



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.



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	7
2.1	Mission, Vision, and Values	7
2.2	Partners in Coach Education.....	7
2.3	Long-Term Development (LTD)	10
2.4	Participant Development Model (PDM).....	11
2.5	Wrestling Technical-Tactical Gold Medal Profile	12
2.6	Coach Development model (CDM)	13
3	The NCCP Model	14
3.1	Training vs. Certification	15
3.2	Wrestling Specific Contexts & Training.....	15
3.3	NCCP Coaching Certification Requirements for WCL Sanctioned Events.....	23
3.4	Safe Sport & Responsible Coaching Movement	25
3.5	Multi-Sport Training	27
4	Evaluation & Certification	28
4.1	Objectives	28
4.2	Principles of Evaluation in the NCCP	28
4.3	Outcomes, Criteria, and Evidence	28
4.4	Evaluating Coaches in the NCCP	30
4.5	Certification Standard	31
4.6	NCCP Database (the Locker).....	31
4.7	Recognition of Coach Competence	31
4.8	Evaluation Process	32
4.9	Transfer of Qualifications from NCCP Levels	36
5	Coach Developers.....	39
5.1	Learning Facilitator	40
5.2	Coach Evaluator	41
5.3	Master Coach Developer.....	42

TABLE OF CONTENTS

5.4	Coach Developer Pool.....	43
6	Administration / Business Model.....	45
6.1	NCCP Materials	45
6.2	Communication	45
6.3	The Locker (the NCCP Database)	46
6.4	Fee Structure, Payment, and Honorarium	47
6.5	Maintenance of Certification & Professional Development	47
6.6	Wrestling Required PD Points.....	49
6.7	Non-NCCP Professional Development Points Guidelines	50
6.8	Wrestling Specific PD Modules	51
6.9	Quality Control	52
6.10	Minimum Age Restrictions.....	52
6.11	Restrictions for Athlete-Coaches in Training	53
7	Tools	54
7.1	NCCP Code of Ethics	54
7.2	NCCP Coach Developer Code of Conduct.....	56
7.3	Template for Feedback Form.....	58

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
January 25, 2023	Revision to 3.3 - Addition of Foreign Coaches at WCL Sanctioned Events
November 28, 2023	Revision to 2.1 - Vision, Mission, Values Revision to 5.4 - Identification & Selection of Coach Developers
January 28, 2025	Revision to 3.2 – Community Coach Revision to 3.2 – Competition Introduction Coach Revision to 3.2 – Competition Development Coach Addition of 3.3 – Coaching Exemptions for WCL Sanctioned Events Revision to 4.5 – Certification Standard Revision to 4.8 – Evaluation Process Revision to 5.4 – Coach Developer Pool Addition of 6.11 – Restrictions for Athlete-Coaches in Training

INTRODUCTION

June 30, 2026	Revision to 3.3 – NCCP Coaching Certification Requirements for WCL sanctioned events Revision to 4.7 – Recognition of Existing Coach Competencies Revision to 4.8 – Evaluation Process Revision to 6.4 – Fee Structure, Payment, Honorarium
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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

Provide leadership, support and safety nationally for our athletes & other participants in pursuit of international podium success.

Vision

Achieve sustainable international excellence through the growth of wrestling in Canada.

Values

- **Trust:** Belief and confidence in the honesty and reliability of WCL and its Participants.
- **Collaboration:** Uniting and cooperating in synergy with others towards a commonly shared purpose or outcome.
- **Excellence:** Drive and determination to success by striving to do better in every aspect, both on and off the mat.
- **Inclusivity:** Embodiment and acceptance of diverse people and ideas that builds a culture of respect, dignity and equity for all.
- **Integrity:** Being honest, transparent and confident that all participants will act in the best interests of WCL, its Athletes and other Participants.

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: [Sport Manitoba Coaching](#)
- New Brunswick: [Sport NB](#)
- Newfoundland and Labrador: [Sport Newfoundland and Labrador](#)
- Northwest Territories: [Sport North Federation](#)
- Nova Scotia: [Coach Nova Scotia](#)
- Nunavut: [Sport Nunavut](#)
- Ontario: [Coaches Association of Ontario](#)
- Prince Edward Island: [Coaching 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:

- NCCP program design, definition and national certification standards, published through this WCL NCCP Operations Manual;
- NCCP program administration;

WRESTLING CANADA LUTTE

- 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
- Competition Introduction 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: [Grapple Yukon](#)

