensure that RNZ can offer each person an area of development.

WHO IS ELIGIBLE?
Anyone is eligible for RPL if they feel they have a qualification or experience which is covered in one of the modules and would like their learning acknowledged.

HOW DOES IT WORK?
ROWING NZ COACH EDUCATION
The RNZ database has recorded those who have been completing the RNZ education modules over recent years. They will be adapted as necessary. If you are unsure of where your current coaching qualifications place you or believe you have another level of qualification you would like recognised, contact the Rowing New Zealand Coach Development Manager.

For those who have been attending the previous RNZ coaching modules the cross over is outlined below.

» If you have completed the New Coach level, Developing Coach Level 1 or 2 you will be able to access the extension opportunities and online modules of your choice.

OTHER QUALIFICATIONS
Other qualifications such as University qualifications, international qualifications and Old Rowing Level 1-3 may also be recognised. Coaches with these qualifications who meet RNZ’s developmental expectations will be able to access the extension opportunities.

HOW TO RECEIVE RPL?
You may have previous coaching qualifications such as:
» Previous RNZ Coaching Certificate
» Rowing Coach Certificates from another country
» Sport Related Coaching Certificate
» Relevant Sports Degree
» Sport NZ workshops
If you believe you have prior learning which has assisted you as a rowing coach you will need to complete the RPL template on the RNZ website and send through to the Coach Development Manager along with supporting documents. These prior qualifications can also be added to your online ePortfolio on RNZ Live.
RESOURCES

New Zealand’s Tennis Coach Development Framework, 2016, Tennis New Zealand
Spark Coach Development Framework, 2006, Sport and Recreation New Zealand (Now Sport NZ)
Sport New Zealand Coach Development Strategy (2016), Sport New Zealand
The developmental model of sport participation: 15 years after its first conceptualization, Côté & Vierimaa, 2014, Science and Sports
The influence of the family in the development of talent in sport, Cote 1999, The Sport Psychologist

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