

CANOE KAYAK ONTARIO SPRINT



CANOE KAYAK
ONTARIO
SPRINT

Development Coach Mentoring Program

Adapted from:

- SPARC and Sheffield Limited (September 2008 ICCE)
- Cote & Gilbert (2009, 2012), Oct 2013
- CKC'S High Performance Coach Development Program
- CAC's ACE Program

Overview

The seasonal Development Coach Mentoring Program (DCMP) is intended to provide a formal structure and resource to assist emerging coaches in developing a personalized development plan. It takes into consideration current knowledge, experience, and interests of coaches as well as needs and demands of young athletes. The primary aim is to ensure that you as a coach have all the tools you need for you and your athletes to perform at their very best.

Program Objectives

As part of CKO Sprint's enhanced coach recruitment and retention strategy, the DCMP's objective to provide a coaching excellence model based on personalized learning plans for coaches working with LTAD Training to Train stage athletes.

Key Outcomes of the DCMP include:

- Improve the Daily Training Environment (DTE) for Ontario athletes by providing a mentorship program for identified coaches.
- Increase the identified coaches' level of knowledge through formal and informal learning opportunities.
- Provide training camp and competition opportunities with targeted Ontario athletes for identified coaches.
- Create a gap analysis for the DCMP candidates that aligns with CKO Sprint's Coach Development Pathway and create a personalized learning plan to address those gaps.

Program Steps for Success

- 1. Needs assessment**
 - Involves the completion of self-assessment and a follow-up meeting with the Mentor coach.
- 2. Personalized Learning Plan Development**
 - Using the needs assessment as a foundation, the mentor and coach candidate will meet to develop a Personalized Learning Plan for the coming season. The Personalized Learning Plan is the coach's own professional development plan and can be composed of various kinds of learning activities.
- 3. Periodic Review and Assessment**
 - As the learning plan has been developed and implemented, the coach will go through periodic "check-ins" at specific times during the program. The purpose of the check-in meetings is to provide an opportunity to assess the coach candidate's progress related to the learning objectives, so that adjustments may be made to the plan.
- 4. Project Evaluation**
 - At the end of the Program, the mentor and coach candidate will meet to evaluate success. At this time, the coach will present a detailed gap analysis and debrief of the Program. A next steps process will be devised at this time.

Program Schedule

February

- Complete application form – February 15, 2023
- Selected coaches' complete needs assessment – February 28, 2023

March

- Coaches Corner – online group discussion on a specific topic related to coach development
- Coach Check-in – review of self-assessment and PD plan

April

- Coaches Corner – online group discussion on a specific topic related to coach development

May

- Coach Education – Competition Introduction Workshop or PD workshop
- Training Camp Support – assigned to Mentor coach (CKO Sprint's Welland Development Training Camp in Welland, ON)
- Coaches Corner – online group discussion on a specific topic related to coach development

June

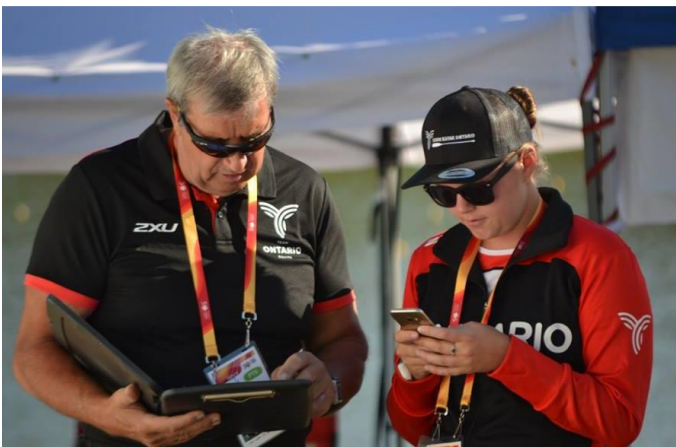
- Coaches Corner – online group discussion on a specific topic related to coach development
- Coach Check-in – mid-point review of PD plan

