



| I Don't Know |                     |           |           |
|--------------|---------------------|-----------|-----------|
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| Subject:     | The Coaching System |           |           |
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## 0009. The Coaching System

A discussion paper for Archery Australia.

### Overview

This discussion is in three main parts.

- The National Coaching Programs
- The National Coaching Hierarchy
- Professional Coaching

The main driver of this discussion paper is uniformity and consistency within a marketable format.

### National Coaching Programs

The last publication on national coaching that can be found from Archery Australia is dated the 1st of September 2005.

It mentions in chapter 8 about the program booklets from level 1 to level 4 but other than the current "Come N Try" Introduction to Archery Handbook there are no other booklets that can be found.

Following is an extract from the National Coaching Program.

- NCP15 Certificate – Level 1 Community Archery Instructor
- NCP16 Certificate – Level 1 Archery Instructor
- NCP17 Certificate – Level 2 Club Coach
- NCP18 Certificate – Level 3 Regional Coach
- NCP19 Certificate – Level 4 High Performance Coach

The first item should be Level 0 Community Archery Instructor, not Level 1. We shall come back to these later under the hierarchy section. What we want to discuss now are the programs and their resources.

In a national marketplace it is important that we project a professional and consistent image. In line with what other sports have done we propose taking the term OzBow and making it synonymous with grassroots archery.



The proposed OzBow logo

## Level 0

The program to conduct this training is to be called the;

- OzBow Come'n'Try Program

The title of the instructor is to be called the;

- OzBow Come'n'Try Instructor

The resource to support this program is to be called the;

- OzBow Come'n'Try Booklet

The OzBow Come'n'Try Program is designed for introductory archery. It covers safety, range layout and the 10 basic steps of archery. It may be used at archery clubs, community groups, holiday resorts, etc.

## Level 1

The program to conduct this training is to be called the;

- OzBow Archery Instruction Program

The title of the instructor is to be called the;

- OzBow Archery Instructor

The resources to support this program are to be called the;

- OzBow Archery Instruction Booklet

The OzBow Archery Instruction Program is designed for teaching the 10 basic steps of archery in detail. It is used only at archery clubs and is basically a renamed beginner's course.

In keeping with a national modern image there is a proposed new logo.



The proposed Archery Instruction Program logo

## Level 2

The program to conduct this training is to be called the;

- Challenge Coaching Program

The title of the instructor is to be called the;

- Archery Coach

The resource to support this program is to be called the;

- Challenge Coaching Booklet

The Challenge Coaching Program is designed for the archer who has been shooting for around a year and wants to improve their skill and fitness levels.

It is based around Matchplay where every 15 minutes or so two archers will go head to head whilst the others critique their form, cheer and yell, etc.

In keeping with a national modern image there is a proposed new logo.



The proposed Challenge Coaching Program logo

## Level 3

The program to conduct this training is to be called the;

- High Performance Coaching Program

The title of the instructor is to be called the;

- High Performance Coach

The training program for High Performance Coaches has, as far as we know, has not been designed yet.

It is envisaged that a lot of their training shall come from the National Coaching Director.

## The National Coaching Hierarchy

You may note that the role of Regional Coach was not included in the previous levels. This discussion paper is following the model put forward by Archery Victoria in 2009 in that the HPC's shall work together and effectively be the Regional Coaching Committee.

The trend in many sports is to find a coach that specialises in a certain area rather than a jack-of-all-trades. It is believed that a HPC will specialise in a specific area of archery such as;

- Compound Bow and technique
- Recurve Bow and technique
- Barebow Bow and technique
- Bow Tuning
- Physical Fitness
- Psychology

It is suggested that five HPC's combine their separate skill sets to become the "Regional Coach" or the preferred term of Regional Coaching Committee. The chair of this committee would sit on the National Coaching Committee chaired by the NCD.

The proposal sent to Archery Australia in 2009 is that the Pathway Program be written to reflect this model.

## Professional Coaching Concept

The following is a guide to the successful implementation of a professional coaching concept for Archery Australia.

| Title                       | Program   | Suggested Pricing             |
|-----------------------------|---|-------------------------------|
| OzBow Come'n'Try Instructor | OzBow Come'n'Try Program<br>(AA's community come'n'try program) | \$20 (90 minute session)      |
| OzBow Archery Instructor    | OzBow Archery Instruction Program<br>(AA's come'n'try program)  | \$75 (3 x 90 minute sessions) |
| Archery Coach               | Challenge Coaching  | \$30 (90 minute session)      |
| High Performance Coach      | One on one coaching   | \$35 (90 minute session)      |
| National Head Coach         |   |                               |

## The Proposed Timeline

Mr. Public tries archery for the first time in an OzBow Come'n'Try Program. This can be conducted at a club, an indoor centre, a school, a corporate party, a holiday resort or a community group such as the YMCA. The fee charged should be around \$20 for a 90 minute session.

