



NATIONAL COACHING CERTIFICATION PROGRAM

OPERATIONS MANUAL



National
Coaching
Certification
Program

PARTNERS IN COACH EDUCATION

The National Coaching Certification Program is a collaborative program of the Government of Canada, provincial/territorial governments, national/provincial/territorial sport organizations, and the Coaching Association of Canada.



Coaching Association of Canada
Association canadienne des entraîneurs



The programs of this organization are funded in part by the Government of Canada.



TABLE OF CONTENTS

TABLE OF CONTENTS

1	Introduction	5
1.1	Purpose of this Document.....	5
1.2	Version Control	5
2	Wrestling Canada Lutte	6
2.1	Mission, Vision, and Values	6
2.2	Partners in Coach Education	6
2.3	Long-Term Development (LTD)	9
2.4	Participant Development Model (PDM).....	10
2.5	Wrestling Technical-Tactical Gold Medal Profile	10
2.6	Coach Development model (CDM)	12
3	The NCCP Model	13
3.1	Training vs. Certification.....	14
3.2	Wrestling Specific Contexts & Training	14
3.3	NCCP Coaching Certification Requirements for WCL Sanctioned Events	23
3.4	Safe Sport & Responsible Coaching Movement.....	24
3.5	Multi-Sport Training.....	26
4	Evaluation & Certification.....	27
4.1	Objectives	27
4.2	Principles of Evaluation in the NCCP	27
4.3	Outcomes, Criteria, and Evidence	27
4.4	Evaluating Coaches in the NCCP	29
4.5	Certification Standard	30
4.6	NCCP Database (the Locker)	30
4.7	Administration & Logistics of Evaluation	30
4.8	Recommended Timelines for Delivery of Evaluation	32
4.9	Recognition of Coach Competence	34
4.10	Transfer of Qualifications from NCCP Levels	35
5	Coach Developers	38
5.1	Learning Facilitator	39
5.2	Coach Evaluator	39

TABLE OF CONTENTS

5.3	Master Coach Developer	41
5.4	Identification & Selection of Coach Developers	41
6	Administration / Business Model.....	43
6.1	NCCP Materials	43
6.2	Communication	43
6.3	The Locker (the NCCP Database)	44
6.4	Fee Structure, Payment, and Honorarium	45
6.5	Maintenance of Certification & Professional Development	46
6.6	Wrestling Required PD Points	47
6.7	Non-NCCP Professional Development Points Guidelines	49
6.8	Wrestling Specific PD Modules	50
6.9	Quality Control	50
6.10	Minimum Age Restrictions	51
7	Tools.....	52
7.1	NCCP Code of Ethics.....	52
7.2	NCCP Coach Developer Code of Conduct	54
7.3	Template for Feedback Form.....	56

The Collection, Use, and Disclosure of Personal Information

The Coaching Association of Canada collects your NCCP qualifications and personal information and shares it with all NCCP partners according to the privacy policy detailed at www.coach.ca. By participating in the NCCP you are providing consent for your information to be gathered and shared as detailed in the privacy policy. If you have any questions or would like to abstain from participating in the NCCP please contact coach@coach.ca.

As an NCCP partner, Wrestling Canada Lutte accesses the coaching information maintained by the Coaching Association of Canada for the purposes of communications with trained and certified coaches & coach developers and tracking of coach & coach developer training and certification activities consistent with the Coaching Association of Canada's and Wrestling Canada Lutte's privacy policies. For additional questions regarding Wrestling Canada Lutte's management of coaching information please direct your questions via email to info@wrestling.ca.

INTRODUCTION

1 INTRODUCTION

1.1 PURPOSE OF THIS DOCUMENT

The National Coaching Certification Program (NCCP), launched in 1974 and delivered in partnership with the government of Canada, provincial/territorial governments, and national/provincial/territorial sport organizations, gives coaches the confidence to succeed.

The Coaching Association of Canada (CAC) works with over 65 different National Sport Organizations, including Wrestling Canada Lutte (WCL), across Canada in the development of sport specific NCCP training. Currently, there are over 850 workshops available at every level of sport – from 3-hour online introductory workshops for beginner coaches, to weekend workshops for intermediate coaches, to intensive two-year training programs for advanced coaches.

This *Wrestling Canada Lutte NCCP Operations Manual* contains guidelines and procedures for successful implementation of the NCCP. It is not intended to replace the *NCCP Policies and Implementation Standards*, nor does it serve as development guidelines.

1.2 VERSION CONTROL

The following outlines the version history of this document and identifies any notable changes.

Revision Date	Revisions
November 17, 2020	Original document

WRESTLING CANADA LUTTE

2 WRESTLING CANADA LUTTE

2.1 MISSION, VISION, AND VALUES

WCL is the national sport governing body for Olympic style wrestling in Canada and serves several stakeholders to further its mission. The organization is committed to working in closer alignment with its provincial and territorial partners to deliver world-class programs and services to athletes, coaches, and officials. WCL recognizes the significant contribution that the secondary and post-secondary school systems make to the growth of the sport and will continue to strengthen the relationship it has with these academic institutions.

For further information on WCL, please visit: <https://www.wrestling.ca>

Mission

In cooperation with our members and partners, WCL provides leadership and support to athletes, coaches, officials and support staff in the pursuit of national and international podium success.

Vision

To be a leading wrestling nation through the growth and development of wrestling in Canada and through consistent international podium success.

Values

Passion:

- We instill the love of wrestling in everything we do
- We go the extra distance

Integrity:

- We are accountable for our actions
- We stand up for what we believe in

Excellence:

- We strive for continuous improvement
- We compete to win

Respect:

- We embrace and accept our individual differences
- We show consideration for one another

2.2 PARTNERS IN COACH EDUCATION

The Coaching Association of Canada (CAC), the Provincial/Territorial Coaching Representatives (PTCRs), the National Sport Organizations (NSOs), Provincial/Territorial Sport Organizations (PTSOs) and the federal-provincial/territorial governments are individually and collectively responsible to:

- Ensures that the NCCP and other coaching and sport leader development programs contribute to a safe and ethical sport experience in all contexts of participation;
- Ensures that the programs integrate into the Canadian Sport for Life framework and follow the principles of Long-Term Development (LTD);

WRESTLING CANADA LUTTE

- Ensures that coaching and sport leader development programs are available in both French and English;
- Uses best efforts to make the program accessible to all, including traditionally underrepresented and/or marginalized populations as referenced in the Canadian Sport Policy and the Federal-Provincial/Territorial Priorities for Collaborative Action;
- Endorses the value of competent coaches and support, along with other stakeholders, higher standards of coaching competencies and working conditions/environments for coaches;
- Actively participates in the resolution of any differences that put the integrity and continuity of the NCCP at risk.

Coaching Association of Canada (CAC)

The [Coaching Association of Canada](#) unites stakeholders and partners in its commitment to raising the skills and stature of coaches, and ultimately expanding their reach and influence. Through its programs, the CAC empowers coaches with knowledge and skills, promotes ethics, fosters positive attitudes, builds competence, and increases the credibility and recognition of coaches.

Provincial/Territorial Coaching Representatives (PTCRs)

The Provincial / Territorial Coaching Representatives provide leadership, development, and support in delivering the NCCP.

- Alberta: [Alberta Sport Connection](#)
- British Columbia: [ViaSport BC](#)
- Manitoba: [Coaching Manitoba](#)
- New Brunswick: [Coach NB](#)
- Newfoundland and Labrador: [Sport Newfoundland and Labrador](#)
- Northwest Territories: [Sport North Federation](#)
- Nova Scotia: [Coach Nova Scotia](#)
- Nunavut: [Sport and Recreation Division](#)
- Ontario: [Coaches Association of Ontario](#)
- Prince Edward Island: [Sport PEI](#)
- Quebec: [SportsQuébec](#)
- Saskatchewan: [Coaches Association of Saskatchewan](#)
- Yukon: [Sport and Recreation, Department of Community Services, Government of Yukon](#)

National Sport Organization (NSO)

[Wrestling Canada Lutte](#) (WCL) is responsible for providing national leadership for the development, administration, maintenance and updating of coach training and development activities under the auspices of the NCCP. Technical expertise and guidance to WCL staff is provided through WCL's [Coach Education & Development Advisory Committee \(CEDAC\)](#). This includes:

WRESTLING CANADA LUTTE

- NCCP program design, definition and national certification standards, published through this WCL NCCP Operations Manual;
- NCCP program administration;
- WCL is the sanctioning authority for all wrestling specific NCCP activity and delivery (ie. all wrestling specific event forms must be approved by WCL prior to CAC approval);
- Collaboration with Provincial/Territorial wrestling organizations to ensure consistent access to coach training and evaluation;
- Monitoring and ensuring the quality of delivery of sport specific training;
- Competition Development coach training and evaluation delivery

Provincial/Territorial Sport Organizations (PTSOs)

With regards to the NCCP, the Provincial/Territorial wrestling organizations are primarily responsible for ensuring access to training and evaluation for coaches within their province/territory.

- Alberta: [Alberta Amateur Wrestling Association](#)
- British Columbia: [British Columbia Wrestling Association](#)
- Manitoba: [Manitoba Amateur Wrestling Association](#)
- New Brunswick: [Lutte New Brunswick Wrestling](#)
- Newfoundland & Labrador: [Newfoundland & Labrador Amateur Wrestling Association](#)
- Northwest Territories: Northwest Territories Wrestling Association
- Nova Scotia: [Wrestling Nova Scotia](#)
- Nunavut: Nunavut Wrestling
- Ontario: [Ontario Amateur Wrestling Association](#)
- Prince Edward Island: [Wrestling PEI](#)
- Quebec: [Fédération de Lutte Olympique du Québec](#)
- Saskatchewan: [Saskatchewan Wrestling](#)
- Yukon: Wrestling Association of the Yukon

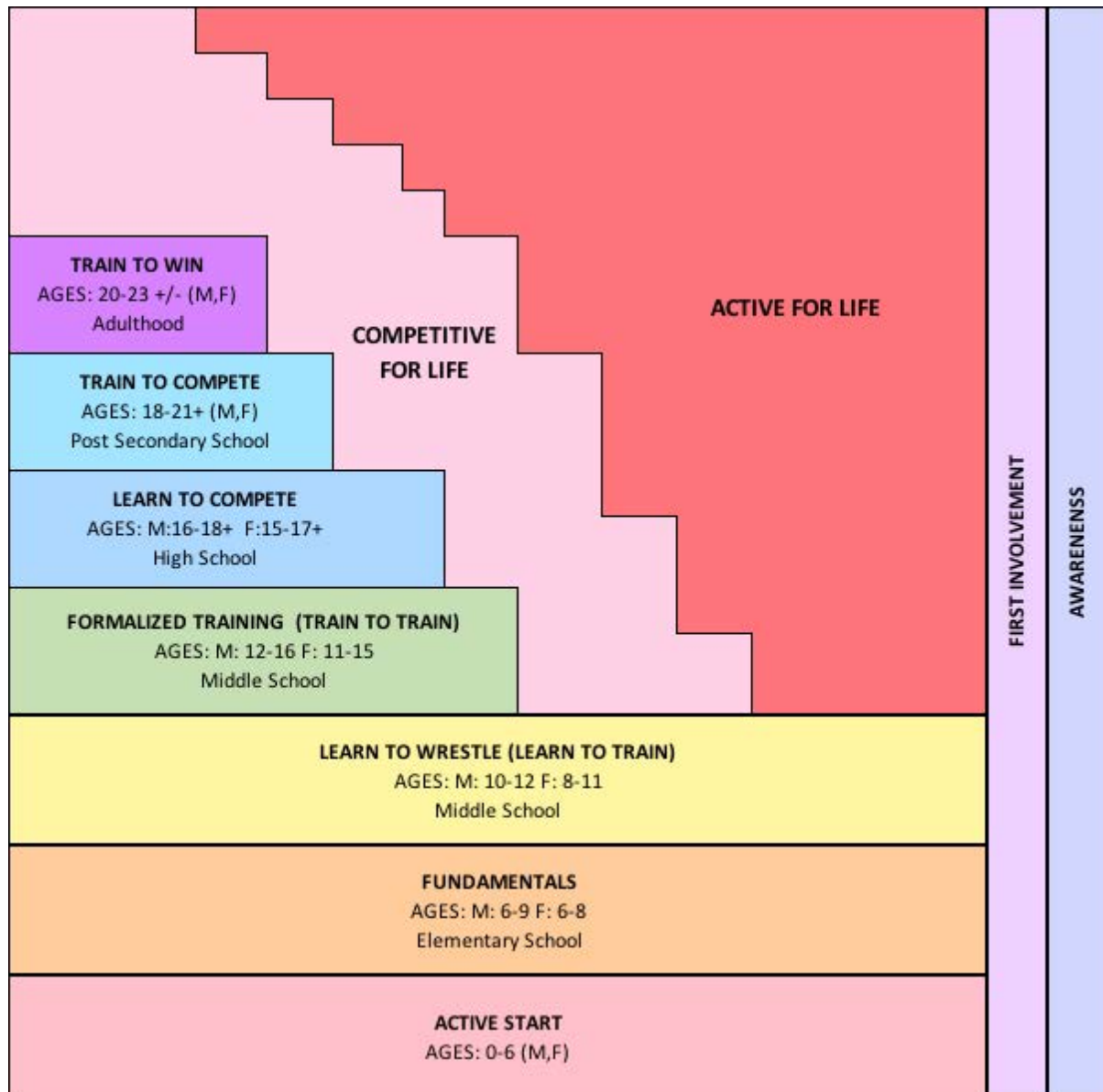
This may be achieved by organizing activities within their province/territory or by assisting coaches to travel to other provinces/territories for the required training and evaluation opportunities.

