



# **AusDBF National Coach Accreditation Scheme (ANCAS) - Coaching Framework**



Version 5 September 2022

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## About the Coaching Framework Process

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In 2016 SPORTAUS (formerly ASC) updated the NCAS/NOAS process, so that these valued aspects of the scheme remained, but that the quality assurance process provided more depth than the current “tick and flick” process where NSOs provided single courses for accreditation. The aims of the new process were to:

1. Look at the whole of coach education, including all levels of formal education, but also encapsulating informal learning. This higher-level examination allows for sports to ensure they have enough scaffolding between learning experiences to support and progress learners.
2. Incorporate constructive alignment to ensure learning activities and assessment match the desired learning outcomes for any
3. Ensure the Framework aligns with the athlete pathway, so that coaches at each level have the appropriate knowledge, skills and attitude to work with the athletes.
4. Support sports as they work through this process, through workshops where NSOs present their Coaching Framework, see the frameworks of other sports and learn from each other’s experience.

In 2016 AusDBF engaged Dr Danya Hodgetts, Sports Consultant with Dangerous Minds. Danya undertook a review of the NCAS/NOAS process, consulting with National Sport Organisations and overseas government sport bodies. The review found that the NCAS/NOAS process was valued by sport as a quality assurance process, and through the Australian Sports Commission (ASC) consultants, they gained a broader perspective of best practice in other sports. In 2016/17, Danya consulted to the ASC to develop the process, criteria and resources for the updated review process.

## Introduction

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In 2011, the Australian Dragon Boat Federation (AusDBF) undertook a project to develop a formal Coach Education program, which would provide all states with a consistent delivery and assessment resource. In 2016 the Level 2 Course was updated in the same format.

Since that time SPORTAUS (formerly ASC) updated the National Coach Accreditation Scheme (NCAS). The NCAS is the process that is used by SPORTAUS to ensure the quality development, education and accreditation of coaches. The updated process required national sports organisations (NSO) to submit a framework that provided appropriate structure and context for the courses that underpin it.

In terms of structure, the coaching framework typically mirrors the athlete pathway, which: “spans the entire continuum of athletic development (paddlers, sweeps, drummers) – from initiation of fundamental movement and participation in physical activity through to lifelong engagement and proficiency at a senior, elite, and / or international level”. Athlete centred coaching is a program that intentionally focusses on the athlete’s needs at stages and what skills a coach will need to support that athlete. This might not seem different to previous coach education programs, but the shift in philosophy requires a more stringent examination of the phases of an athlete’s career and what coaches can do to enhance the athlete’s sporting experience within and through progression of stages.

In terms of context, the coaching framework was better integrated into NSO’s strategic and operational environment. The previous requirement of registering individual courses had some criteria regarding policy and procedure, but it was difficult for reviewers to determine whether the course was meeting the needs of athletes and the NSO. The current

framework requires NSOs to consult a broad range of stakeholders, consider key organisational plans and review all training, development and updating activities.

AusDBF in liaison with SPORTAUS undertook a review of the ANCAS Level 2 coaching course. It was felt that the prior ANCAS level 2 course far exceeded the requirements for a level 2 coach. In 2019 the prior ANCAS level 2 course was split into a level 2 and level 3 which now better meets the needs of coaches.

The ANCAS level 1,2, and 3 coaching courses now also incorporates online eLearning modules within the AusDBF Learning Management System (LMS).

## Commonly used acronyms and terms

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NCAS	National Coach Accreditation Scheme. A quality assurance program conducted by the SPORTAUS.
SPORTAUS	Formerly Australian Sports Commission (ASC)
NSO	National Sports Organisations, the peak bodies for their respective sports in Australia
AusDBF	Australian Dragon Boat Federation
ANCAS	AusDBF National Coach Accreditation Scheme
Steerer / Sweep	Person at the back of the boat. In command of the boat, on-board safety and performance.
Paddler	Participant or racer in the sport of Dragon Boat Paddling.
Drummer	Person at the front of the boat using a drum. Keeps timing and crew cohesion in racing.
Coach	In charge of the development, delivery and review of programs and training plans. for paddlers. The coach delivers and reviews training programs as well as selecting teams for competitions. It is preferred the coach is not usually in the boat, although the coach may be a steerer, drummer or a paddler.
LMS	AusDBF – Learning Management System. The LMS incorporates online eLearning modules for coaching and other courses.
Currency	Since October 2018 it is now mandatory that clubs affiliating with AusDBF member states only engage coaches who have current ANCAS accreditation.

# Getting Started with the Coaching Framework

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## 1.1 Key Stakeholder Consultation

The Coaching Framework was developed with the input and guidance of a number of key stakeholders within AusDBF and the broader sport education community. The development of the Framework was largely driven by prior AusDBF Board Director Maggie Boyce, who worked closely with Dangerous Minds Consulting to research and draft the Framework. The Framework received input from the AusDBF Board, Development / Director, the National Coach, and individual coaches.

