

# **Saskatchewan Games Program Aboriginal Apprentice Coach Program**

## ***2016 Saskatchewan Summer Games***

### **BACKGROUND:**

The Saskatchewan Games program began back in 1972 with Moose Jaw hosting the first ever summer games. The Saskatchewan Games operates on a four year cycle alternating between a summer and winter games. On average over 1,800 athletes, coaches and managers participate in approximately 13 different sports at the Games. The purpose of the Saskatchewan Games is to provide an opportunity for the province's developing athletes, coaches and officials to participate in a multi-sport event in preparation for a higher level of competition. Aboriginal athletes and coaches have always been active participants in the Saskatchewan Games program; however not to the level that one would expect, especially as coaches. Utilizing the Saskatchewan Games Program as a vehicle to enhance Aboriginal involvement and to further coaching development is a great opportunity. At the 2012 Saskatchewan Summer Games in Meadow Lake two coaches were selected to participate in the sport of Volleyball (Northern District) and Canoe/Kayak (Regina District). The 2012 pilot program was a success and now continues to be supported in future games.

### **PURPOSE:**

To provide qualified Aboriginal coaches with the opportunity to experience a Provincial Multi-sport Games that will advance their coaching abilities and experience to prepare them for future coaching opportunities.

### **OBJECTIVES:**

- To build coaching capacity within Aboriginal communities;
- To provide Aboriginal apprentice coaches with provincial multi-sport games exposure;
- To provide a stepping stone for Aboriginal Coaches interested in coaching Team Sask at NAIG, other Regional/National Championships or multi-sport games;
- To provide Aboriginal apprentice coaches with a mentor coach throughout the Games' preparation period;
- To provide Aboriginal apprentice coaches with professional development opportunities that can advance their level of training under the NCCP;
- To provide Aboriginal apprentice coaches and their Mentor coach with training in the Aboriginal Coaching Module as required;
- To provide an opportunity for Aboriginal apprentice coaches to work with advanced level coaches;
- To ensure a minimum of one female Aboriginal coach is selected to participate;
- To ensure the Aboriginal sport community has the opportunity to recommend potential coaches;
- To ensure Aboriginal apprentice coaches are well prepared and empowered to handle a meaningful role during the Saskatchewan Games experience.

### **DESIRED OUTCOMES:**

The desired, measurable outcomes are as follows:

- The intent of the program is to have four Districts and four different sports successfully participate in the AACP for the 2016 Saskatchewan Summer Games (more than one coach from a sport or District may be selected depending on the number of applications received);
- 100% of all Aboriginal apprentice coaches attending the Games will have been trained in the relevant NCCP context within one year following the Games;
- A minimum of 1 of the 4 apprentice coaches are female (preferably 2 of 4);
- As a long-term objective, 100% of all Aboriginal apprentice coaches will continue to actively coach athletes at the community, provincial, or national level applying the experience gained from the Saskatchewan Games.
- 100% of apprentice coaches, mentor coaches, PSOs and Districts in this program will evaluate the program and provide recommendations for enhancements to the future of this program.

## **DEFINITIONS:**

*Aboriginal Ancestry:* Anyone of First Nation (status and non-status Indian), Métis or Inuit ancestry.

*Apprentice:* A person who is learning a trade; a beginner; a novice.

For the intent of this program: Aboriginal coaches who were not originally selected to be part of a PSOs District Saskatchewan Games coaching staff, and have not had previous coaching experience at the Saskatchewan Games, but who are identified to have potential to influence, coach, and promote sport in their District and communities to increase quality coaching in Aboriginal communities. A secondary goal would be to advance coaches with Aboriginal ancestry through the NCCP through the Saskatchewan Games experience.

## **PROGRAM:**

This program proposal is prepared by the Coaches Association of Saskatchewan (Aboriginal Coach and Officials Program) with support from the Saskatchewan Games Council. The Provincial Sport Organizations and the Saskatchewan Districts for Sport, Culture and Recreation will be essential partners for the delivery of this programming to Aboriginal coaches.

PSOs will determine their own readiness and capacity to participate in the program. This will be accomplished through the completion and submission of an "expression of interest" application form.

The participating sports will be selected based upon:

- The PSOs ability to effectively manage and execute the program;
- The effectiveness of any partnerships that the PSO has formed or is committed to form with the Aboriginal community and the District;
- Sports choosing District all-star or select teams will be given priority over those that send club based teams as it will allow for a more comprehensive apprenticeship experience;
- The number of Aboriginal people/communities in that District;
- The sports' popularity and development potential within the Aboriginal community;
- The commitment to select an apprentice coach candidate that meets the requirements as listed under the Apprentice Coach Requirements section of this proposal.

A degree of flexibility may be required in order to adapt to the unique circumstances facing any PSO and the individual coach.

To ensure the program is as successful as possible the apprentice coach should be involved with the program ideally for a minimum of 4 months, but preferably longer, and will need to be actively involved in training camps, selection camps, and preparation competitions before the Games. The coach will also have full field of play access and will be an additional member of the coaching staff at the Saskatchewan Games.

A mentor coach will need to be assigned to the apprentice and unless solid rationale can be provided the mentor must be a member of the Sask Games' coaching staff.

The apprentice coach must be included in the Sask Games District team program in a progressive, positive, and educationally sound manner. The Apprentice Coach shall receive full accreditation as an official member of the coaching staff at the Saskatchewan Games.