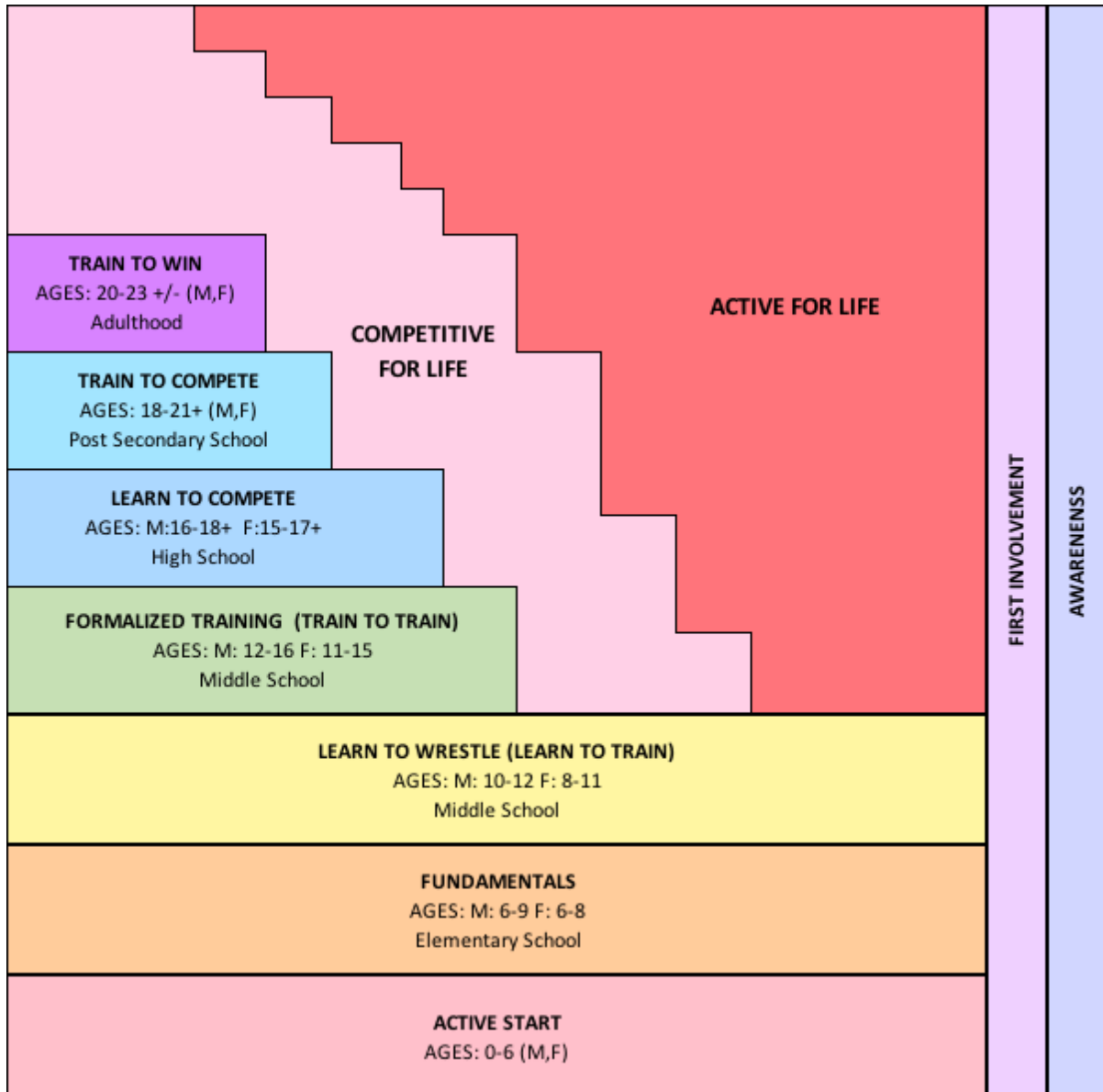
This may be achieved by organizing activities within their province/territory or by assisting coaches to travel to other provinces/territories for the required training and evaluation opportunities.

More specifically:

- The P/TSOs will be responsible for Community Sport and Competition Introduction NCCP training delivery at the local and provincial level.
- P/TSO approval must be given for any NCCP Community Sport and Competition Introduction training 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 events 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 National Sport Organizations.


















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.

WRESTLING CANADA LUTTE

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

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)

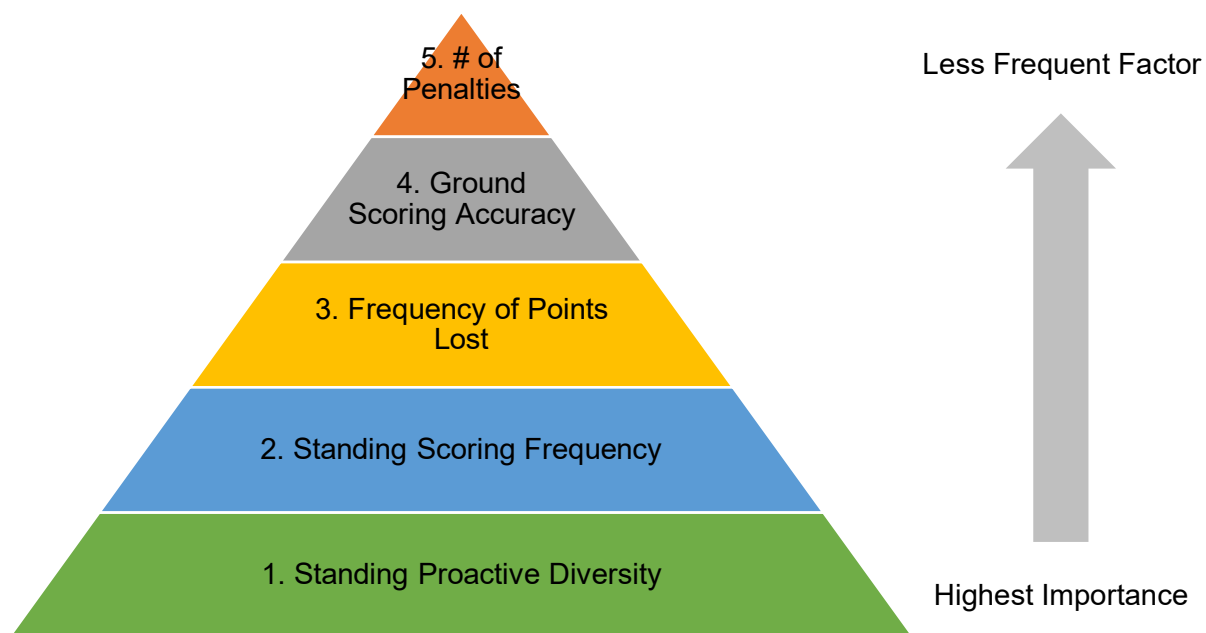
AGE GROUP (age in year of competition)	LTD STAGE	ENTRY POINT	DEVELOPMENT	COMPETITION
Novice (9-10) Kids (11-12)	Fundamentals & Learn to Wrestle			
Bantam / *U15 (13-14)	Formalized Training			
U17 (15-16)	Formalized Training Learn to Compete			
*U17-Cadet (16-17)	Formalized Training Learn to Compete			
U19 (17-18)	Train to Compete			
*U20-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 (<https://wrestling.ca/coach-education/>) is the excellence reference point for all the stage-based profiles in the LTD Framework.