The current training offerings for AusDBF Coaches are a Level 1, 2, and 3 Coaching Courses with Level 4 in process. The Level 1 Course was developed in 2011, with the original Level 2 coaching course being redeveloped into a Level 2 and Level 3 courses in 2019 / 2020. A Level 4 course is being developed. This course will be the culminating accreditation and will be designed to educate applicants with the technical, management & logistic skills required to fulfil positions such as State Head Coach & Australian Head Coach.

## 1.2 Relevant organisational documentation

The Coaching Framework has been guided by the AusDBF Strategic plan: Strategic delivery of events and services – grow our member base through exciting opportunities.

The strategic outcomes from this goal include:

- Provision of services that grow our membership base, including
- participants, officials and volunteers
- Strong and skilled clubs, officials and volunteers
- Support the delivery of successful Australian based dragon boating events
- Achieve success on the race course for Australian athletes, teams
- and officials

Other documents referred to include:

- AusDBF Constitution
- AusDBF Code of Conduct
- AusDBF Competition Regulations and Rules of Racing (current version)
- AusDBF National Member Protection Policy
- AusDBF Safety Manual
- ANCAS Level 1 Coaching Course
- ANCAS Level 2 Coaching Course
- ANCAS Level 3 Coaching Course
- AusDBF National Athlete Pathways
- AusDBF National Team Benchmark Standards

## 1.3 Current education and training offerings

### 1.3.1 Level 1 Coach Course

#### Course Requirements

1. Minimum age 16 on first day of training
2. Paddling experience
3. Current first aid certification from an accredited agency
4. Current Working with Children Clearance / Blue Card (mandatory for all coaches)
5. Registered with the ANCAS LMS (Learning Management System), completed and passed the online eLearning modules for ANCAS Level 1 as outlined in document 6 ANCAS – Prerequisite LMS eLearning modules – New Accreditation – Reaccreditation – RPL found at the following link on AusDBF website <https://www.ausdbf.com.au/ausdbf-courses/coaching-courses/> .
6. Reviewed the SPORTAUS Essential skills course via SPORTAUS website. URL <https://www.sportaus.gov.au/coaching/course>
7. Attendance at a ANCAS Level 1 course workshop
8. Completion of all post course requirements within the specified time frame for Level 1

#### Course Content Overview

This course is convened over 2 consecutive days (weekend) and run by local presenters / assessor in each state. It is designed to provide new and existing coaches with the tools to effectively train club athletes for general training and regatta preparation. There is a good mix of online eLearning modules, class room activities (workshop format) plus water sessions and landed based drills.

Come prepared to paddle, perform warm up – cool down exercises, run training sessions and be subject video filming and review.

#### Topics included in the course (but not limited to)

- Coach Development – Online eLearning Modules (Cultivating Diversity, Inclusion, & Belonging for Dragon Boat activities, Leadership Styles to Influence Dragon Boat Activities, Coaching for Athlete Safety, Coaching & the Law, Rule & Regulations)
- Diversity Inclusion Belonging
- Reasons to become a coach
- Coaching values and ethics
- Communicating effectively – teaching skills
- Legal requirements of the coach
- Risk management assessments
- Working with children and special needs groups
- Safety practices and first aid
- Preparing session plans
- Delivering session plans – practical on water sessions and video review of group

- Boat loading, boat balance and trim – practical session, create crew list and seating plan
- Design and conduct warm up and cool down exercises – practical session
- Evaluate coaching
- Competition regulations and rules of racing

## **Post Course Requirements**

At the completion of this course all participants will be required to complete the following assessment tasks:

1. Develop a series of ten (10) training session plans. Session plans should include plans for at least the following: a Diverse range of paddlers, Aerobic Development, Anaerobic development, Recovery / De-load session, Speed development, Race Preparation.
2. Successfully conduct of three (3) training sessions from those plans under assessment conditions including:
  - a) The sessions for different fundamental dragon boat paddling skills
  - b) The sessions be delivered for a different group of paddlers each time (age, gender, specific ability, community group etc.)
  - c) Where possible, they are delivered at a different venue.
3. Submission of three (3) assessment reports by a designated coach assessor articulating your competence in all facets of Level 1 Coaching
4. Submission of three (3) self- assessment questionnaires completed at the conclusion of each of the three nominated sessions and in conjunction with feedback from the assessor
5. Risk Management Plan (1)
6. Development Plan (1)
7. All assessments must be submitted to the presenter / assessor within 90 days from the conclusion of the course. Failure to do so may see the trainee having to complete the course in its entirety again. Please liaise with assessor if any difficulties with completion in this timeframe.