More specifically:

- The P/TSOs will be responsible for Community Sport and Competition Introduction NCCP delivery at the local and provincial level. *Please refer to each specific section to note delivery considerations during COVID.
- P/TSO approval must be given for any NCCP activities conducted within the province.
- P/TSOs will be responsible for scheduling and posting course information to The Locker.
- P/TSOs will be responsible for ensuring that events are entered into The Locker upon completion.
- All wrestling specific event forms at the provincial and local level must be approved by the P/TSO prior to WCL and CAC approval.

WRESTLING CANADA LUTTE

2.3 LONG-TERM DEVELOPMENT (LTD)



WCL's Long-Term Development model provides a framework for developmentally appropriate training and competition for athletes and participants of all ages and stages of development. The LTD model is based on the framework developed by [Sport for Life](#), which has been adopted across Canada by all of the National Sport Organizations.

WCL has aligned its Coaching Programs and NCCP Certifications with the LTD principles and stages of development. WCL continues to refine and improve its LTD alignment and reviews the information and recommendations within the LTD based on the ever-changing sport environment.

WRESTLING CANADA LUTTE

When successfully implementing the LTD model, it will lead wrestlers to be better and more skillful, and a thriving sport support by quality coaches, officials and volunteers at all levels in Canada.

For more detail on the WCL LTD model and other LTD resources, please visit our website at: <https://wrestling.ca/programs/long-term-athlete-development>.

Coaches can read about LTD to better understand the stages of participant development and the types of activities relevant to each. Please visit: http://coach.ca/sites/default/files/2020-02/CAC_7516A_11_LTAD_English_Brochure_FINAL.pdf.

For more information on LTD in Sport and Physical Activity 3.0, please visit: <https://sportforlife.ca/portfolio-view/long-term-development-in-sport-and-physical-activity-3-0/>

2.4 PARTICIPANT DEVELOPMENT MODEL (PDM)

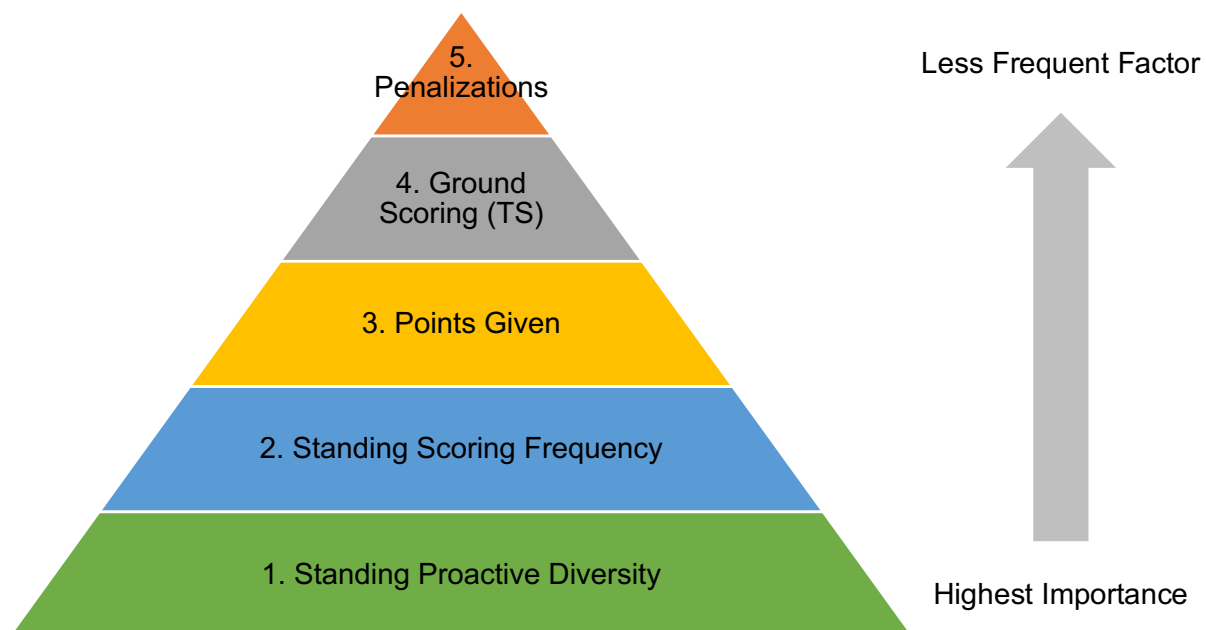
AGE GROUP (age on December 31 st)	LTD STAGE	ENTRY POINT	DEVELOPMENT	COMPETITION
Novice (9-10) Kids (11-12)	Fundamentals & Learn to Wrestle			
Bantam / *U15 (13-14)	Formalized Training			
U17 (15-16)	Formalized Training Learn to Compete			
*Cadet (16-17)	Formalized Training Learn to Compete			
U19 (17-18)	Train to Compete			
*Junior (18-20)	Train to Compete Train to Win			
*U23 (19-23) *Senior (20+)	Train to Win			

*International age categories

2.5 WRESTLING TECHNICAL-TACTICAL GOLD MEDAL PROFILE

Gold Medal Profile (GMP)¹ is the collection of skills and attributes that underpin the performance of an athlete capable of stepping onto the Olympic, Paralympic or Senior World Championship podium. The GMP is based on validated metrics with clear benchmarks for each of the skills and attributes, scaled according to the stage the athlete is at along the Podium Pathway. The GMP is the excellence reference point for all the stage-based profiles in the LTD Framework.

Technical-Tactical Performance Key Metrics



1. **Standing Proactive Diversity** – How many different combinations of tie-ups, proactive set-ups and techniques the wrestler can successfully use to score.
2. **Standing Scoring Frequency** – How often the wrestler can score 2 technical points in the standing position.
3. **Points Given** – How often the wrestler gave up 2 technical points (the lower the value, the better).
4. **Ground Scoring** – How many times the wrestler scored when s/he was on top.
5. **Penalizations Given** – How many points the wrestler gave up due to penalizations (the lower the value, the better).

¹ <https://www.canada.ca/en/canadian-heritage/services/sport-policies-acts-regulations/high-performance-strategy.html>

WRESTLING CANADA LUTTE

2.6 COACH DEVELOPMENT MODEL (CDM)

Based on WCL's CDM, coach education will be developed in 4 coaching streams:

- Wrestling Community Sport
- Wrestling Competition Introduction
- Wrestling Competition Development
- Wrestling High Performance (to be developed)

AGE GROUP (age on December 31 st)	LTD STAGE	COMMUNITY COACH	SPORT COACH	CLUB COACH	PERFORMANCE COACH	HP COACH
Novice (9-10) Kids (11-12)	Fundamentals & Learn to Wrestle					
Bantam / *U15 (13-14)	Formalized Training					
U17 (15-16)	Formalized Training Learn to Compete					
*Cadet (16-17)	Formalized Training Learn to Compete					
U19 (17-18)	Train to Compete					
*Junior (18-20)	Train to Compete Train to Win					
*U23 (19-23) *Senior (20+)	Train to Win					

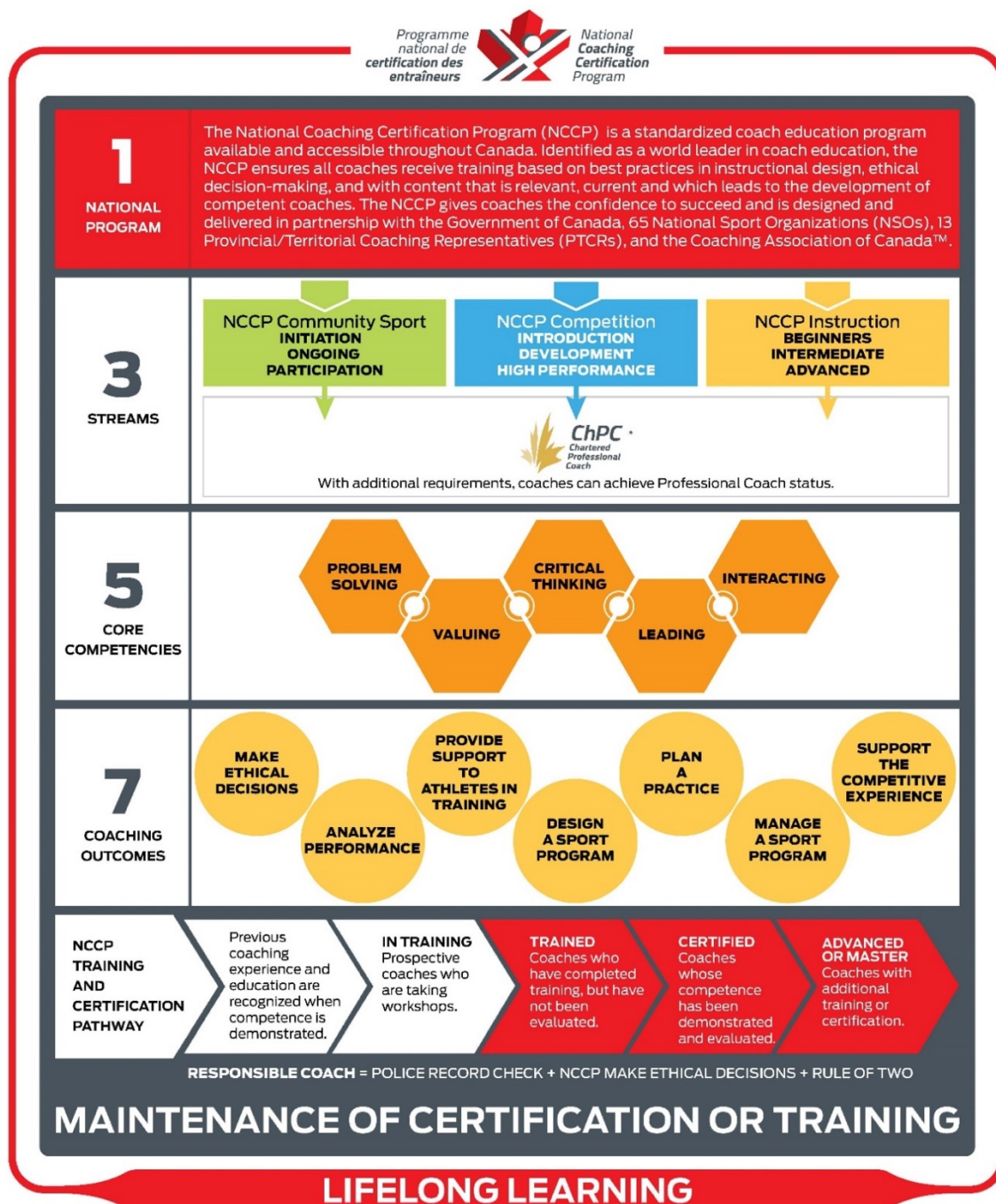
*International age categories

Notes:

- A green circle denotes an entry point for new coaches, where they can start working with athletes and following the wrestling coach pathway; and
- A red circle indicates that this person has already taken some coach training and/or has experience working in a wrestling program.