Technical-Tactical Performance Key Metrics



1. **Standing Proactive Diversity** – This is how many different offensive moves you use to score in a single tournament.
2. **Standing Scoring Frequency** – This is the average time you take in a tournament to score 2 points using any type of proactive standing leg attack.
3. **Frequency of Points Lost** – This is the average time it takes your opponent to score 2 points against you during a tournament.
4. **Ground Scoring Accuracy** – This is the percentage of times your score on the ground in a tournament once you achieve the top position, i.e., your accuracy from the top position.
5. **Number of Penalties**– This is the number of penalties you receive during a tournament.











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 5 coaching contexts:

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

AGE GROUP (age in year of competition)	LTD STAGE	COMMUNITY COACH	COMP INTRO COACH	COMP DEV COACH	COMP 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				
*U17-Cadet (16-17)	Formalized Training Learn to Compete				
U19 (17-18)	Train to Compete				
*U20-Junior (18-20)	Train to Compete Train to Win				
*U23 (19-23) *Senior (20+)	Train to Win				

*International age categories

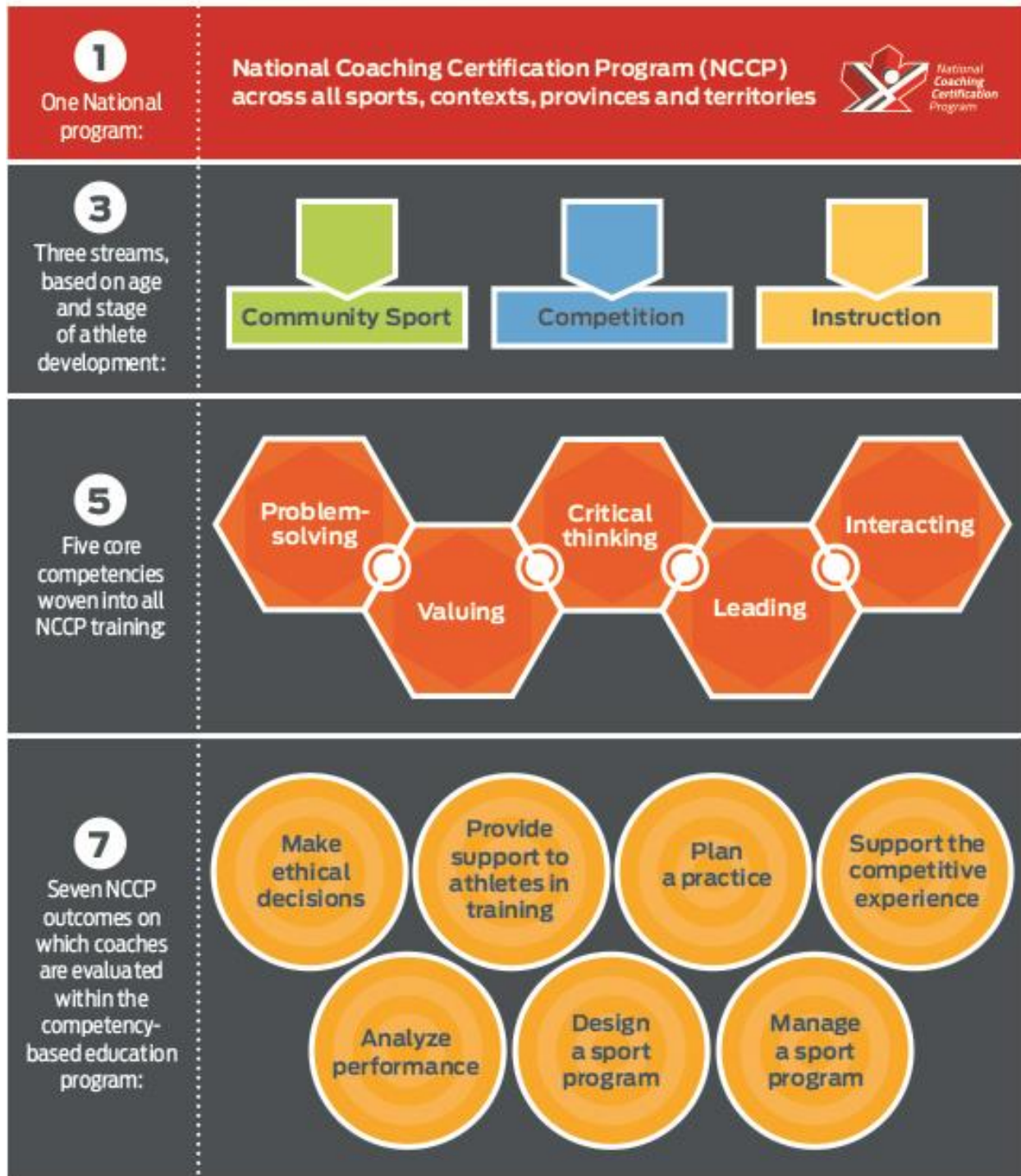
Notes:

- 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 NCCP 1-3-5-7 definition



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:

- Trained** – when they have completed all required training for a context;
- Certified** – when they have completed all evaluation requirements for a context.

