

## **PROGRAM GUIDELINES: BC GAMES COACH MENTORSHIP PROGRAM 2024 BC WINTER GAMES**

The BC Games Coach Mentorship Program is a partnership between viaSport and the BC Games Society. It is designed to support the development of key mentors within sports, thereby increasing the current capacity of sport leaders in BC.

### **PROGRAM OBJECTIVES:**

The BC Games Coach Mentorship Program seeks to:

- Support PSOs in targeted coach development, through mentorship
- Build capacity in coaching leaders in BC, by increasing their confidence and competence to act in mentorship roles
- Introduce a basic mentorship model in sport, that could be used to develop a variety of roles

### **PROGRAM STRUCTURE:**

The BC Games Coach Mentorship Program will consist of a Master Mentor contracted by viaSport to provide support to sport specific mentor coaches. Provincial Sport Organizations can then identify a Coach Mentor that will be assigned to work with one or more apprentice coaches or selected zone coaches leading up to and during the BC Games. The Master Mentor will meet with each PSO and Coach Mentor at the start of the program to create a personal development plan for the Coach Mentor, and determine how they can best support the assigned apprentice coaches or BC Games zone coaches, based on the need of the sport. Throughout the remainder of the program, the Master Mentor will have regular check-ins with the Coach Mentor to provide ongoing support and resources.

### ***Mentorship scenarios could be as follows:***

- The Coach Mentor directly supports an Apprentice Coach who is attending the BC Games as part of this Program.
- Coach Mentor and Apprentice Coach may be in addition to the sport's technical package, where appropriate, and based on a clear understanding of the PSO's Coach mentor strategy and having sound rationale (must be submitted with application).
- Individual requests for Coach Mentor and/or Apprentice Coach roles will be considered at sole discretion of the Master Mentor.
- The Coach Mentor supports one or more specific BC Games zone coaches (that are allocated within the sport's technical package).
- The Coach Mentor is in addition to the sport's technical package. All coaches supported by the Coach Mentor are already included in the sport's technical package.
- A combination of the above.

The program will support up to 10 Coach Mentors for the 2024 BC Winter Games. PSOs may nominate multiple Coach Mentors, however they will be asked to indicate the priority ranking for the Coach Mentors. The program will attempt to support as many PSOs as possible; therefore, multiple Coach Mentors from one sport will only be accepted if space is available. PSOs will be responsible for nominating coaches for this Program.

## **PROGRAM ELIGIBILITY**

### **PSO**

- Must be a sport in the 2024 BC Winter Games – [see list here](#).
- Must be a sport in good standing with viaSport and have successfully adopted the [British Columbia Universal Code of Conduct](#) .
- Must have signed the [Responsible Coaching Movement pledge](#).

### **Coach mentor**

- Must be a resident of BC.
- Must be an experienced coach, capable of acting in a mentor capacity.
- Should not be designated as a Zone Head Coach for the 2024 BC Winter Games.
- Must be NCCP certified in line with the [sport's technical package for the Games](#). At a minimum the Coach Mentor must be certified at the Head Coach Level specified in the sport's technical package.
- Must have completed Respect in Sport – Activity Leader (prior to the start of the Games).
- Must have completed NCCP Mentorship (prior to the start of the Games)
- Must complete NCCP Creating Positive Sport Environments (viaSport will provide coupon for training)
- Must provide the PSO proof of having completed a criminal record check in the previous six months.
- Must sign a participant agreement upon selection to the program.
- Must be prepared to work with BC Games coaches and/or an apprentice coach, as agreed upon with the PSO and Master Mentor.
- Must attend the BC Games Mentorship Program Welcome Session, or provide proof of having reviewed the welcome session video recording.
- Must participate in the BC Games Guide to the Games (G2G) session and may be asked to take on a leadership role.
- Wherever possible, must participate in the Best Practices Coaching workshop during the BC Games (tentatively planned for Friday evening at the BC Games during a participant activity)
- Must organize two meetings per day with their mentee coaches (daily goal setting + daily debrief while attending the BC Games)
- Optional - Attend an in-person kick off session to connect program participants

Note: Priority will be given to indigenous coaches and female coaches.