THE NCCP MODEL

3 THE NCCP MODEL



* The Coaching Association of Canada grants the official designation of Chartered Professional Coach (ChPC) to those who have demonstrated their competence as NCCP certified coaches who value the technical and ethical standards of the profession.



THE NCCP MODEL

3.1 TRAINING VS. CERTIFICATION

The NCCP model distinguishes between training and certification. Coaches can participate in training opportunities to acquire or refine the skills and knowledge required for a particular coaching context (i.e. Competition – Introduction) as defined by the sport and be considered “trained”.

To become “certified” in a coaching context, coaches must be evaluated on their demonstrated ability to perform within that context in areas such as program design, practice planning, performance analysis, program management, ethical coaching, support to participants during training, and support to participants in competition.

Certified coaches enjoy the credibility of the sporting community and of the athletes they coach because they have been observed and evaluated “doing” what is required of them as a competent coach in their sport. They are recognized as meeting or exceeding the high standards embraced by more than 65 national sport organizations in Canada fostering confidence at all levels of sport, certification is a benefit shared by parents, athletes, sport organizations, and our communities. NCCP coaches are described as follows:

- ☐ **In Training** – when they have completed some of the required training for a context;
- ☐ **Trained** – when they have completed all required training for a context;
- ☐ **Certified** – when they have completed all evaluation requirements for a context.

For more information please visit: <https://coach.ca/lifelong-learning-definitions>.

3.2 WRESTLING SPECIFIC CONTEXTS & TRAINING

The CAC works with over 65 different National Sport Organizations, including WCL, across Canada in the development of sport-specific NCCP training. Currently, there are over 850 workshops available at every level of sport – from 3-hour online introductory workshops for beginner coaches, to weekend workshops for intermediate coaches, to intensive two-year training programs for advanced coaches.

For more information on programs offered in Wrestling by WCL and its provincial/territorial branches please visit: <https://wrestling.ca/coaches/coach-training>.



COMMUNITY SPORT COACH

You may already coach at the community level or you’re thinking about coaching. Often, you’re a parent whose child is involved in sport, or a volunteer who works with participants of all ages that are new to a sport.

For more information please visit: <https://coach.ca/nccp-streams-and-contexts>.

THE NCCP MODEL

Wrestling Community Coach

The Wrestling Community Coach program is aimed at coaches/teachers who have little or no wrestling experience and are conducting programs for elementary school and municipal recreation programs. The objective of the program is on basic wrestling skills and knowledge, with a focus on safety and fun. The coach will learn some basic instructional drills and units.

More specifically:

- Identifying Participants and Their Sport Needs
- Ethical Coaching
- Learning the Rules
- Two (2) Practice Coaching Sessions
- Practice Planning
- Task of The Community Coach
- Developing a Game Plan

*COVID Considerations: Please note that during COVID and until further notice, Community Sport is not being delivered.

STREAM	CONTEXT	PROGRESSION	CATEGORY	OFFERED BY	MODULES
Community Sport	Wrestling Community Coach	Recommended	Multi-Sport	PTCR	*Make Ethical Decisions (MED) Training / and / or Online Evaluation
			Multi-Sport	PTCR	Active Start
			Multi-Sport	CAC	*Making Head Way
			General	Various	First Aid
			Safe Sport	Canadian Centre for Child Protection	Commit to Kids for Coaches
			Safe Sport	Respect Group	Respect in Sport for Activity Leaders
			Safe Sport	CAC	*Safe Sport Training
			Safe Sport	Various	*Screening
		Trained	Wrestling Specific	PTSO	Kids Wrestling

Athlete ages: 6 to 12

LTD Stages: FUNdamentals & Learn to Wrestle

Prepares coaches to coach: Basic wrestling skills and safety

Status upon successful completion: "TRAINED" Wrestling Community Coach

*required for all WCL sanctioned activities

THE NCCP MODEL



COMPETITION COACH

Coaches in the Competition stream usually have previous coaching experience. They tend to work with athletes over the long term to improve performance, often in preparation for provincial, national, and international competitions.

There are three levels of workshops for competition coaches that reflect the stages of athlete development: Introduction, Development, and High Performance.

- ❑ The **Competition – Introduction** context is designed for coaches of athletes moving from the FUNdamentals to the Learn to Train and Train to Train stages of long-term development.
- ❑ The **Competition – Development** context is designed for coaches of athletes ranging from the Train to Train to the Train to Compete stages of long-term development.
- ❑ The **Competition – High performance** context is typically reserved coaches of athletes in the Train to Win stage of long-term development although there is the possibility of some phasing in of a Train to Compete athlete into the High Performance level because of the fluidity of the stages of long-term development. Coaches in this stream require specific skills and abilities in order to meet the needs of their athletes.

For more information please visit: <https://coach.ca/nccp-streams-and-contexts>.

Competition Introduction Part A (Wrestling Sport Coach) & Part B (Wrestling Club Coach)

The Sport and Club Coach program is targeted at coaches who run secondary school programs or are involved with competitive club programs that work with athletes in the Bantam, Cadet and U17 / U19 age groups. Coaches in this context will normally be working with athletes competing at the Regional and Provincial levels, as well as athletes who may compete at the U17 / U19 Canadian Championships and Canada Games. Coaches in this context will typically be working with athletes for 16-28 weeks a year and/or 3-5 sessions a week. A coach taking this program should have a solid foundation of wrestling knowledge and be actively coaching athletes at competitions.

Competition Introduction is delivered by PTSOs in two parts (A & B) which includes multi-sport training integrated with wrestling specific content.

*COVID Considerations: Please note that during COVID and until further notice, Sport Coach (Part A) and Club Coach (Part B) is being delivered by WCL through a series of online pilots. Please visit the WCL website to indicate your interest in registering for an upcoming pilot.

THE NCCP MODEL

Wrestling Sport Coach (Part A) Modules:

Introduction to Coaching – as result of this module coaches will be able to:

- Understand and follow the NCCP programs and the philosophy.

Planning a Practice – as result of this module coaches will be able to:

- View the practice area for safety.
- Understand the progression in a written practice from introduction to cool down.
- Address and understand areas to consider when developing a practice plan.
- Outline a program structure based on training and competition opportunities following the principles of the LTAD.
- Develop a program reflecting on the athlete's abilities based on their developmental age and gender.
- Develop practice plans appropriate for the time in the season and the athlete's stage of development.

Technical and Tactical – As a result of this module coaches will be able to:

- Conduct a wrestling practice focusing on fun and engagement while introducing basic Technical and Tactical performance training under safe conditions.
- Coach both Standing and Par Ter technique using analyzed methods.
- Conduct practices utilizing good time management strategies while addressing the various needs of athletes.

Wrestling Club Coach (Part B) Modules:

Teaching and Learning– as result of this module coaches will be able to:

- Gain an understanding of the coach's motivation, knowledge and behaviour.
- Understanding that teaching is a foundation of learning
- Developing Learning Tools (Explanations, demonstrations, drills, media, peer teaching, experiential learning, teaching games for understanding, play)
- The importance of maintaining a challenge zone for the athlete.
- Gain a grasp of the intervention cycle and types of interventions

Basic Mental Skills – as result of this module coaches will be able to:

- Identifying signs of and managing focus, attentional control, managing distractions, and stress.
- Assist their athletes in setting SMART goals involving both process and outcome goals
- Incorporate mental skill development into all parts of their practice plans

Design of a Program (Seasonal Planning) – as result of this module coaches will be able to:

- Identify length, appropriate competitions and periods in a YTP.
- Appropriate Analysis of number of practices and competitions for athletes in the program.
- Reflect upon major orientation of a program competing locally, regionally, as part of long-term development.

THE NCCP MODEL

Technical and Tactical – As a result of this module coaches will be able to:

- Conduct practices which meets the needs of the athletes focusing on further Technical and Tactical development.
- Focus on more advanced and refined Technical and Tactical in both standing and Par Ter positions for competitions.
- Conduct practices meeting the needs of athletes learning styles and understand progressions regarding to the overall training environment.

Once the recommended and required training is completed for Part A (Wrestling Sport Coach), coaches will achieve “trained” status. In order to achieve “certified” status, coaches need to complete all required evaluation components (see section 4.4 and 4.8).

Athlete ages: 11 to 18

LTAD Stages: Formalized Training & Early Training to Compete

Prepares coaches to coach: Competitive wrestling programs with athletes actively engaged in competition at the Bantam, Cadet and U17 / U19 age groups

Status upon successful completion:

“TRAINED” Wrestling Sport Coach (upon completion of Competition Introduction Part A training)

“CERTIFIED” Wrestling Club Coach (upon completion of Competition Introduction Part B training & evaluation)

*NOTE: Certified coaches must complete 20 professional development (PD) points over a 5-year period in order to maintain their certification. Please refer to section 6.5 for more information on Maintenance of Certification.

THE NCCP MODEL

STREAM	CONTEXT	PROGRESSION	CATEGORY	OFFERED BY	MODULES
Competition Introduction	Sport Wrestling Coach (Comp Int Part A)	Recommended	Safe Sport	Canadian Centre for Childcare Protection	Commit to Kids for Coaches
		In Training	Multi-Sport	PTCR	Make Ethical Decisions (MED) Training
			Multi-Sport	CAC	Nutrition
			Multi-Sport	CAC	Emergency Action Plan
			Multi-Sport	WCL	+Introduction to Coaching
			Multi-Sport	PTCR	+Planning A Practice
			Wrestling Specific	WCL	+Technical & Tactical Part A
	Club Wrestling Coach (Comp Int Part B)	Trained	Multi-Sport	PTCR	Teaching and Learning
			Multi-Sport	PTCR	+Basic Mental Skills
			Multi-Sport	PTCR	+Design a Basic Program
			Wrestling Specific	WCL	+Technical & Tactical Part B
		Certified	Multi-Sport	CAC	MED Online Evaluation
			Wrestling Specific	WCL	Portfolio Evaluation
			Wrestling Specific	WCL	Practice Evaluation
		*Safe Sport Requirements	Multi-Sport	CAC	Making Head Way
			Safe Sport	CAC	Safe Sport Training
			Safe Sport	Various	Screening

+ Changes as part of WCL's pilot project for online delivery during COVID

*required for all WCL sanctioned activities

THE NCCP MODEL

Competition Development – Wrestling Performance Coach

The Wrestling Performance Coach program is for coaches who are working in the post-secondary education system and/or involved with a nationally focused competitive club program. Coaches in this context will be working with athletes competing at the national level in the Junior and Senior categories. It is targeted to coaches working with athletes competing at events like U SPORTS Championships, Canadian Championships and athletes on the Junior and Senior National Teams.

Coaches in this context are coaching year-round or near year-round, typically 32 or more weeks of the year and 5 or more sessions a week. A coach in this program should be actively working with Train to Compete athletes and should have already produced top competitors at the Regional and Provincial level.

Competition Development training includes multi-sport training, offered by the CAC, as well as wrestling specific training content, delivered by WCL.

Required CAC multi-sport training includes:

- Managing Conflict
- Manage a Sport Program
- Leading Drug Free Sport
- Coaching and Leading Effectively
- Developing Athletic Abilities*
- Prevention & Recovery
- Psychology of Performance*
- Performance Planning*
- Advanced Practice Planning*

*The completion of these modules is mandatory prior to taking wrestling specific training.

Wrestling specific training includes the following modules:

1. **Analyze Technical and Tactical Performance** - as a result of this module coaches will be able to:
 - Analyze technical and tactical performance for factors that influence performance.
 - Observe and define Key Performance Factors (KPFs) that affect technical and tactical performance
 - Analyze technical and tactical performance by applying the principles of motion to detect and correct Key Performance Factors
 - Use technology to assist in analyzing technical and tactical performance
 - Identify strategies to monitor and evaluate technical and tactical performance
 - Implement and assess the effectiveness of corrections
 - Align intervention plans based on analysis with WCL's Gold Medal Profile

THE NCCP MODEL

2. **Basic Motor Learning Concepts and the Practice environment** - as a result of this module coaches will be able to:

- Develop best practices to enhance decision making skills for performance by using cues in the wrestling environment.
- Develop best practices to enhance skill development in variable settings to align with competition like settings.
- Develop tactical plans using tools developed by WCL related to performance analysis.
- Apply motivation theory to the practice setting (Self Determinism Theory), knowledge expanded from the Multi-Sport module Basic Mental Skills and Advanced Psychology of Performance.

