



## Coaching Target Sports within Canada

The Shooting Federation of Canada (SFC) has worked very hard over the last several years to come in line with National Coach Certification Program (NCCP) requirements to update coach training programs in the Olympic and Paralympic rifle, pistol and shotgun shooting disciplines. The old coach certification program known as “NCCP Levels 1-5” is no longer available. To replace the Levels program, the SFC is developing four “contexts” as follows:

NCCP level one is now called Instructor Beginner (also known as IB)

NCCP level two and three combined is now called Competition Development (also known as Comp-Dev)

NCCP level four is now called Competition Development Advanced Gradation (also known as CDAG)

NCCP level five is now called Competition High Performance (also known as Comp-HP)

Coach training for target shooting is comprised of a combination of sport specific training, led by trained facilitators of the [Shooting Federation of Canada](#), and multisport training offered through the [Coaching Association of Canada](#).



# Understanding the National Coach Certification Program (NCCP) Model

Shooting Federation of Canada coaching programs are run with the support of the Coaching Association of Canada. The following link will give you an understanding of the [NCCP model](#).

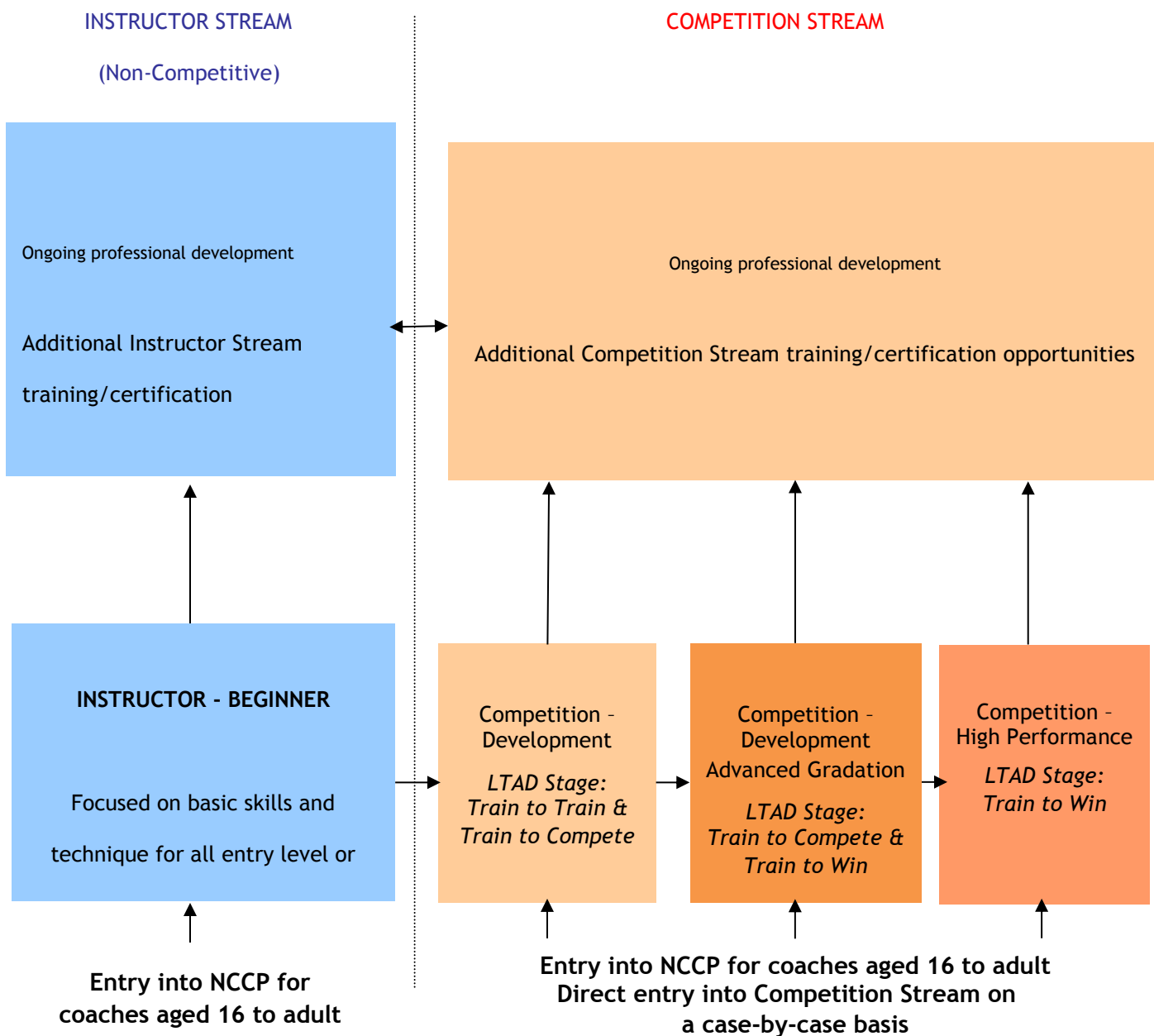


## New Coaches to Target Shooting. How do I start?

The first step in becoming a coach in any sport is registration in “The Locker”, the Coaching Association of Canada, National Coach database. You only need to have one coach certification number or CC number even if you coach multiple sports.

