



Boxing Canada

NCCP Operations MANUAL





**National
Coaching
Certification
Program**

PARTNERS IN COACH EDUCATION

The National Coaching Certification Program is a collaborative program of the Government of Canada, provincial/territorial governments, national/provincial/territorial sport organizations, and the Coaching Association of Canada.



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Coaching Association of Canada
Association canadienne des entraîneurs







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Canada

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Introduction

Purpose of this Document

The National Coaching Certification Program (NCCP), launched in 1974 and delivered in partnership with the government of Canada, provincial/territorial governments, and national/provincial/territorial sport organizations, gives coaches the confidence to succeed.

The Coaching Association of Canada (CAC) works with over 65 different National Sport Organizations across Canada in the development of sport-specific NCCP training. Currently, there are over 850 workshops available at every level of sport – from 3-hour online introductory workshops for beginner coaches, to weekend workshops for intermediate coaches, to intensive two-year training programs for advanced coaches.

Boxing Canada's *NCCP Operations Manual* contains guidelines and procedures for successful implementation of the NCCP. It is not intended to replace the *NCCP Policies and Implementation Standards*, nor does it serve as development guidelines.

Boxing Canada has developed NCCP coach development programs. In parallel, the organization has produced a comprehensive long term athlete development (LTAD) model. These two initiatives have been merged in order to offer a world-class program to coaches and athletes, and make it possible for all boxers to achieve their full potential.

Version Control

The following outlines the version history of this document, and identifies any notable changes.

Revision Date	Revisions
2014/11/01	Version 1.0, November 2014
2018/02/16	Version 1.1; modified and aligned with all new NCCP parameters as part of the Competition-Development context approval process.
2019/04/02	Version 1.2; modified and aligned with new NCCP parameters for the final approval of the Competition Development program.
2021/10/13	Version 1.3; document updated.
2021/01/12	Final version pre-approval

The Collection, Use, and Disclosure of Personal Information

The Coaching Association of Canada (CAC) in cooperation with its National Coaching Certification Program (NCCP) partners collect, use and disclose only such information from individuals as is required for the purpose of providing services or information to them, managing NCCP coach education records, conducting research and such other purposes as described in CAC's Privacy Policy.

CAC does not sell, trade, barter, or exchange for consideration any Personal Information obtained. CAC's collection, use and disclosure of personal information shall be done in accordance with its Privacy Policy, a copy of which is available at www.coach.ca.

1. BOXING CANADA AND THE NCCP

1.1 Mission, vision and values

Mission

To become a world leading boxing nation. We will promote, encourage and develop the widest participation in Olympic-style boxing and the highest proficiency in pursuit of excellence amongst its members.

Vision

To improve lives through the sport of boxing, giving Canadians strength of body and mind.

Values

The core values of Boxing Canada are:

Excellence, passion, integrity, accountability, teamwork, inclusiveness, health & safety.

1.2 Partners in Coach Education

The CAC, the provincial/territorial NCCP delivery agencies, the National Sport Organizations (NSOs), and the federal-provincial/territorial governments are individually and collectively responsible to:

- Ensure that the NCCP and other coaching and sport leader development programs contribute to a safe and ethical sport experience in all contexts of participation;
- Ensure that the programs integrate into the Sport For Life framework and follow the principles of Long-Term Athlete Development (LTAD);
- Ensure that coaching and sport leader development programs are available in both French and English;
- Use best efforts to make the program accessible to all, including traditionally underrepresented and/or marginalized populations as referenced in the Canadian Sport Policy and the Federal-Provincial/Territorial Priorities for Collaborative Action;
- Endorse the value of competent coaches and support, along with other stakeholders, higher standards of coaching competencies and working conditions/environments for coaches;
- Actively participate in the resolution of any differences that put the integrity and continuity of the NCCP at risk.

1.2.1 Coaching Association of Canada (CAC)

Within the framework of the mandate provided by the Governments, the CAC, in collaboration with other stakeholders, will have the authority to make final decisions on any aspect of the ordinary course of business (development, delivery and promotion) of the National Coach Certification Program (NCCP) and other related programs, including to:

- Protect its rights and properties as they relate to the programs;
- Ensure that the programs contribute to the implementation of the Canadian Sport Policy, in particular:
 - That “athletes at all levels of competitive sport have access to quality coaching that is based on sound science and principles of coach development”;
 - By developing training and learning activities that enable program leaders who support the acquisition of fundamental movement skills and positive attitudes among children and youth;
- Specify minimum standards related to the programs’ development, delivery and promotion;
- Upgrade, as needed, the content, minimum standards and procedures related to the programs’ development, delivery and promotion;
- Create policies and procedures for the programs’ development and promotion, in consultation with stakeholders;

- Undertake operational responsibilities related to the development (including evaluation and certification) and promotion of the programs in collaboration with other stakeholders;
- Design and execute marketing and promotional initiatives related to the programs;
- Ensure the continuing availability of a national database;
- Support the development of Master Coach Developers;
- Serve as primary liaison to the programs' key stakeholders (national sport organizations);
- Administer in accordance with the principles of an economic model for the program;
- Provide support for coaches in their day-day coaching practice;
- Participate in national and international forums dedicated to the advancement of coach and sport leader development;
- Report annually to federal-provincial/territorial governments on the implementation of the present mandate, and in particular, provide appropriate reports to the federal government in respect of the contribution agreement.

1.2.2 Provincial/Territorial Coaching Representatives (PTCRs)

The Provincial/Territorial Coaching Representatives provide leadership, development, and support in delivering the NCCP.

- Alberta: Alberta Sport Connection
- British Columbia: ViaSport BC
- Prince Edward Island: Sport PEI
- Manitoba: Coaching Manitoba
- New Brunswick: Coaching NB
- Nova Scotia: Department of Health and Wellness, Active Living Branch
- Nunavut: Sport and Recreation Division
- Ontario: Coaches Association of Ontario
- Québec: SportsQuébec
- Saskatchewan: Coaches Association of Saskatchewan
- Newfoundland & Labrador: Sport Newfoundland and Labrador
- North West Territories: Sport North Federation
- Yukon: Sport and Recreation, Department of Community Services, Government of Yukon

1.2.3 National Sport Organisation (NSO)

- Boxing Canada

Boxing Canada's NCCP Operations Committee is responsible to supervise and oversee the implementation of all coaching development programs. It is comprised of three to four members representing the various geographical regions of Canada, plus one representative from Boxing Canada.

1.1.1 Provincial and Territorial Sport Organizations (OPTS) - Boxing

- Alberta: Boxing Alberta
- British Columbia: Boxing British Columbia
- Prince Edward Island: Boxing PEI
- Manitoba: Boxing Manitoba
- New Brunswick: Boxing New Brunswick
- Nova Scotia: Boxing Nova Scotia
- Ontario: Boxing Ontario
- Québec: Boxe Québec
- Saskatchewan: Boxing Saskatchewan
- Newfoundland & Labrador: Boxing Newfoundland
- Yukon: Boxing Yukon

1.3 Long Term Development (LTD)

Boxing Canada's long term development model is designed for parents, athletes, coaches and administrators. It provides an overview of the various stages boxers may go through as they develop in the sport. The model also outlines key factors that impact people development and provides guidelines for the types of activities that should be offered at each stage of development. Recommendations for competition and boxing-specific training are also provided.