### 1.3.2 Level 2 Coach Course

#### Course Requirements

1. Minimum age 18 on first day of training
2. Paddling experience
3. ANCAS Level 1 accreditation with a minimum of two years active coaching experience
4. Current first aid certification from an accredited agency
5. Current Working with Children Clearance / Blue Card (mandatory for all coaches)
6. Enrolled in an ANCAS Level 2 course
7. Registered with the ANCAS LMS (Learning Management System), completed and passed the online eLearning modules for ANCAS Level 2 as outlined in document 6 ANCAS – Prerequisite LMS eLearning modules – New Accreditation – Reaccreditation – RPL found at the following link on AusDBF website <https://www.ausdbf.com.au/ausdbf-courses/coaching-courses/>.
8. Demonstrate completion of steps from the Level 1 reaccreditation process eg provide personal development plan, Practical Coaching - coaching hour logbook, coaching development – Coach education, Self-Education
9. Attendance at a ANCAS Level 2 course workshop
10. Completion of all post course requirements within the specified time frame for Level 2

#### Course Content Overview

This course is convened over 2 consecutive days (weekend) and run by local presenters / assessor in each state. It is designed to provide existing coaches with the tools to effectively train talented athletes for general training and regatta preparation. There is a good mix of online eLearning modules, class room activities (workshop format) plus water sessions and landed based drills.

Come prepared to paddle, perform warm up – cool down exercises, run training sessions and be subject video filming and review.

#### Topics included in the course (but not limited to)

- Reasons to become a ANCAS Level 2 coach
- Safety – legal aspects
- Organise safe & effective training sessions - practical on water sessions and video review of group
- Rules of Dragon Boat Competition
- Coach Development – Online eLearning Modules (The Human Body, Skeletal system, Cardiovascular system, Respiratory system, Muscular system, Muscle Memory, Carbohydrate – Glucose Metabolism, Sport Psychology)
- Coaching sessions for a diverse range of talented athletes
- Athlete Development program
- Communicating effectively – teaching skills
- Preparing session plans (Season & Periodisation)



- Athlete testing & crew selection
- Boat Hydrodynamics
- Competition regulations and rules of racing
- Coaching Evaluate Performance

## Post Course Requirements

At the completion of this course all participants will be required to complete the following assessment tasks:

1. Write and submit a season plan incorporating at least one micro-cycle, one meso-cycle, and one macro-cycle (Covering the period as specified by the course presenter / assessor)
2. As part of your season plan please write 12 consecutive water session plans and identify which cycle(s) they fit.
3. 1 off water session plan. Eg preseason, midseason, recovery session – and specific what the goals and objectives of the off-water session
4. Conduct one month (minimum 12 training sessions **based on the 12 water session plans above**) supported and signed off by club committee or president.
5. Complete 1 self-assessment which needs to be based on the session plan taking into account the goals, drills and how you met or didn't meet the goals.
6. All assessments must be submitted to the presenter / assessor within 90 days from the conclusion of the course. Failure to do so may see the trainee having to complete the course in its entirety again. Please liaise with assessor if any difficulties with completion in this timeframe

### 1.3.3 Level 3 Coach Course

#### Pre-Course Requirements

1. Minimum age 21 on first day of training
2. Paddling experience
3. Access to specific venues for training
4. ANCAS Level 1 & 2 accreditation with a minimum of five (5) years overall active coaching experience and minimum of three (3) years active coaching experience as a ANCAS Level 2.
5. Current Working with Children's Clearance / Blue Card (mandatory for all coaches)
6. Current first aid certification from an accredited training agency
7. Current sweep accreditation
8. Enrolled in a ANCAS Level 3 Coaching course
9. Registered with the ANCAS LMS (Learning Management System), completed and passed the online eLearning modules for ANCAS Level 3 as outlined in document 6 ANCAS – Prerequisite LMS eLearning modules – New Accreditation – Reaccreditation – RPL found at the following link on AusDBF website <https://www.ausdbf.com.au/ausdbf-courses/coaching-courses/> . This includes completion of all the LMS People Management online eLearning modules.
10. Completed the Officials LMS eLearning modules
11. Attendance at a ANCAS Level 3 course workshop
12. Prepare and bring to Day 1 of the coaching course the following: Detailed Periodised Full Club Season Plan (prepared by the attendee not the club head coach) outlining on water & land content with micro, meso & macro cycles including intensity, volume, duration etc. including examples of individual session plans to substantiate each modality of the plan. Overview to be presented by applicant in workshop. Typical Warm up / Stretch & cool down / Stretch session activities - muscle activation, blood flow and oxygen delivery.
13. Completion of all post course requirements within the specified time frame for Level 3

#### Course Content Overview

The ANCAS Level 3 course is designed to provide existing Level 2 coaches with the tools to effectively train talented athletes at a club, state, Aurora divisional / Aurora Head Coach level. There is a good mix of online eLearning modules, class room activities (workshop format) plus water sessions and landed based drills.