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/coach-education/>.



NCCP Community Sport

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/new-coaching/about-nccp>.

THE NCCP MODEL

Community Coach

The Wrestling Community Coach program is aimed at coaches/teachers who have little or no wrestling experience and are conducting programs in schools or 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:

- Understand athlete needs
- Apply support strategies
- Develop adaptive coaching skills
- Foster a positive training environment
- Understanding key principles of practice planning
- Apply constraints-led approach to practice design
- Incorporate ecological dynamics into practice planning
- Develop adaptive practice plans

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" Community Coach

STREAM	CONTEXT	PROGRESSION	CATEGORY	OFFERED BY	MODULES
Community Sport	Community Coach	Recommended	Multi-Sport	CAC	NCCP Coach Initiation in Sport
		Trained	Wrestling Specific	PTSO	Community Sport Initiation – Technical & Tactical
			Multi-Sport	CAC	*Make Ethical Decisions Training & Evaluation (MED)
		*Safe Sport Requirements	Multi-Sport	CAC	Making Head Way
			Safe Sport	CAC	Safe Sport Training
			Safe Sport	Various	Screening

*required for all WCL sanctioned activities

THE NCCP MODEL



NCCP Competition

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 to meet the needs of their athletes.

For more information please visit: <https://coach.ca/new-coaching/about-nccp>.

Competition-Introduction Coach

The Wrestling Competition-Introduction 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 U19, U17, U15 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 U19, U17, U15 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 includes multi-sport training, offered by CAC, as well as wrestling specific content, delivered by WCL and PTSOs.

Wrestling specific training includes the following modules:

Technical and Tactical Theory – upon completion of this module coaches will be able to:

- Understand the base components of a coaching philosophy
- Express a coaching philosophy in a clear, understandable way
- Create a positive learning environment
- Appreciate the role of feedback
- Understand the role of “teaching games for understanding” in a practice session

THE NCCP MODEL

- Review the use of constraints in coaching
- Review the types of teaching tools that are best suited to the use of a constraint-led approach
- Use the concept of “technical-tactical combination” in their coaching practices
- Identify some types of technical gaps

Teaching and Learning – upon completion 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 – upon completion 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

Technical and Tactical Applied (on-mat) – upon completion 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.
- Use different types of goals (outcome, performance, and process)
- Use the SMART framework for goal-setting
- Understand how the ordering of activities in a practice plan affects which physical qualities are being trained
- Understand how the work-to-rest ratio used within each task or activity affects which physical qualities are being trained
- Understand the role of “teaching games for understanding” in a practice session
- Review the use of constraints in coaching
- Review the types of teaching tools that are best suited to the use of a constraint-led approach
- Use the constraint-led approach as a problem-solving tool with their wrestlers

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

Athlete ages: 11 to 18

LTD 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 U19, U17, U15 age groups

THE NCCP MODEL

Status upon successful completion:

“TRAINED” Competition-Introduction Coach (upon completion of training)

“CERTIFIED” Competition-Introduction Coach (upon completion of evaluation)

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

*required for all WCL sanctioned activities

STREAM	CONTEXT	PROGRESSION	CATEGORY	OFFERED BY	MODULES
Competition	Competition-Introduction Coach	Recommended	Safe Sport	Canadian Centre for Childcare Protection	Commit to Kids for Coaches
		Trained	Multi-Sport	CAC	Make Ethical Decisions Training & Evaluation (MED)
			Multi-Sport	CAC	Nutrition
			Multi-Sport	CAC	Emergency Action Plan
			Multi-Sport	PTCR	Planning A Practice
			Multi-Sport	PTCR / WCL	Teaching and Learning
			Multi-Sport	PTCR / WCL	Basic Mental Skills
			Multi-Sport	PTCR	Design a Basic Program
			Wrestling Specific	PTSO	Technical & Tactical Theory
			Wrestling Specific	PTSO	Technical & Tactical Applied
			Certified	Multi-Sport	CAC
		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

THE NCCP MODEL

Competition-Development Coach

The Wrestling Competition-Development 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, U23 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, U23 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 Performance** – upon completion of this module coaches will be able to:
 - Use performance analysis to understand what is happening in a standing move
 - Understand the concept of “scoring diversity”
 - Use the concept of a technical-tactical combination in the daily training environment
 - Identify the components of a technical-tactical combination: set-up, control link, and scoring move
 - Describe the four elements of a set-up: level in stance, foot alignment, contact, and tactical interaction
 - Create action plans to improve a standing move
2. **Motor Learning** – upon completion of this module coaches will be able to:
 - Use a constraint-led approach to improve the skill acquisition of wrestlers
 - Understand the three (3) categories of constraints in Ecological Dynamics: individual, environment, and task.