This document is available online and can be consulted at the following link:

[https://www.dropbox.com/s/kwhlsmeqqj13kkd/Boxing%20LTAD%20\(2010\)%20ENG.pdf?dl=0](https://www.dropbox.com/s/kwhlsmeqqj13kkd/Boxing%20LTAD%20(2010)%20ENG.pdf?dl=0)

The 7 Stages of LTAD in Boxing

STAGE 1 – Active start – Boys and girls: 0 to 6 years old

Parents should ensure that their child has frequent opportunities to be physically active. The emphasis must always be on fun and on mastering new movements and skills. Although Boxing is not an activity children will be involved in at this stage of their development, it is important that our sport support the groups and organizations that promote physical activity in young children.

STAGE 2 – FUNdamentals – Boys: 6 to 9 years old and Girls: 6 to 8 years old

This stage is important for general athletic development. The focus must be on fundamental motor skills (agility, balance, coordination, quickness) as well as on developing basic sport skills (running, throwing, catching, gliding, and swimming) that can later be transferred to a variety of activities. Exposing the child to a wide range of sports, as well as ensuring he experiences success and enjoyment throughout these activities, are critical.

STAGE 3 – Learn to box – Boys: 9 to 12 years old and Girls: 8 to 11 years old

In boys, this is usually the youngest age group involved in organized Boxing programmes. The emphasis should be on developing basic Boxing skills. Specialization must be avoided at this stage, and participants must be encouraged to get involved in a variety of sports to carry on with their general physical and motor development.

STAGE 4 – Train to box – Boys: 12 to 16 years old and Girls: 11 to 15 years old

At this stage, the focus must be on introducing the participants to the various aspects of physical preparation for Boxing and on developing Boxing-specific skills. Increasingly challenging yet carefully selected competitive experiences must also be provided to the young athletes. The volume and the intensity of training should be increased progressively throughout this period, and it is the ideal time to instill a passion for the sport. For many athletes, this will also be the time when the growth spurt of the adolescence occurs. Some girls of this age group may show an interest towards Boxing. Talent identification and some form of specialization may be done at this stage.

STAGE 5 – Train to compete

Boys and young men: 16 to ~22 years old and Girls and young women: 15 to ~22 years old

At this stage, the focus must be on optimizing physical preparation and Boxing-specific skills, while at the same time developing the competitive attitude and the mental skills that are required to perform at a higher level. For the athletes who have the necessary training background, training becomes highly specialized in order to support a progression towards the high-performance level. The volume and the intensity of training are high, and fluctuate according to the schedule and the importance of the matches. For many athletes, significant strength gains can be achieved during the first few years of this stage. The majority of young women who join a Boxing club for the first time belong to this age group.

STAGE 6 – Train for peak performance – Men and Women ~22 years old or more

At this stage, athletes have reached physical maturity. All the physical, technical, tactical, and psychological performance factors should be developed to an optimal level, highly specific to Boxing. The athletes who have the necessary training background and demonstrate the potential to perform at the highest level begin a transition from the national to the international scene. Career management, as well as the appropriate selection of matches throughout the preparation process, are key factors determining success.

STAGE 7 – Active for life – Male and Female participants of all ages

At this stage, participants engage in a transition from competitive Boxing to a life-long participation in sport and physical activity. Boxing must retain these individuals within its system through programmes and activities that are rewarding and adapted to both their needs and interests. Experienced boxers may also share their passion for the sport, their knowledge, and their skills with the up and coming generation through coaching, officiating, or as leaders of clubs and Boxing organizations, thus contributing to the growth of the sport.

1.4 Participant Development Model (PDM)

Boxing Canada's PDM

This section presents an overview of the types of Coaches who are responsible to provide support to participants involved at all stages of Boxing Canada's participant development model (PDM).

Boxing Canada's coach development system features two streams: Instruction and Competition.

Instruction

The **Instruction** stream caters to participants of various age groups and ability levels who are involved in non-competitive boxing programs and activities. The main objectives of this program are: (1) to teach basic boxing techniques; and (2) to develop a good fitness level through boxing-specific training activities.

The Instruction stream represents the starting point in the sport for some participants who will eventually become competitive boxers. However, many participants in this context are adults. The type of coach primarily associated to this context is: **Instruction-Beginners coach**.

Type of coaches working in this context	LTAD Stage at Which Most Participants Are	Age Groups of Most Participants
Instruction-Beginners	Stage 1 – Active child	• Boys and girls aged 6 or less
	Stage 2 - FUNdamentals	• Boys: 6 to 9 • Girls: 6 to 8
	Stage 3 – Learn to box	• Boys: 9 to 12 • Girls: 8 to 11
	Stage 7 – Active life	• Men and women - end of adolescence and adulthood

Competition

The **Competition** stream focuses mainly on the development of athletes whose goals and objectives are to achieve competitive performances. It brings together participants from stages 1 to 6 of the Long-Term Athlete Development model.

The type of coaches associated to this context are: **Competition-Introduction Coach**.

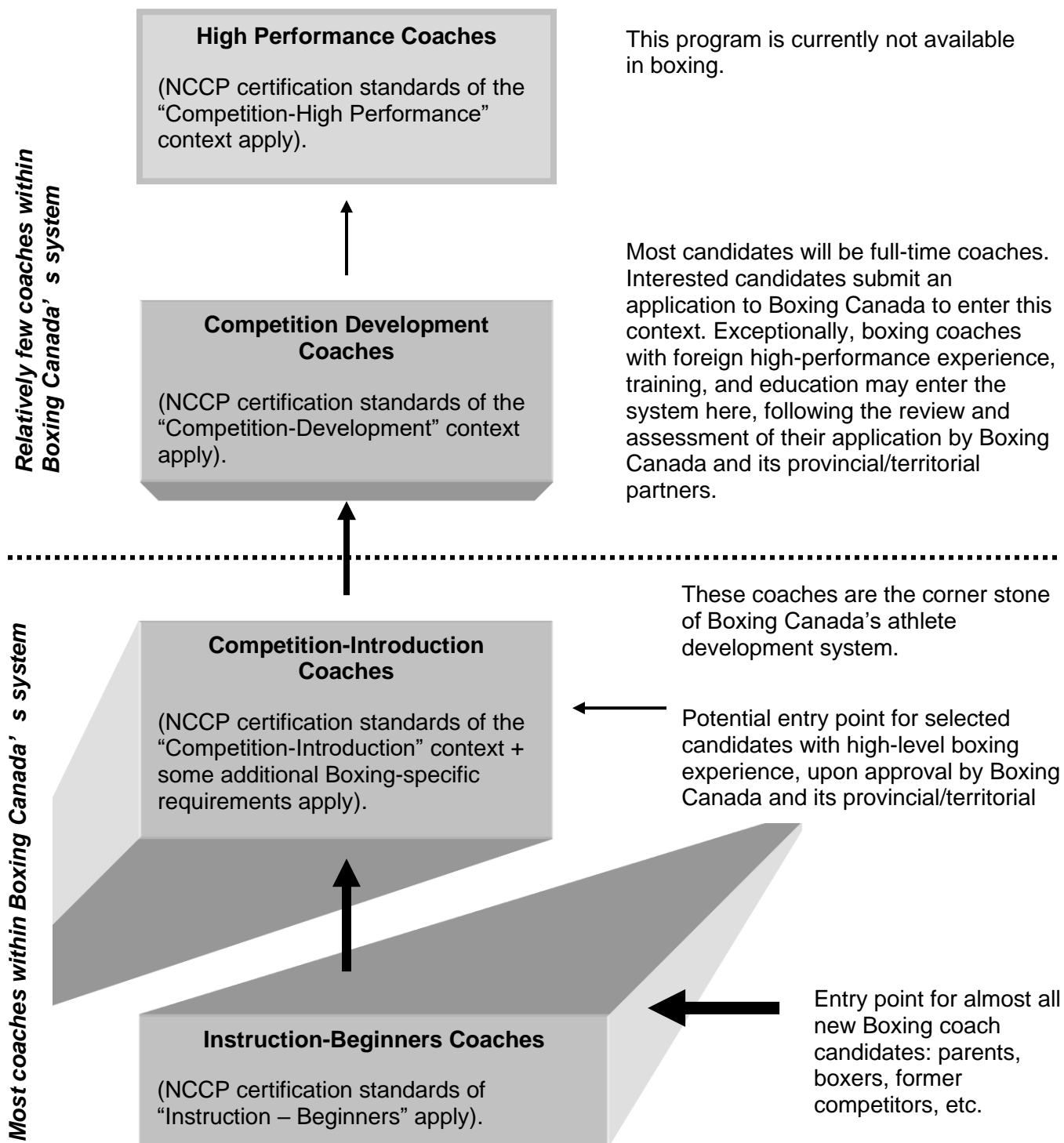
Type of coaches working in this context	LTAD Stage at Which Most Participants Are	Age Groups of Most Participants
Competition-Introduction	Stage 3 – Learn to box	<ul style="list-style-type: none"> Boys: 9 to 12 Girls: 8 to 11
	Stage 7 – Active life	<ul style="list-style-type: none"> Men and women - end of adolescence and adulthood
Competition-Introduction	Stage 4 – Train to box	<ul style="list-style-type: none"> Boys: 12 to 16 Girls: 11 to 15
Competition-Introduction Competition Development Coach	Stage 5 – Train to compete	<ul style="list-style-type: none"> Boys and young men: 16 to 22 Girls and young women: 15 to 22
Competition Development Coach	Stage 6 – Train to perform	<ul style="list-style-type: none"> Men and women, 22 and older