## **PROGRAM IMPLEMENTATION:**

Four different sports will be selected to participate in the program from four different Districts (more than one coach from a sport or District may be selected depending on the number of applications received). A high degree of emphasis needs to be placed on the selection of the appropriate apprentice coach and the appropriate environment for that apprentice coach's development. Every attempt must be made to ensure the best possible mentor is selected for the apprentice coach.

## **APPRENTICE COACH REQUIREMENTS:**

- Has completed some form of NCCP training (minimum of Level 1 certified or Comp-Intro In Training);
- Has never attended a Saskatchewan Games as a coach;
- Has never attended a Western Canada Games or Canada Games as a coach;
- Has successfully coached a team or group of individual athletes;
- Has demonstrated a commitment to maintain or enhance coaching and sport programming within Aboriginal communities;
- Participate in a mentor/apprentice coach training session;
- Must be a Saskatchewan resident and a member of their Provincial Sport Organization.

## **MENTOR COACH REQUIREMENTS:**

- Provide the necessary support, supervision, mentorship and evaluation to the Apprentice Coach;
- Commit the appropriate time to meet with the Apprentice for learning, reflection, and evaluation;
- Ensure the Apprentice is fully engaged in the Saskatchewan Games team development process in a meaningful way up to and including the Games;
- Contribute to the program evaluation;
- Make efforts to further understand the Aboriginal culture;
- Participate in a mentor/apprentice coach training session.

## **PROGRAM LEADERSHIP, ADMINISTRATION, and FINANCING:**

There is a need to create an effective partnership that will secure resources (financial and human) from a variety of sources. The leadership of the program will come from the Coaches Association of Saskatchewan (ACOP program), the Saskatchewan Games Council with support from the Provincial Sport Organizations, the Districts and the Host Society (Estevan).

The following is an overview of the various partners' roles and responsibilities for this program:

### **Coaches Association of Saskatchewan**

- Provide the overall management and leadership for the program;
- The ACOP Coordinator will work with the Aboriginal community to help identify potential coaches and forward interested candidates to the appropriate PSGB;
- Facilitate the selection of PSOs/coaches to participate (along with the Sask Games Council);
- Conduct an appropriate evaluation of the program;
- Promote the program;
- Communicate with key stakeholders;
- Deliver the mentor/apprentice coach training session and provide a copy of the Mentor Coach Handbook resource;
- Provide financial support to the selected PSO to support the coaches' participation in the program (\$1,000 per PSO/coach).

### **Saskatchewan Games Council**

- Assist CAS in selecting the PSOs/coaches to participate in the program;
- Contribute to the program evaluation;
- Assist in the promotion of the program;
- Communicate with key stakeholders (District Chef de Mission and Host Society);
- Ensure the Apprentice coaches are given all accesses and privileges as the regular coaches at the Games including full access to the field of play;
- Cover the cost of the coaches' walkout uniform and transportation to the Games;
- Ensure Apprentice coach requirements are built into the host society's planning, budgeting, etc.

### **Districts for Sport Culture and Recreation**

- Assist in the promotion of the program;
- Assist with the recruitment of potential coaches;
- Work cooperatively with the PSO to ensure the coach gets opportunities for NCCP and other coach professional development;
- Contribute to the program evaluation;
- Provide the apprentice coach all privileges related to participation at the Games that regular coaching staff receives (e.g. walk out uniform, transportation, pep rally, etc.)

### **Provincial Sport Organizations (PSO)**

- If interested, apply through the expression of interest to participate in the program;
- Assist in the promotion of the program;
- Contribute to the program evaluation;
- Work cooperatively with the Aboriginal community (FSIN – Sport and Recreation, Tribal Council Coordinators, Métis Regions) to select an appropriate Apprentice Coach candidate;
- Work cooperatively with the District to ensure the coach gets opportunities for NCCP and other coach professional development;
- Identify an appropriate mentor coach who will supervise and evaluate the Apprentice;
- Ensure the mentor coach participates in the mentor/apprentice training session prior to the Games;
- Ensure the Apprentice coach is involved in all aspects of the teams' preparation, selection, pre-games activities and competitions, etc.
- Cover any costs of the Apprentice Coach over and above the amount allocated through the support grant (\$1,000/coach);
- Manage and account for the funding received from CAS to support this initiative.

### **Saskatchewan Games Host Society**

- Assist in the promotion of the program;
- Provide at no extra cost accommodation, accreditation and food for the apprentice coaches;
- Contribute to the program evaluation.

### **ELIGIBLE EXPENSES:**

Only those expenses directly related to the implementation of this program will be allowed:

- Travel costs (mileage, meals, accommodations) of the Apprentice Coach to attend team events (tryouts, practices, competitions, meetings with team or Mentor, etc.);
- Honorarium paid to Mentor coach to recognize their extra efforts;
- Costs related to the Apprentice Coaches' NCCP or other coach PD activity;
- Cost of the Mentor Coach to attend NCCP ACM module and training session.

### **PROPOSED TIMELINES:**

- Send out invitation memo and expression of interest form – December 15, 2015
- Deadline for receipt of expression of interest – January 15, 2016
- Formal applications due from interested sports – January 29, 2016
- 4 sports/coaches selected and notified – February 16, 2016
- Program begins February 16<sup>th</sup> thru to end of 2016 Sask Summer Games
- Formal announcement of successful sports and apprentice coaches – February 23, 2016
- Formal evaluation and final report with recommendations prepared – October 1, 2016