THE NCCP MODEL

- Understand the role of feedback
- Identify the characteristics of tasks that are representative of a wrestling match
- Focus on the end result or the effects
- Focus on implicit learning

3. Performance Planning – upon completion of this module coaches will be able to:

- Understand the fundamental role of prioritization in yearly training plans
- Understand that different stages of development affect the athlete's capacity to train each athletic ability
- Understand the difference between the athletic abilities and technical skills
- Use the principles of skill development in their yearly training plans
- Understand the basic principles behind Linear Periodization
- Understand the basic principles behind Block Periodization
- Use the gold-medal profile to make informed decisions that will help prepare their athletes for future success
- Recognize what is and isn't possible within the current amount of practice time available in their wrestling program

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

Athlete ages: 18 and above

LTD Stages: Train to Compete

Prepares coaches to coach: Competitive wrestling programs with athletes actively engaged in competition at the U20-Junior, U23, and Senior categories.

Status upon successful completion:

"TRAINED" Competition-Development Coach (upon completion of training)

"CERTIFIED" Competition-Development 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	Competition-Development Coach	Recommended			Competition-Introduction Certified
		Trained	Multi-Sport	CAC	Make Ethical Decisions Training & Evaluation
			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	+Developing Athletic Abilities
			Multi-Sport	PTCR	Prevention & Recovery
			Multi-Sport	PTCR	+Psychology of Performance
			Multi-Sport	PTCR	+Performance Planning
			Multi-Sport	PTCR	+Advanced Practice Planning
			Wrestling Specific	WCL	Analyse Performance
			Wrestling Specific	WCL	Motor Learning
			Wrestling Specific	WCL	Performance Planning
		Certified	Multi-Sport	CAC	MED Training & 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		

+completion is mandatory prior to wrestling specific training
 *required for all WCL sanctioned activities

THE NCCP MODEL

Competition-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 to meet the needs of their athletes. This context is not currently available.

For more information please visit: <https://coach.ca/new-coaching/about-nccp>.

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 to be eligible to coach at the respective WCL sanctioned events:

U17-Cadet and U19, U17, U15 Canadian Championships

- Competition-Introduction certification or higher (Comp-Dev, ACD, Level 4 or 5 certified)
- Competition-Introduction approved coaching exemption (see below)
- Safe Sport requirements
- WCL licence (in the year of competition)

U20-Junior, U23, and Senior Canadian Championships & Canadian Team Trials

- Competition-Development certification or higher (ACD, Level 4 or 5 certified)
- Competition-Development approved coaching exemption (see below)
- Safe Sport requirements
- WCL licence (in the year of competition)

Canada Games and U SPORTS Championships

- Head Coach: Competition-Development certification or higher (ACD, Level 4 or 5 certified)

THE NCCP MODEL

- Assistant Coaches: Competition-Introduction certification or higher (Comp-Dev, ACD, Level 4 or 5 certified)
- Approved coaching exemptions (see below)
- Safe Sport requirements

Coaching exemptions for WCL-sanctioned events

Coaches are eligible for two exemptions for each program (i.e. Competition-Introduction and Competition-Development). All requests are reviewed and considered on a case-by-case basis by WCL's Sport Development Manager, with oversight by the Coach Education & Development Advisory Committee (CEDAC).

Competition-Introduction:

- If a coach has completed all training, except for WCL modules, they will automatically qualify for an exemption, otherwise their request will be referred to the Sport Development Manager and / or CEDAC for review.
- If a coach still has not taken the WCL modules when they apply for a second exemption, they will be referred to the Sport Development Manager and / or CEDAC. The coach will be required to prove that they were not in a position to take advantage of the training offered by the P/TSOs when it was scheduled.

Competition-Development:

- If a coach has achieved Trained status, they will automatically qualify for an exemption that lasts the calendar year.
- If a coach has applied to take their WCL evaluation without completing their training pathway, they will automatically qualify for an exemption that will last 18 months, starting January 1st of the year the exemption is approved.
- If an individual falls into one of the two categories below, their file will be reviewed by the Sport Development Manager with oversight from CEDAC. WCL will have discretion to approve an exemption for such an individual and also impose conditions (e.g. provide proof of registration and payment for a missing module):
 - a) They are missing the WCL training due to a lack of availability; or
 - b) They are missing 1-2 multi-sport modules in the training requirements; or

Coaching on international tours / UWW Coach License

- Competition-Development certification or higher (ACD, Level 4 or 5 certified)
- Competition-Development approved coaching exemption
- Safe Sport requirements
- WCL licence (in the year of competition)

Foreign Coaches at WCL Sanctioned Events

There are Canadian athletes who live and train outside of Canada. Their personal coaches, who are not registered participants of WCL may want to come to Canada and support these athletes at WCL sanctioned events.

For this section, a foreign coach is defined as a person who is not a registered participant of WCL or a member of a PTSO, lives and works outside of Canada, and coaches' wrestlers.

THE NCCP MODEL

The following requirements need to be satisfied for a foreign coach to work with a Canadian athlete at a WCL sanctioned event:

A. Must hold the CAC's Registered Coach License

The Coaching Association of Canada (CAC) offers this license to whoever needs it. It is the license currently used for non-Canadian coaches who will work with Canadian athletes at the Olympic Games or other multi-sport Games.