In the **Competition Stream**, athletes take part in various levels of competitive events:

- Regional and provincial (Learn to box, Train to box);
- National (Train to compete);
- International (Train to perform).

1.5 Coach Development

1.5.1 Coach Development Model (CDM)



1.5.2 Principles and major orientations of Boxing Canada's Coach Development System (CDS)

Some of the key principles and features of the new CDS in Boxing include the recognition that:

- There exist different types of Coaches in the Boxing system, and what is expected of each type of Coach must be clearly outlined.
- Coach Training and Coach Certification are two distinct processes.
- Coach Certification must be based on the person's demonstrated ability to do certain things considered important. These "important things" make up the certification requirements.
- Certification requirements may vary according to (1) the type of coach, (2) the characteristics of the athletes and programs the coach is involved in, and (3) the actual role and responsibilities of the coach in these programs.
- Generally speaking, certification is not about defining the "perfect coach". Rather, it represents the formal acknowledgement that a person can perform to a particular standard. Some form of evaluation is therefore required in order for a Coach to become certified.
- Coach Training is the process that prepares candidates to meet the various certification requirements. Coach training can take many forms, such as Boxing-specific workshops, multi-sport workshops, individual studies, online education, etc.
- Depending on the person's background and experience, Coach training needs may vary. While some individuals may not need to go through all the training opportunities that are made available, everyone must meet the certification requirements in place to become certified.
- In most cases, a progressive approach is necessary for Coaches to develop and to acquire the necessary skills, competences, and experience that are necessary to provide effective support to athletes in training and in competition. The role and the responsibilities of a developing coach should therefore evolve gradually.

1.5.3 Coaching Athletes with a disability

It is strongly recommended that coaches working with people living with a disability complete the NCCP Coaching Athletes with a Disability module, available in the eLearning section of the Locker: [HERE](#).

1.5.4 Coaches Pathways

The following diagrams show the training and certification pathways for the various contexts of Boxing Canada's NCCP.