Come prepared to paddle, perform warm up – cool down exercises, run training sessions and be subject video filming and review.

#### Topics included in the course (but not limited to)

- Reasons to become a ANCAS Level 3 coach
- Diversity Inclusion Belonging
- Safety – legal aspects
- Organise safe & effective training sessions - practical on water sessions and video review of group
- Rules of Dragon Boat Competition

- People Management
- Coach Development – Online eLearning Modules as outlined in document 6 ANCAS – Prerequisite LMS eLearning modules – New Accreditation – Reaccreditation – RPL found at the following link on AusDBF website <https://www.ausdbf.com.au/ausdbf-courses/coaching-courses/> . This includes completion of all the LMS People Management online eLearning modules
- Strength & Conditioning
- Coaching sessions for elite level athletes
- Athlete Development program
- Communicating effectively – teaching skills
- Preparing session plans (Season, Periodisation, National Squads)
- Athlete testing & crew selection
- Boat Hydrodynamics
- Competition regulations and rules of racing
- Coaching Evaluate Performance

## Post Course Requirements

At the completion of this course all participants will be required to complete the following assessment tasks:

1. Create & submit a plan for State Squad(s) to cover State team training programs (on & off water) including micro, meso & macro cycles for a specified period e.g., 2 years.
2. Create & submit state squad(s) water & land-based session plans.
3. Complete 1 self-assessment.
4. Complete ASADA Anti-Doping Fundamentals online eLearning module. Use the below link and select the SPORT INTEGRITY AUSTRALIA option to register for ASADA course <https://elearning.sportintegrity.gov.au/login/index.php#>
5. Enrol & complete a strength & conditioning course.
6. All assessments must be submitted to the presenter / assessor within 90 days from the conclusion of the course. Failure to do so may see the trainee having to complete the course in its entirety again. Please liaise with assessor if any difficulties with completion in this timeframe.

Contact [development@ausdbf.com.au](mailto:development@ausdbf.com.au) for details on when and where the next ANCAS Level 3 course will be held.

### **1.3.4 Level 4 Coach Course**

#### **Pre-Course Requirements**

1. Minimum age To Be Determined on first day of training
2. Paddling experience
3. ANCAS Level 1, 2, & 3 accreditations with a minimum of To Be Determined years active coaching experience
4. Current first aid certification from an accredited agency
5. Current Working with Children Clearance / Blue Card (mandatory for all coaches)
6. Enrolled in an ANCAS Level 4 course via the AusDBF Learning Management System (LMS)
7. Completed and passed all the nominated Level 4 eLearning modules
8. Attendance at a ANCAS Level 4 course workshop
9. Completion of all post course requirements within the specified time frame for Level 4

#### **Course Content Overview**

ANCAS Level 4 accreditation course content is currently under review and being reformatted to incorporate the AusDBF LMS online eLearning modules relevant for ANCAS Level 4.

The ANCAS Level 4 course is designed to provide existing Level 3 coaches with the tools to effectively train elite level athletes at a club, state, Aurora divisional / Aurora Head Coach level. There is a good mix of online eLearning modules, class room activities (workshop format) plus water sessions and landed based drills.

It should require coaches to develop detailed plans, a self-reflective journal, and a research project. The research projects should be compiled and published or made available to other coaches. This has the benefit of building a strong coach network, and also providing high level content as an ongoing resource. This has been a successful strategy in Rugby.

Come prepared to paddle, perform warm up – cool down exercises, run training sessions and be subject video filming and review.

#### **Topics included in the course (but not limited to)**

It is anticipated that the course will include approximately three days equivalent of content delivery. However, this may be delivered as webinars or via other means than traditional face to face delivery.

- Campaign strategy and planning
- Coordinating a touring team
- Selection of coaching team
- Coordinating coaches and allocation to divisions
- Coordinating and assessing venue, equipment and resources as suitable for athletes from 16 – 60+ years of age
- Conducting coaching sessions to prepare high-performance athletes for competition
- Organising training/performance camps in Australia
- Organising pre-competition training camps in overseas host country

- Evaluate and reflect on own coaching performance
- Complete competition, program and session level evaluations and develop strategies to improve performance
- Evaluate athletes' performance using advanced athlete management techniques.

### **Post Course Requirements**

Post Course Requirements are to provide the following within 90 days of course completion:

- Completing course workbook
- Complete detailed campaign plan – training, travel, competition venue, including risk identification/personnel appointment/management structure and accountability chart
- Self-reflective journal
- Research project (self -selected from range of nominated topics)

### **1.3.5 Other current education and training offerings**

AusDBF have created a Learning Management System (LMS) that incorporates online eLearning modules related to coaching, Officials and other activities.

Additional undertakings are in process to strategically identify additional opportunities to develop coaches, such as the online units offered by ASADA and the AIS. Another possible inclusion at higher levels is the Level 1 Strength and Conditioning course.