3. **Nutrition and Performance** – as a result of this module coaches will be able to:

- Implement suitable nutrition plans to help athletes get the most of their training while meeting health and wellness needs
- Implement suitable nutrition plans for weight management
- Implement suitable nutrition plans for the day of competition

4. **The Yearly Training Plan** - as a result of this module coaches will be able to:

- Understand the main principles behind block periodization and its usefulness for the sport of wrestling
- Design a basic block periodization yearly training plan for a specific wrestler or group of wrestlers at the performance level of development using new knowledge gained and previous knowledge from the multi-sport module “Performance Planning”.
- Integrate Mental Skills Training into the Yearly Training Plan, extending the knowledge gained from the multi-sport module “Advanced Psychology of Performance”.

Once the recommended and required training is completed, coaches will achieve “trained” status. In order to achieve “certified” status, coaches need to complete all required evaluation components (see section 4.4 and 4.8).

Athlete ages: 18 and above

LTAD Stages: Train to Compete

Prepares coaches to coach: Competitive wrestling programs with athletes actively engaged in competition at the Junior and Senior categories.

Status upon successful completion:

“TRAINED” Wrestling Performance Coach (upon completion of training)

“CERTIFIED” Wrestling Performance Coach (upon completion of evaluation)

*NOTE: Certified coaches must complete 30 professional development (PD) points over a 5-year period in order to maintain their certification. Please refer to section 6.5 for more information on Maintenance of Certification.

THE NCCP MODEL

STREAM	CONTEXT	PROGRESSION	CATEGORY	OFFERED BY	MODULES
Competition Development	Performance Wrestling Coach	Pre-Requisite			Competition Introduction Certified
		Trained	Multi-Sport	PTCR	Managing Conflict
			Multi-Sport	PTCR	Manage A Sport Program
			Multi-Sport	PTCR	Leading Drug Free Sport
			Multi-Sport	PTCR	Coaching & Leading Effectively
			Multi-Sport	PTCR	<i>+Developing Athletic Abilities</i>
			Multi-Sport	PTCR	Prevention & Recovery
			Multi-Sport	PTCR	<i>+Psychology of Performance</i>
			Multi-Sport	PTCR	<i>+Performance Planning</i>
			Multi-Sport	PTCR	<i>+Advanced Practice Planning</i>
			Wrestling Specific	WCL	Analyse Technical & Tactical Performance
			Wrestling Specific	WCL	Basic Motor Learning Concepts & the Practice Environment
			Wrestling Specific	WCL	Nutrition & Performance
			Wrestling Specific	WCL	The Yearly Training Plan
		Certified	Multi-Sport	CAC	MED Online Evaluation
			Multi-Sport	CAC	Leading Drug Free Sport Online Evaluation
			Multi-Sport	CAC	Managing Conflict Online Evaluation
			Wrestling Specific	WCL	Portfolio Evaluation
			Wrestling Specific	WCL	Practice Evaluation
			Wrestling Specific	WCL	Tournament Evaluation
		*Safe Sport Requirements	Multi-Sport	CAC	Making Head Way
			Safe Sport	CAC	Safe Sport Training
			Safe Sport	Various	Screening

THE NCCP MODEL

+completion is mandatory prior to wrestling specific training

*required for all WCL sanctioned activities

Competition High Performance – Wrestling High Performance Coach

The Competition High Performance context is typically reserved coaches of athletes in the Train to Win stage of long-term development although there is the possibility of some phasing in of a Train to Compete athlete into the High Performance level because of the fluidity of the stages of long-term development. Coaches in this stream require specific skills and abilities in order to meet the needs of their athletes. This context is not currently available.

For more information please visit: <https://coach.ca/nccp-streams-and-contexts>.

Additional Training

Module / Course	Offered By	Status Achieved on Completion
Advanced Coaching Diploma (ACD)	COPSI Network (must be endorsed by WCL)	Advanced Coaching Diploma (ACD)
UWW Coach Education	United World Wrestling (must be endorsed by WCL)	TBD
WCL sport specific modules to be developed in the future	WCL	TBD

3.3 NCCP COACHING CERTIFICATION REQUIREMENTS FOR WCL SANCTIONED EVENTS

Coaches must have the following elements recorded in their NCCP coach transcripts in order to be eligible to coach at the respective WCL sanctioned events:

U17 / U19 Canadian Championships

- Competition Introduction (Wrestling Club Coach) certification or higher (Level 4 or 5 certified)
- Safe Sport requirements

Junior / Senior Canadian Championships

- Competition Development (Wrestling Performance Coach) certification or higher (Level 4 or 5 certified)
- *Exemptions in place for 2021
- Safe Sport requirements

THE NCCP MODEL

Coaching on international tours / UWW Coach License

- Competition Development (Wrestling Performance Coach) certification or higher (Level 4 or 5 certified)
- Safe Sport requirements

3.4 **SAFE SPORT & RESPONSIBLE COACHING MOVEMENT**

WCL is committed to providing a safe sport environment for all its participants.

The Responsible Coaching Movement (RCM) is a call to action for sport organizations, parents and coaches to enact responsible coaching across Canada – on and off the field. WCL has taken the pledge to implement RCM and engage in specific safe sport training.

The three steps to responsible coaching include:

- Rule of Two
- Background Screening
- Ethics Training

Rule of Two

The goal of the Rule of Two is to ensure all interactions and communications are open, observable, and justifiable. Its purpose is to protect participants (especially minors) and coaches in potentially vulnerable situations by ensuring more than one adult is present. There may be exceptions in emergency situations.

Download the Rule of Two infographic:

<https://coach.ca/sites/default/files/2020-04/Rule%20of%20Two%20-%20Infographic%20%282020%29.pdf>

Download the Rule of Two in a Virtual Setting infographic:

https://coach.ca/sites/default/files/2020-05/Rule%20of%20Two%20in%20a%20Virtual%20Setting_EN_0.pdf

Background Screening

Background screening ensures that coaches meet the important requirements to coach athletes. Screening tools include comprehensive job postings, criminal record checks, interviews, and reference checks.

Please refer to WCL's Safe Sport Policy Manual (forthcoming) for more details.

THE NCCP MODEL

Safe Sport & Ethics Training

Ethics training prepares coaches to effectively handle situations that arise from ethical dilemmas or even legal challenges that concern individuals, teams, and their sports organizations.

Ethics training includes the NCCP Make Ethical Decisions (MED) and Safe Sport Training modules within the NCCP, as well as training in abuse and harassment prevention, such as Respect in Sport, which coaches can take before and during their coaching career.

Successfully completing the NCCP Make Ethical Decisions (MED) training equips coaches to handle ethical situations with confidence and surety. NCCP Make Ethical Decisions training helps coaches identify the legal, ethical, and moral implications of difficult situations that present themselves in the world of team and individual sport.

The Safe Sport Training Module aligns with the values of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS). It equips coaches, administrators and others to make decisions that promote athletes' physical and mental wellbeing and empowers sport organizations to foster a culture that contributes to athlete success.

Respect in Sport training empowers coaches and parents to recognize and prevent bullying, abuse, harassment and discrimination (BAHD).

For more information on the Responsible Coaching Movement, please visit:

<https://coach.ca/responsible-coaching-movement>

WCL Safe Sport Training Requirement for Coaches

WCL requires coaches to complete the following safe sport training / evaluation for all WCL sanctioned activities:

- Make Ethical Decisions Online Evaluation
- Making Head Way
- Safe Sport Training

Coaches receiving WCL coach funding grants and coaches sanctioned for international participation will also be required to complete the following training:

- Respect in Sport for Activity Leaders

NOTE: The above training is required to be completed at least once every 4 years. However, if the certification expires or the training program has been substantially updated to include new important information and resources, individuals will be required to undertake new training, as directed by WCL.

THE NCCP MODEL

Additional information on ALL safe sport requirements can be found in WCL's Safe Sport Policy Manual (forthcoming).

3.5 MULTI-SPORT TRAINING

WCL has integrated some of these modules into our own sport specific workshops (Community Sport & Competition Introduction) and in other instances (Competition Development) it is required that coaches take some of them separately through the Coaching Association of Canada's network of Provincial and Territorial Coaching Representatives.

The courses with an asterix (*) beside them are mandatory for the appropriate contexts. The multi-sport courses that require an online evaluation are noted with an exclamation (!).

All of these multi-sport modules can help you reach higher as a coach and can also be counted towards Maintenance of Certification.

For more information please visit <http://www.coach.ca/multi-sport-training-s15501>.

- Aboriginal Coaching Modules
- Advanced Practice Planning*
- Basic Mental Skills
- Coach Initiation in Sport
- Coaching and Leading Effectively*
- Coaching Athletes with a Disability
- Coaching in Secondary Schools
- Design a Basic Sports Program
- Developing Athletic Abilities*
- NCCP Emergency Action Plan
- Empower +
- Fundamental Movement Skills
- Leading Drug-Free Sport*!
- Make Ethical Decisions*!
- Making Head Way*
- Manage a Sport Program*
- Managing Conflict*!
- Mentorship
- Nutrition*
- Performance Planning*
- Planning a Practice
- Prevention and Recovery*
- Psychology of Performance*
- Resistance Training
- Safe Sport Training*
- Teaching and Learning*

EVALUATION & CERTIFICATION

4 EVALUATION & CERTIFICATION

4.1 OBJECTIVES

Evaluation in the National Coaching Certification Program (NCCP) is the process used to determine whether coaches meet NCCP coaching standards for certification. This process applies to all coaching contexts in the NCCP. While evaluation for certification is not required in the Community Sport stream for wrestling, sports in that stream may choose to certify coaches.

4.2 PRINCIPLES OF EVALUATION IN THE NCCP

- Outcomes are the foundation of the NCCP approach to evaluating and certifying coaches.
- Evaluation in the NCCP reflects the ethical coaching practices promoted in the Canadian sport system.
- Evaluation in the NCCP reflects the diversity among sports in a given context.
- Evaluation recognizes and respects individual coaching styles.
- Evaluation in the NCCP is evidence-based.
- The evidence in NCCP evaluations consists of observable coaching behaviour that is used to determine whether a coach meets a given criterion.
- The evidence in NCCP evaluations may come from several sources.
- Evidence demonstrated during an evaluation may not reflect all of the elements or objectives identified in training activities.
- Coaches are fully advised of the evidence that will be used to determine whether they meet a given criterion. This helps them achieve certification.
- Coaches seeking certification are evaluated by NCCP-trained and NCCP-accredited Coach Evaluators.

Additional Points

- Evaluation requirements, procedures, and methods are (1) administratively feasible, (2) professionally acceptable, (3) publicly credible, (4) legally defensible, (5) economically affordable, and (6) reasonably accessible.
- Evaluation is preceded by NCCP training or relevant experience.
- NCCP training activities prepare coaches to meet certification standards.

4.3 OUTCOMES, CRITERIA, AND EVIDENCE

Evaluation in the NCCP is based on a systematic approach to determining whether coaches meet NCCP standards. This approach has three key components:

- Outcomes
- Criteria
- Evidence

EVALUATION & CERTIFICATION

OUTCOMES: These are the overall tasks coaches must be able to perform

There are seven overall tasks that capture what coaches in the NCCP need to be able to do. These are called *NCCP outcomes*, and they are:

- Provide Support to Athletes in Training,
- Make Ethical Decisions
- Plan a Practice
- Analyze Performance
- Support the Competitive Experience
- Design a Sport Program
- Manage a Program

The outcomes that apply in a specific coaching situation depend on the coaching context. National Sport Organizations (NSOs) have the flexibility to add unique outcome(s) should the NCCP outcomes not fully capture coaching tasks in their sport. The quantity of outcomes being evaluated contributes to the NCCP minimum standard for evaluation.

CRITERIA: These are the components of an outcome that will be evaluated

Every outcome is associated with one or more criteria.

Criteria depend on the coaching context. For example, in the Community Sport-Initiation context, the outcome Provide Support to Athletes in Training has one criterion, but in the Competition-Introduction context, it has three criteria.

Criteria *may* be sport-specific. The quantity and quality of criteria associated with a particular outcome contribute to the NCCP minimum standard for evaluation.