To get this, a coach will have to contact the CAC and do the following:

1. Submit a recent, valid criminal records check.
2. Submit two (2) references from their sport federation.
3. Sign the CAC code of conduct.
4. Create a Locker account.
5. Complete the NCCP Safe Sport Training module.
6. Pay the annual fee associated with this license

B. Complete WCL's Safe Sport Requirements

This is the same standard that applies to all Canadian coaches, who need to:

7. Complete the Make Ethical Decisions (MED) online evaluation.
8. Complete the NCCP Safe Sport Training module.
9. Complete the NCCP Making Head Way concussion awareness module.
10. Hold a WCL licence (in the year of competition)

C. Provide proof of civil liability insurance to WCL

All foreign coaches should have this type of insurance and it should be valid for work outside of their home countries/jurisdictions.

D. Coaches from the United States of America provide proof that they have achieved at a minimum the Silver level of the USA Wrestling coaching program

This is not about creating an equivalency. There really is no such thing between our system and anyone else's. This item is about demanding a certain level of formal professional development and a recognition of that from their home federation.

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

THE NCCP MODEL

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 Safety in Sport Resources (<https://wrestling.ca/safety-in-sport-resources/>) for more details.

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/sport-safety/responsible-coaching-movement>.

THE NCCP MODEL

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 Training & Evaluation
- Making Head Way
- Safe Sport Training or 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.

Additional information on ALL safe sport & screening requirements can be found in WCL's Safety in Sport Resource: <https://wrestling.ca/safety-in-sport-resources/>.

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.

All 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: <https://www.coach.ca/training-modules?track=278>.

- 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
- Creating a Positive Sport Environment
- Design a Basic Sports Program
- Developing Athletic Abilities
- Emergency Action Plan
- 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*

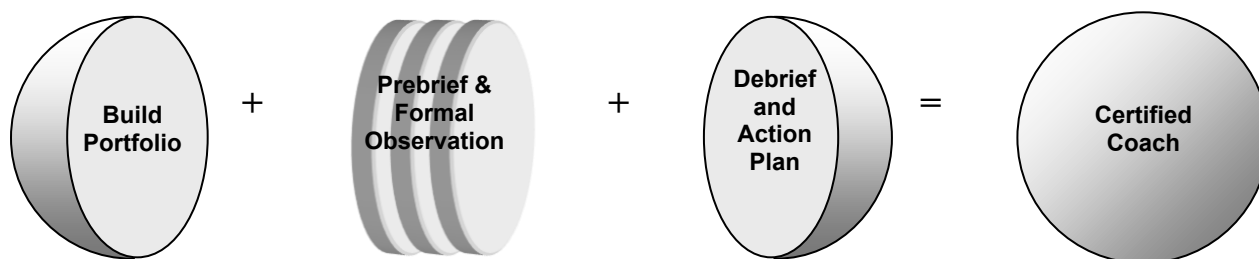
- *Criterion: Implement an appropriately structured and organized practice*
- *Evidence: Deliver a practice that matches the goals identified in the practice plan; activities contribute to development of skills, tactics, or athletic abilities; equipment is available and ready to use*

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 three-point achievement scale:

- 3 Exceeds NCCP Minimum Standard
- 2 NCCP Minimum Standard – includes the evidence that describes the minimum standard for what a coach does
- 1 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 and WCL 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 RECOGNITION OF COACH COMPETENCE

Competition-Introduction 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

EVALUATION & CERTIFICATION

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 WCL by email. WCL 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 experience 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.

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 Coach

A coach who believes they have enough relevant professional experience and / or education to proceed directly to evaluation may do so by signing up for the evaluation on the WCL website: <https://wrestling.ca/coach-education/>. See section 4.8 for more details.

4.8 EVALUATION PROCESS

Community Sport Coach

No evaluation.

EVALUATION & CERTIFICATION

How to Request an Evaluation (Competition-Introduction & Competition-Development)

Please complete the appropriate form in the Coach Education section of WCL's website (<https://wrestling.ca/coach-education/>). All requests must be made by the coach candidate – requests through intermediaries will not be accepted. If you require assistance through this process, please contact WCL (info@wrestling.ca).

Competition-Introduction

Competition-Introduction Evaluations include the following components:

- Portfolio (WCL)
- Practice (WCL)
- Make Ethical Decisions (CAC)

The following standard practices apply for WCL Competition-Introduction evaluations:

1. Two co-evaluators are assigned to each candidate.
2. At least one co-evaluator is from another province or territory (preferred).
3. If a co-evaluator is from the same province/territory as the candidate, the following restrictions apply:
 - a) They cannot be a member of the same club.
 - b) They cannot have an existing business relationship with each other.
 - c) They cannot have an existing personal relationship with one another.

COMP-INT EVALUATION PROCESS

- ⇒ Comp-Int training workshops completed.
- ⇒ Active applied coaching, minimum 4 weeks.
- ⇒ Coach contacts WCL through website to request evaluation and coordinate fee payment (invoice).
- ⇒ WCL provides a portfolio package to be completed, and coach confirms training schedule.
- ⇒ WCL selects co-Evaluators. Co-Evaluators contact coach to confirm date & time of:
 - 1 – briefing;
 - 2 – practice observation;
 - 3 – debrief.
- ⇒ Coach submits completed portfolio.
- ⇒ Portfolio is evaluated. If the plans don't meet the minimum standard, the coach will be notified to address any gaps.
- ⇒ Briefing, on-site practice evaluation and debrief occur.
- ⇒ The Evaluator will provide final results and action plan to coach and WCL (evaluator should keep a copy for themselves).
- ⇒ WCL records event in the Locker.