Boxing Canada Instruction-Beginners Coach Training and Certification Pathway



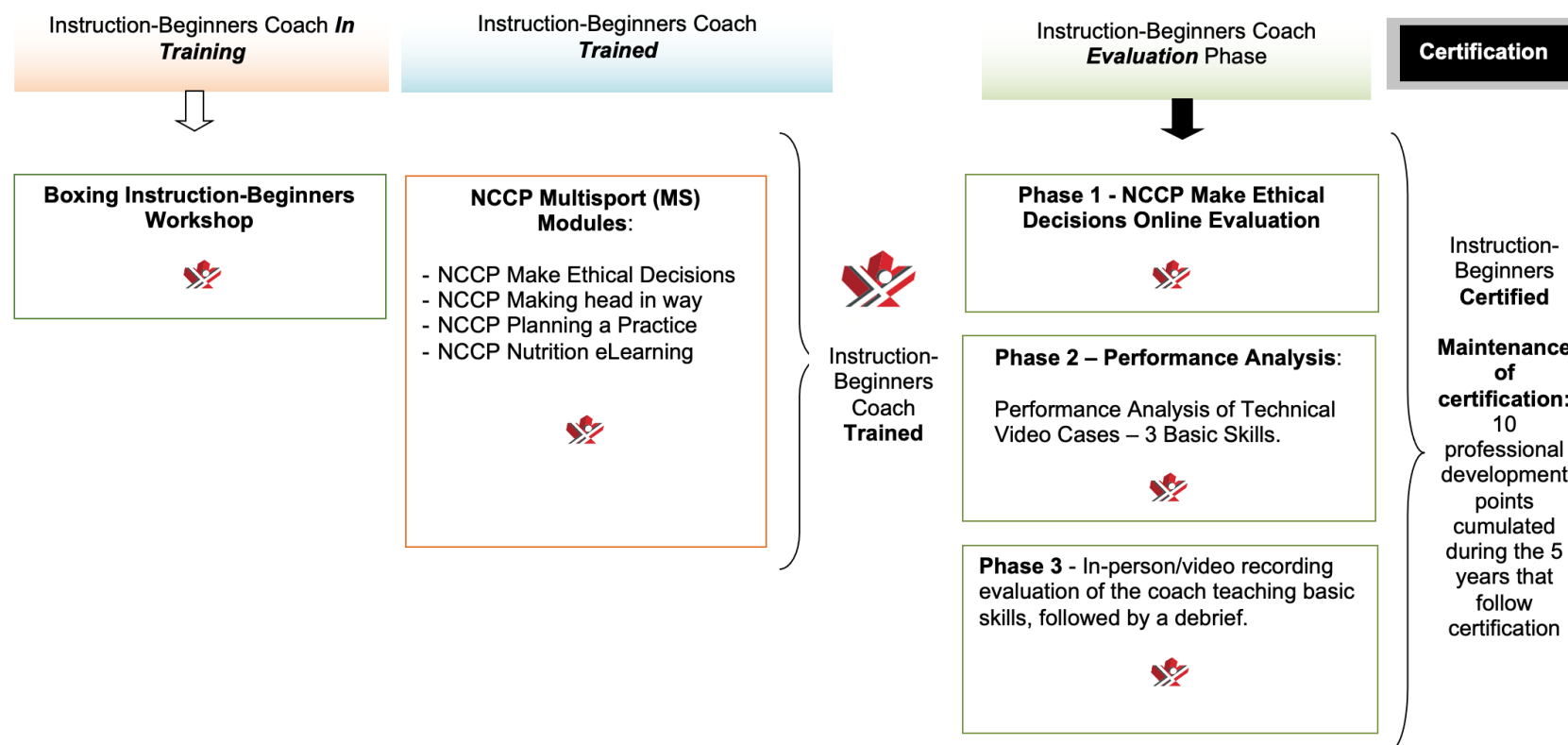
= NCCP Milestone – Tracked in NCCP






= Entry point into pathway for most coaches

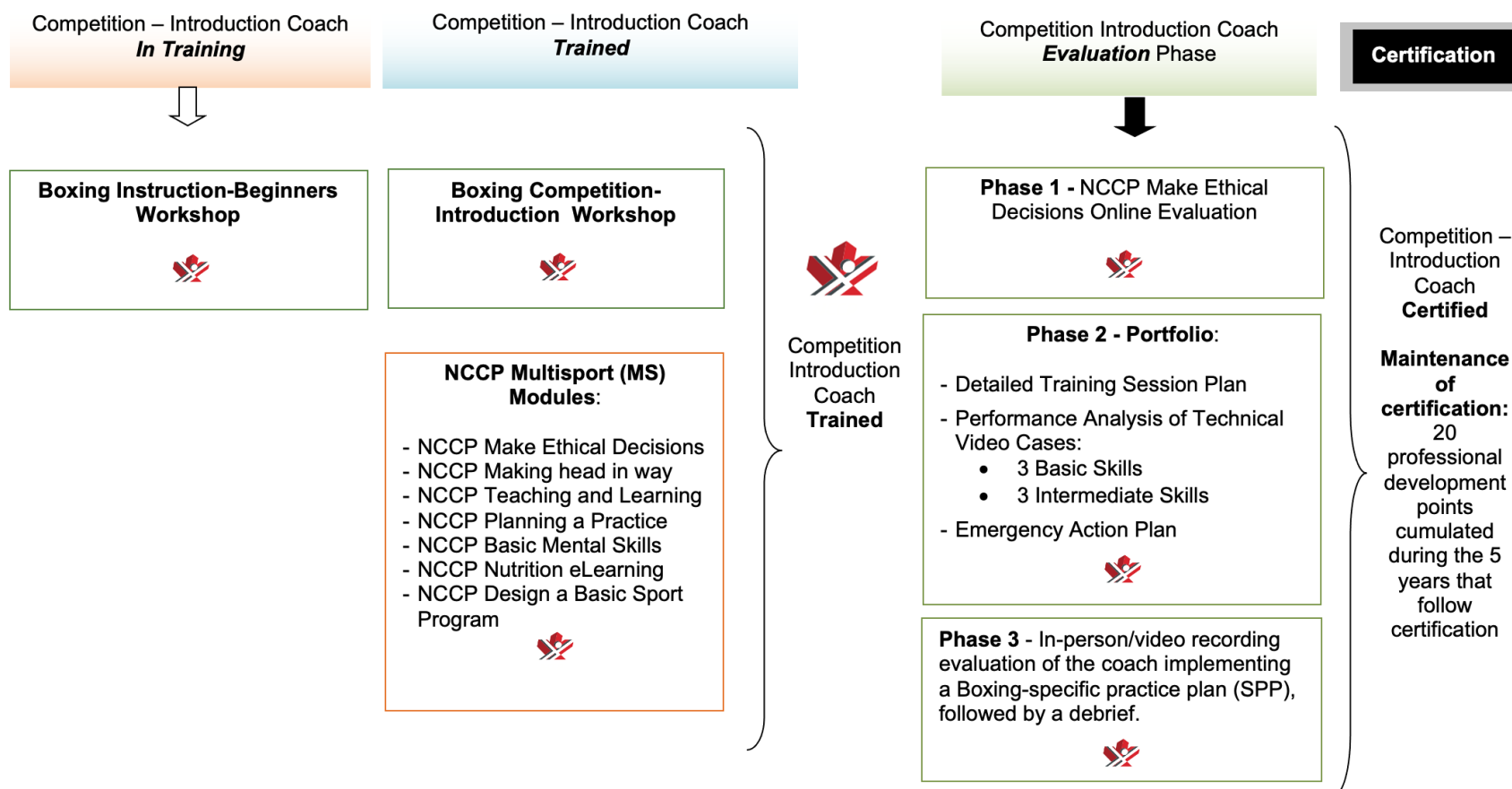


= Entry point into pathway for candidates seeking certification



Boxing Canada Competition Introduction Coach Training and Certification Pathway

 = NCCP Milestone – Tracked in NCCP
  = Entry point into pathway for most coaches
  = Entry point into pathway for candidates seeking certification



