Programme Outline

Overview

The **Sports Coach Developer Programme** has two primary aims: To train Sports Coach Developers to

- Deliver CDPI (Coaching Development Programme for Ireland) accredited coach education courses (up to & including Level 2/QQI Level 6) within their own National Governing Body of Sport (NGB)

- Employ a range of Sports Coach Developer skills to help support sports coaches at all levels* in both formal and non-formal settings on behalf of their own or other NGBs

*'all levels' indicating, for example - novice through to vastly experienced coaches, participation coaches and High Performance coaches and coaches in specialist areas such as Disability coaching, Coaching Children or in specific disciplines within a sport e.g. acrobatic gymnastics within the sport of Gymnastics.

The **Minimum Intended Programme Learner Outcomes** (MIPLOs) are: On completion of the programme, learners will be able to:

- Describe and demonstrate the skills of a Sports Coach Developer
- Plan and facilitate the development of coaches in different contexts
- Deliver CDPI accredited coach education courses (up to and including Level 2/QQI Level 6) on behalf of their own NGB
- Analyse coach behaviour and practice
- Design and deliver coach centred development programmes
- Assess coaching competency
- Provide leadership in the area of coach development within their NGB

The Sports Coach Developer programme provides learners with the opportunity to learn & practice complex & inter-disciplinary Sports Coach Developer Skills in the non-sport specific & cross-sport environment before completing the sixth and final module which takes place within the NGB environment where they apply those skills in their own sport specific context. The coaches they are trained to support are varied and wide ranging, from the novice coach through to the vastly experienced coach, from those working at the participation level to those working in High Performance and those working in specialist areas such as children, disability sectors or specific disciplines within a sport.

Modules One to Five of the programme is a **Sports Coach Developer skills course** which takes place over ten days (typically five weekends) and is delivered by the Sport Ireland Coaching Trainer team. Full details of the Minimum Intended Module Learning Outcomes (MIMLOs) are provided in the supplementary document entitled CDC

Minimum Intended Learning Outcomes (stating MIPLOs & MIMLOs for the programme) but for convenience these are also listed below:

On completion of Modules One to Five, course participants will be able to:

- Demonstrate a range of Coach Developer skills in a formal context

Module One - Introduction to Sports Coach Development:

By the end of the module you will be able to:

- Comment on Sport Ireland, the CDPI (Coaching Development Programme for Ireland)& the ICDF (International Coach Developer Framework) in respect of their relevance to you and your NGB
- Describe the role, qualities, skills & competencies of an effective Sports Coach Developer
- Demonstrate various forms of verbal and non-verbal communication
- Explain some of the facets of learning and apply them to the adult learning environment
- Create and facilitate group work
- Demonstrate a variety of presentation skills and delivery styles

Module Two – Sports Coach Support:

By the end of the module you will be able to:

- Plan for formal and non-formal learning environments
- Identify numerous ways to assist the progression of coaches at different stages of their development
- Facilitate the development of sports coaches in different contexts
- Identify the key features of legislation relating to Child Protection, Anti-Doping & Disability provision and locate primary information sources for each

Module Three: Analysis

By the end of the module you will be able to:

- Demonstrate a variety of methods of observing & recording sports people and practices
- Interpret your observations in relation to providing effective feedback to sports coaches
- Prioritise, word & time your feedback to sports coaches (context specific)
- Evaluate your own skills relating to the provision of a Sports Coach Support programme

Module Four: Leadership

By the end of the module you will be able to:

- Identify leadership skills in yourself and others
- Select a variety of reflective tools to assist in the writing of action plans
- Write a personal action plan & assist coaches in the writing of theirs
- Draft a workshop, course or programme to assist the development of sports coaches in your NGB
- Critically evaluate your own and one other person's skills as a Sports Coach Developer using one or more interpretive filters

Module Five: Advanced Practice

By the end of the module you will be able to:

- Apply a range of inter-disciplinary Sports Coach Developer skills to support coaches in both formal and non-formal settings
- Make informed decisions on the type & provision of support suitable for coaches in your NGB
- Identify areas within your NGB where your skills would be of benefit
- Evaluate your learning to date and write a personal action plan for your NGB work placement

At the end of modules two, three, four and five the learners make presentations/practice their Sports Coach Developer skills and are provided with feedback from qualified facilitators/assessors, the intended learner outcomes for these are:

By the end of each presentation you will have:

- Demonstrated a range of Sports Coach Developer skills which resulted in increased coaching competency by your participant sports coaches.
- Been involved in a debriefing session resulting in an action plan for personal improvement as a Sports Coach Developer

Module Six: is an **NGB work placement** where the Sports Coach Developers will be assisted as they learn how to apply their Sports Coach Developer skills in a sport specific (NGB) context. During this time they will complete a Learner Record. The Learner outcomes for this module are as follows:

By the end of Module Six, SPORTS COACH DEVELOPERS will be able to do the following:

1. Co-deliver formal coach education courses (alongside a qualified Sports Coach Developer) with a level of technical knowledge and expertise in line with an *agreed NGB syllabus.

2. Provide coach centred feedback to coaches on formal sports coach education courses.

3. Design and/or deliver coach centred workshops in line with the overall NGB strategy for coach development.

4. Create opportunities for sports coaches to be part of a Community of Practice, Peer Support or Coach Exchange programme.

5. Provide 'in situ' support for sports coaches. Examples of 'in situ' support are co-delivery of coaching sessions, shadowing, observation of coach(s) with feedback, 1:1 mentoring (with support from an experienced Sports Coach Developer).

6. Provide information to sports coaches on upcoming courses, workshops, conferences, seminars, webinars etc. in their own and other sports/environments.

7. Assess sports coaches (with support from a qualified Sports Coach Developer) according to NGB criteria/guidelines.

*an agreed NGB syllabus is one that has been written by the NGB , evaluated by Sport Ireland Coaching and agreed by both organisations as being at an appropriate level, with appropriate content and contains supplementary documents to allow for repeatable, sustainable delivery.

Assessment

Full details of the assessment of learners can be found in the supplementary document entitled Assessment Plan, but can be summarised as follows:

There are two main points of assessment during the Sports Coach Developer Training Programme, both of these must be passed in order to receive the award. These are detailed below.

Assessment point **one (50% of total award):**
At the end of module five

Assessment point **two (50% of total award):**
At the end of module six

Assessment point one

- This takes place at a fixed point in the programme – at the end of module five

- The intended learner outcome to be assessed at this point is:

"Participants will be able to demonstrate a range of Sports Coach Developer skills in a formal context"

- The assessment is conducted by one or more qualified Sports Coach Developer Assessors.
- This assessment must be passed in order to achieve the award. If it is not passed at this particular time, learners will be provided with an opportunity to be re-assessed.

Assessment point two

- This takes place at the end of module six, the sport specific NGB work placement. The exact time for this is not fixed – it takes place at a time when the trainee Sports Coach Developer and their support team consider them to be ready to be assessed and have consistently demonstrated their competence within the training environment and the learner record is complete.

- The intended learner outcomes to be assessed at this point are:
  "Participants will be able to
    - Competently deliver CDPI accredited courses (up to & including Level 2/QQI Level 6) within their own NGB
    - Employ a range of Sports Coach Developer skills to help support sports coaches in both formal and non-formal settings on behalf of their own or other NGBs"

- This assessment must be passed in order to achieve the award.

Formative assessment takes place throughout the programme and this is documented in a learner record which forms part of their learner portfolio (see below)

Documentation

The full programme is documented for each learner in an **e-portfolio** which consists of four sections.

1. **Pre-programme documentation** consisting of a completed nomination form & any other information pertaining to the learner e.g. special needs information & requests or RPL application/mapping

2. **Documentation pertaining to the Modules One to Five**. Here the completed Session plans, Debrief sheets and Self-evaluations are stored for each of the presentations at the end of each of the modules and the completed assessment sheets are also added for presentations at the end of modules four and five

3. **Documentation pertaining to Module Six, the NGB work placement** of each learner. For reference, blank documentation can be found in the Learner pack entitled CD Learner Record but completed versions of the learner record along with final assessments and related debriefs, session plans and self-evaluations will also be found there.

4. **Final documentation (post successful completion of modules one to six inclusive)**. Once all formative and summative assessments (non-sport specific & sport specific) are complete and uploaded into the e-portfolio, a final self-evaluation, NGB sign off and Sport Ireland Coaching sign off completes the portfolio and this is then ready for submission to the Quality Group for award approval.