## Apprentice Coach

- Must be a resident of BC.
- Must have completed NCCP Online Evaluation for Make Ethical Decisions (MED) at least 30 days before attending the Games.
- Must provide the PSO proof of having completed a criminal record check in the previous 6 months.
- Must adhere to any PSO and BC Games mandated policies or procedures.
- Must attend the Games as a Zone Assistance Coach or Head Coach where appropriate
- Must sign a participant agreement upon selection to the program.
- Must participant in a BC Games Guide to the Games (G2G) session.
- Must attend two meetings per day with mentor coach (daily goal setting + daily debrief) while attending the BC Games

## ROLES AND RESPONSIBILITIES

### PSO

- Identify the Coach Mentor and submit an application to viaSport.
- Be able to identify coaches at the BC Games and/or one Apprentice Coach for the Coach Mentor to work with.
- Ensure all coaches have met BC Games standards and are registered to attend the Games.
- Attend one meeting (phone or video) with the Master Mentor to support the initial creation of the Coach Mentor's personal development plan, and the apprentice support plan.
- Recommend the relevant sections of the Coach Mentor's personal development plan is completed, and submitted to the Master Mentor Coach within initial 2-weeks of the program start date.
- Attend one meeting at the conclusion of the BC Games to debrief the overall experience with Coach Mentor, and Master Mentor.
- Provide information to the Master Mentor, should there be limitations or considerations given to accessing the field of play at the Games, for the Coach Mentor and Apprentice, should they not be affiliated with a zone team.
- Disseminate feedback survey to all coaches who worked with the Coach Mentor.
- OPTIONAL - Provide funding to support travel and accommodation at the BC Games for the Coach Mentor.
- OPTIONAL - Provide funding to support the Coach Mentor in their development plan, outside of the opportunities provided through the BC Games and viaSport (contingent on what the PSO and Coach Mentor have agreed to).
- OPTIONAL – Provide an honorarium or other compensation to the Coach Mentor.
- OPTIONAL – Attend an in-person kick off session to connect program participants

**viaSport**

- Hire and support a Master Mentor to lead the program, and provide support to the selected Coach Mentors.
- Host the Mentor Welcome Webinar, in partnership with the BC Games Society.
- Host a NCCP Mentorship course online, within the initial week of the program, providing free participation to the Coach Mentors.
- Provide free access to Respect in Sport to the Coach Mentors.
- Provide free access to NCCP Creating Positive Sport Environments to the Coach Mentors
- Provide free access to one viaSport hosted course for each Coach Mentor (eg. homestudy, online delivery, Core Training).
- Collect participant feedback, following the Games and a program evaluation following both the BC Winter and BC Summer Games.
- Host a debrief session where Coach Mentors can share key learning through a facilitated discussion in partnership with the BC Games Society and Master Mentor.

**BC Games Society**

- Host the Guide to the Games (G2G) sessions, and track PSO coach mentor/mentee participation.
- Work with viaSport and the Master Mentor to look for opportunities for the Coach Mentors to play a leadership role at the G2G session that each attends.
- Provide all coaches not affiliated with a zone team (Apprentice Coaches and Coach Mentors) travel to/from the Games, accommodation with one of the zone teams. All coaches will be accredited for the Games and have access to food, transportation, special events, etc. at the Games.

**BENEFITS****Coach mentor**

- Enhanced mentorship skills.
- Personalized development plan, with the support of a Master Mentor.
- Free participation in NCCP multi-sport courses.
- The opportunity to help develop more sport-specific coaches.
- Full coach accreditation at the BC Games with travel (by bus), accommodation (school based – or in a hotel at own cost), and meals (host society dining facility) provided.
- Opportunity to play a leadership role in the BC Games Guide to the Games (G2G) sessions and help athletes, coaches, and parents prepare for the Games.
- Potential to receive NCCP PD points towards maintaining their NCCP certification.
- Connection to a cohort of Mentor coaches from across the province

### Apprentice Coach

- A multi-sport Games experience.
- Enhanced coaching skills.
- Full coach accreditation at the BC Games with travel, accommodation, and meals provided.
- Potential to receive NCCP PD credits towards maintaining their NCCP certification (if applicable).

### PSO

- Capacity building by building a coach development leader.
- Experience in participation in a coach mentorship model, which could be modified and replicated within the sport.
- Succession planning through providing future BC Games coaches with the opportunity to attend the Games and learn.
- Assist with succession planning for zone coaches.

### PROGRAM TIMELINES\*

July 19, 2023	PSO Applications Open for the Coach Mentor & Apprentice Coach
August 19, 2023	PSO Applications Closed
August 24, 2023	PSOs Notified & Coach Mentors Selected
Sept 19 or 20, & 23	NCCP Mentorship Module
Sept 23-24 (TBC)	In Person Kick off Welcome Session, Whistler
Early October	Master Mentor meets with each PSO and Coach Mentor to co-create Personal Development Plans and Plan to Support Apprentices
January 20, 2024	BC Games Registration Deadline
Date TBC	BC Games Guide to the Games (G2G) Sessions (Exact dates TBD)
February 1, 2024	Deadline to complete MED evaluation and all other required training
<b>February 22-25, 2024</b>	<b>2024 BC Winter Games</b>
March 7, 2024	Deadline for submitting Post-Games Feedback Survey (5:00 PM)
March 14, 2024	Facilitated debrief session (12-1:30 PM)

\*Dates are tentative