EVALUATION & CERTIFICATION

Competition-Development

Competition-Development Evaluations include the following components:

- Portfolio (WCL)
- Practice (WCL)
- Tournament (WCL)
- Leading Drug-Free Sport (CAC)
- Make Ethical Decisions (CAC)
- Managing Conflict (CAC)

It is standard practice to have different individuals evaluate each evaluation component, at different times.

In addition to the WCL Competition-Introduction Evaluation Process noted above, the following would apply for all WCL Competition-Development evaluations (portfolio, practice and tournament):

- 1) The portfolio evaluation should be completed first.
- 2) The portfolio evaluation will be assigned to either 1 or 2 evaluators, at the discretion of WCL.
- 3) One (1) evaluator will be assigned to the practice evaluation.
- 4) One (1) evaluator will be assigned to the tournament evaluation.
- 5) If an Evaluator is from the same province/territory as the candidate, the following restrictions apply:
 - a) They cannot be a member of the same club.
 - b) They cannot have an existing business relationship with each other.
 - c) They cannot have an existing personal relationship with one another.

COMP-DEV EVALUATION PROCESS

- ⇒ Coach completes required NCCP Multi-sport modules (mandatory pre-requisites for WCL wrestling specific training).
- ⇒ Coach completes Competition-Development wrestling specific training.
- ⇒ Coach contacts WCL through website to request evaluation and coordinate fee payment (invoice).
- ⇒ WCL provides a portfolio package to be completed, and coach confirms training schedule.
- ⇒ WCL selects Evaluator(s). Evaluator contacts coach to set up date & location of on-site evaluations.
- ⇒ Coach submits completed portfolio to designated Evaluator(s).
- ⇒ Evaluator reviews Portfolio and provides feedback. WCL confirms dates, times & details for practice & tournament evaluation.
- ⇒ Briefing, practice evaluation and debrief occur.
- ⇒ Briefing, competition evaluation and debrief occur (approved competitions for evaluation purposes include those on the submitted Yearly Training Plan).
- ⇒ The Evaluator will provide final results and action plan to coach and WCL (evaluator should keep a copy for themselves).
- ⇒ WCL records events in the Locker.

EVALUATION & CERTIFICATION

If a coach elects to complete the evaluation components before completing the training pathway, the following modified evaluation process applies.

NOTE: The portfolio evaluation should be completed first. Upon completion of the portfolio evaluation, practice and tournament evaluations can be completed in any order.

COMP-DEV MODIFIED EVALUATION PROCESS PORTFOLIO EVALUATION	
<ul style="list-style-type: none">⇒ Coach contacts WCL through the web site to request an evaluation (new first step) and coordinate fee payment (invoice).⇒ WCL provides a portfolio package.⇒ WCL selects 1-2 Evaluator(s).⇒ Coach submits completed portfolio to designated Evaluator(s).⇒ The Evaluator(s) create an action plan, which may include suggested training modules for the coach to take or resources to review.⇒ Debrief occurs.⇒ The coach implements the action plan, and if necessary, sends an updated portfolio for another round of review.⇒ WCL records the result in the Locker.⇒ WCL archives a copy of the action plan.	
PRACTICE EVALUATION	TOURNAMENT EVALUATION
<ul style="list-style-type: none">⇒ Once the portfolio evaluation is complete, WCL will automatically contact the coach to schedule a practice observation.⇒ The coach confirms their availability.⇒ WCL coordinates fee payment (invoice).⇒ WCL assigns an Evaluator, who arranges for the briefing/observation/debrief.⇒ The coach receives the action plan during the debrief.⇒ WCL records the result in the Locker.⇒ WCL archives a copy of the action plan.	<ul style="list-style-type: none">⇒ Once the portfolio evaluation is complete, WCL will automatically contact the coach to schedule a tournament observation.⇒ The coach confirms their availability.⇒ WCL coordinates fee payment (invoice).⇒ WCL assigns an Evaluator, who arranges for the briefing/observation/debrief.⇒ The coach receives the action plan during the debrief.⇒ WCL records the result in the Locker.⇒ WCL archives a copy of the action plan.

Coach Evaluators

Coach evaluators will be selected from the published list of approved Coach Evaluators (<https://wrestling.ca/coach-education/>).

Payment and Honoraria for Evaluation Process

See section 6.4.

EVALUATION & CERTIFICATION

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.

- Appeal requests are to be forwarded to WCL by email: nccp@wrestling.ca.
- 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.

4.9 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 first renewal cycle began 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.

COACH DEVELOPERS

For more information please visit: <https://coach.ca/education-and-training/nccp-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/education-and-training/nccp-coach-developers>.

COACH DEVELOPERS

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 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/education-and-training/nccp-coach-developers>.

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/education-and-training/nccp-coach-developers>.

COACH DEVELOPERS

5.4 COACH DEVELOPER POOL

Identification

WCL's Coach Education and Development Advisory Committee (CEDAC) will:

- conduct a review of the coach developer workforce at the end of each Olympic quadrennial;
- identify the ideal LF, CE, MCD candidate profile;
- determine the demand across the country for the next quadrennial.

Nomination

New candidates can be nominated in three (3) ways:

- By WCL's Coach Education and Development Advisory Committee (CEDAC)
- By the Provincial / Territorial Wrestling Association (PTSO)
- By WCL staff

Selection

WCL's Coach Education and Development Advisory Committee (CEDAC) is responsible for reviewing and approving coach developer candidates, for a 4-year cycle, in alignment with each quadrennial.