EXAMPLE – *Provide Support to Athletes in Training Criteria:*

- *Community Sport – Initiation context: Lead participants in appropriate activities*
- *Competition – Introduction context: Implement an appropriately structured and organized practice*

EVIDENCE: This is what the Coach Evaluator must observe and measure to confirm that the candidate meets the NCCP standard for each criterion

All criteria are associated with one or more pieces of evidence. Evidence is what the coach actually does. It is *observable and measurable*.

The more evidence the Coach Evaluator must observe and measure, the more demanding the evaluation will be.

Evidence *may* be sport-specific. The quantity and quality of criteria associated with a particular outcome contribute to the NCCP minimum standard for evaluation.

Together with the outcomes and criteria, the evidence is used to determine the NCCP minimum standard for evaluation.

EXAMPLE – *Competition-Introduction Criterion and Evidence for the Provide Support to Athletes in Training Outcome*

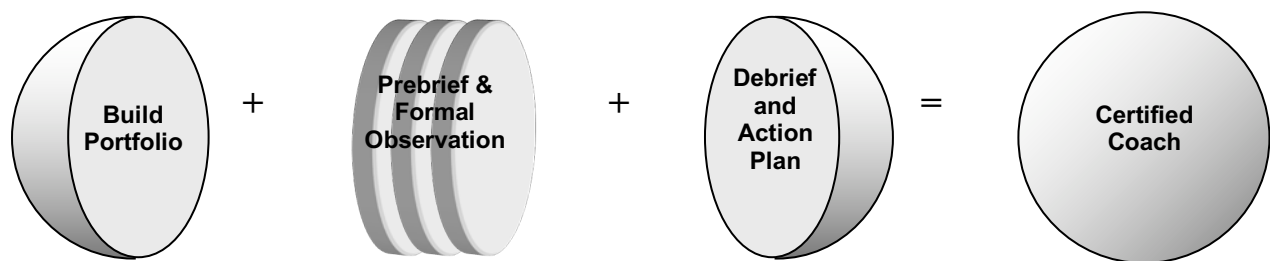
- *Criterion: Implement an appropriately structured and organized practice*
- *Evidence: Deliver a practice that matches the goals identified in the practice plan; activities contribute to development of skills, tactics, or athletic abilities; equipment is available and ready to use*

EVALUATION & CERTIFICATION

4.4 EVALUATING COACHES IN THE NCCP

Evaluating coaches in the NCCP evaluation process involves:

- ☐ Portfolio evaluation
- ☐ Prebrief between coach candidate and Evaluator outlining formal observation requirements and expectations
- ☐ Formal observation: Assigned In-Practice Task (Video submission or In-person observation)
- ☐ Formal observation: In-Competition (in-person observation or video submission as determined by Evaluator)
- ☐ Debrief of formal observation (following each required observation)
- ☐ Action planning
- ☐ Reporting/Administration



Portfolio Evaluation

- ☐ The portfolio evaluation enables the Coach Evaluator to determine the readiness of the coach candidate for the formal observation.
- ☐ The coach must submit all required portfolio pieces in advance of a formal observation being scheduled.
- ☐ The Coach Evaluator must review the portfolio using the appropriate evaluation tool(s) and then communicate the feedback to the coach in a timely manner.
- ☐ Successful completion of the required portfolio pieces will determine readiness for the formal observation.
- ☐ Once it is established that the candidate is ready for the formal observation, the formal observation is scheduled.
- ☐ When the formal observation is scheduled, the Coach Evaluator begins the prebrief process.

EVALUATION & CERTIFICATION

4.5 CERTIFICATION STANDARD

Certification standard refers to the degree to which coaches meet a given criterion. An achievement scale is used to determine whether or not a coach meets or exceeds the minimum standards. WCL uses the following five-point achievement scale:

- 5 Expert
- 4 Advanced
- 3 NCCP Minimum Standard – includes the evidence that describes the minimum standard for what a coach does
- 2 Near Standard
- 1 Well Below Standard

Coaches seeking certification for a given context must be evaluated and must achieve at least NCCP Minimum Standard in all the relevant criteria required for that context in their evaluation.

4.6 NCCP DATABASE (THE LOCKER)

The NCCP Database (The Locker) tracks the outcomes and criteria with a (T) for the criteria that have been trained, and with an (E) for the criteria that have been evaluated. The Database does *not* track evidence.

WCL will consider the information in *The Locker* to be the official record confirming a coach's training and certification status. Coaches are responsible for informing their provincial/territorial wrestling association or WCL of any perceived errors or omissions on their transcript.

The maintenance of accurate coaching records is crucial to ensuring the credibility of the NCCP program. All coach education records are to be tracked and maintained within *The Locker*. Any records not entered into *The Locker* will not be considered valid for NCCP certification.

It is the responsibility of the host provincial/territorial wrestling association to ensure that coaching activities are recorded in *The Locker*. All submissions for The Locker will require review and approval by a WCL and a Coaching Association of Canada administrator.

Individual coaches are responsible for ensuring that their personal contact information is accurate and current and to regularly review their transcript to ensure all NCCP and WCL recognized training and certification activities are recorded.

4.7 ADMINISTRATION & LOGISTICS OF EVALUATION

How to request an evaluation

For Competition Introduction (Wrestling Club Coach) evaluations, please contact your Provincial/Territorial wrestling association at:

EVALUATION & CERTIFICATION

Province	Contact Email
Alberta Amateur Wrestling Association	aawatechnical@gmail.com
British Columbia Wrestling Association	info@bcwrestling.com
Manitoba Amateur Wrestling Association	wrestling@sportmanitoba.ca
Lutte New Brunswick Wrestling	exec@lутtenbwrestling.com
Newfoundland & Labrador Amateur Wrestling Association	u27rgn@mun.ca
Northwest Territories Wrestling	danbrockyoung@gmail.com
Wrestling Nova Scotia	kwash@kes.ns.ca
Nunavut Wrestling	crooksie61@gmail.com
Ontario Amateur Wrestling Association	admin@oawa.ca
PEI Wrestling Association	wrestlingpei@gmail.com
Fédération de lutte olympique du Québec	coord@floq.ca
Saskatchewan Amateur Wrestling Association	sk.wrestling@shaw.ca
Wrestling Association of the Yukon	theodore.hupe@gmail.com

For Competition Development (Wrestling Performance Coach) evaluations, please contact WCL by email (NCCP@wrestling.ca) with the subject heading “NCCP Competition Development Evaluation Request”.

Payment and Honoraria for Evaluation Process

See section 6.4.

Appeals of Evaluations by Candidate Coaches

Coaches have the right to appeal an unsuccessful evaluation. The intention of WC’s evaluation process is to provide sufficient checks and balances throughout a candidate’s certification process to help facilitate completion of the evaluation requirements.

- Appeals are to be forwarded to WCL by email (NCCP@wrestling.ca) with the heading “NCCP Evaluation Appeal”.
- The Coach Education and Development Advisory Committee (CEDAC) will review appeals on an individual basis. If necessary, the evaluation will be sent to a second evaluator for review.

EVALUATION & CERTIFICATION

4.8 RECOMMENDED TIMELINES FOR DELIVERY OF EVALUATION

Community Sport – Wrestling Community Coach

No evaluation.

Competition Introduction – Wrestling Club Coach

ACTION	COUNTDOWN
Comp Int Part A & Part B training workshops completed	
↓	
Active applied coaching, minimum 4 weeks	<i>At least 5-6 weeks prior to evaluation (no upper limit)</i>
↓	
Coach contacts PTSO to initiate evaluation process and coordinate fee payment	<i>5 weeks prior to on-site evaluation date</i>
↓	
PTSO selects Evaluator. Evaluator contacts coach to set up date & location of on-site evaluation	<i>4 weeks prior to on-site evaluation date</i>
↓	
Coach submits a portfolio to their Coach Evaluator	<i>2-3 weeks prior to on-site evaluation date</i>
↓	
Portfolio is evaluated and meet minimum standard; if the plans don't meet the minimum standard, the coach will be notified to address any gaps. Evaluator confirms date of on-site "practice" evaluation	<i>1 week prior to on-site evaluation date</i>
↓	
On-site "practice" evaluation and debrief	<i>Date of on-site evaluation</i>
The Evaluator will:	<i>1-2 weeks after on-site evaluation</i>
• Provide final results to coach • Evaluator or PTSO record event in the Locker. • The Evaluator should keep a copy for his/herself. • An evaluation event cannot be completed or submitted in the Locker until all three wrestling-specific "practice observation" outcomes are evaluated and successfully completed. • A copy of the WCL on-site evaluation summary sheets, pre-observation checklist and action plan, and the final evaluation form should be provided to the coach, Master Evaluator, PTSO and WCL. • Once the evaluation event is recorded, it must be approved by the PTSO, then by WCL, then CAC.	

EVALUATION & CERTIFICATION

Competition Development – Wrestling Performance Coach

ACTION	COUNTDOWN
Candidate completes required NCCP Multi-sport modules.	Any time prior to the Competition Development Wrestling Training (RECOMMENDED)
NOTE: Developing Athletic Abilities, Psychology of Performance, Performance Planning and Advanced Practice Planning (mandatory pre-requisite) for WCL wrestling specific training.	
⇓	
Candidate completes Competition Development Wrestling Specific Training	
⇓	
Coach contacts WCL to initiate evaluation process and coordinate fee payment	5 weeks prior to on-site evaluation date
⇓	
WCL selects Evaluator. Evaluator contacts coach to set up date & location of on-site evaluation	4 weeks prior to on-site evaluation date
⇓	
Coach candidate submits completed portfolio to designated Evaluator.	At least 1 month prior to on-site evaluation
⇓	
Evaluator reviews Portfolio and provides feedback Evaluator confirms appointment for on-site evaluation	1 week prior to on-site evaluation date
⇓	
On-site practice evaluation and debrief & Competition evaluation and debrief	As scheduled by evaluator and coach candidate
Approved competitions for evaluation purposes:	
• Junior / Senior Provincial Championships • U17 / U19 Championships • U SPORTS Championships • Canada Games • WCL Carding Tournaments (Guelph, SFU)	
⇓	

EVALUATION & CERTIFICATION

The Evaluator will:

Within 1 month after competition evaluation

- Return any plans to the coaching candidate
- Create an event in the Locker (CAC database) and record the evaluation. It should only be submitted for approval when all components of the evaluation have been successfully completed.
- A copy of the WCL on-site evaluation summary sheets, portfolio, action plan, and the final evaluation form should be provided to the coach, Master Evaluator, and WCL.
- Provide a written evaluation report to WCL and the coach candidate.
- WCL will approve the evaluation event.

4.9 RECOGNITION OF COACH COMPETENCE

Competition Introduction (Wrestling Club Coach)

WCL believes in the integrity of the full NCCP Coach Training and Evaluation system. As such, all coaches are encouraged to participate fully in the NCCP Competition Introduction training and evaluation process. Even experienced coaches can gain from the training.

Because NCCP is competency based and certification based upon what a coach is able to demonstrate, not the training they may or may not have undergone, WCL appreciates that in many instances, coaches may elect to by-pass the task of completing NCCP Competition Introduction training in the traditional way. That is, they may feel they already possess the equivalence of training in Competition Introduction and feel they can proceed direct to Evaluation.

This respects and recognizes current coaching competence, which includes Canadian coaches with significant coaching experience or related background, and foreign coaches with approved training and certification.

Requests for Recognition of Coaching Competence are to be forwarded to the PTSO by email with the heading "NCCP Recognition of Coaching Competence". The PTSO must approve the request in advance of the evaluation process occurring.

To qualify for Recognition of Coaching Competence in the Competition Introduction context, the coach must be at least one of the following:

- Competition Introduction certified in another sport, and with a minimum of 1-year documented experience coaching wrestling.
- Be a former senior national team level athlete, and a minimum of 1-year documented experience coaching wrestling.
- Be an experienced international coach who is immigrating from another country and able to show comparable coaching training credentials from his / her country of origin.
- Other qualifications may be considered.

EVALUATION & CERTIFICATION

Any request must be accompanied by a reference / letter of support from a fully Competition Introduction certified wrestling coach that has a minimum of 5 years coaching experience. The reference coach must be different from the evaluator who carry out the evaluator.

All requests must be submitted along with a rationale for the request, including required documentation.

Once approved, the PTSO will initiate the evaluation process. The evaluation must include the entire evaluation process (including online multi-sport evaluations and any Safe Sport requirements). This ensures the coach is able to demonstrate the required competencies for the context.

Coaches will not receive credit for “training” modules that they do not complete, but will be able to achieve “certified” status upon completion of a successful evaluation.