### **1.3.6 Current education and training evaluation**

A formal review has been completed on the Level 1, 2, and 3 courses.

All three courses now incorporate online eLearning modules within the AusDBF Learning Management System (LMS). All course manuals and presenter / assessor workshop files have been updated to incorporate the activities of the LMS.

### **1.3.7 Curriculum development and course delivery**

In between formal review processes, the coach education curriculum tends to change organically. The delivery slides are adapted by coach educators and new content may get added on an ad hoc basis. While continual improvement is a desired outcome, this can often lead to course “scope creep” and the content may become bloated.

An annual formal review of delivery slides, course manuals plus LMS online eLearning modules is now in place.

The current Level 1 and Level 2 ANCAS courses are delivered by the AusDBF appointed stated based Presenters / Assessors with the Level 3, 4 courses by AusDBF presenters.

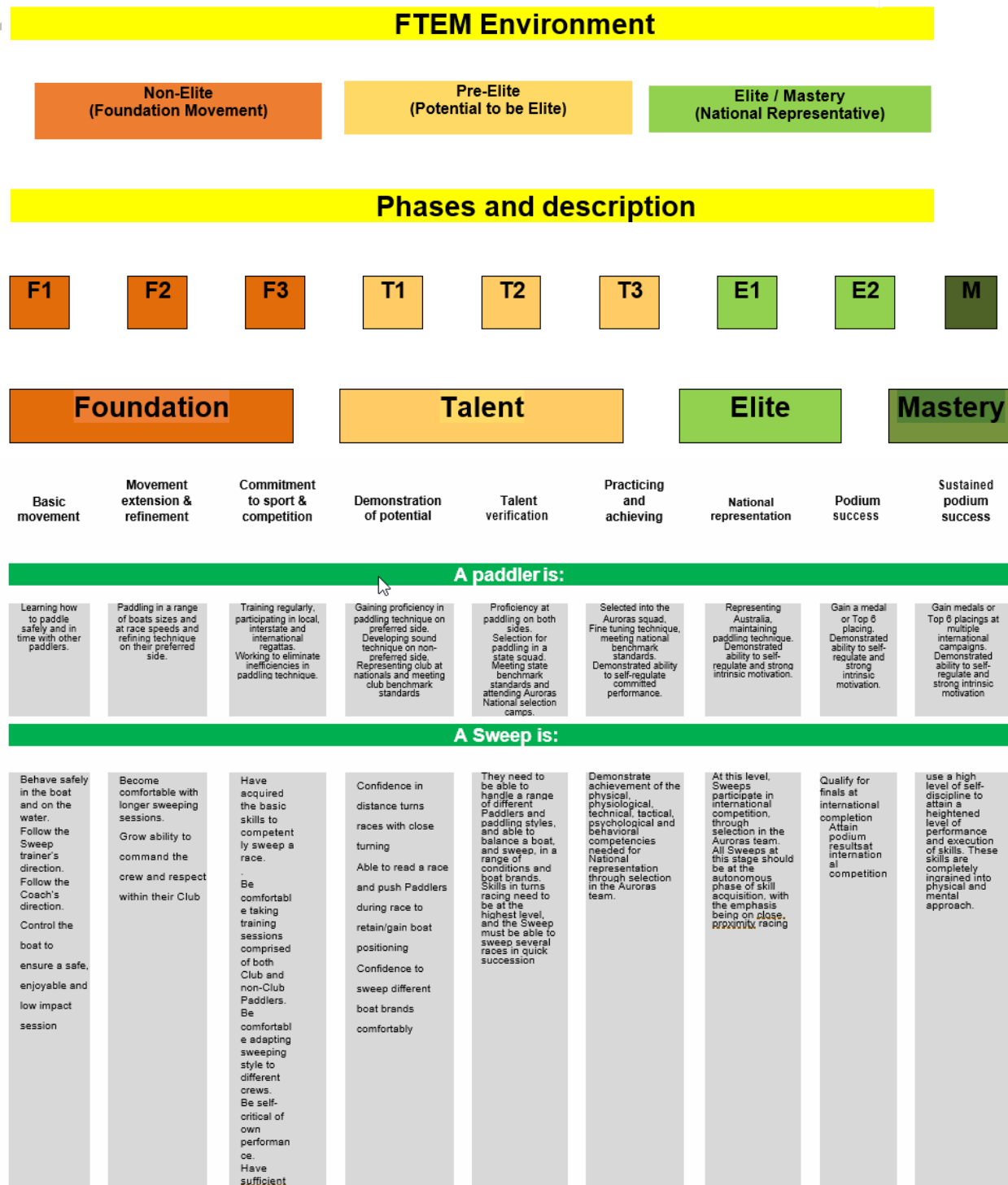
This is a traditional model, that has served many NSOs, including AusDBF, well. As NSOs have grown and evolved, this model has been replaced with: The National / Head / High Performance Coach, National High-Performance Director and a National Development Director. This restructure has two main benefits: 1) it frees up the workload of the Head Coach to focus solely on the development of athletes and national team performance, and; 2) it allows the establishment of positions with a focus on high performance and coach development and education.