Once approved, all coach developers will be required to sign a standard agreement with WCL outlining their roles and responsibilities, including:

- Standards of behaviour
- Operational standards
- Code of conduct
- Quality control
- Required coach developer training

Coach developer status expires on December 31st of the year of the summer Olympic Games. Status can be renewed indefinitely by WCL.

Training

Community Sport:

All coach developers must complete the following WCL modules to maintain their status as an active Learning Facilitator, as determined by WCL:

- Competition Introduction LF / Evaluator Training
- Community Sport LF Training
- Safe Sport Training

Competition-Introduction:

All coach developers must complete the following WCL modules to maintain their status as an active Learning Facilitator or Evaluator, as determined by WCL:

- Motor Learning
- Analyze Performance
- Performance Planning

COACH DEVELOPERS

- Competition-Introduction LF / Evaluator Training
- LF / Evaluator Update Training
- Safe Sport Training

Performance Review and Deselection

WCL is responsible for monitoring each of these processes.

Coach developers will be reviewed annually and will be removed from active status at the end of each year if they have not delivered either training or evaluations regularly, as per the standards below:

- 1) Competition-Introduction learning facilitators must deliver training in either this program or the Community Sport program at least twice in a 12-month period;
- 2) Competition-Introduction evaluators must deliver at least two evaluations in this program at least twice in a 12-month period;
- 3) Competition-Development learning facilitators must deliver training in this program at least twice in a 12-month period; and
- 4) Competition-Development evaluators must deliver evaluations in this program at least twice in a 12-month period.

WCL will also conduct reviews of the coach developer workforce at the end of each Olympic quadrennial, and revise the CD pool, as necessary.

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.

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;

ADMINISTRATOR / 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	RECOMMENDED COURSE FEE* per participant	MINIMUM RECOMMENDED FACILITATOR FEE**	EVALUATION	EVALUATION FEE
COMMUNITY COACH PTSO delivery (training)	\$100 = \$75 course fee \$25 WCL development fee	~ 4HRS @ \$60/HR = \$240	n/a	n/a
COMPETITION-INTRODUCTION COACH PTSO delivery (training) WCL delivery (evaluation)	\$150 to \$200 = \$125 to \$175 course fee \$25 WCL development fee	~ 8HRS @ \$60/HR = \$480	6 Months of Practical Coaching Portfolio Evaluation Practice Evaluation	\$175 Evaluation Package = \$50 portfolio evaluator honorarium \$100 practice evaluator honorarium \$25 WCL development fee & travel costs of evaluator
COMPETITION-DEVELOPMENT COACH WCL delivery	\$300 + tax: WCL Analyze Performance WCL Motor Learning \$300 + tax: WCL Performance Planning		Portfolio Evaluation	\$225 Portfolio Evaluation = \$200 evaluator honorarium \$25 WCL development fee
			Practice Evaluation	\$225 Practice Evaluation = \$200 evaluator honorarium \$25 WCL development fee
			Tournament Evaluation	\$225 Tournament Evaluation = \$175 evaluator honorarium \$50 WCL development fee

*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

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.

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

ADMINISTRATOR / BUSINESS MODEL

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

- 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/education-and-training/maintenance-certification>.

ADMINISTRATOR / BUSINESS MODEL

6.6 WRESTLING REQUIRED PD POINTS

Context	Required Professional Development Points (over a 5-year period)
Community Sport Coach	10 points
Competition-Introduction Coach	20 points
Competition-Development 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
	WCL directed	Canadian Championships: 3 points for being an accredited coach at each of the following Championships: <ul style="list-style-type: none"> • U SPORTS Wrestling Championships • U19, U17, U15 Canadian Championships • Senior, U20-Junior, U17-Cadet Canadian Championships • U23 Canadian Championships • Canadian Team Trials 	Maximum of 3 points per year (2019 onwards)
	Coaching Webinars: 1 point per webinar (1 hr)	No maximum or minimum	

ADMINISTRATOR / BUSINESS MODEL

	PTSO directed	3 points for being an accredited coach at each of the following Championships: <ul style="list-style-type: none"> 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
Multi-sport	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

ADMINISTRATOR / BUSINESS MODEL

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).
- Once the module is verified, the P/TSO 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; event 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 P/TSO 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
- P/TSO Conference
- WCL Coach Webinar

ADMINISTRATOR / BUSINESS MODEL

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.

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.

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.

6.11 RESTRICTIONS FOR ATHLETE-COACHES IN TRAINING

Athletes who are competing internationally will not be permitted to participate in NCCP training delivered by WCL that is scheduled less than 48 hours before the event weigh-ins or 48 hours after the end of the event.

Athlete replacements for an international event that have already registered for WCL training that is scheduled less than 48 hours before the event weigh-ins or 48 hours after the end of the event, must notify the organizer of the NCCP training to have their registration fees refunded.

7 TOOLS

7.1 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.

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



1 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



2 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



3 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
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- The technology used was easy to follow and effective

1	2	3	4	5
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- 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
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- 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
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Additional Comments

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Coach Developer

- The facilitator was available for questions

1	2	3	4	5
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- The facilitator was knowledgeable on the course material

1	2	3	4	5
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- The facilitator enabled me to reflect on ways that I might improve as a coach

1	2	3	4	5
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Additional Comments

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TOOLS

Overall Impression

- I enjoyed taking the course

1	2	3	4	5
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- This course provided me with valuable tools and resources that I can use in my coaching endeavours

1	2	3	4	5
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- I would recommend this course to other coaches

1	2	3	4	5
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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



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