Competition Development (Wrestling Performance Coach)

To be determined.

4.10 TRANSFER OF QUALIFICATIONS FROM NCCP LEVELS

Coaches who completed training and/or were certified in some part at Level 1, Level 2, or Level 3 within the NCCP levels system will have some or all of their training recognized within the new context-based certification system. While coaches trained and certified, as part of the NCCP Levels program will automatically be recognized with the context-based certification system, they will need to complete specific professional development and evaluation requirements in their first cycle of certification renewal to demonstrate competency in areas not addressed in the NCCP levels programs.

Coaches will have until the end of their cycle renewal date to complete these requirements, in addition to acquiring required renewal of certification points. Required professional development will count towards point required for renewal of certification. The cycle renewal date is indicated in the coach’s transcript in the Locker.

Please note that coaches who only completed Theory training (under the old model) are addressed by the Coaching Association of Canada’s Transfer of Qualifications plans and are not addressed in this document.

EVALUATION & CERTIFICATION

Coaches who have achieved status of:	Contexts	Status Granted	Required to achieve TRAINED status	Required to achieve or maintain CERTIFIED status
Level 1 Certified	Community Sport	Trained		Certified status n/a
	Competition Introduction	Trained		MED evaluation within next 5 years + Competition Introduction Evaluation
Level 1 Technical OR Level 1 Technical + Level 1 Practical	Community Sport	In Training	Community Sport Training	Certified status N/A
	Competition Introduction	In Training	Wrestling part A + B OR Multi-sport modules A + B	MED evaluation within next 5 years + Competition Introduction Evaluation
Level 1 Technical + Level 1 Theory	Community Sport	Trained		Certified status n/a
	Competition Introduction	Trained		MED evaluation within next 5 years + Competition Introduction Evaluation
Level 2 Certified	Competition Introduction	Certified		MED evaluation within next 5 years
Level 2 Technical OR Level 2 Technical + Level 2 Practical	Competition Introduction	In Training	Wrestling part A + B OR Multi-sport modules A + B	MED evaluation within next 5 years + Competition Introduction Evaluation

EVALUATION & CERTIFICATION

Coaches who have achieved status of:	Contexts	Status Granted	Required to achieve TRAINED status	Required to achieve or maintain CERTIFIED status
Level 3 Technical OR Level 3 Technical + Level 3 Practical	Competition Introduction	In Training	Wrestling part A + B OR Multi-sport modules A + B	MED evaluation within next 5 years + Competition Introduction Evaluation
	Competition Development	In Training	Wrestling part A + B OR Multi-sport modules A + B AND Competition Development multi-sport modules (all 9)	MED evaluation within next 5 years + Competition Development Evaluation
Level 2 Certified + Level 3 Technical + Level 3 Theory	Competition Introduction	Certified		MED evaluation within next 5 years
	Competition Development	In Training	Competition Development multi-sport modules (all 9)	MED evaluation within next 5 years + Competition Development Evaluation
Level 1 Theory + Level 2 Theory + Level 3 Theory	N/A	AUTO	N/A	N/A

WCL's renewal cycle will begin in January 2023. At that time, the transfer of qualifications from the old "levels" system will no longer be applicable, and all coaches will be required to meet trained and certification standards under the current context-based certification system.

COACH DEVELOPERS

5 COACH DEVELOPERS

Who coaches the coaches? NCCP Coach Developers do!

According to the International Council for Coaching Excellence (ICCE), Coach Developers “are not simply experienced coaches or transmitters of coaching knowledge – they are trained to develop, support, and challenge coaches to go on honing and improving their knowledge and skills in order to provide positive and effective sport experiences for all participants.” In short, Coach Developers need to be experts in learning, as well as experts in coaching.

NCCP Coach Developers include Learning Facilitators (LFs), Coach Evaluators (CEs), and Master Coach Developers (MCDs).

To qualify for selection as a Coach Developer, an individual must have successfully completed the online evaluation of Make Ethical Decisions AND successfully demonstrated his or her competency by completing the relevant role-specific pathway. The Coach Developer roles and their pathways are as follows:



Training: Coach Developer candidates must complete rigorous training, and this training is now being made consistent across Canada. The following training is required by all Coach Developers in all sports:

- a) **Core Training:** Provides Coach Developers with the skills to perform their role.
- b) **Content-specific Training (sport or multi-sport):** This includes relevant sport or multi-sport training, as well as micro-facilitation and/or microevaluation which give Coach Developers an opportunity to practise delivery with their peers.
- c) **Co-delivery:** This is a chance for the new Coach Developer to practise with real coaches alongside an experienced Coach Developer.

Once a Coach Developer has all of the above training pieces they are considered “TRAINED”.

Evaluation: Evaluation confirms that the Coach Developer is capable of certain abilities which are deemed important in the training of coaches.

Once a Coach Developer has been evaluated they are considered: “CERTIFIED”.

All Coach Developers are required to attain 20 PD points over 5 years to maintain their certification.

For more information please visit: <https://coach.ca/become-nccp-coach-developer>.

COACH DEVELOPERS

5.1 LEARNING FACILITATOR

The success of NCCP training rests to a large degree on the quality of the individuals selected as Learning Facilitators (LF). Every NCCP workshop is led by a trained LF who has undergone a standardized training process (core and content-specific training). LFs are crucial to the development of skilled, knowledgeable coaches who are then able to develop safer, happier athletes / participants.

The goal of an LF is to effectively facilitate sessions that result in the development of coaches who are able to demonstrate their abilities and meet the standards established for certification. An LF should have the appropriate knowledge, skills and attitudes to facilitate workshops using the competency-based approach. In addition, they serve as contributing members of the community and ambassadors for the NCCP.

It is recommended that LFs are:

- Certified in the context they are delivering in;
- Good communicators: have the ability to speak clearly and communicate professionally;
- Good presenters: are comfortable presenting in front of a group, are well spoken, are able to keep presentations to time limits, and able to adapt to questions and changes;
- Good facilitators: are able to facilitate discussions, actively listen, evoke participation, and move discussions along when need be;
- Good organizers: are well prepared, organized, and professional;
- Also: approachable, ethical, responsible, and self-confident.

It is recommended that LFs have the following sport-specific experience, background, and abilities:

- For Community Sport, have experience as a wrestling coach working with children under the age of 12.
- For Competition Introduction, have experience as a wrestling coach working with athletes competing in regional or provincial level competitions.
- For Competition Development, have experience as a wrestling coach working with athletes competing in top provincial or national level competitions.
- Prior experience in NCCP or coach education
- Minimum five years actively instructing / coaching participants in the appropriate context
- Experience in adult education

How to become a Learning Facilitator: <https://coach.ca/nccp-learning-facilitator>.

5.2 COACH EVALUATOR

A Coach Evaluator's role is to contribute to the development of coaches after they have acquired their NCCP training. This includes assessment, evaluation, debriefing, and follow-up with coaches trying to achieve Certified status. Coach Evaluators are experts in the observation process and

COACH DEVELOPERS

have in-depth knowledge of the outcomes, criteria, and evidence that comprise the evaluation tools that establish NCCP standards for coaches of a particular sport context.

Coach Evaluators act as ambassadors of the NCCP and as a resource to coaches seeking to augment and validate their coaching abilities.

The success of any evaluation program rests to a large degree on the quality of the individuals selected as Coach Evaluators. Clearly, it is critical that quality control be exerted when appointing someone as a Coach Evaluator, as not everyone possesses the experience, skills, or attitudes to be effective in this position.

It is recommended that Coach Evaluators have:

- Full certification in the context that they will evaluate;
- A minimum of 3 years of active coaching experience in the context in which evaluation takes place;
- Successfully completed the NCCP Make Ethical Decisions evaluation requirements;
- Credibility with their peers and the wrestling community;
- High ethical standards and leadership skills;
- A desire to see the coach certification system as well as the sport of wrestling grow;
- Time and energy to commit to the evaluation process;
- Proven guiding and facilitation skills and/or experience in adult education
- The ability to be critically reflective and ask questions; and
- The ability to listen actively to the candidate.

Although desirable, it is not critical that the Coach Evaluator have a higher position and significantly greater coaching experience than the candidate.

It is recommended that Coach Evaluators have the following sport-specific experience, background, and abilities:

- For Competition Introduction, have experience as a wrestling coach working with athletes competing in regional or provincial level competitions.
- For Competition Development, have experience as a wrestling coach working with athletes competing in top provincial or national level competitions.
- Prior experience in NCCP or coach education
- Minimum five years actively instructing / coaching participants in the appropriate context
- Experience in adult education

How to become a Coach Evaluator: <https://coach.ca/nccp-coach-evaluator>.

COACH DEVELOPERS

5.3 MASTER COACH DEVELOPER

The role of the Master Coach Developer (MCD) is to train, to evaluate, to support, and to mentor Coach Developers, ie Learning Facilitators (LFs), Coach Evaluators (CEs), and other MCDs. In addition, MCDs play a key role in promoting the NCCP.

MCDs must possess adequate knowledge and expertise in facilitation to assist in training CDs and to lead workshops and professional development experiences for CDs.

It is expected that MCDs will have more responsibility in a supportive role with CDs during workshops, evaluations, and in CD development. MCDs should be willing and able to lend support to CDs, program administrators, and delivery host agencies.

While the specifics may vary, MCDs usually:

- Have five years of experience as a Learning Facilitator and / or Coach Evaluator
- Are certified as an LF or CE
- Have successfully completed the Make Ethical Decisions online evaluation
- Are trained and educated in an area related to coaching or coach education
- Have experience in coaching wrestling.

The duties of an MCD usually include:

- Helping with selection of the LFs, CEs, and other MCDs
- Training of the LFs, CEs and other MCDs
- Evaluation of the LFs, CEs, and other MCDs
- Mentoring of the LFs, CEs and other MCDs

It is recommended that MCDs have the following sport-specific experience, background and abilities:

- High level of credibility in the Wrestling community;
- Advanced knowledge and training within the context they administer;
- Broad based knowledge of all aspects of athlete development;
- Firm understanding of WCL NCCP Operations Manual;
- Have a good working relationship with WCL and the P/TSOs
- Minimum of 5 years actively instructing and coaching

How to become a Master Coach Developer: <https://coach.ca/nccp-master-coach-developer>.

5.4 IDENTIFICATION & SELECTION OF COACH DEVELOPERS

WCL in consultation with the Provincial/Territorial wrestling associations will identify and select coach developers. There will be a regular review of the demand for coach training and evaluation and ensure there are sufficient Coach Developers to meet those needs. The objective is to have

COACH DEVELOPERS

sufficient Coach Developers to meet the differing regional demands as well as providing appropriate representation for all regions in Canada.

WCL is currently reviewing and developing a revised CD Identification and Selection Process that includes succession planning, for the new 2021-2024 quadrennial. The process will include:

- Identification the ideal LF, CE, MCD candidate profile
- Determination of demand across the country
- Determination of a qualified pool of candidates in consultation with PTSOs (final review by CEDAC)
- WCL approved CD pool for a 4-year cycle (in alignment with each quadrennial) finalized and published
- All CDs (LFs, CEs, MCDs) to undergo WCL led content-specific training
- Annual review of CD activities
- CD pool reviewed and revised, as necessary, at the end of each quadrennial

Recruitment, Retention, and Recognition

Through the process steps outlined above, an annual action plan for NCCP activities will be created. This action plan will include an outline of any additional Coach Developer requirements.

In order to retain the current Coach Developers and continue to ensure their engagement, WCL will work with all NCCP activity delivery organizations to ensure adequate compensation for Coach Developer's time and efforts. Please refer to Section 6.5 for information on recommended CD fees. Coach Developers will receive targeted communications and surveys to ensure any issues or concerns are addressed.

WCL may provide annual awards for the most active and engaged Coach Developers and will acknowledge their contributions through the WCL website and social media.

6 ADMINISTRATION / BUSINESS MODEL

6.1 NCCP MATERIALS

All NCCP materials are currently available in digital format. PTSOs will be charged for NCCP materials at the time that registration forms are completed and entered into the Locker.

6.2 COMMUNICATION

Inclusivity, Accessibility, and Official Languages

All components of the NCCP should be accessible to and inclusive of any gender, visible minorities, the aboriginal community, and of persons with a disability. The language and content should be appropriate for the varied target groups. In addition, all materials for each context must be launched simultaneously in both official languages, following final approval.