In a club environment they may return to do this several times. At that point they may decide to tick the "I've always wanted to do that" box and move on or they may decide to do the next level of coaching, the OzBow Archery Instruction Program.

If they decide to improve their skill and knowledge then their next appointment should be with an OzBow Archery Instructor to go through the OzBow Archery Instruction Program (OAIP). This is a flexible program that is conducted over a 3 week period. Traditionally known as the Beginners Course it is designed to teach someone how to shoot a particular style of bow rather than the generic barebow technique of the OzBow Come'n'Try Program. The suggested pricing of the OAIP is around \$75 for three 90 minute sessions.

Once they have completed the course they should go through the OzBow Qualification period. Starting at 10 metres they shoot 30 arrows on a 122 cm face and are required to reach a certain score based on their bow type. Once they have achieved this they move onto 20 metres and so on. Clubs in Victoria are already using the OzBow Certificates.

|  | Barebow Compound | Compound | Barebow Recurve | Recurve | Traditional Bow | Longbow |
|--|------------------|----------|-----------------|---------|-----------------|---------|
| OzBow Archery Instruction Program 30 arrows on the 122cm target face |                  |          |                 |         |                 |         |
| 10 Metres  | 160              | 190      | 150             | 180     | 150             | 130     |
| 20 Metres  | 160              | 190      | 150             | 180     | 150             | 130     |

Archers are then introduced to the Ratings Competition where they learn the ratings/handicap system.

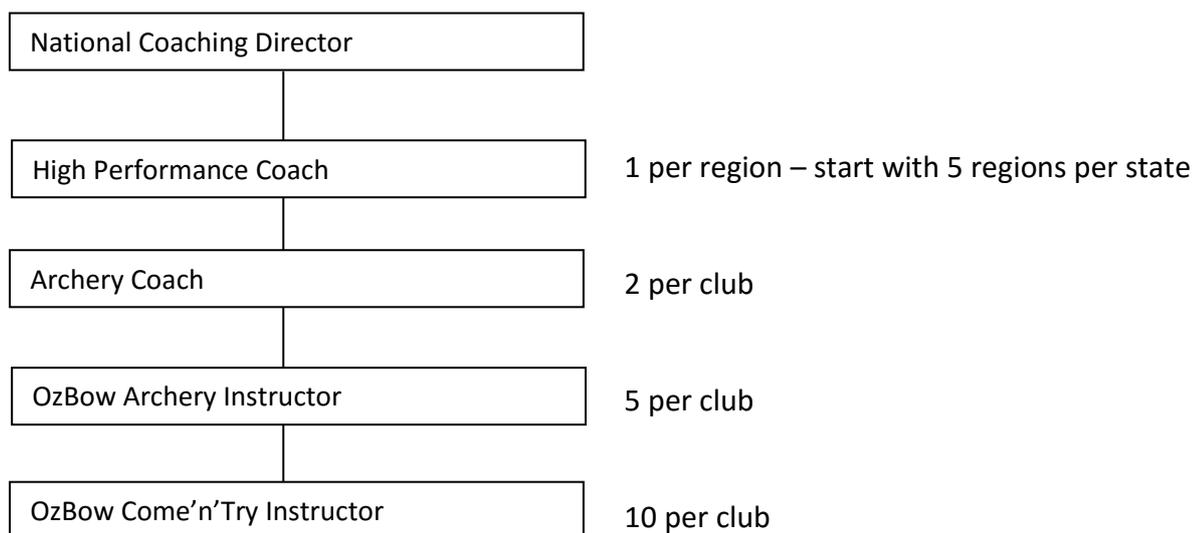
|  | Barebow Compound | Compound | Barebow Recurve | Recurve | Traditional Bow | Longbow |
|--|------------------|----------|-----------------|---------|-----------------|---------|
| The Ratings Competition 72 arrows on the 122cm target face |                  |          |                 |         |                 |         |
| 30 Metres  | 380              | 460      | 360             | 430     | 360             | 310     |

Coaching should not stop at this point and the OzBow Qualification period is designed to let the archer find their own feet so more of a distant eye is required to ensure they are still progressing. Once they have qualified at 40 metres they can get into the Challenge Coaching Program. This is advanced coaching conducted at 40 metres on a 122 cm face.

|  | Barebow Compound | Compound | Barebow Recurve | Recurve | Traditional Bow | Longbow |
|--|------------------|----------|-----------------|---------|-----------------|---------|
| Presidents Shield, Monthly Club Shoot 90 arrows on the 122cm target face |                  |          |                 |         |                 |         |
| 40 Metres  | 480              | 570      | 450             | 540     | 450             | 390     |
| 50 Metres  | 480              | 570      | 450             | 540     | 450             | 390     |
| 60 Metres  | 480              | 570      | 450             | 540     | 450             | 390     |

The purpose of Challenge Coaching on a large face is to ensure the archer does not aim too tightly but is more focused on the execution of the shot. Every few ends you take 2 archers and have them go head-to-head in a 2 x 3 arrow matchplay whilst everyone else "critiques" their technique with the appropriate jeering and/or applause. Part of the Challenge Coaching Program is mental discipline, bow tuning, biomechanics, nutrition, aerobic fitness, etc.