Boxing Canada Competition Development Coach Training and Certification Pathway



= NCCP Milestone – Tracked in NCCP Database

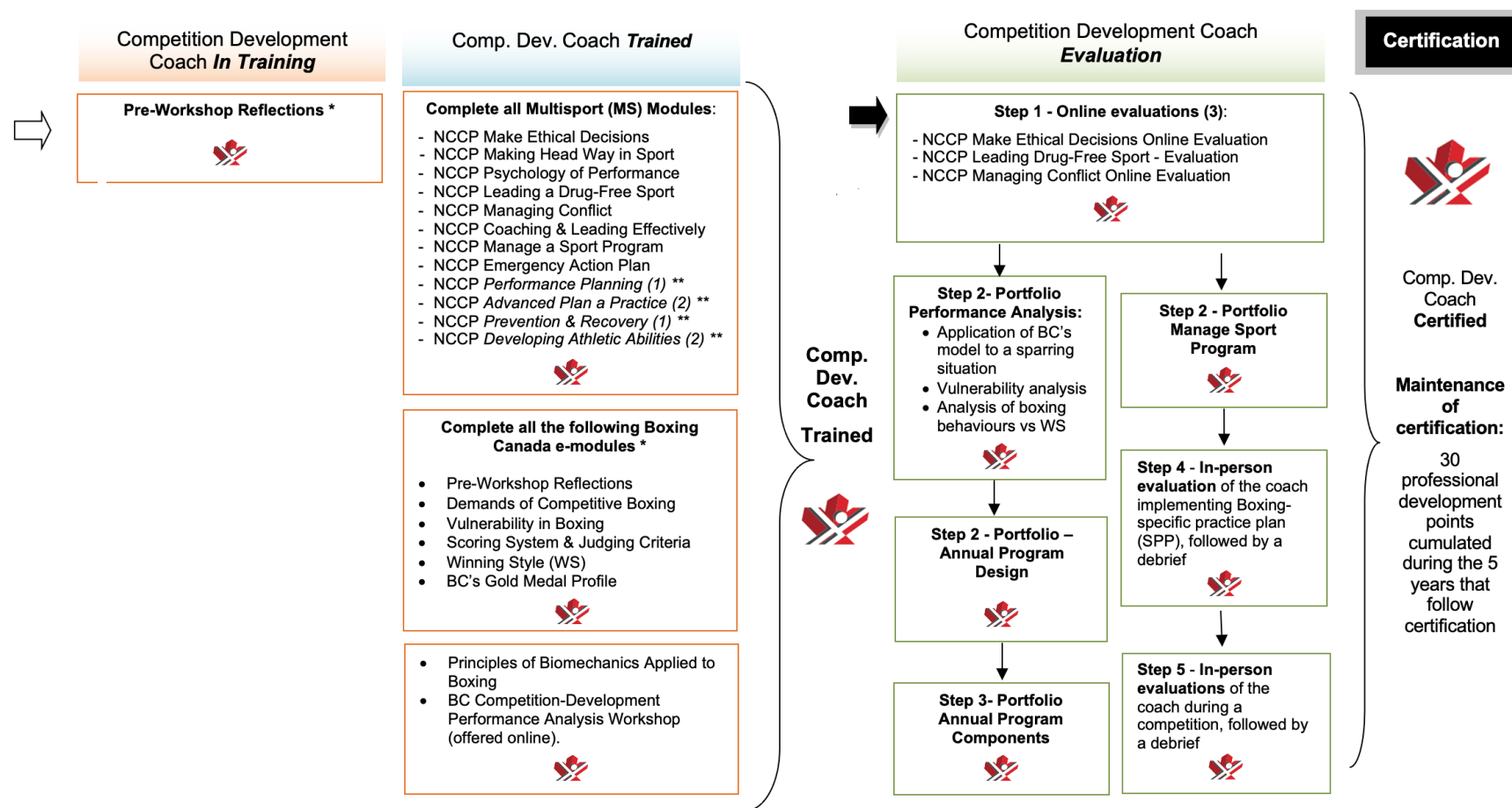


= Entry point into pathway for most coaches



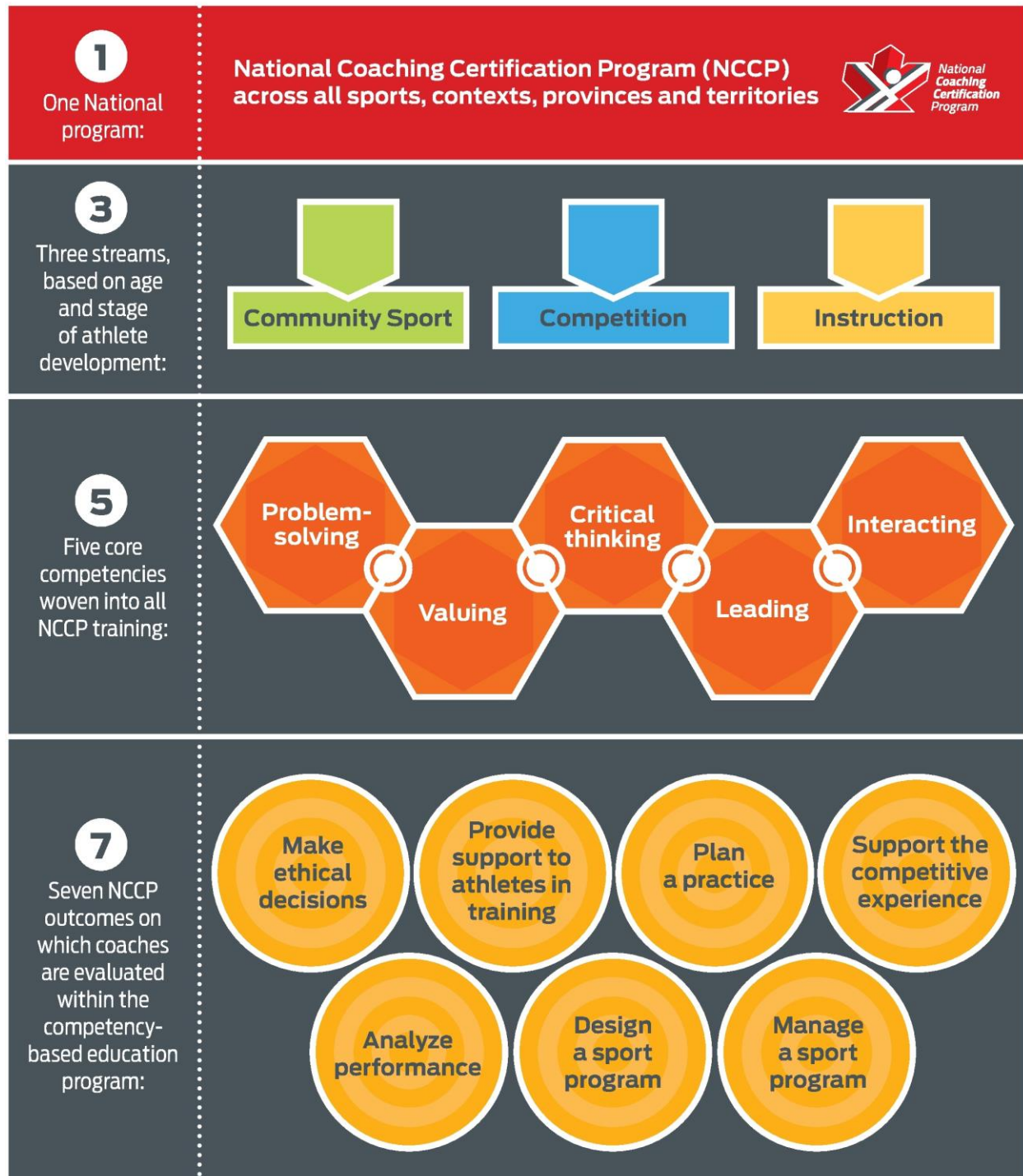
= Entry point into pathway for candidates seeking certification

* Prerequisites to BC Competition Development Performance Analysis workshop. **Multisport modules** can be completed in any sequence; it is recommended that those identified with ** be completed in the order in which they are listed. **Evaluation** steps must occur in the order indicated, except for step 2 where no order



2. NCCP MODEL

The NCCP 1-3-5-7 definition



Training vs Certification

The NCCP model distinguishes between training and certification. Coaches can participate in training opportunities to acquire or refine the skills and knowledge required for a particular coaching context (i.e., Competition – Introduction) as defined by the sport and be considered “trained”.

To become “certified” in a coaching context, coaches must be evaluated on their demonstrated ability to perform within that context in areas such as program design, practice planning, performance analysis, program management, ethical coaching, support to participants during training, and support to participants in competition.

Certified coaches enjoy the credibility of the sporting community and of the athletes they coach because they have been observed and evaluated “doing” what is required of them as a competent coach in their sport. They are recognized as meeting or exceeding the high standards embraced by more than 65 national sport organizations in Canada. Fostering confidence at all levels of sport, certification is a benefit shared by parents, athletes, sport organizations, and our communities.

NCCP coaches are described as follows:

- **In Training** – when they have completed some of the required training for a context;
- **Trained** – when they have completed all required training for a context;
- **Certified** – when they have completed all evaluation requirements for a context.

For more information please visit: <http://www.coach.ca/trained-vs-certified-s16468>.

3. TRAINING

3.1 Boxing specific Training

3.1.1 In-person training

The following “in-person workshops” are offered through Boxing Canada’s coach training system:

Instruction-Beginners workshop: duration: 15 hours.

This workshop prepares the coach to effectively teach a variety of basic boxing techniques in a dynamic and safe environment. Topics covered include the nature of boxing, key points of Boxing Canada’s Long Term Athlete Development model, safety in Boxing, boxing equipment and facilities, as well as the methodology for teaching a range of basic offensive and defensive Boxing skills and the related progressions.

Competition-Introduction workshop: duration: 15 hours.

This workshop is designed to provide coaches with the knowledge and skills to effectively prepare developing boxers for their first competitive experiences. Topics covered include the methodology for teaching a range of intermediate offensive and defensive Boxing skills and the related progressions, tactical principles and basic Boxing tactics, physical preparation, assessing the degree of preparedness of the athlete for competition, key competitive rules and scoring system in boxing, and procedures to provide the boxer with quality support before, during, and after a competition. The Instruction-Beginners workshop is a prerequisite.

Competition Development Performance Analysis workshop: duration: 13,5 hours.

In this module, coaches are exposed to Boxing Canada’s performance analysis model. The model features three (3) phases: Phase 1 - putting the analysis into context/perspective; Phase 2 – the WHAT – SO WHAT – NOW WHAT reflective cycle; and Phase 3 – (if necessary) a detailed 6-step analysis to identify the root cause of a performance problem. This environment in which analyses are made is also considered, and specific guidelines are offered for the following situations: during training, while providing support to an athlete alongside the ring during a competition, and “outside training and competition”. Phases 1 and 2 can be used in any environment. Phase 3 is best suited for performance analyses made “outside training and competition”, though it can also be used during training. However, it is not adapted for live analyses made during a fight. When analyzing, coaches apply Boxing Canada’s model and use a variety of referents to assess the quality of the performance and to identify the aspects that need to be improved (e.g., cue reading, decision-making, tactical choices, technical execution, athletic abilities, mental abilities, or specific behaviours in the ring). The module also outlines Boxing Canada’s recommendations for developing effective competition plans based on performance analyses, and for post-competition analyses.