## **1.4 Resources**

AusDBF reviews the annual budget allocations. Development activities in relation to expansion of the Learning Management System and online eLearning modules for Coaches, Officials etc are part of this review.

# Know your participants

In conjunction with the development of a coaching framework, AusDBF have developed an athlete pathway. AusDBF have adopted the Foundation, Talent, Elite and Mastery (FTEM) model.



		<p>motivation to participate in competitive Dragon Boat paddling.</p> <p>Have the ability to call races with confidence</p> <p>Be competent in completing distance turn races</p>						
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### A drummer is:

<p>Sit comfortable on the seat to not disrupt the boat balance</p> <p>Drum in time with strokes</p>	<p>Drum in time with strokes</p> <p>Relay calls from Sweep during race</p>	<p>Make calls and drum with enthusiasm to push Paddlers to power</p> <p>Ability to project voice in a deep, calm and controlled tone</p> <p>Motivate Athletes before/after a race</p> <p>Calm and focus a team at a start line</p>	<p>Provide feedback to Coach/Athletes about run of boat</p> <p>Signal to Sweep/Paddlers during race to retain/gain boat positioning</p> <p>Has the initiative and ability to take over calls if the Sweep is preoccupied</p>	<p>They must be able to demonstrate the ability to drum 3 + sessions a day without tiring, as well as give and receive feedback to and from the Divisional and Head Coach.</p>	<p>Demonstrate achievement of the physical, physiological, technical, tactical, psychological and behavioral competencies needed for National</p>	<p>Drummers should be at the autonomous phase of skill acquisition, with the emphasis being on relaying the coaches main focus points to the Paddlers during training, maintaining motivation for continuing drumming the energy and visibility at increased intensity levels and under a variety of conditions.</p>	<p>Qualify for finals at international completion</p> <p>Attain podium results at international competition</p>	<p>use a high level of self-discipline to attain a heightened level of performance and execution of skills. These skills are completely ingrained into physical and mental approach.</p>
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Club

Club and State

State

National

### Competition Target

Noncompetitive

Club regattas, masters competitions, corporate games, cultural Asian regattas, state championships with club, endurance events

State & national championships with club, national championships with state, Asian sport regattas, NZ national championships, Club crew world championships

State & national championships with club, national championships with state, Asian Games, Pan Pacific Masters Games, World Cup, IDBF World Nations

Asian Games, World Cup, IDBF World Nations, World Club Championships, international competitions



# Know your workforce

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September 2022

## ANCAS Coach Totals by State

<b>Totals</b>		<b>2022</b>
	<b>Inactive 2021 / 2022</b>	<b>Active</b>
ACT	2	31
NSW	36	245
QLD	21	98
SA	6	44
TAS	0	25
VIC	7	68
WA	3	32
Grand Total	75	543

## ANCAS Coach Totals by Accreditation Level

<b>Accreditation level</b>		<b>2022</b>
	<b>Inactive 2021 / 2022</b>	<b>Active</b>
Coach Accreditation - Level 1	72	445
Coach Accreditation - Level 2	3	58
Coach Accreditation - Level 3	0	39
Coach Accreditation - Level 4	0	1
Grand Total	75	543

## ANCAS Coach Totals by Accreditation Status

	<b>2021 / 2022</b>
Inactive (seeking reaccreditation or attending a coaching course)	75
Active	543

The estimated minimum number of required coaches at the Foundation level is 375, however many coaches will work with more than one crew. The current number of Level One (1) Coaches is 4445 (with current accreditation), which is a good figure.

Effective 1<sup>st</sup> October 2018 AusDBF policy states that it is now mandatory that anybody coaching or training at an AusDBF affiliated Dragon Boat Club must have current AusDBF Coaching accreditation, current first aid, current working with children clearance and signed code of conduct to continue coaching / training in Dragon Boating.