## The Organisational Structure



### How The Hierarchy Works

Archery Australia shall appoint a National Coaching Director (NCD). It is envisioned that the NCD shall have a coaching committee. It is envisioned that one (1) High Performance Coach (HPC) from each RGB shall be on this committee.

The HPC then disseminates information from the committee to the other HPC's in their RGBs. From there the HPC's share this information with the Archery Coaches who in turn share with the OzBow Archery Instructors who in turn share with the OzBow Come'n'Try Instructors.

In terms of training and self-development it is important that the hierarchy is maintained.

- The NCD shall organise, facilitate and conduct those courses that shall improve the knowledge of the HPC's.
- The HPC's shall conduct the Archery Coach training sessions.
- The Archery Coaches shall conduct the OzBow Archery Instructor training courses.
- The OzBow Archery Instructors shall conduct the OzBow Come'n'Try Instructor training courses.

## Professional Coaching Guidelines

The following is an overview of how the professional coaching system works within Archery Victoria.

The objective is to supply on-demand coaching for all archers in Australia. This can only be done with a high enough volume of coaching people that are reimbursed for their knowledge, skill, time and energies.

### Come'n'Try and Archery Instruction Programs

These can be conducted by volunteers in the clubs or by the clubs hiring a contractor.

If the club hires a contractor then the principal is responsible for the hiring and firing of the coaching staff and is the point of contact for the club to communicate with. The principal takes all the bookings and arranges the come'n'try and archery instruction courses.

There is a suggested fee for these two programs being;

#### OzBow Come'n'Try Program

**\$20 for a 90 minute session**

#### OzBow Archery Instruction Program

**\$75 for three 90 minute sessions**

The host club will not interfere with the coaching program. The principal is responsible for the archers until they have joined the club. At this time the principal's responsibility ends and the archer may find an instructor or coach of their choice.

An archer, having completed the OzBow Archery Instruction Program, starts the OzBow Qualification Rounds. If they require coaching at this time it should be provided by the club.

### Individual Coaching

Once an archer qualifies at 40 metres they may like to improve their archery by partaking in Challenge Coaching. This is conducted by the Archery Coach. Both the Archery Coach and the High Performance Coach (HPC) are considered to be independent.

For the purpose of this document we expect them to be independent and charging the archer a coaching fee as they see fit. The recommended starting point is \$30 an hour for an Archery Coach and \$35 an hour for a HPC. We hope that market forces will see the better coach's rise to the top and be earning the bigger money.

The relationships between the club and the coach, and the archer and the coach, is vitally important.

Coach A may wish to advertise that they coach at Club X, Y and Z.

Club X may like to advertise that they have Coaches A, B and C available at their club for coaching and provides their contact numbers accordingly.

If a member of a Club X wishes to use Coach T then that should not be a problem. The member has paid shooting fees so they should be able to shoot any time they like with any Coach they like – a free market.

For any Come'n'Try or Archery Instructor they must have personal accreditation with Archery Australia and a valid Working With Children Check. If they instruct of their own volition then they must also have Public Liability Insurance (PLI) and Public Indemnity Insurance (PII). If they are part of a company then the principal must have the appropriate PLI and PII that covers the group.

Since we expect the Archery Coach and the HPC to be independent then they must have;

- Appropriate Accreditation
- Working With Children Check
- PLI and PII

Clubs must not let Archery Coaches or HPC's coach on their grounds until all the requirements of accreditation, WWCC, PLI and PII have been confirmed.

### **The National Insurance Policy**

The National Insurance Policy is very clear. If an archer pays the club for coaching then the archer and the instructor/coach is covered by insurance. It is expected that the club then pays the instructor/coach and that is acceptable under the National Insurance Policy.

If the archer pays the instructor/coach directly, neither are covered by the National Insurance Policy.

The insurance that is paid for as part of an archer's membership fee covers the archer only. Receiving an injury whilst under instruction is only covered if the payment was made to the club.

An archer that receives an injury whilst being taught by an independent instructor/coach is only covered by that instructors/coaches insurance policy. If the instructor/coach does not have PII and PLI then the club is liable for allowing uninsured instructor/coaches onto their grounds.

It is an act of fraud if an archer or an instructor/coach makes a claim against the National Insurance Policy when the coaching payment has not been made through the club.

It is desirable that if this concept of coaching is acceptable to Archery Australia then they shall negotiate with SportsCover and its Brokers to have available a reasonably priced premium for these PLI and PII insurances.

For your consideration.

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~ The primary focus of all obstacles is to induce labour so progression can be born~ "Lil' C"