The embedded link will take you to The [Locker](#) to register.

# SHOOTING FEDERATION OF CANADA: COACH DEVELOPMENT MODEL



**\*Please note that Competition Development Advanced Gradation and Competition High Performance are currently under development.**

## What if I want to become a coach?

If you are interested in becoming a coach in one of the three main target shooting sport areas and do not have any certification, you will follow the coach training and certification pathways as outlined below.

COACH TRAINING AND CERTIFICATION PATHWAY FOR SHOOTING SPORTS:  
INSTRUCTOR-BEGINNER CONTEXT

TARGET GROUP:

- Member of the SFC
- 16 years of age
- Experienced target shooter working with participants who are non-competitive target shooters; entry level and ongoing participation
- LTAD Stage:  
Intro to Target Shooting and Active for Life

TRAINING:

- Firearms Safety Test
- Possession and Acquisition Licence (restricted license for pistol)  
OR
- Military Range Officer (Cadet Programme)

Completion of 12 hour SFC Instructor-Beginner coach training workshop

+  
Complete / Multi-sport Part A training otherwise known as: [Making Ethical Decisions](#), [Nutrition](#) and [Plan a Practice](#)

EVALUATION:

Complete a coaching portfolio  
+  
Complete an on-site evaluation  
+  
Complete an online evaluation of Instruction Stream Making Ethical Decisions (MED)

CERTIFIED  
Instructor-Beginner Coach

ONGOING  
MAINTENANCE OF  
CERTIFICATION:

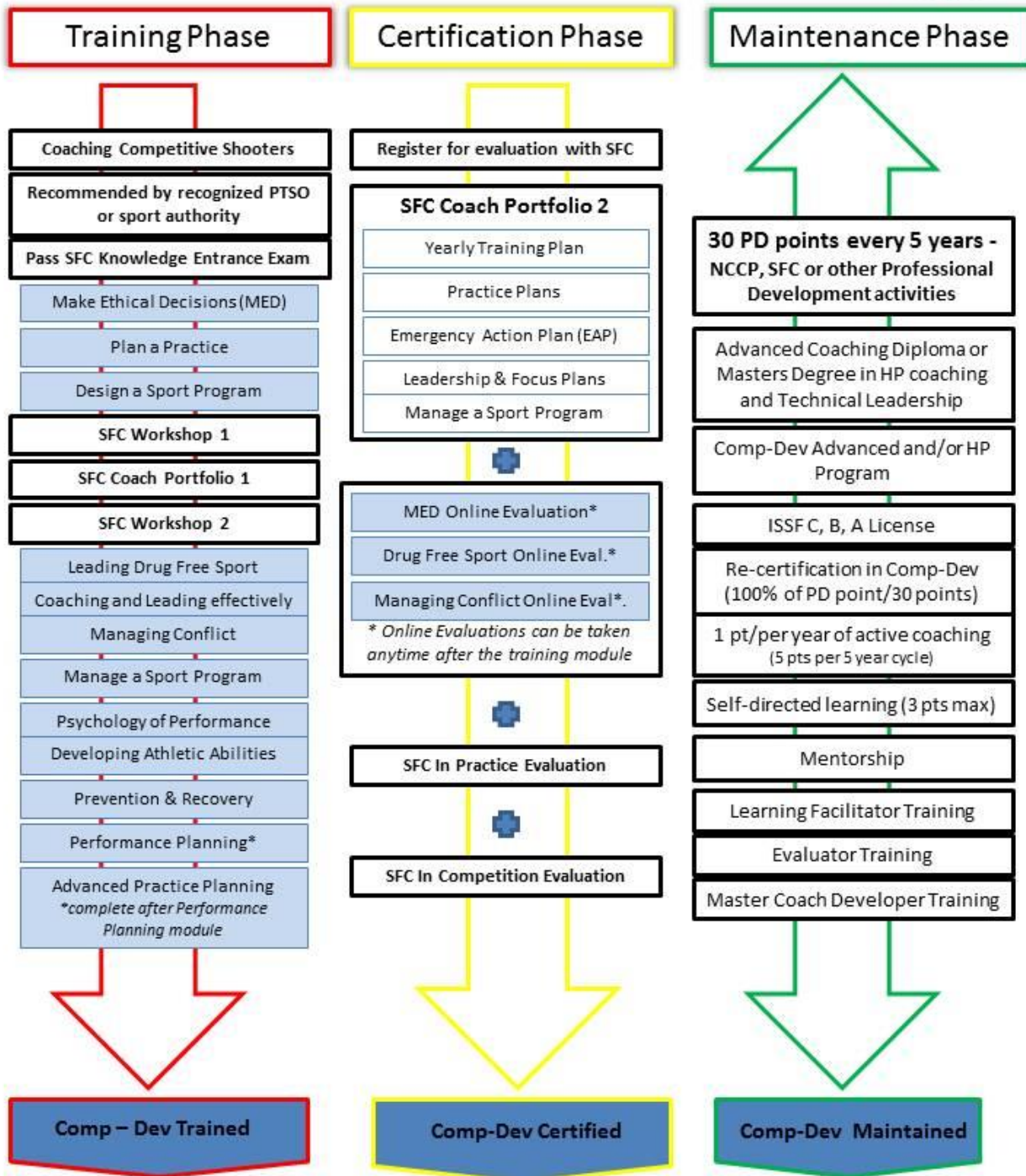
Professional Development (PD) points  
- 10 per 5 year cycle

Examples:

- Complete Multi-sport Part B training, otherwise known as: [Teaching and Learning](#), [Designing a Basic Sports Program](#) and [Basic Mental Skills](#)
  - Complete additional SFC Instructor-Beginner training workshops
- OR
- Complete Competition-Development training



# SFC Competition Development Coach Pathway



All blue boxes = Multisport Modules (MSM) accessed through P/TC <http://www.coach.ca/-p140497> at any time during the training phase. Online evaluations are accessed through <https://thelocker.coach.ca/>

**Multisport modules** are described on the Coaching Association of Canada website at [www.coach.ca](http://www.coach.ca).



## What if I am already a coach under the Levels program?

For existing coaches in the sport of Target Shooting, a transfer of qualifications commenced in March of 2017. Due to the amount of new content in both the Instructor Beginner and Competition Development contexts including the introduction of the [Long Term Athlete Development model](#) (LTAD), coaches certified under the old program will be required to take additional training in order to regain “certified” status.

NCCP coaches are described as follows:

**In Training** - when a coach has completed some of the required training for a context.

**Trained** - when a coach has completed all required training for a context.

**Certified** - when a coach has completed all training and evaluation requirements for a context.

### Trained vs. Certified

The NCCP model distinguishes between training and certification. Coaches who participate in training opportunities to acquire or refine the skills and knowledge required for a particular coaching context as defined by the sport, may 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 60 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.

## **What if I have taken some coach training but never reached certification?**

Coaches who may have previously taken a level 1, 2 or 3 shooting technical course but did not get evaluated will also fall under the same transfer of qualification program. It is recommended, but not mandatory, that depending on how long ago your last coach training occurred, you consider taking the Instructor Beginner Course or Competition Development course in your specific shooting discipline as much of the content has changed and the evaluation process is based on a specific technical program.

Coaches are now required to stay current and obtain professional development points to keep their coaching status up-to-date. This [Maintenance of Certification](#) will occur on a five year cycle.

## **Maintenance of Certification**

As part of the new coaching model, coaches will be required to “maintain” their coach certification by obtaining Professional Development (PD) points. [Maintenance of Certification](#) was designed by NCCP stakeholders as a way to recognize YOU, certified coaches, for the coach education professional development you are already doing!