Participation segment	Training environment	Coaches	
		Requirements	No. required
Foundation 1	Club environment and usually only training sessions at this stage, with regattas being attempted in the next level	At this level, the requirement is more teaching or instructing, rather than coaching. The emphasis is on safety, skill acquisition and enjoyment.	One per crew, with around 7,500 members nationally with typically 20 members in a crew, a minimum of 375 coaches are required. However, a coach will usually coach more than one crew.
Foundation 2			
Foundation 3	A club environment, with attendance at regattas or marathon paddles.	An introduction to dragon boat paddling at regattas. Conditioning athletes for regatta paddling. An introduction to land-based conditioning. At this level, coaches should identify paddlers with the potential and desire to pursue further development opportunities.	
Talent 1	A minimum of state level regattas	Refining paddling technique Conditioning skills for state and national level competition Land based conditioning programs Team selection and boat placement	
Talent 2	National level regattas, participation in benchmark testing	Automated paddling technique Conditioning for national and international competition Increased land based conditioned Introduction to psychological training Attend Auroras selection camp	
Talent 3	National level regattas, attending Auroras squad	Maintenance of technique, and both on-water and land-based conditioning Psychological training for racing Qualified for Auroras squad	
Elite 1	International competition	International travel for competition Qualified for Auroras team	
Elite 2	International podium results	Gail podium result Contribute to team performance and behaviour	
Mastery 1	Multiple international podium results	Achieve multiple podium results Mentor team leaders	

## Learning and Development Overview

### 4.1 Course matrix showing learning progression and scaffolding

	Learning experiences at each accreditation Level		
	Level 1	Level 2	Level 3
<b>The Coach</b>	<ul style="list-style-type: none"> <li>- Beginning Coaching General Principles (online)</li> <li>- Coaching environment and resources</li> <li>- Personal development plan</li> <li>- Coaching evaluation</li> </ul>	<ul style="list-style-type: none"> <li>- Coaching environment and resources</li> <li>- Personal development plan (review of plan from Level 1)</li> <li>- Goal setting (pre-course)</li> <li>- Coaching styles</li> <li>- Personal organisation</li> </ul>	<ul style="list-style-type: none"> <li>- Coaching environment and resources</li> <li>- Complaint Handling (pre-course)</li> <li>- Coaching philosophy</li> <li>- Working with officials</li> </ul>
<b>The Athlete</b>	<ul style="list-style-type: none"> <li>- AusDBF Athlete Pathways</li> <li>- Coaching specific groups: single gender teams, juniors, paddlers with limited ability, inclusivity and diversity</li> <li>- Behaviour</li> <li>- Principles of training</li> </ul>	<ul style="list-style-type: none"> <li>- AusDBF National Team Benchmark Standards</li> <li>- Different paddler types and motivations</li> <li>- Intro anatomy and biomechanics: joints and muscles involved in paddling</li> <li>- Intro exercise physiology: principles of training, energy systems, recovery</li> <li>- Basic nutrition and hydration</li> <li>- Intro sport psych: SMARTER goals, types of goals, 4Cs</li> </ul>	<ul style="list-style-type: none"> <li>- Coaching different athlete groups: females, masters</li> <li>- Intermediate anatomy and biomechanics: training the joints and muscles involved in paddling</li> <li>- Development of physical abilities, effects of training, training effects</li> <li>- Nutrition and hydration for competition</li> <li>- Sport psych: getting in the zone (pre-course), motivation (pre-course)</li> <li>- Advanced paddling technique and refining</li> <li>- Athlete testing and talent identification</li> <li>- Teach athlete self-evaluation and review</li> </ul>

Learning experiences at each accreditation Level			
	Level 1	Level 2	Level 3
<b>Programming</b>	<p><b>Program Safety</b></p> <ul style="list-style-type: none"> <li>- Risk management and safety</li> <li>- Lifting and loading boat</li> <li>- Injury management: STOP, RICER</li> </ul> <p><b>Program Content</b></p> <ul style="list-style-type: none"> <li>- Venue and equipment</li> <li>- Session plans and structure: warm ups, selecting activities, cool downs</li> <li>- Teaching basic paddling technique: holding paddle, sitting position, basic strokes</li> <li>- Basic annual plan</li> </ul> <p><b>Program Delivery</b></p> <ul style="list-style-type: none"> <li>- Prepare coaching session</li> <li>- Conduct on water coaching in course environment</li> </ul> <p><b>Program review</b></p> <ul style="list-style-type: none"> <li>- Session review</li> </ul>	<p><b>Program Safety</b></p> <ul style="list-style-type: none"> <li>- Risk management and safety</li> </ul> <p><b>Program Content</b></p> <ul style="list-style-type: none"> <li>- Intro to land-based coaching</li> <li>- Skill acquisition and teaching intermediate paddling technique: whole/ part/ whole, linking, shaping, modelling</li> <li>- More detailed annual planning: phases and focus of each</li> </ul> <p><b>Program Delivery</b></p> <ul style="list-style-type: none"> <li>- Conduct on water coaching of talented athletes</li> <li>- Video analysis</li> </ul> <p><b>Program review</b></p> <ul style="list-style-type: none"> <li>- Season review</li> </ul>	<p><b>Program Safety</b></p> <ul style="list-style-type: none"> <li>- ASADA Level 1 Anti-Doping (pre-course)</li> <li>- AusDBF Anti-doping policy</li> <li>- Overtraining and overuse injuries and illness</li> </ul> <p><b>Program Content</b></p> <ul style="list-style-type: none"> <li>- Advanced annual planning: periodisation. Macro, mezzo and micro cycles</li> <li>- Development of the energy systems</li> <li>- Advanced land-based coaching</li> <li>- Volume, intensity, fatigue and recovery</li> <li>- Technique review and correction</li> </ul> <p><b>Program Delivery</b></p> <ul style="list-style-type: none"> <li>- Conduct on water coaching of performance athletes</li> </ul> <p><b>Program review</b></p> <ul style="list-style-type: none"> <li>- Athlete review monitoring</li> </ul>

