

CLUB COACHING & ATHLETE DEVELOPMENT

IMPLEMENTATION 2002

CCSAM MANDATE

To provide leadership and direction for Cross Country Skiing Clubs within the province of Manitoba to pursue growth, longevity, and excellence for both coaches and athletes.

PAST

Manitoba was once the forerunner of all provinces & territories with numerous clubs and participation at all levels of cross country skiing. The creation on the Jackrabbit Program led the way to many successful young athletes staying with the sport and excelling within

PRESENT

Currently there are:

27 ACTIVE SKI CLUBS within the province of Manitoba

Of these, only 16 are active clubs with “Jackrabbit” or ”Junior” Programs available. (Jackrabbit Programs within the province generally have groups of kids up to the ages of 12, before they decide to either pursue the sport in racing, become a recreational skier only, or drop it altogether. Unfortunately, the later two are more predominate)

Manitoba Provincial Ski Team

The most dedicated and talented Junior & Senior skiers within the Province of Manitoba has seen a drop in the last few years with very few up and coming Development Athletes to step into the program. Presently, Manitoba is one of last provinces to keep the Provincial Coach concept while others see the benefit in the Club Coaching model.

FUTURE

The Club Coaching Program will be developed to assist, Cross Country Ski Clubs affiliated with CCSAM to create growth, longevity and excellence for both coaches and athletes.

This will be done through Coaching Incentive Grants and Coaching Support that will directly assist the clubs in achieving these goals.

CCSAM'S CLUB COACHING & ATHLETE DEVELOPMENT MODEL

In the process of being developed and to be made available for feedback by June, this model has some key points that the CCSAM will focus on. The first being:

CLUB COACHING

There are over 1200 skiers registered to belong to an active club within the province. As of April 18th, 2001, CCSAM has compiled a list of **539 coaches** who have received their NCCP Level 1 or beyond.

The large majority of these coaches are inactive!

Many no longer reside in the province, others only participated if their kids were directly involved, while others have commented on the fact that they are still interested but have no kids to work with.

We do not have the biggest problem with finding those who would like to coach, but a problem in maintaining them.

HOW TO MAINTAIN COACHES

1. MAKE \$ INCENTIVES TO CLUBS SUPPORTING THE MODEL
2. ASSIST CLUBS IN CERTIFYING COACHES TO A HIGHER LEVEL
3. PROVIDE COACHING SUPPORT WITH TRAINING & COMPETITION
4. PROVIDE RACE TRAVEL INCENTIVES TO PROMISING COACHES
5. KEEP IT SOCIAL & FUN AT SCHEDULED EVENTS

An excellent example of a Club Role Model is the Foothills Club in Alberta.

There they have hired a HEAD COACH who has the minimum of a Level III National Coaching Certification Program (NCCP). This coach is a paid for position that is made possible by club fees. Still, volunteer coaches make up the largest majority assisting at the club level, especially within Jackrabbits. The Head Club Coach makes themselves available to assist and provide support to all within their club at all levels. In the early stages, it is only realistic to presume that their will be growing pains associated with this new format. The Head Club Coach may receive very little at the start, however, the more aggressive a club is at obtaining skiers and keeping them in the program, the more money there will be available to reward the dedication of coaches within the club structure.

HOW TO FIND & KEEP KIDS IN THE SPORT

According to a Norwegian Junior Skier Survey conducted it shows that children began skiing if either parents (1 in 6) or friends (1 in 3) took them along to workouts. Of the 249 14 & 15 year olds surveyed, 28.5% continued skiing with the main reason to improve. 18.6% believed that they could be successful was the most important reason, while 15% stated that simply pushing themselves and staying in good shape was most important.

Most, (90%) were pleased with how their clubs supported their participation in the sport.

1. COACHES: DEDICATED & ENTHUSIASTIC TO ATTRACT SKIERS
2. INVOLVE THE FAMILY AND OTHER FRIENDS IF POSSIBLE
3. REALISTIC GOALS & ATHLETE DEVELOPMENT OUTLINE
4. KEEP THE ENVIRONMENT POSITIVE & FUN
5. SHOW THAT THERE ARE ACHIEVEMENT BASED REWARDS

EXISTING PROVINCIAL TEAM MEMBERS

Of great importance to CCSAM are our existing Provincial Ski Team Members who are still active in racing. There are a few that will be remaining within the province while many are training and skiing outside of the province.

In order to assist these athletes in pursuing their personal goals within the sport of Cross Country Skiing, CCSAM will continue to provide financial assistance to those based upon a *SCORE CARD* (see attachment) and points that they receive within it.

There will no longer be a Manitoba Racing Club registered with Cross Country Canada. All members are now asked to affiliate with a club in which they will be representing.

In travel, there will be a "VIRTUAL TEAM" named to be skiing for both their club and the Province of Manitoba.

IMPLEMENTATION IDEAS TO REVIEW

Listed below are ideas that CCSAM wishes to discuss the implications of developing:

- a) Having existing or new clubs work with the new Club Coaching & Athlete Development Model through a Coaching Facilitator who will provide support for the initial first year stage. The facilitators job will be either a ½ or ¾ term position.

- b) Assist Clubs in recruiting a Head Club Coach and an outline of what this position will consist of. (ie.)
 - 1) Development of a Junior Program (approx. 13 and up)
 - 2) Assist other coaches in coaching related duties
 - 3) Works within the Club Structure of what is expected and outlined for them

- c) .Creation of monetary incentives that Clubs can reward their coach(s)
These can be based upon:
 - 1) membership numbers
 - 2) participation in specific races organized
 - 3) results in specific races organized

- d) Creation of reward incentives that Club Coaches can aim for
Such as:
 - 1) travel to assist at Nationals or other large races outside of the Province
 - 2) travel to assist at Training Camps
 - 3) NCCP certification assistance in Level II and beyond

- e) Advertisement & Recruitment Packages to assist Clubs in this direction

- f) Create more Sprint and Relay Races throughout the season to keep it exciting.

- g) More Club Awards to be given at the end of the season based on a point system
That takes into account both participation and results in selected races.

- h) Creation of Assessment, Training and Talent Identification Camps that all clubs should strive to be part of with the racing portion of their group.

- i) The implementation of the Manitoba Ski Team Grant Card that will allow funding to racers that are pursuing racing excellence in juvenile, juniors and seniors.
(see attachment)

-----**NOTE**-----

These are general ideas to give all regions within the Province of Manitoba the same opportunity that exists within the city of Winnipeg.
In order to achieve the best funding and support available to a club, an active and enthusiastic Head Coach should be appointed to accept this task.

Once again, the guidelines should be available by June.