3.1.2 Online Training

The following Online trainings are offered through Boxing Canada's coach training system in either synchronous or asynchronous way.

Boxing Demands

This module deals with the various factors that affect performance in Boxing. The following aspects are covered: cue reading, decision-making, skill execution, athletic abilities and mental abilities. Linkages are made between cue reading and decision-making as they relate to the boxer's ability to take advantage of situations whereby the opponent may become vulnerable during a fight. The various basic and advanced boxing techniques are also described and illustrated. Motor and physical athletic abilities and their importance in boxing are also described, as well as the key mental and psychological attributes boxers must seek to develop in order to perform successfully.

Gold Medal Profile

This module outlines key characteristics of top-level international male and female boxers. These characteristics were identified as a result of comprehensive performance analyses made by Boxing Canada and experts from the Institut national du sport du Québec. Tests to assess the technical, tactical, decisional, physical and mental aspects that support top-level performances are also outlined, along with reference values for male and female elite boxers.

Winning Style

This module outlines a series of behaviours exhibited in the ring by top-level international male and female boxers. Such behaviours were identified as a result of comprehensive performance analyses made by Boxing Canada and experts from the Institut national du sport du Québec. Video examples are provided for each key behaviour of the Winning Style.

Vulnerability

This module deals with the concept of vulnerability and its potential implications in a combat-duel sport such as Boxing. The situations in which a boxer or his opponent can become vulnerable and the related cues are presented, as well as key decisions that should be made in such situations. The underlying factors of vulnerability in Boxing are also discussed.

Principles of Biomechanics Applied to Boxing

This module covers the eight principles of Biomechanics (balance and stability; using joints in order; impulse; reaction forces; direction; angular motion; angular momentum; streamlining) and provides concrete examples of their application in boxing. For each principle, the following aspects are covered:

- statement and key concepts: what the principle says, and what this means;
- applications to boxing: how the principle can be seen during the action;
- images or videos showing the application of the principle in the gym or in the ring;

- consequences: what will likely happen if the principle is violated or incorrectly managed during the action;
- key points on which coaches should focus to assess whether the athlete's actions are consistent with the principle.

3.2 Multi-sport Training

Multi-sport NCCP training workshops are not offered through Boxing Canada, but through various partner agencies recognized by their provincial or territorial governments.

All multi-sport sessions listed below are therefore offered by these agencies, which are also responsible to publish schedules, manage registrations and set-up related fees.

Contexts	Multi-sport Modules identified by Boxing Canada
Instruction-Beginners	Make Ethical Decisions; Teaching and learning; Practice planning; Basic sport nutrition; Making HeadWay.
Competition-Introduction	Make Ethical Decisions; Teaching and learning; Practice planning; Designing a basic sport program; Basic mental skills; Basic sport nutrition; Making HeadWay.
Competition – Développement	Make ethical decisions; Psychology of performance; Leading a drug-free sport; Managing conflicts; Coaching leadership; Managing a sport program; Planning for performance; Advanced practice planning; Prevention and recovery; Developing athletic abilities; Making HeadWay.

3.2.1 Description of multiport modules

Multi-sport modules are delivered by the Provincial and Territorial Coaching Representatives. Some are included in Boxing Canada's NCCP programs, and some are not. They can help you reach higher as a coach, and can also be counted towards Maintenance of Certification.

To connect with the Provincial and Territorial Coaching Representative of your region, visit: <https://coach.ca/provincialterritorial-coaching-representatives-ptcrs>.

To learn more about multisport modules, visit <https://coach.ca/nccp-and-cac-multi-sport-training-modules>.

4. EVALUATION & CERTIFICATION

4.1 Objectives

Evaluation in the National Coaching Certification Program (NCCP) is the process used to determine whether coaches meet NCCP coaching standards for certification. This process applies to all coaching contexts in Boxing Canada's NCCP.

4.2 Principles of NCCP Evaluation

- Outcomes are the foundation of the NCCP approach to evaluating and certifying coaches.
- Evaluation in the NCCP reflects the ethical coaching practices promoted in the Canadian sport system.
- Evaluation in the NCCP reflects the diversity among sports in a given context.
- Evaluation recognizes and respects individual coaching styles.
- Evaluation in the NCCP is evidence-based.
- The evidence in NCCP evaluations consists of observable coaching behaviour that is used to determine whether a coach meets a given criterion.
- The evidence in NCCP evaluations may come from several sources.
- Evidence demonstrated during an evaluation may not reflect all of the elements or objectives identified in training activities.
- Coaches are fully advised of the evidence that will be used to determine whether they meet a given criterion. This helps them achieve certification.
- Coaches seeking certification are evaluated by NCCP-trained and NCCP-accredited Coach Evaluators.

Additional Points

- Evaluation requirements, procedures, and methods are (1) administratively feasible, (2) professionally acceptable, (3) publicly credible, (4) legally defensible, (5) economically affordable, and (6) reasonably accessible.
- Evaluation is preceded by NCCP training or relevant experience.
- NCCP training activities prepare coaches to meet certification standards.

4.3 Outcomes, Criteria, and Evidence

Evaluation in the NCCP is based on a systematic approach to determining whether coaches meet NCCP standards. This approach has three key components: Outcomes, Criteria and Evidences.

OUTCOMES: These are the overall tasks coaches must be able to perform

There are seven overall tasks that capture what coaches in the NCCP need to be able to do. These are called *NCCP outcomes*, and they are:

- ☐ Provide Support to Athletes in Training,
- ☐ Make Ethical Decisions
- ☐ Plan a Practice
- ☐ Analyze Performance
- ☐ Support the Competitive Experience
- ☐ Design a Sport Program
- ☐ Manage a Program

The outcomes that apply in a specific coaching situation depend on the coaching context. National Sport Organizations (NSOs) have the flexibility to add unique outcome(s) should the NCCP outcomes not fully capture coaching tasks in their sport. The quantity of outcomes being evaluated contributes to the NCCP minimum standard for evaluation.

CRITERIA: These are the components of an outcome that will be evaluated

Every outcome is associated with one or more criteria.

Criteria depend on the coaching context. For example, in the Community Sport – Initiation context, the outcome Provide Support to Athletes in Training has one criterion, but in the Competition – Introduction context, it has three criteria.

Criteria *may* be sport-specific. The quantity and quality of criteria associated with a particular outcome contribute to the NCCP minimum standard for evaluation.

EXAMPLE – Provide Support to Athletes in Training Criteria:

- *Community Sport – Initiation context: Lead participants in appropriate activities*
- *Competition – Introduction context: Implement an appropriately structured and organized practice*

EVIDENCE: This is what the Coach Evaluator must observe and measure to confirm that the candidate meets the NCCP standard for each criterion

All criteria are associated with one or more pieces of evidence. Evidence is what the coach actually does. It is *observable and measurable*.

The more evidence the Coach Evaluator must observe and measure, the more demanding the evaluation will be.

Evidence *may* be sport-specific. The quantity and quality of criteria associated with a particular outcome contribute to the NCCP minimum standard for evaluation.

Together with the outcomes and criteria, the evidence is used to determine the NCCP minimum standard for evaluation.