July

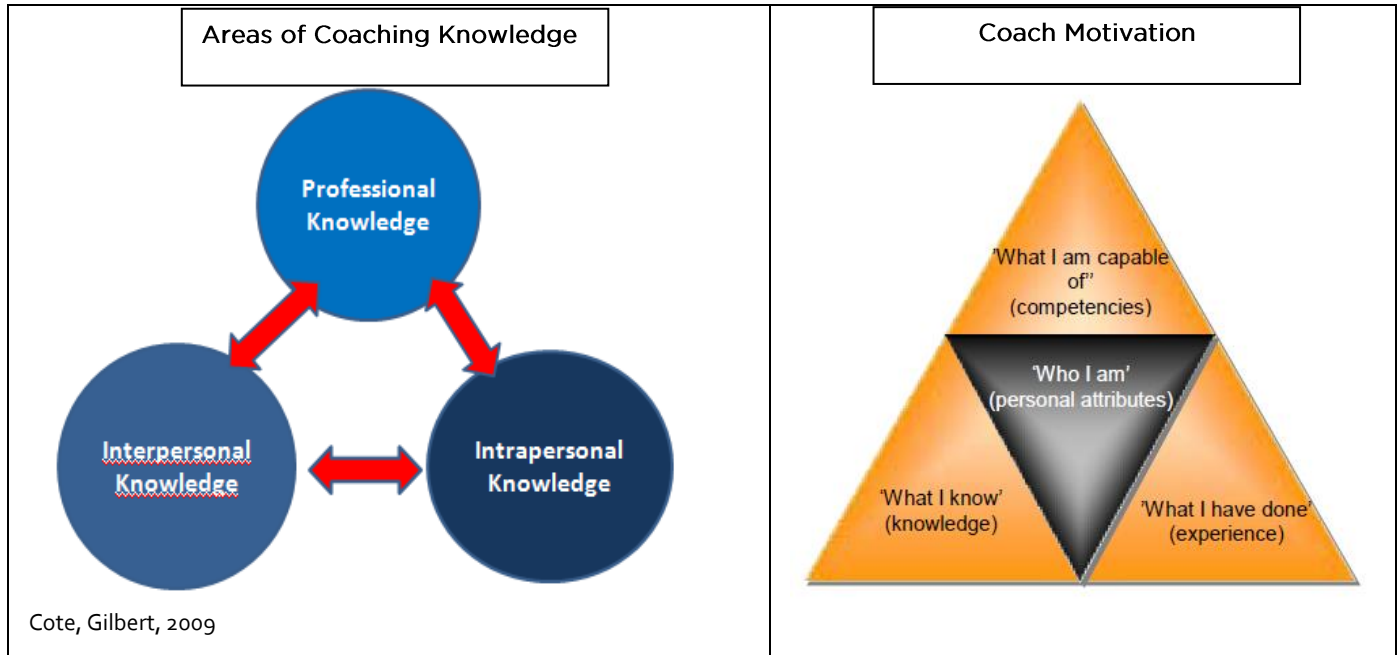
- Competition Support – PD opportunity during Ontario Tour – Canada Day Regatta
- Coaches Corner – online group discussion on a specific topic related to coach development

August

- Competition Support – competition evaluation during Ontario Championships
- Coaches Corner – online group discussion on a specific topic related to coach development
- Coach Check-in - program debrief and development of next steps/action items for additional Professional Development moving forward



Self-Assessment/Coach Profile



The following self-assessment will serve as background and as a discussion point for your Needs Assessment meeting. Please take the time to read the five sections.

The self-assessment is intended as a tool for personal reflection. It is intended as a tool to guide the conversation when meeting with your Mentor Coach. It will provide an opportunity to reflect on areas where you might like to pursue future professional development opportunities.

In section 1 you will be asked to describe yourself as a coach.

