

SQUASH BAY OF PLENTY

COACHING PLAN 2019 - 2021



SQUASH
BAY OF PLENTY

Mission Statement:

**To be the leading district for Squash coaching
and coach education in New Zealand**

Introduction

Squash Bay of Plenty continues to lead the country in coach development and aims to sustain and improve our coaching resources in the region. Squash BOP, in partnership with Sport BOP and The BayTrust, employs a full-time CoachForce Officer to achieve its coaching outcomes. CoachForce is a region wide program encompassing 15 sports and a fundamental skills role tasked with developing more and better coaches across all levels of sport. The CoachForce role has enabled the region to train and support coaches around our district.

This document serves to direct the focus of the role to deliver the outcomes identified as key to the regions coaching success developing capable and knowledgeable coaches across all levels of the community

Purpose

The purpose of this document is to define a clear direction for Coaching and the CoachForce Role in the Bay of Plenty Region.

Link between NSO, RSO and Sport BOP

Squash Bay of Plenty is a District Association, and is affiliated to the National Association Squash NZ.

This Coaching Strategy should reflect the direction of The National Body (Squash NZ) and include components of the New Zealand Coach Development Framework

Consultation

In the formulation of the strategies and goals, consultation took place in the form of meetings, conversations and e-mails in regards to the current status of the program, what is currently being offered in the way of opportunities, communication, networking, personal contact and potential gaps. These included

- Robbie Wyatt CoachForce Officer
- Shan Jensen-Loach Sport BOP CoachForce Team Leader
- Julie Adamson Secondary Schools Events
- Buddy Meyer Primary Schools Coordinator
- Coaches and parents within the current Bay of Plenty Program
- Other codes who are involved in the CoachForce Program.
- Club representatives from around Bay of Plenty

Squash BOP, via the CoachForce program has made huge improvements with its coaching stocks throughout the Bay, but there are still some areas where improvement can be made.

From the feedback received it was identified that although the coaching numbers have increased, there are still some areas who are under-represented with new and qualified coaches. It is clear a flexible approach is needed to deliver coach education that suits the community's needs. Programs should be shaped and implemented to suit specific requirements of certain clubs and schools. Squash New Zealand's existing resources and programs should be used alongside regionally developed programs to satisfy the needs and demands of a diverse range of circumstances in clubs and schools. A 'one size fits all' approach is not a sustainable model and doesn't necessarily achieve desired results for all communities. The current coaching resources available to Squash BOP are significant, and a focus on implementation now needs to be a key strategy.

In conjunction with Sport BOP this document has been created with 5 key strategies in mind, Recruitment, Coach Education, Support, Retention, and Excellence in Coaching

The Vision, Strategies and Goals are laid out as follows:

Vision

To provide opportunities and support for new and existing coaches to develop and engage in quality coaching activities more often in the Bay of Plenty Region.

Strategies

Recruitment

To recruit new teachers, coaches and parents into the squash coaching arena.

Coach Education

Develop the knowledge and confidence of new and existing coaches to deliver effective programs to the squash community.

To get more coaches qualified at all levels of the Squash NZ Coaching Framework.

To have an up to date database of qualified active coaches in the region.

Support

To provide support, resources and mentoring opportunities for coaches, teachers and parents to ensure the programs are of high quality.

Retention

To create a coaching environment that everybody wants to be a part of where sharing knowledge is commonplace and coaches feel valued and respected.

Excellence in Coaching

To have a network of qualified and experienced coaches who have the ability to deliver quality programs.

Comprehensive PD opportunities for targeted Coaches

Effective Talent ID and Succession Planning.

Ongoing Research into the latest coaching methods.

Coaching Strategies

Recruitment

Introducing new coaches into the Squash Coaching Community

Goal 1

Communicate via clubs and players to identify potential coaches and assess their needs.

Goal 2

Provide clear coaching pathway information via website and direct communication.

Goal 3

Utilise Kiwi Squash resources that are easily implemented by teachers and inexperienced coaches to introduce new coaches in school and clubs

Coach Education

Developing more qualified coaches in the region to deliver the latest innovations and techniques in the squash arena.

Goal 1

Provide club-based workshops for club coaches to learn the basics of coaching, and give them confidence to deliver at club level, and creating an opportunity for them to take the National Coach Development Framework Modules

Goal 2

Deliver National Coach development framework modules identifying Squash Leaders and participants who will make potential HP Coaches for the district.

Goal 3

Deliver an annual coaching conference encompassing all aspects of Coaching.

Goal 4

Keep an up to date database of active and inactive coaches in the community, informing them of upcoming coaching opportunities and resources.

Support

To provide support, advice and resources that assist coaches to deliver programs that are appropriate and effective to their community needs.

Goal 1

Communicate effectively with the stakeholders, advising and updating them of available programs and courses.

Goal 2

Share resources that will help coaches and teachers be more effective in their delivery creating an exciting and rewarding experience for their pupils.

Goal 3

Provide support using all forms of communication, assisting in the development of Club Coaching Plans.

Goal 4

Mentor new coaches by linking them with the CoachForce Officer or qualified local coaches so they can pass on their experience and guide them through the coaching pathway.

Goal 5

Provide coaching opportunities, and links to programs and workshops that fit the needs of the communities and the key components of coaching ex- Junior Coaching, Social Adult, Ladies Coaching, Youth Coaches, HP Coaches, Eliminations Coaches, Leadership Forum, Coaching Process, Athlete Development, Planning and Program Management.

Retention

To ensure that each coach is valued and recognised by the wider Squash Community.

Goal 1

Provide experiences and opportunities for coaches to coach at events, so they can personally develop themselves and enjoy their coaching experience.

Goal 2

Ensure that coaches are recognised for their efforts as measured by nominations in the Squash Bay of Plenty Coaching Awards, Bay of Plenty Sports Awards and BayTrust Coach Scholarship Applications where appropriate.

Goal 3

Engage qualified coaches with appropriate regional programs and provide links to opportunities at clubs and schools

Excellence in Coaching

Ensuring that we have a network of quality coaches working together to provide effective and exciting performance squash programs in the Bay of Plenty Region.

Goal 1

Deliver a quality, well planned and communicated District Performance Program which provides coaching, training and competitive opportunities for young, talented and committed players in the Bay of Plenty Region.

Goal 2

Provide coaching opportunities for coaches that can deliver at the appropriate level, engaging them in a team environment and culture.

Goal 3

Devise a talent ID system that allows you to recognise the skills needed to become a performance player in youngsters.

Goal 4

Provide coaching support for Regional Teams at National and Provincial level with qualified coaches

Review and Evaluation

This plan will be reviewed 15th June (half season) in regards to its progress and again the week beginning 31st Oct (full season) as to its effectiveness against the measures that are laid out in the Coaching Plan. The feedback and learning from the review process will then be utilised when formulating the plans.