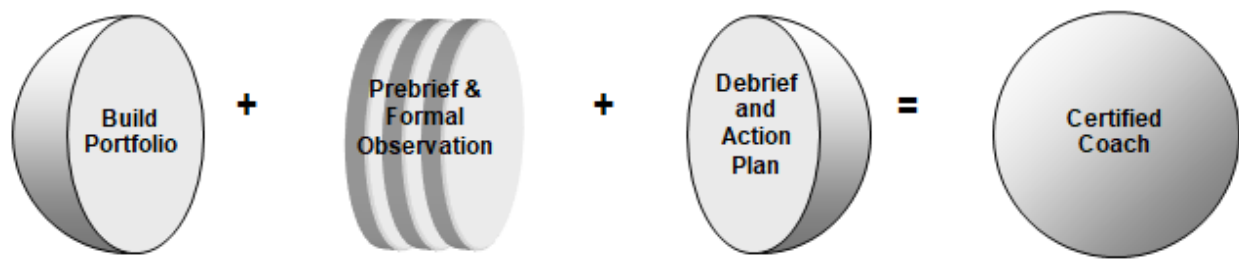
EXAMPLE – Competition – Introduction Criterion and Evidence for the Provide Support to Athletes in Training Outcome

- *Criterion: Implement an appropriately structured and organized practice*
- *Evidence: Deliver a practice that matches the goals identified in the practice plan; activities contribute to development of skills, tactics, or athletic abilities; equipment is available and ready to use*

4.4 Evaluating Coaches in the NCCP

Evaluating coaches in the NCCP evaluation process involves:

- Portfolio evaluation
- Prebrief
- Formal observation
- Debrief
- Action planning
- Reporting/Administration



4.4.1 Portfolio Evaluation

- The portfolio evaluation enables the Coach Evaluator to determine the readiness of the coach candidate for the formal observation.
- The coach must register with the appropriate sport body and submit all required portfolio pieces in advance of a formal observation being scheduled.
- The Coach Evaluator must review the portfolio using the appropriate evaluation tool(s) and then communicate the feedback to the coach in a timely manner.
- Successful completion of the required portfolio pieces will determine readiness for the formal observation.
- Once it is established that the candidate is ready for the formal observation, the Coach Evaluator should notify the appropriate sport body to schedule the formal observation.
- When the formal observation is scheduled, the Coach Evaluator begins the prebrief process.

4.4.2 Certification Standards

Certification standard refers to the degree to which coaches meet a given criterion. An achievement scale is used to determine whether or not a coach meets or exceeds the minimum standards. For example, a five-point achievement scale might be:

- 5 Expert
- 4 Advanced
- 3 NCCP Minimum Standard – includes the evidence that describes the minimum standard for what a coach does
- 2 Near Standard
- 1 Well Below Standard

While the achievement scale may differ, all must include the NCCP Minimum Standard.

Coaches seeking certification for a given context must be evaluated and must achieve at least NCCP Minimum Standard in all the relevant criteria required for that context in their evaluation.

4.4.3 Recognition of Coaching Competences

The NCCP is a competency-based program based on coaching abilities, meaning the NCCP is a program that certifies coaches based on proven abilities to “DO” certain things deemed important to meet the needs of the participants they coach. The NCCP is competency based, and as a result certification is based upon what a coach is able to demonstrate, not the training they may or may not have undergone.

Coaches must go through the evaluation process for the context in which they are coaching. Evaluation must include the entire evaluation process for the context in which the coach is being certified (including online multi-sport evaluations). This ensures the coach is able to demonstrate the required competencies for the context, and removes the need for the NSO or other partners to “judge” the relevance or rigor of the many different international programs that exist.

Coaches do not receive credit for “training” modules that they do not complete, but will be able to achieve “certified” status upon a successful evaluation. This only applies in contexts where certified status is available to coaches. There is no such thing as “equivalency”.

This respects and recognizes current coaching competence, which includes Canadian coaches with significant coaching experience or related background, and foreign coaches with approved training and certification.

At any time, a coach can register to a “challenge evaluation” process in order to have his competencies recognized for certification purposes in a particular context. To initiate this process, a coach must:

- Submit a written request to Boxing Canada or to a P/TSO (depending on the context) and outline his prior coaching and training experiences;
- Include a payment of \$250 payable to Boxing Canada or to the P/TSO in order to cover the related administrative costs;

- Successfully complete the NCCP Make Ethical Decisions online evaluation in the appropriate context;

In order for the coach to become certified, he will have to be evaluated and successfully meet all the remaining requirements applicable to the context in which certification is sought.

4.5 Boxing Canada Coaching Certification Requirements

4.5.1 Instruction-Beginners context

The following table outlines the certification steps and requirements in place for the Instruction-Beginners context. Evaluation steps must occur in the order indicated.

EVALUATION REQUIREMENTS	CRITERIA (what will be evaluated)	EVALUATION METHODS
Make ethical decisions (MED)	Apply correctly the NCCP ethical decision-making process.	Online analysis of ethical scenarios requiring the application of the NCCP MED process.
Analyze performance (basic skills)	Detect errors made by athletes who are performing basic Boxing skills.	Video analysis of Boxing skills. Each candidate will receive three (3) videos featuring all the skills dealt with during the NCCP Instruction-Beginners workshop. For each skill, a variety of segments will be provided, ranging from “perfectly executed” to “needing major improvements”. As part of the evaluation, each candidate will be randomly assigned three (3) segments of “skills needing technical corrections”. He will be required to complete and submit a written or audio performance analysis of these videotape segments, accompanied by a series of technical corrective measures, consistent with Boxing Canada’s skill analysis model and technical guidelines.
	Correct such errors, consistent with Boxing Canada’s skill development model.	
Provide support to athletes in training	Ensures that the practice environment is safe.	Submissions of two (2) videos showing the Candidate coaching in his Club environment. The focus of each video will be assigned to the candidate from a list of pre-determined themes. Videos must meet the guidelines developed by Boxing Canada relative to format as well as to image and sound quality in order to be acceptable.
	Implements an appropriately structured and organized practice / training session.	
	Makes interventions that promote learning during the practice / training session.	

4.5.2 Competition-Introduction context

Important: All evaluation requirements for the Instruction-Beginners context also applies to the Competition-Introduction context.

The following table outlines certification steps and requirements in place for the Competition-Introduction context. Evaluation steps must occur in the order indicated.

EVALUATION REQUIREMENTS	CRITERIA (what will be evaluated)	EVALUATION METHODS
Make ethical decisions (MED)	Apply correctly the NCCP ethical decision-making process.	Online analysis of ethical scenarios requiring the application of the NCCP MED process.
Plan a training session	Identify appropriate logistics for a practice/training session.	Coach submits a practice plan and an emergency action plan that will be marked as part of a portfolio.
	Identify appropriate activities for each part of the practice/training session.	
	Design an emergency action plan.	
Analyze performance (intermediate skills & tactics, and readiness for a competition)	Detect technical errors made by athletes who are performing intermediate-level boxing skills.	Video analysis of intermediate Boxing skills and tactics using an evaluation of three (3) videos provided by Boxing Canada (see description of method in the table that shows the evaluation requirements for Instruction-Beginners coach). OR Onsite evaluation in the candidate's gym, if feasible.
	Detect tactical errors made by athletes in Competition-Introduction context training or competitive situations.	
	Correct such errors, consistent with Boxing Canada's skill development model, ringcraft principles, and pedagogical approaches	
Support to boxer in preparation for a fight	Conduct a general assessment of a boxer and determine readiness for competition.	Using the template provided by Boxing Canada (Silver or Gold levels), the coach provides an assessment of a Club-level Boxer in the areas of skills, tactics, and readiness for a competition. The coach also provides a video of the boxer performing the various assessment activities to the evaluator.
	Develop a competition plan	Based on this assessment, the coach uses the template provided by Boxing Canada, and outlines a competition plan for the boxer in order to ensure the first competitive experience is as positive as possible.

4.5.3 Competition Development Context

The following tables provide a summary of the certification requirements applicable to the **Competition Development** context and show the order in which they must be completed. A coach will have to successfully complete all the requirements within a step before moving on to the next.

