

Cross Country Ski Ontario

Support of Coaching Development Policy

Definitions

1. Coach Levels (various): are defined on the CCC Website
<http://www.cccski.com/Programs/Coaching-Development/National-Coaching-Certification-Program.aspx>

Learning Facilitator (LF): coach instructor (i.e. one who trains aspiring coaches in the delivery of programs under the NCCP).

Aim

2. The aim of this Policy is to describe the expectations, organization and general guidelines for Coaching Development in Ontario.

Expectations

3. XCSO supports Cross Country Ski de Fond (CCC) minimum mandatory coaching qualifications policy (<http://www.cccski.com/Programs/Coaching-Development/Coaching-Policies-and-Procedures.aspx>). These standards were established to support the principle of athlete development that “every athlete is entitled to competent coaching”.
6. XCSO ensures that each club has the opportunity to host a workshop if there is a need to train coaches.

Organization

7. XCSO’s organization for Coaching Development is overseen by the XCSO Coaching Development Coordinator, reporting to the Board of XCSO. The Coaching Development Coordinator is supported by a District Coaching Development Coordinator in each of the four (4) Districts, and from 5 to 8 Learning Facilitators (LF) per District.
8. After each season, XCSO’s Coaching Development Coordinator, in consultation with the District Coaching Development Coordinators, will develop a Coaching Development plan



for the coming season, to meet XCSO objectives. Plans should be specific as to numbers of people to be trained in each District, their expected levels, and their locations.

9. The XCSO Coaching Development Coordinator will then work with CCC, the XCSO Administrator, and District Coaching Development Coordinators to ensure the availability of LFs and learning materials. The XCSO Coaching Development Coordinator will establish and maintain contact with clubs where Coach Development is needed, and arrange for workshops to be led by qualified LFs.
10. Coaching Development efforts must be monitored, with feedback provided in the appropriate formats. The XCSO Coaching Development Coordinator is responsible for tracking coaching development expenditures, ordering and keeping track of materials, and monitoring and data collection.

General Guidelines

11. Coaching workshop fees are paid by coaches or clubs. Districts and clubs should strive to be economical and efficient by using local Learning Facilitators if available, and by other measures (e.g. billeting of LFs; providing club facilities at no cost as training venues). A Coaching Certification Bursary is available for workshops and evaluations at the Learning to Train (L2T), Training to Train (T2T) and Comp Dev (Competition Development) Levels.
http://www.xco.org/coaching/document/coachdev/XCSO_Coaching_Workshop_Bursary_Application.pdf
12. Course-loading is another means of ensuring efficiency: the ideal would be 10 to 15 participants per course. However, it is understood that there will be cases, e.g. due to a club's geographical isolation, that course loads will necessarily be smaller. Those organizing courses should balance efficiency with the primary objective of ensuring that all those providing instruction receive the necessary training.
13. Coaches should review their qualifications in CAC's database "The Locker" on an ongoing basis. <https://nccp.coach.ca/AXCSOunt/Login?ReturnUrl=%2f>

Accounting and Administration

14. The following are eligible expenditures and the upper limits of what can be spent on these items for individual Coaching Development workshops.



Expenses:

Honoraria for facilitators:

Introduction to Community Coach (ICC)	\$300.00/workshop
Community Coach (CC)	\$600.00/workshop
Combined ICC/CC	\$750.00/workshop
Learning to Train (L2T)	\$600.00/workshop
Training to Train (T2T)	\$600.00/workshop

Transportation for facilitators:

By private automobile:	\$0.40/km
Other modes (needs approval by XCSO Coordinator):	actual (receipts)

Accommodation:

at cost
(billets preferable)

Food:

(breakfast \$8.75, Lunch \$11.25, Dinner \$20.00)

Per diem
\$40/day

Organizational:
(per workshop)

Site rental:
Equipment rental:

\$200.00 (receipts)
\$200.00 (receipts)