In section 2, questions will be asked to assist you with your self-reflection. For each item give yourself a ranking from 0 – 5 as indicated. At the end of each section, you will have an opportunity to provide any additional comments the self-reflection has revealed, professional objectives you may have and opportunities which you have considered.

In sections 4 and 5 you will be asked to identify areas in which you have specific experience and knowledge, then as in sections 2 and 3 you will have an opportunity to provide additional comments, identify professional development objectives and opportunities.

Needs Assessment Meeting & Questions

The objectives of the Needs Assessment meeting are as follows:

- 1) To start a dialogue between the Coach Candidate and a Mentor Coach.
- 2) To create a basis of assessment for learning.

The following are examples of the nature of questions and the tone of the conversation that will take place during the need's assessment. Please take time to read these questions and reflect on what you would like to share. In addition, please bring with you all documents or resources which you may consider helpful in the conversation. This should include but not be limited to your YTP, current programs, monitoring tools and thoughts and ideas from current side projects you may be working on.

General Introduction

1. Describe your coaching experience, your approach to coaching and your current coaching role.
2. What are your future career plans?

Review of Self-Assessment

1. What knowledge do you feel you have and what new knowledge could we help you to acquire?
2. In what area of work do you feel more competent?
3. By which means can your competencies be augmented (in priority order)?
 - a. Experience in the present job
 - b. Mentoring
 - c. Exchanges with other coaches/programs
 - d. Learning opportunities (courses, seminars, conference, etc.)

Review of Areas of Coaching

We will discuss various key areas of coaching based on the areas addressed in the questionnaire.

Debrief

Review of meeting and explanation of next steps, and an opportunity to ask additional questions or complete information in each section.

Section 1: About Your Coaching

In general terms, describe yourself as a coach – how you approach coaching, your role in athlete development, etc.

Section 2: Who am I? (Personal Attributes)

For each attribute or tendency below, please give yourself a ranking between 0 and 5 (0 – not at all, 5 – most of the time). Make any additional comments on the page that follows.

<p>I am Positive Under Extreme Pressure The degree to which a person appears confident, self accepting, positive and stable under pressure; providing a positive (albeit realistic) outlook on what the future holds and the opportunities it might present.</p> <p style="text-align: right;">0 1 2 3 4 5</p>	<p>I engage in High-Speed Learning The degree to which a person actively identifies new areas for learning; regularly creating and taking advantage of formal and informal learning opportunities; using newly gained knowledge and skills on the job and learning through their application.</p> <p style="text-align: right;">0 1 2 3 4 5</p>
<p>I am Driven by Achieving Results The degree to which a person seems competitive and has the will to win.</p> <p style="text-align: right;">0 1 2 3 4 5</p>	<p>I am Passionate about coaching.</p> <p style="text-align: right;">0 1 2 3 4 5</p>
<p>I pay Relentless Attention to Detail The degree to which a person is attentive to detail and takes a diligent and precise approach to improving performance.</p> <p style="text-align: right;">0 1 2 3 4 5</p>	<p>I am Adaptable The degree to which a person maintains effectiveness when experiencing major changes, adjusting effectively within new structures, processes, requirements, environments, or cultures.</p> <p style="text-align: right;">0 1 2 3 4 5</p>
<p>I walk the talk The degree to which one's own actions and behavior is consistent with their expectations of others.</p> <p style="text-align: right;">0 1 2 3 4 5</p>	<p>I am reliable The degree to which an individual can be counted on to deliver on his or her commitments.</p> <p style="text-align: right;">0 1 2 3 4 5</p>
<p>I am team player The degree to which a person is willing to collaborate with others and receive innovative ideas in working towards common or shared objectives.</p> <p style="text-align: right;">0 1 2 3 4 5</p>	<p>Resilient The degree to which a person can work through difficult situations and face adversity.</p> <p style="text-align: right;">0 1 2 3 4 5</p>
<p>I possess strong Self-Awareness Continually seek feedback from athletes, coaches, HP Director, and others Challenge your own coaching ability Understand the impact your behavior has on others</p> <p style="text-align: right;">0 1 2 3 4 5</p>	<p>I Understand Performance Understand the components of winning performance in the short and the long term Gather information that describes the key components of winning performance Evaluate information to select the strategy of highest return</p> <p style="text-align: right;">0 1 2 3 4 5</p>

