

Coach Mentoring Program



BC ARCHERY

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BC Archery's Coach Mentoring Program

BC Archery's Coach Mentoring Program is intended to provide a structure that will assist individual member coaches to advance and enhance their coaching skills and to strengthen and grow the coaching community within the organization.

The Program will be administered by BC Archery's Coaching Committee and will be available to BC Archery members who have successfully completed the Instructor of Beginner Archers course or higher and have been certified or are working on certification in the Coaching Association of Canada's (CAC) National Coaching Certification Program (NCCP).

Goals and Outcomes

Some of the expected outcomes of the Coach Mentoring Program for BC Archery are:

1. Identify additional sources of assistance and skill development for all levels of coaches.
2. A more connected community of coaches, building productive relationships, increased communication and sharing of ideas and methods, as well as the development of stronger connections and friendships.
3. Greater opportunity and options when developing succession planning for coaches.
4. Better retention of coach volunteers, people will stay as coaches longer.
5. More diversity within the coaching ranks. The Program will encourage coaches from minority groups to help them reach higher coaching levels.

New Coaches

New coaches are those who have completed their classroom training, are certified or are working on certification, and have little or no practical coaching experience. They can expect from the program:

1. Support for finishing their certification.
2. Support getting started with their clubs.
3. Support and answers to questions, information, and advice from more experienced coaches.

Established Coaches

Established Coaches are certified coaches that have been providing athletes with information and advice for some time. An established coach could be either a Mentor or a Mentee, depending on their role and needs. They can expect from the program:

1. Support for gaining new knowledge and developing skills and for honing their existing abilities.
2. A place where they can share their best practices and coaching techniques with peers and other coaches in the Province.
3. Opportunities for further training and development as a coach and a mentor.
4. Access to a coaching community where they can initiate and develop helpful and productive relationships.

Seasoned Coaches

Seasoned Coaches are certified coaches that have worked with athletes for a long period of time, have developed programs, and/or coached athletes at higher levels of competition. They can expect from the Program:

1. Opportunities to share knowledge and wisdom with other coaches that will have a lasting impact on the archery community, leave a legacy.
2. Onboarding new and developing existing coaches locally has the potential to decrease the dependency clubs and athletes have on seasoned coaches allowing for decreased workloads.
3. Additional training, through the NCCP Mentorship Course
4. More and better trained coaches locally provide more options for a succession planning.
5. Satisfaction in helping new coaches succeed.
6. Gain new perspectives and ideas from the next generation of archery coaches.
7. Recognition of being a leader in Archery Coaching in BC

Participating in the Program

Participation in the Program for both mentors and mentees is voluntary. Application forms for all participants will be available on the BC Archery website.

Mentors

The Coaching Committee will initially recruit for mentors with a general call-out to all current coaches. The Coaching Committee will actively recruit mentors from current coaches as necessary. Those wishing to volunteer as a Mentor can complete the application form on the website.

Acceptance of Mentors will be determined by the Coaching Committee, on recommendation of the Coaching Chair, based on:

1. Coaching Certification level
2. Level of experience coaching
3. Suitability for the role
4. Current Criminal Records Check

Mentees

The Coaching Committee will initially recruit for mentees with a general call-out to all current coaches. A discussion of the Mentoring Program will be a part of every level of Instructor Course and every student will be provided with an application form and encouraged to join.

Any coach requesting a Mentor will be supplied one, if available.

Mentee/Mentor Recruitment, Selection & Matching Process

When matching mentees with mentors it is important to consider the goals of the mentee as well as the current skills and experience of both parties. There are many advantages to face to face communications that are more easily achieved if the two are within close geographical location. Workload and availability are other important factors.

Matches will be determined by the Chair of the Coaching Committee.

As much as possible, mentor-mentee matches will be made in the following priority:

1. Mentee's choice, where applicable
2. From the same club
3. From the same geographic region
4. Best available choice otherwise

The Mentor-Mentee assignments will continue until either party wishes to end the relationship, or there has been no contact for 1 year. This will be regularly monitored by the Coaching Committee.

If the relationship ends, the Mentor or Mentee are still eligible for alternate assignments within the program.

If a Mentor is chosen that is outside the geographic area of the Mentee, multiple mentees may be assigned to that mentor, if they agree, to help minimize potential costs.

Coaching the Coach, Mentoring Activities

For the most part the Mentor and Mentee will, by mutual agreement, set goals for the mentoring relationship, develop a plan to meet those goals including setting a schedule and deciding the form in which meetings will occur.

Mentee Training

The Coaching Committee will develop a Mentoring Handbook to be included in every level of Instructor Course, outlining how mentors and mentees might set goals and expectations, develop a communication schedule and strategy, as well as details of the etiquette and rules of good conduct.

Mentor Training

Mentors will be encouraged to take the Mentorship module from CAC. BC Archery will reimburse the cost of this course after completion.

A Mentoring Handbook will be developed by the Coaching Committee, that is consistent with the principles of the CAC Mentorship module, and distributed to both Mentors and Mentees.

Monitoring the Program

The Coaching Committee will send and collect from each mentor and mentee a short survey, every 6 months, to track the following:

1. Whether the relationship is still active
2. If the relationship continues to have value for both the Mentor and Mentee
3. The committee will address any concerns or learnings as necessary, including terminating any relationships that are not working, in the opinion of the Mentee, Mentor or Coaching Committee

Mentor-Mentee Contacts

It is anticipated that most mentor-mentee contact will be by telephone, email, online contact or face to face.

Face to face contact between the Mentor and Mentee should be facilitated by keeping the relationships within a club or geographic area. In these cases, face to face contact should incur no costs. In those instances where significant travel is contemplated, an application for travel assistance can be made to the Coaching Committee. Under normal circumstances, all mentoring activity is expected to take place without financial cost.

Costs

Onboarding Costs:

- NCCP Mentorship Course – estimated \$120 per Mentor

Ongoing Costs:

- none

Collection and Retention of Documents

All requests, agreements, evaluations and correspondence relating to the Mentorship Program will be sent to coaching@bcarchery.ca for the sole purpose of administering the Program by the Coaching Committee. All documentation collected by BC Archery for the Mentorship Program will be retained for 5 years past the closure of the Mentoring relationship.