Learning experiences at each accreditation Level			
		Level 1	Level 2
Competing			<ul style="list-style-type: none"> <li>- Rules, including protests and disputes (pre-course)</li> <li>- High performance decision making (pre-course)</li> <li>- Competition routines (pre-course)</li> <li>- Competition safety</li> <li>- Basic boat set up for racing</li> <li>- Intro racing tactics</li> </ul>
			<ul style="list-style-type: none"> <li>- Team selection</li> <li>- Advanced boat set up and hydrodynamics</li> <li>- Advanced racing tactics and strategies</li> <li>- Competition paperwork and administration</li> <li>- Pre-competition preparation</li> </ul>

## Learning strategy

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Flexible learning opportunities are a core component of any modern learning & development program. It is a requirement of the AusDBF National Coach Accreditation Scheme (ANCAS) and the Sport Industry Training Package that different learning modes are available to participants who seek to achieve the ANCAS accreditation at the various levels.

The ANCAS level 1,2, and 3 coaching courses now also incorporate online eLearning modules within the AusDBF Learning Management System (LMS). Coaches are now required to complete and pass online eLearning modules for each level as a prerequisite to attending the coaching workshop. The online eLearning modules comprise a combination of text, graphics and videos and are designed to be interactive to enhance the learning process for coaches.

The structure of the ANCAS courses provides coaches with progressive learning and the right amount of knowledge and skills they need at each level.

The use of online eLearning modules as a prerequisite to the face to face workshops allows course presenters to focus more time on session plans, water sessions and people management skills.

### **Accreditation Requirements Updating**

Updating is a policy that requires coaches and officials to complete a variety of activities over the accreditation period to ensure quality coaching by maintaining current knowledge and practice at the level of their accreditation.

Coaches accredited in the AusDBF National Coach Accreditation Scheme (ANCAS) are required to update their accreditation at least every four (4) years in order to remain accredited. Since October 2018 it is now mandatory for all Dragon Boat Coaches to have coaching currency if they wish to participate in dragon boat coaching / training activities.

AusDBF accredited coaches may update by completing the next level qualification; or, re-accrediting at their current level; or, completing a requisite number of updating education and / or activities totalling 80 hours.

### **Practical Coaching**

- Fifty per cent of the required updating hours for each level must be completed through practical coaching
- Half of these practical coaching hours can be self-monitored through the use of a coaching logbook. The other half of the practical coaching hours must be signed off in the logbook by an authorised coach within dragon boating
- Practical coaching can be undertaken with any level of athlete or team and may occur on a regular basis (weekly, fortnightly) or in specific situations such as camps, clinics

The remainder of the updating hours can be completed by any combination of the following activities:

### **Coach Education**

- Lecture / attendance at a coaching course
- Become a mentor for another coach

- Supervise coaching practice hours (AusDBF National Coach Accreditation Scheme requirement) for another coach
- Write and / or publish an article related to an aspect of coaching

### **Self-Education**

- AusDBF nominated eLearning Modules
- Sport specific coaching seminar
- General coaching seminar (e.g., conducted through a state coaching centre, state institute / academy)
- Strength and conditioning course (ASCA approved)
- Disability Education Program modules
- Sports Medicine Australia Sports Trainers course
- Recognised First Aid course
- Sports massage course
- Sports related tertiary education e.g., Sports Coaching, Human Movement, Phys Ed
- Sports Administration course
- Leadership / communication training programs (or related topics)
- Attend another NCAS course e.g., a Level 2 Swimming course
- Observe a coaching / officiating session of a senior coach / official
- Become a member of dragon boating's Coaches or Officials forum
- Other negotiated activities may be included in this category

### **Other Requirements**

AusDBF may introduce other requirements for participants completing the ANCAS Level 1 Coach Accreditation Course. These requirements are not limited to but include:

- Payment of Fees
- Purchase of, or access to, resources
- Completion of the post-course assessment activities as outlined within ninety (90) days from the completion of the course: Extensions maybe negotiated with the course presenter / assessor

## **ANCAS Course Review**

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The current ANCAS coaching courses on offer will be reviewed annually to ascertain if the content is still the right fit for each level.

Where possible additional online eLearning modules will be introduced as a prerequisite and post course to enhance the coaches learning experience.