The CAC and all NCCP stakeholders strongly believe in the power of continuing education and, as certified coaches, you lead the way in exemplifying just how important continuing education is.

Ways to earn Professional Development Points:

- Other [Multi-sport modules](#)
- Sport specific training opportunities
- Other [events and workshops](#)
- [Self-reporting](#) of professional development
- E-learning modules

Professional development opportunities and points are allocated as follows:

	Active Category	Points	Limitations
Sport Specific	Active Coaching	1 point/year for every season coached <b>OR</b> 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, e.g. 3 points, if certification period is 3 years
	NCCP Activity	5 points/training module or evaluation event	No maximum or minimum
	Non-NCCP Activity	1 point/hour of activity up to 3 hours maximum	No minimum or maximum
	Coach self-directed activity	3 points for the valid certification period	<b>Maximum</b> 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
Multi-sport	NCCP activity	5 points/training module or evaluation event	No maximum or minimum
	Non-NCCP activity	1 point/ hour of activity up to 3 points maximum	To a maximum of 50% of the required PD credit for the context in a certification renewal period

Maintenance of certification must be based on active coaching and professional development. The Shooting Federation of Canada had adopted a 5 year cycle for renewal of certification.

	Minimum Professional Development credits required if the period for renewal of certification is:				
Context (includes any gradation)	5 years	4 years	3 years	2 years	1 year
Instructor - Beginners	10 points	8 points	6 points	4 points	2 points
Competition - Development	30 points	24 points	18 points	12 points	6 points



## Course fees and evaluation costs

### Workshop Registration Fees

Instruction – Beginner Workshop	\$100 payable to the SFC
Instruction – Beginner Evaluation	\$ 75 payable to the SFC
Shooting Comp-Dev Workshop #1	\$150 payable to the SFC
Shooting Comp-Dev Workshop #2	\$150 payable to the SFC
Make Ethical Decisions online evaluation Managing Conflict online evaluation Leading Drug-free Sport online evaluation	<ul style="list-style-type: none"><li>• Currently \$85 charge for each online evaluation <b>only</b> if the coach has not completed the training</li><li>• Free if training module has been completed</li></ul>
Portfolio Evaluation In-Practice Evaluation In-Competition Evaluation	<ul style="list-style-type: none"><li>• <b>\$75 fee – payable to SFC</b></li><li>• <b>SFC will pay Evaluator fee – \$50 honorarium and the coach being evaluated is responsible for Evaluator expenses incurred as a result of travel.</b></li></ul>
Re-evaluation	<ul style="list-style-type: none"><li>• <b>\$75 fee – payable to SFC</b></li></ul>

### Who trains the coaches? COACH DEVELOPERS train coaches.

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

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.

Coach Developers now have a formal training pathway. This strengthens and standardizes SFC coaching programs across the country. To qualify for selection as a Coach Developer, an individual must have successfully completed the Make Ethical Decisions online evaluation AND successfully demonstrated his or her competency by completing the relevant role-specific pathway. The Coach Developer must also be recommended by their Provincial/Territorial Sport Organization.

The [NCCP Coach Developer](#) roles and their pathways are as follows:



## Learning Facilitator

Every NCCP workshop is led by a trained [Learning Facilitator](#) (LF) who has undergone a standardized training process. LFs are crucial to the development of skilled, knowledgeable coaches who are then able to develop safer, happier athletes and sport 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 Canada's NCCP.

## Coach Evaluator

A [Coach Evaluator's](#) role is to contribute to the development of coaches after they have acquired NCCP training. This includes assessment, evaluation, debriefing, and follow-up with coaches working to achieve certified status. Coach Evaluators are experts in the observation process and have in-depth knowledge of the outcomes, criteria, and evidences 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.

## **Master Coach Developer (MCD)**

The role of the [Master Coach Developer \(MCD\)](#) is to train, to evaluate, to support, and to mentor Coach Developers, i.e. Learning Facilitators (LFs), Coach Evaluators (CEs), and other MCDs. In addition, MCDs play a key role in promoting the National Coach Certification Program.

Master Coach Developers must possess adequate knowledge and expertise in facilitation to assist in training Coach Developers and to lead workshops and professional development experiences for Coach Developers.

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

**For further information about becoming a Coach or Coach Developer, please contact your Provincial/Territorial Sport Organization or the Shooting Federation of Canada directly.**

