

## **Revised NCCP (CBET) Overview**

Over the last 5 years Hockey Canada has undertaken a re-design of the National Coaching Certification Program. The new program will be making a movement to a competency based training approach for coaches. The following information is an overview of what the program is and how it will contribute to the education of coaches.

### **What is Competency Based Education Training?**

CBET is a training and education approach based on specific and measurable (observable) outcomes for the learner / coach. What really matters is what the coach can do with what he / she knows.

### **Why Change the Program:**

- Meet the needs of the athletes
- Current material is outdated
- Need to be able to "Quantify" what coaches can do
- Need to have a component of continuing education for coaches
- Access new methods of delivery

### **What will Change Look Like?**

- Streams vs. Vertical Integration
- Change in the Delivery of Program
- Measuring Competencies
- Better Coaches???

### **Overview**

The new program, to begin roll-out in the fall of 2004, will be aimed at delivering educational activities to coaches that allows them to have a more meaningful, positive impact on the players they coach. Coaches participating in a new program, who are familiar with the current NCCP, will see several key changes to the program.

The first significant change will have coaches attend educational sessions that are targeted at meeting the needs of players with whom the coach is working. As a result, not all coaches will begin their program at the same place. Coaches will now have the opportunity to enter into the stream of coaching that is appropriate for the players they coach.

The second significant change is that coaches will receive coaching materials that are practical and easy to implement with the players with whom the coach is working. The course materials will make the transition from theory-based lecture activities to interactive sessions requiring coaches to work with the tools specific to the level of their players.

The new coach education program is learner-driven. The facilitator will assist the coach to engage in learning opportunities. Through a series of specifically designed activities, the coach will become an active learner prior to the seminar, throughout the seminar, and after leaving the seminar.

Participants will be required, through a series of small, practical assignments, to demonstrate their capabilities as coaches. For the entry-level coach these assignments/activities will include developing communication plans with parents, maintaining a coaching log, and implementing effective and efficient practices.

This new approach to coach education will provide the minor hockey association with the knowledge that there will be a greater emphasis on coach development. The long-term reward will be that associations will have the ability to say with more confidence "Our coaches can do..."

One of the most important distinctions for this new education/training model is that it is an athlete-centered approach to training coaches. This means the needs of the coach are defined by the needs of the athletes.

The NOHA will be delivering the Development 1 stream of the new CBET Program as it was determined to be the best program that fit into the NOHA Development Programs.

All participants attending the Development 1 clinic will also receive the CBET Coach Stream manual to help ensure all Coaches receive the best information possible to help with their learning process.

## **Registration**

All participants must pre-register at least 4 days prior to the clinic with the clinic contact person. The clinic contact person must obtain the following information: name, phone number, required clinic fees (if possible), age division that the person is coaching. Clinic contact person is to inform all participants to obtain the clinic pre-task from the NOHA website. This pre-task must be completed prior to entering the clinic.

Contact person is then to contact the NOHA Office and obtain the required number of clinic materials and must indicate the divisions that the participants are coaching.

The cost of the clinic is \$ 100.00 per participant.

If a participant does not pre-register for the clinic, they will not receive a Hockey Canada Skills manual. They will receive the other clinic materials and they will not receive a refund based on not receiving the Skills Manual.

## **Qualified versus Certified**

With the new CBET program a participant will become qualified by attending a CBET program and can become certified by submitting the Post task to the NOHA Office for grading. The cost for the post task is \$ 20.00 per participant. All participants will receive an NOHA registration card once they complete the clinic indicating that they are Development 1 qualified.

## **NOHA Regulation changes as a result of the new CBET Program**

### **Current wording:**

R.1.21. The Hockey Canada Coaches Program Coach Level must be completed by all persons who wish to be carded coaches within the NOHA. Each team must have at least one carded coach. Equivalency will be considered on an individual basis by the NOHA Coaching Committee.

R.1.24. The Hockey Canada Coaches Program Coach Level Clinic must be completed by all Coaches, Atom and above who are registered on NOHA Insured House League Teams. Each Team must have at least one certified Coach on their team.

**Changed wording:**

R.1.21. The Hockey Canada CBET NCCP Development 1 or higher clinic must be completed by all persons who wish to be carded coaches within the NOHA. Each team must have at least one carded coach. Equivalency will be considered on an individual basis by the NOHA Coaching Committee. Coaches certified prior to August 2004 must have successfully completed the Hockey Canada Coaches Program Coach Level or higher.

R.1.24. The Hockey Canada CBET NCCP Development 1 or higher clinic must be completed by all Coaches, Atom and above who are registered on NOHA Insured House League Teams. Each Team must have at least one certified Coach on their team. Coaches certified prior to August 2004 must have successfully completed the Hockey Canada Coaches Program Coach Level or higher.

**There have been no changes to the following NOHA Regulation:**

R.1.23. The Hockey Canada Initiation Program Instructors Clinic must be completed by all on-ice personnel involved with teams in the divisions of Novice House League and below.