Additional Comments on Section 2 (Personal Attributes)

General Comments:

Professional Development Objectives:

Ideas/Opportunities for Professional Development (Be specific) - i.e. workshops, conference, possible mentors, experts you would like to meet/hear speak

Section 3: What I Know (Knowledge)

Please rate yourself on a scale of 0 - 5 in the following areas of coaching knowledge.

Professional Knowledge

Kayak Technique 0 1 2 3 4 5	Canoe Technique 0 1 2 3 4 5
Kayak Crew boat Technique and Development 0 1 2 3 4 5	Canoe Crew boat Technique 0 1 2 3 4 5
Race Tactics and Profiles 1000m 0 1 2 3 4 5	Race Tactics and Profiles 500m 0 1 2 3 4 5
Race Tactics and Profiles 200m 0 1 2 3 4 5	Mental Performance and Wellness 0 1 2 3 4 5
Physiology 0 1 2 3 4 5	Performance Planning (Periodization) 0 1 2 3 4 5
Performance analysis (technical and tactical), and use of technology to enhance optimized performance 0 1 2 3 4 5	Long Term Planning (multi-year) 0 1 2 3 4 5
Monitoring of athletes and making change to program 0 1 2 3 4 5	Recovery & Regeneration 0 1 2 3 4 5
Athlete Profiling/ Athlete ID 0 1 2 3 4 5	Nutrition 0 1 2 3 4 5
LTAD / Growth and Development 0 1 2 3 4 5	Constructing and conducting training sessions that create rapid learning, change and adaptation 0 1 2 3 4 5
Strength and Conditioning 0 1 2 3 4 5	Therapy and Health 0 1 2 3 4 5

Know what you know
Know what you don't know.
Know who does.
Frank Dick

Interpersonal Knowledge:

Ability to effectively communicate with different people in a variety of situations 0 1 2 3 4 5	Ability to use different methods to establish a performance culture 0 1 2 3 4 5
Coaching / teaching methodology 0 1 2 3 4 5	Instructing and providing feedback. 0 1 2 3 4 5
Ability to create a positive learning environment 0 1 2 3 4 5	Athlete and Group Management 0 1 2 3 4 5
Active Listening and Questioning 0 1 2 3 4 5	Observation, evaluation, feedback to athletes 0 1 2 3 4 5
Organizational skills 0 1 2 3 4 5	Conducting training sessions that create learning, change and adaptation 0 1 2 3 4 5
Ability to develop trust in athletes 0 1 2 3 4 5	Ability to maximize people's strengths & personal qualities in a variety of ways 0 1 2 3 4 5
Ability to create ownership of the vision for the program in a variety of ways. 0 1 2 3 4 5	

Intrapersonal Knowledge

Ability or comfort to search out help, interact with others for learning. 0 1 2 3 4 5	Ability to self-reflect on own coaching performance 0 1 2 3 4 5
Ability to Critically Think and problem solve 1 2 3 4 5	Innovation, Creativity and Generation of Knowledge (i.e. - ability to learn) 0 1 2 3 4 5
Autonomy and Responsibility 0 1 2 3 4 5	Evaluation of your Programme 0 1 2 3 4 5
Develop professionally 0 1 2 3 4 5	Decision-Making 0 1 2 3 4 5
Create a strategic vision and plan 0 1 2 3 4 5	

Additional Comments on Section 5 (Knowledge)

General Comments:

Professional Development Objectives:

Ideas/Opportunities for Professional Development (Be specific) - i.e. workshops, conference, possible mentors, experts you would like to meet/hear speak