Copyright

The CAC holds co-copyright with WCL on all materials produced by WCL with CAC financial support. The principles of this agreement are as follows:

- ☐ WCL must ensure to provide all copyright warnings for the user;
- ☐ WCL must include and use the approved NCCP recognition guidelines. The CAC will provide WCL with the materials in electronic format (or camera-ready artwork) in both official languages, for incorporation into WCL's final materials;
- ☐ World co-copyright is held jointly by WCL and the CAC with a corresponding credit line to WCL;
- ☐ WCL may distribute and sell non-integrated materials as it sees fit and will retain 100% of any income it receives from its own sale of materials. The sale of integrated materials will be governed by stipulations in the memorandum of agreement signed by the CAC and WCL;
- ☐ The CAC may, at its discretion, use the materials in composite products related to coach education.

Identification and Credit

All NCCP materials produced require the following:

- ☐ Use of the coach.ca and NCCP logos on the title page or screen of all NCCP materials;
- ☐ Proper credit given to the Government of Canada;
- ☐ Clear acknowledgment of WCL and CAC co-copyright for materials developed with CAC financial support, and sole WCL copyright for materials developed without CAC financial support;
- ☐ Use of the phrase "Printed in Canada" on all printed materials;
- ☐ Materials from other sources be properly credited;

ADMINISTRATON / BUSINESS MODEL

- ❑ Version number and production date.

The following statement must appear in the credits:

“The National Coaching Certification Program is a collaborative program of the Government of Canada, the provincial/territorial governments, the national/provincial/territorial sport organizations, and the Coaching Association of Canada.”

The following statement must appear in the Coach Resources (workbooks):

The Collection, Use, and Disclosure of Personal Information

“The Coaching Association of Canada collects your NCCP qualifications and personal information and shares it with all NCCP partners according to the privacy policy detailed at www.coach.ca. By participating in the NCCP you are providing consent for your information to be gathered and shared as detailed in the privacy policy. If you have any questions or would like to abstain from participating in the NCCP please contact coach@coach.ca.”

CAC permissions must be obtained for re-printed materials including content, photos, and illustrations.

6.3 THE LOCKER (THE NCCP DATABASE)

WCL will have a minimum of one staff person with training on *The Locker*, who will be responsible for entering, verifying and approving all NCCP activities. This individual will also be responsible for setting the Access Rights in *The Locker* for P/TSO representatives and Coach Developers. All activities will require WCL approval prior to recognition in *The Locker*. Events that have not been approved by a PTSO or WCL prior to the start of the event may not be entered or recognized in *The Locker*. Coaches should ensure that they are taking an approved event prior to registering or paying for said event.

PTSOs may have an individual trained on *The Locker* who will be responsible for ensuring all NCCP activities conducted in their province are entered into *The Locker*. This individual will also be the first point of contact for Coaches who have concerns with the information on their *Locker* transcript. If your PTSO does not have a trained individual, requests can be sent to the WCL office.

Coach Developers may have training on *The Locker*. WCL will encourage all Coach Developers to attain Locker training, so that they can enter the event information directly into the system to be approved by the PTSO and WCL.

ADMINISTRATOR / BUSINESS MODEL

6.4 FEE STRUCTURE, PAYMENT, AND HONORARIUM

Workshop Registration Fees

The delivery of the NCCP operates on a cost recovery basis. WCL receives funding through Sport Canada and the Coaching Association of Canada to cover some of the costs of developing training and evaluation resources, providing the administrative infrastructure necessary to track training activities and support the development and maintenance of a team of Coach Developers responsible for the NCCP delivery across Canada.

The delivery of the program is the responsibility of the P/TSOs in conjunction with WCL and is funded through coach registration fees and provincial/territorial funding. Each P/TSO may set their own fees for coach training and evaluation.

Suggested financial support for delivery of WCL NCCP activities:

COURSE	NCCP COURSE E-MATERIAL* per participant	RECOMMENDED COURSE FEE** per participant	MINIMUM RECOMMENDED FACILITATOR FEE***	EVALUATOR FEE	EVALUATION
COMMUNITY (6-11 yrs) PTSO delivery	\$37.95 + tax	\$100 = \$75 course fee \$25 WCL development fee	~8HRS @ \$35/HR = \$280	N/A	Experience Credits
SPORT COACH (12-16 yrs) COMPETITION INTRODUCTION PART A PTSO delivery	\$54.95 + tax	\$150 to \$200 = \$125 to \$175 course fee \$25 WCL development fee	~9HRS @ \$40/HR = \$360		
CLUB COACH (14-18 yrs) COMPETITION INTRODUCTION PART B PTSO delivery	\$54.95 + tax	\$175 to \$225 = \$150 to \$200 course fee \$25 WCL development fee	~16HRS @ \$40/HR = \$640	\$175 Regular Evaluation = \$50 Portfolio Evaluation \$100 Practice Evaluation \$25 WCL development fee & travel costs of evaluator \$75 for Extra Evaluation Time \$325 Direct to Evaluation = \$100 Portfolio Evaluation \$200 Practice Evaluation \$25 WCL development fee & travel costs of evaluator	> 6 Months of Practical Coaching > Portfolio Evaluation > Practice Evaluation
PILOT PROJECT COMPETITION INTRODUCTION PART A WCL delivery COMPETITION INTRODUCTION PART B WCL delivery	\$125 + tax: Planning a Practice Intro to Coaching Technical & Tactical Part A \$125 + tax: Design a Basic Program Technical & Tactical Part B			n/a	n/a
PERFORMANCE COACH COMPETITION DEVELOPMENT WCL delivery	TBD	\$650 = \$625 course fee \$25 WCL development fee	~24HRS COURSE 1 - LEAD LF @ \$60/HR = \$1,440 1 - SUPPORT LF @ \$50/HR = \$1,200	\$525 Regular Evaluation = \$200 Portfolio Evaluation \$200 Tournament Evaluation \$100 Practice Evaluation \$25 WCL development fee \$100 for Extra Evaluation Time \$1,025 Direct to Evaluation = \$400 Portfolio Evaluation \$400 Tournament Evaluation \$200 Practice Evaluation \$25 WCL development fee & travel costs of evaluator	> 12 Months of Practical Coaching > Portfolio Evaluation > Practice Evaluation > Tournament Observation: Canada Games U SPORTS Championships JR / SR Provincially Sanctioned Tournament U17 / U19 Canadian Championships Carding Tournaments WCL approved tournament

* Course material will be available in digital format ONLY. Fees will be invoiced to the PTSO upon submission of course forms.

** WCL development fee will be reinvested to help maintain and develop new NCCP content. Fees will be invoiced to the PTSO upon submission of course forms.

*** Course fees are to cover facility rental, facilitators, etc. Fees could be higher to account for extras like meals, etc.

*** Recommended Facilitator to Participant Ratio: 1:8-16; 2:17-35; 3:36-40

ADMINISTRATON / BUSINESS MODEL

NOTE: Please note that WCL development fees are mandatory, all other fees are suggestions from WCL. Final amounts are subject to each PTSO.

NOTE: Coach Developers are free to refuse activities where they feel they are not receiving sufficient compensation.

6.5 MAINTENANCE OF CERTIFICATION & PROFESSIONAL DEVELOPMENT

The Coaching Association of Canada and its partners recognize the value of having certified NCCP coaches that are engaged in Professional Development programs which reinforce the values of lifelong learning and sharing amongst the coaching community.

In order for NCCP coaches to maintain their certified status, they will be required to obtain Professional Development (PD) points. PD points can be earned through a multitude of activities that coaches already participate in, including: national and provincial sport organization conferences and workshops, eLearning modules, NCCP workshops, coach mentorship programs, and active coaching. In most cases coaches are already earning their required PD points – Maintenance of Certification Status is simply the introduction of tracking these points and recognizing coaches for their efforts.

Maintenance of certification is essential to:

- ☐ Ensuring coaches stay current with new coaching practices and knowledge;
- ☐ Maintaining the integrity of the NCCP;
- ☐ Maintaining consistency with the standards of other professions;
- ☐ Reinforcing the values of lifelong learning and continuous improvement.

Certification within the NCCP shall be valid for a maximum period. The concept of “life-span of NCCP certification” shall apply to coaches who:

- ☐ Are already certified according to the standards of the Levels-NCCP.
- ☐ Are certified according to the standards of the Levels-NCCP while it is still in effect.
- ☐ Are certified according to the standards of an NCCP context’s core certification and gradations.

Maintenance of certification must be based on active coaching and professional development.

If Your PD Points Expire

- Option to undergo re-evaluation = certification renews automatically

OR

ADMINISTRATOR / BUSINESS MODEL

- Option to make up the missing PD points = certification is renewed and cycle starts January 1 that just passed.
- For example:
 - Cycle start date is January 2019
 - I didn't get all my PD points by December 31, 2018 = not renewed
 - I do my missing points on March 25th 2020, I become renewed and my 5-year renewal cycle starts January 1, 2020

For more information please visit: <https://coach.ca/maintenance-certification>.

6.6 WRESTLING REQUIRED PD POINTS

Context	Required Professional Development Points (over a 5-year period)
Community Sport – Wrestling Community Coach	10 points
Competition Introduction – Wrestling Club Coach	20 points
Competition Development – Wrestling Performance Coach	30 points

Professional development opportunities and points allocated are as follows:

	Activity Category	Points	Limitations
Sport Specific	Active Coaching (self-reporting)	1 point/year for every season coached OR 1 point/year for learning Facilitator or Evaluator activity	To a maximum number of points equal to the number of years of the certification renewal period, (5 points for wrestling)
	NCCP Activity	5 points/training module or evaluation event	No maximum or minimum
	Non-NCCP Activity (P/TSO & WCL managed)	1 point/hour of activity up to 3 hours maximum (1 hr = 1 point, 2 hrs = 2 points, 3+ hrs = 3 points)	No minimum or maximum
	Coach self-directed activity	3 points for the valid certification period	Maximum of 3 points for certification renewal period
	Re-evaluation in context	100% of the points required for PD credit in the context	No other PD is required if coach chooses re-evaluation

ADMINISTRATOR / BUSINESS MODEL

	WCL directed	Canadian Championships: 3 points for being an accredited coach at each of the following Championships: • U SPORTS Wrestling Championships • U17 / U19 Canadian Championships • Junior / Senior Canadian Championships	Maximum of 3 points per year (2019 onwards)
		Coaching Webinars: 1 point per webinar (1 hr)	No maximum or minimum
	PTSO directed	3 points for being an accredited coach at each of the following Championships: • Provincial Championships • Regional Championships	Maximum of 3 points per year
		Provincial Camp (3 points)	Maximum of 3 points per year
		PTSO Conference 1 point per 1 hr (max of 3 points)	No maximum or minimum
	NCCP activity	5 points/training module or evaluation event	No maximum or minimum
	Non-NCCP activity (P/TSO & WCL managed)	1 point/ hour of activity up to 3 points maximum (1 hr. = 1 point, 2 hrs. = 2 points, 3+ hrs. = 3 points)	To a maximum of 50% of the required PD credit for the context in a certification renewal period

Splitting Non-NCCP Activities

Please note that upon submission, a NCCP Partner cannot split a PD module or PD event that takes place over several days (e.g. a coaching conference that takes place over more than one day). The maximum PD point total for such an activity is 3 points. Further details on Non-NCCP Professional Development activities can be found in the next section.

6.7 NON-NCCP PROFESSIONAL DEVELOPMENT POINTS GUIDELINES

WCL and the P/TSOs are responsible for providing professional development opportunities for coaches to allow them to earn PD points through events that they organize and/or choose to recognize taking place within their province/territory.

Guidelines for recognition of Non-NCCP Professional Development Activities

WCL and the P/TSOs are collectively responsible for the integrity of the Professional Development system for wrestling and the following guidelines are intended to ensure a consistent, fair and clear process for determining what events will be eligible for Non-NCCP Professional Development points.

- A broad definition of professional development should be used in determining eligible events. At the same time, all events must have direct relevance to coaching wrestling.
- Events that are national in scope and / or sanctioned by WCL will be submitted by WCL.
- The P/TSOs will submit activities that are local, regional or provincial in reach and are delivered within their province/territory to WCL for review and WCL approval.
- The organization that submits the event will be responsible for collecting coach information and inputting the event into the CAC database, *The Locker*. It is recommended that attendee lists with valid NCCP #'s for participants be submitted within 10 days of the conclusion of the event.
- Events lasting more than 3 hours with multiple sessions are to be treated as a single event that will receive 3 PD points. Participants in NCCP modules delivered, as part of a larger event with Non-NCCP professional development will still receive full credit for the NCCP activity.
- No Non-NCCP events will be recognized if they have not been identified or approved prior to the start of the event. There is no retroactive recognition of Non-NCCP events for PD points.