**Host site responsibilities - DEVELOPMENT STREAM 1 - CBET**

**PARTICIPANT PRE-REQUISITES:**

-participants must be 16 years of age or older to attend clinic

**DEVELOPMENT STREAM 1- CBET:**

-total of 12 to 14 hours (100% attendance required)

-2 to 4 hours of ice time – minimum of 2 hours of ice time

-10 hours of classroom time

-**Registration fee:** \$100.00 per participant payable to the NOHA

Host Centers can increase the registration fee to cover Ice costs, meeting room costs

-**Minimum number** of participants is **15**

## **PARTICIPANT MATERIALS:**

- registration form
- CBET Coach Stream Participant Manual – for information
- NOHA Coach Mentorship information
- Hockey Canada Skills Manual – appropriate for the age the Coach is Coaching
- CBET Reference Manual – (Coaches Manual)
- CBET Workbook – to be used during clinic
- CBET Pre-task (downloaded from NOHA website)
- CBET Post-task (to be submitted if participant wants to be certified. Cost is \$ 20.00)
- Hockey Canada Right start video – Checking, Skating, Puck Control
- clinic registration card
- Instructor evaluation form

### **1. INTRODUCTION**

The priority for the new Development Stream program is to design and implement the **Four (4) Phase Learning Cycle** within the coach clinics. All human learning can be thought of as having the following four (4) components:

1. Preparation (the arousal of interest)
2. Presentation ( the initial encounter of new knowledge or skill)
3. Practice (the integration of the new knowledge or skill)
4. Performance (the application of the new knowledge and skill to real world situations)

Unless all four components are present in one form or another, no real learning occurs.

The new Development Stream program will apply **Activity-Based Learning** to ensure that the four phase learning cycle is incorporated into all future clinics. Activity –Based Learning (ABL) means getting physically active while you learn, using as many senses as possible, and getting your whole body/mind involved in the learning process.

Activity-Based Learning has proven over and over again that people often learn more from well-chosen activities and experiences than they do from sitting in front of a presenter, a manual, a TV, or a computer.

Recreational Community Stream		Developmental Stream		High Performance Stream		
Core Programming	Supplementary Programming	Core Programming	Supplementary Programming	Core Programming	Supplementary Programming	
<b>Rec/Community – COACH ENTRY POINT</b> Clinic Pretask (1-2 hours) Clinic (8 hours) Clinic Post-task (Throughout season)	<b>Mandatory</b> <ul style="list-style-type: none"> <li>• Speak Out</li> <li>• IP Revised</li> </ul> <b>Continuing Ed.</b> <ul style="list-style-type: none"> <li>• Fun and Games</li> <li>• Intro to Tactics</li> <li>• Advanced Tactics</li> <li>• Checking Skills</li> <li>• Skill Analysis</li> <li>• Goaltending</li> <li>• Team Building</li> <li>• Teaching Rules</li> <li>• Practice Mechanic</li> <li>• Ice Session</li> </ul>	<b>Development 1- COACH ENTRY POINT</b> Clinic Pretask (4 hours) Clinic (16 hours) Clinic Post Task (4 hours)	<b>Mandatory</b> <ul style="list-style-type: none"> <li>• Speak Out</li> </ul> <b>Continuing Ed.</b>	<b>High Performance 1 – COACH ENTRY POINT</b> Clinic Pretask Clinic 6 Day Practical Clinic Post Task Throughout Season		
		<b>Development 2</b>			<b>High Performance 2</b>	
		Clinic Pretask (2 hours)			Clinic Pretask	
		Clinic (8 hours)			Clinic 6 Day Practical	

Development Stream Overview

Goals of Participation  
 Frequency of Participation  
 Level of Competition  
 Proficiency of players  
 Age of participants  
 Stage in the athletes development

Fun, Fitness, Fundamentals and performance on provincial level  
 2-4 times per week  
 Medium – regional to provincial rep level  
 Consolidating basic skills and tactics  
 Youth  
 Training to Train

**Development Stream Outcomes - the Development 1 program can be divided into several key program outcome areas – as shown in the chart.**

Analyzing Performance	Planning and Designing a Practice Session	Planning and Designing a Sport Program	Coaching at Practice	Program Management
<ul style="list-style-type: none"> <li>◆ Identification of the basic athletic abilities required to succeed in the game of hockey</li> <li>◆ Assess the level of the team relative to the basic skills and tactics needed for performance at the regional or provincial level</li> <li>◆ Identify appropriate corrective measures for players with regards to a specific skill of the game</li> <li>◆ Communicate the analysis of an athlete to the athlete</li> </ul>	<ul style="list-style-type: none"> <li>◆ Utilize the skills manuals to select appropriate skill and drill progressions</li> <li>◆ Identify risk factors and create an EAP for the team</li> <li>◆ Set an appropriate structure for practice including good use of time, space and equipment</li> <li>◆ Identify suitable objectives for each practice</li> <li>◆ Understand the basic principles of drill design</li> <li>◆ Understand the key technical skills, individual and team tactics in the game of hockey</li> </ul>	<ul style="list-style-type: none"> <li>◆ Understand the purpose of a seasonal plan and the components of that plan</li> <li>◆ Be able to design a basic seasonal plan for a team at the rep level for a 6 month season</li> <li>◆ Work with the athletes to set and monitor success indicators</li> </ul>	<ul style="list-style-type: none"> <li>◆ Verify that the facilities are safe</li> <li>◆ Deliver one practice aimed at improving a specific skill or tactic in a way that is consistent with the current skills of the athlete</li> <li>◆ Be able to adapt an activity to the skills of a particular group</li> <li>◆ Apply basis teaching principles for demo and explanation</li> <li>◆ Provide feedback relative to performance</li> <li>◆ Use appropriate communication techniques to increase individual self esteem and team harmony</li> </ul>	<ul style="list-style-type: none"> <li>◆ Use appropriate communication strategies to build the team goals and guiding principles in consultation with players and parents</li> <li>◆ Provide logistical information about scheduled practices, games and meetings</li> <li>◆ Report to the athlete and/or the athletes parents the progress of the player through the program</li> </ul>

## *Sample Development Stream 1 Agenda*

Sat	8:00-8:30	Registration – CBET Introduction	0.5	
	8:30-9:30	Team Building, Meetings	1.0	
	9:30-12:00	Drill Design		
		Skill Pyramid		
		Progressions		
		Safety		
		Athletic Skills		
	Seasonal Plan	2.5		
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	12:00-1:00	Lunch		
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	1:00-2:00	<b><i>Ice – Practice – delivered by participants</i></b>	1.0	
	2:15-3:00	Practice Debriefing		
		Plan Practice for Model Practice for Skill Teaching	1.0	
	3:00-4:00	<b><i>On Ice – Model Practice – Teaching Skills, Body Checking, Stick Checks, etc.</i></b>	1.0	
	4:00-5:30	Individual Skills and Skill Analysis	1.5	
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Sun	9:00-10:30	Individual and Team Tactics	1.5	
	10:30-11:00	Goaltending	0.5	
	11:00-12:00	Transition for Games to Practice	1.0	
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	12:00-1:00	Lunch Break		
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	1:00-1:30	<b><i>Ice – Progression leading to Individual Def. Tactics</i></b>	0.5	
	1:30-2:00	<b><i>Ice – Progression leading to Individual Off. Tactics</i></b>	0.5	
	2:00-2:30	<b><i>Ice – Progression leading to Team Def. Tactics</i></b>	0.5	
	2:30-3:00	<b><i>Ice – Progression leading to Team Off. Tactics</i></b>	0.5	

3:15-3:30 Practice Debriefing 0.5  
 \*\* Collection of Evaluations and trade for Certificates

3:30 \*\* Collection of Evaluations and trade for Certificates

### Development Stream

#### COMPARISON WITH CURRICULUM FROM OLD INTERMEDIATE PROGRAM

INTERMEDIATE 20 – 24 hr.	DEVELOPMENTAL- 1 16 hr.	DEVELOPMENTAL - 2 16 hr.
	Pre – Task (None)	Pre – Task 2 hr.
<b>I. ENVIRONMENTAL INFLUENCES</b>	<b>1. COMMUNICATION</b>	<b>1. COMMUNICATION</b>
Demonstrate Leadership-B	Communication Philosophy EMAP Build Confidence – A Teambuilding Meeting – A Mid-Season Evaluation Growth and Development	Sport Psychology - Build Confidence – B - Visualization & Parking
<b>II. COACHING SKILLS</b>	<b>2A. TRAINING ENVIRONMENT CONDUCT PRACTICE</b>	<b>2A. TRAINING ENVIRONMENT CONDUCT PRACTICE</b>
Communicate with Parents, Referees, Staff & Admin. Growth & Development – A Build Athlete Self Esteem Re-Design Yearly Plan – A Analyse Skills - A	Analyze Individual Skills Design & Conduct a Drill Design Drill Progressions	Analyze Skills with Tactics Design Drill Progressions

<b>III. TECHNICAL SKILLS</b>	<b>2B. TRAINING ENVIRONMENT PRACTICE PLANNING</b>	<b>2B. TRAINING ENVIRONMENT PRACTICE PLANNING</b>
Manage Injuries Teach Goaltending – A Individual Tactics – A Team Tactics Player Selection Off – Ice Training – A Drills	Design Yearly Plan Goaltending – A Link Individual Skills with Individual Tactics Link Skills & Tactics with Thinking Transition Game to Practice 2 - Player Team Tactics Plan & Conduct a Practice	Goaltending – B Individual Tactics – B 3-5 Player Team Tactics Team Systems / Strategy Fitness & Nutrition Plan & Conduct Practice-B
	<b>3. GAME ENVIRONMENT</b>	<b>3. GAME DAY ENVIRONMENT</b>
	Rules Game Analysis	Use of Pre-Scouting Bench Management
	Workbook 4 hr.	Workbook 4 hr.