Steps for registering Non-NCCP Professional Development Activities to be undertaken by P/TSO

In order for coaches to receive PD points for a Non-NCCP professional development activity organized by a P/TSO or WCL the event must be registered and approved by the CAC and coach participation must be recorded in *The Locker*.

- The P/TSOs will submit activities that are local, regional or provincial in reach and are delivered within their province/territory to WCL for review and WCL approval.
- WCL will submit the PD "MODULE" with the CAC for verification. Recurring activities (e.g. Annual Coaching Conferences) that are accepted by the CAC will be permanently visible in *The Locker* and will not need to be re-entered. (NOTE: Modules are reviewed by the CAC on the 15th of the month and will only be added to *The Locker* after being reviewed and approved. Please take this into consideration for timelines, as no modules can be added retroactively).

ADMINISTRATON / BUSINESS MODEL

- Once the module is verified, the PTSO can enter an “EVENT” in the Locker. Select the activity from the list of professional development activities in *The Locker* and input the event details. Remember to select the module when creating the event. Please note the event name must have the module name at the start (eg. module name = Coach Conference; even name = Coach Conference 2019 (OAWA)).
- Once the event is created, input all attendees and submit to the CAC for approval. For administrative ease it is strongly recommended that coaches be required to provide their NCCP # when registering for professional development events so as to minimize the time required to input and record the information in *The Locker*. Participants without valid NCCP #'s will not be recorded in *The Locker*.
- Upon submission and PTSO approval of the completed event form, WCL will be notified to approve the event in the Locker. The form is then forwarded to CAC for final approval.

6.8 WRESTLING SPECIFIC PD MODULES

PD “Modules” currently on file for wrestling:

- Canadian Championships
- Provincial Championships / Regional Championships (to revise)
- Provincial Camp
- PTSO Conference
- WCL Coach Webinar

Note:

If you are continuing your coach training and certification pathway, these points will contribute to your PD certification cycle.

PTSOs will be required to submit an annual report of all the local / regional / provincial PD activities at the end of the fiscal year for review by CEDAC.

6.9 QUALITY CONTROL

Course Evaluation

WCL will ask all NCCP training and evaluation participants to provide feedback on their experience, using the Feedback Forms (see section 7.3). The feedback forms should be provided by the LFs as part of the course materials.

Program Monitoring and Evaluation

WCL staff will annually review the number of NCCP activities offered, number of coaches certified, percentage of coaches that went from trained to certified and other data from the CAC VIP reports. The data along with data from the feedback forms will be used in the CEDAC review and action planning.

ADMINISTRATON / BUSINESS MODEL

Revision and Update Cycle

WCL through the CEDAC or another expert group assigned by that committee will schedule full NCCP context reviews every 4 years on a rotating basis as follows:

Community Sport	2022-23	2026-27
Competition Introduction	2021-22	2025-26
Competition Development	2020-21	2024-25

6.10 MINIMUM AGE RESTRICTIONS

Multi-Sport Courses

All coaches wishing to receive multi-sport NCCP training, in workshop or home study format, are subject to the minimum age decision and jurisdiction of the Province/Territory in which they reside according to their official mailing address.

Coaches younger than 16 and older than 14 will be identified in the CAC database with an underage status indicator (training will be credited). The minimum age for the designation of a coach as NCCP “certified” is 16 years of age.

Wrestling Specific Courses

WCL follows the National Coaching Certification Program (NCCP) Minimum Age Policy that recommends all participants in NCCP events be 16 years of age or older in order to attend. Due to the inherent risks associated with the sport of wrestling, WCL feels that the minimum age of 16 is needed to ensure adequate maturity and capability to manage the wrestling coaching environment and responsibilities.

Facilitators and / or the course organizer may, at their discretion, allow participants who are 14 years of age (with parental / legal guardian consent), but they will only be allowed to take the training, and will not be eligible to proceed to evaluation and certification. It is the responsibility of the workshop organizer/registrar to validate the birth dates of participants. Under no circumstances will any individual under 16 years of age be allowed to take an evaluation and be certified. This discretion applies only to WCL sport-specific training.

7 TOOLS

7.1 NCCP CODE OF ETHICS



NCCP Code of Ethics

Purpose of the NCCP Code of Ethics

The National Coaching Certification Program™ (NCCP) Code of Ethics provides ethical standards that reflect the core values of the coaching profession in Canada, and guides sport coaches to make balanced decisions to achieve personal, participant and team goals. The NCCP Code of Ethics applies to every coach in Canada—from the first-time coach to the head coach of a national team. The NCCP Code of Ethics is used to guide the conduct in sport that stipulate acceptable and non-acceptable behaviours and associated repercussions.

Core principles and ethical standards of behaviour

Coaches value Leadership and Professionalism, Health and Safety, and Respect and Integrity. For each of these core principles, there are associated ethical standards of in-person and on-line behaviour expected of every NCCP coach and NCCP Coach Developer in Canada, whether on or off the field.



¹ "Participants" include but are not limited to athletes, opponents, parents, other coaches, volunteers, administrators, officials and medical/IST irrespective of race, ancestry, place of origin, colour, religion, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, or physical or mental ability (Source of inclusivity statement: Canadian Centre for Ethics in Sport (CCES)).



National
Coaching
Certification
Program

NCCP Code of Ethics



Leadership and professionalism

This principle considers the inherent power and authority that a coach holds.

Ethical standards of behaviour

- ▶ Understand the authority that comes with your position and make decisions that are in the best interest of all participants
- ▶ Share your knowledge and experience openly
- ▶ Maintain the athlete-centered approach to coaching so that every participant's well being is a priority
- ▶ Be a positive role model
- ▶ Maintain confidentiality and privacy of participants' personal information



Health and safety

This principle considers the mental, emotional, physical health and safety of all participants.

Ethical standards of behaviour

- ▶ Recognize and minimize vulnerable situations to ensure the safety of participants
- ▶ Prioritize a holistic approach when planning and delivering training and competition
- ▶ Advocate for, and ensure appropriate supervision of participants, including the Rule of Two
- ▶ Participate in education and training to stay current on practices to ensure the continued safety of your participants
- ▶ Understand the scope of your role and skills and call upon others with specialized skills when needed to support your participants



Respect and integrity

This principle considers respect and integrity, which are the rights of all participants.

Ethical standards of behaviour

- ▶ Provide equitable opportunity and access for all
- ▶ Establish a respectful and inclusive sport environment where all participants can raise questions or concerns
- ▶ Obey the rules and participate honestly and respectfully
- ▶ Be open, transparent and accountable for your actions
- ▶ Maintain objectivity when interacting with all participants



Rule of two

The goal of the Rule of Two is to ensure all interactions and communications are open, observable and justifiable. The purpose is to protect participants (especially minors) and coaches in potentially vulnerable situations by ensuring more than one adult is present. There may be exceptions for emergency situations.



Contact

Questions related to the NCCP Code of Ethics design may be directed to the Chief Operating Officer at the Coaching Association of Canada. Send an email to coach@coach.ca or call 613-235-5000 ext. 1.

For complaints related to Registered Coaches or Chartered Professional Coaches, refer to the Coaching Association of Canada's Code of Conduct.

7.2 NCCP COACH DEVELOPER CODE OF CONDUCT

It is expected that every CD will read, understand, and sign this Code of Conduct. WCL will collect a signed copy once annually at the start of WCL's fiscal year.

Preamble

In my role as a Coach Developer in the National Coaching Certification Program (NCCP) for Wrestling Canada Lutte, I _____ (Name and NCCP #), expressly agree to conduct myself in a manner consistent with this Code of Conduct.

I understand that my failure to abide by this Code of Conduct can result in sanctions being imposed, including the revocation of my CD certification status.

Code of Conduct

I shall:

- ☐ Participate in all required training and evaluation components of the Coach Developer pathway.
- ☐ Support the common goals and objectives of WCL as it services the membership at large.
- ☐ Avoid discrediting specific sponsors, suppliers, employers, or other partners.
- ☐ Support key personnel and systems of the NCCP and partner organizations (Coaching Association of Canada, Sport Canada, Provincial/Territorial Delivery Agencies, National Sport Organizations).
- ☐ Demonstrate ethical behaviour at all times and commit to the *NCCP Code of Ethics*.
- ☐ Attend all professional development required for my growth as a Coach Developer and continuously seek to improve my personal abilities and performance.
- ☐ Exhibit exemplary professional behaviour at workshops or evaluation sites.
- ☐ Approach technical and non-technical problems and issues in a professional and respectful manner, seeking solutions that support due process.
- ☐ Place the best interest of those taking part in the workshops/evaluation events ahead of my personal interests.
- ☐ Refrain from all forms of harassment: physical, emotional, mental, or sexual. For the purposes of this Code of Conduct, sexual harassment includes any of the following:
 - Using power or authority in an attempt to coerce another person to engage in or tolerate sexual activity. Such uses of power include explicit or implicit threats of reprisals for non-compliance or promises of reward for compliance.
 - Engaging in deliberate or repeated unsolicited sexually oriented comments, anecdotes, gestures, or touching that are offensive and unwelcome or create an offensive, hostile, or intimidating environment and can reasonably be expected to be harmful to the recipient or teammates.

TOOLS

Responsibility

If there is disagreement or misalignment on issues, it is the responsibility of the Coach Developer to seek alignment with the objectives, goals, and directives of WCL.

Please be advised that the Board of Directors of WCL will take the necessary disciplinary action should any material breach of the Code of Conduct occur.

I hereby declare that I have read the above and understand and accept the terms and conditions outlined.

Name (please print)

Signature

Date

TOOLS

7.3 TEMPLATE FOR FEEDBACK FORM

It is important to get feedback from participants to help WCL to improve our NCCP programs and quality of our coaches. The course you have just completed has been designed to provide you with skills and knowledge to become a more effective coach. Your feedback on the content presented and the ability of the course host to deliver this course will assist us in ensuring that the level of coach education is maintained at the highest level. Please take a moment to complete this short evaluation. All commentary will be held confidential.

Coach Developer: _____ Date: _____

Workshop: _____ Location: _____

Please use the following scoring matrix when completing the evaluation below:

- 1 Did not meet expectations
- 2 Below Expectations
- 3 Met Expectations
- 4 Above Expectations
- 5 Exceeded Expectations

Technical

- The registration process was simple and easy to complete.

1	2	3	4	5
---	---	---	---	---
- The technology used was easy to follow and effective

1	2	3	4	5
---	---	---	---	---
- The price of the course was fair and reflected the quality of service provided

1	2	3	4	5
---	---	---	---	---

Additional Comments

--

TOOLS

Course Content and Materials

- The course materials were easy to follow

1	2	3	4	5
---	---	---	---	---

- The course content reflected the course description and goals

1	2	3	4	5
---	---	---	---	---

- The course content provided the information necessary to be a better coach

1	2	3	4	5
---	---	---	---	---

Additional Comments

--

Coach Developer

- The facilitator was available for questions

1	2	3	4	5
---	---	---	---	---

- The facilitator was knowledgeable on the course material

1	2	3	4	5
---	---	---	---	---

- The facilitator enabled me to reflect on ways that I might improve as a coach

1	2	3	4	5
---	---	---	---	---

Additional Comments

--

TOOLS

Overall Impression

- I enjoyed taking the course

1	2	3	4	5
---	---	---	---	---

- This course provided me with valuable tools and resources that I can use in my coaching endeavours

1	2	3	4	5
---	---	---	---	---

- I would recommend this course to other coaches

1	2	3	4	5
---	---	---	---	---

Please list 3 positive aspects related to any area of the course.

--

Is there anything you would recommend changing, adding or omitting from this course?

--

Additional Comments

--



National
Coaching
Certification
Program



Visit coach.ca, the resource and information hub for coaches in Canada. Check your coaching transcript in the Locker, access valuable eLearning coaching modules, and get practical coaching tips that you can use today from the Coaching Association of Canada.

coach.ca
Coaching Association of Canada
Association canadienne des entraîneurs