Step 1 – Online evaluations. No particular order applies in the table below.

Requirements	Type
NCCP Make ethical decisions – Online Evaluation (Competition development case)	Multisport
NCCP Leading a drug-free sport – Online Evaluation	Multisport
NCCP Managing conflicts – Online Evaluation	Multisport

Step 2 – Portfolio. No particular order applies in the table below.

Requirements	Type
Portfolio Performance Analysis	Boxing-specific
Portfolio design a sport program	Boxing-specific
Portfolio Manage a sport program	Boxing-specific

Step 3 – Portfolio. No particular order applies in the table below.

Requirements	Type
Produce selected components of an annual plan (microcycles and sessions) for the general preparation period, the specific preparation period, and the competition period outlining how the following athletic abilities will be developed: strength, aerobic stamina, flexibility, skills, tactical abilities.	Boxing-specific

Step 4 – In-person evaluation.

Exigences	Type
Implementation of a boxing session appropriate for the specific preparation period and focusing on the development of skills and tactics. The session must also feature a sparring session, and is followed by a debriefing with the coach.	Boxing-specific

Step 5 – In-person evaluation.

Exigences	Type
Production of a competition plan reflecting performance analyses made by the coach. Evaluation of the support offered to a boxer during a competition, followed by a debriefing with the coach.	Boxing-specific

5. COACH DEVELOPERS

5.1 General Aspects

Who coaches the coaches? NCCP Coach Developers do!

According to the International Council for Coaching Excellence (ICCE), Coach Developers “are not simply experienced coaches or transmitters of coaching knowledge – they are trained to develop, support, and challenge coaches to go on honing and improving their knowledge and skills in order to provide positive and effective sport experiences for all participants.” In short, Coach Developers need to be experts in learning, as well as experts in coaching.

NCCP Coach Developers include Learning Facilitators, Coach Evaluators, and Master Coach Developers.

The typical pathway for someone who wants to be a Coach Developer involves the following steps:



Training: Coach Developer candidates must complete rigorous training, and this training is now being made consistent across Canada. The following training is required by all Coach Developers:

- **Core Training:** Provides Coach Developers with the skills to perform their role.
- **Content-specific Training:** This includes micro-facilitation and/or micro-evaluation which give Coach Developers an opportunity to practise delivery with their peers.
- **Co-delivery:** This is a chance for the new Coach Developer to practise with real coaches alongside an experienced Coach Developer.

Once a Coach Developer has all of the above training pieces they are considered “TRAINED”.

Evaluation: Evaluation confirms that the Coach Developer is capable of certain abilities which are deemed important in the training of coaches.

Once a Coach Developer has been evaluated they are considered: “CERTIFIED”.

For more information please visit: <http://www.coach.ca/coach-developer-training-s16933>.

5.2 Identification and Selection of Coach Developers

There are two ways to become a Coach Developer candidate:

- Master Coach Developers (MCDs), Provincial/Territorial Sport Organizations (P/TSOs), and National Sport Organizations (NSOs) can identify Coach Developer candidates.
- Individuals can apply themselves.

When establishing a pool of candidates, Boxing Canada's partners should try to balance the regional training requirements for their sport with the need to have appropriate representation of all regions in Canada. Many candidates are coaches who are already involved in the NCCP or individuals with backgrounds in physical education, kinesiology, or similar areas of study. The competencies of the Coach Developers are clearly indicated in the Evaluation Tools.

Individuals who nominate themselves are sent the template for the Letter of Self-nomination and are asked to fill in this letter and submit it to their Provincial/Territorial Sport Organization (P/TSO) or Provincial/Territorial Coaching Representative (P/TCR), along with their resume and NCCP Certification Transcript, if applicable.

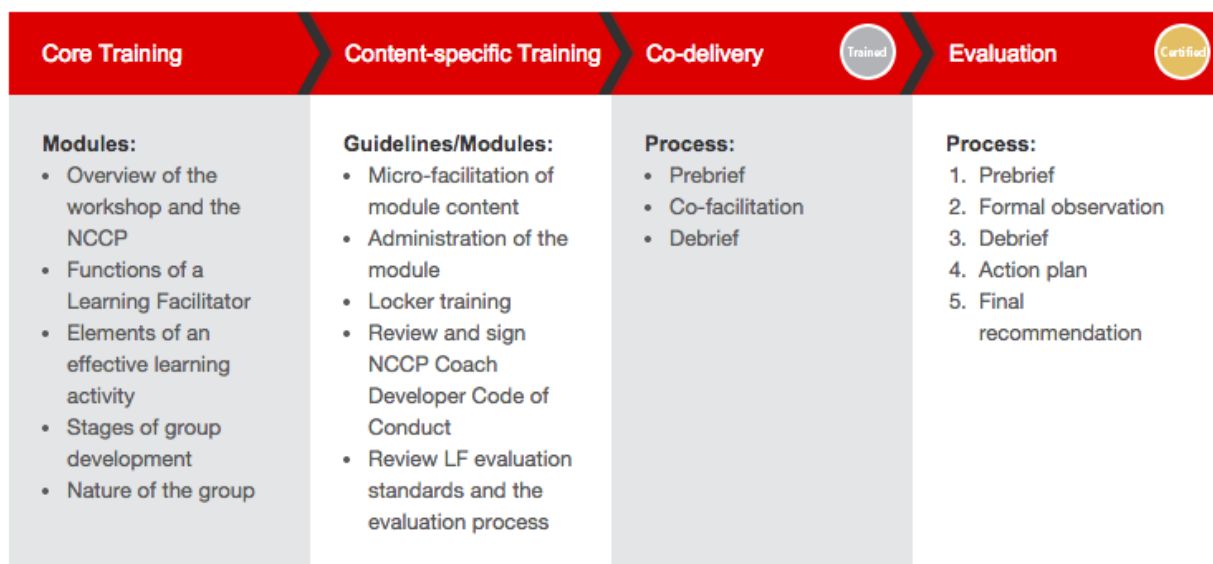
5.3 Learning Facilitator

Every NCCP workshop is led by a trained Learning Facilitator (LF) who has undergone a standardized training process. LFs are crucial to the development of skilled, knowledgeable coaches who are then able to develop safer, happier athletes/participants.

The goal of an LF is to effectively facilitate sessions that result in the development of coaches who are able to demonstrate their abilities and meet the standards established for certification. An LF should have the appropriate knowledge, skills, and attitudes to facilitate workshops using the competency-based approach. In addition, they serve as contributing members of the community and ambassadors for the NCCP.

5.3.1 How to Become a Learning Facilitator

All Learning Facilitators complete the following steps:



5.3.2 Selecting Learning Facilitators

The success of NCCP training rests to a large degree on the quality of the individuals selected as Learning Facilitators.

The CAC and Boxing Canada recommend that Learning Facilitators are:

- Trained or certified in the context they are delivering in;
- Good communicators: have the ability to speak clearly and communicate professionally;
- Good presenters: are comfortable presenting in front of a group, are well spoken, are able to keep presentations to time limits, and able to adapt to questions and changes;
- Good facilitators: are able to facilitate discussions, actively listen, evoke participation, and move discussions along when need be;
- Good organizers: are well prepared, organized, and professional;
- Also: approachable, ethical, responsible, and self-confident.

The specific eligibility criteria and requirements in place to become a Coach Developer in Boxing Canada's Instruction-Beginners and Competition-Introduction contexts are:

Instruction-Beginners Context

Prerequisites:

- Minimum age of 25
- Must be fully certified Competition-Introduction NCCP as a minimum
- Presentation and communication skills
- Willingness and time to facilitate coaching training
- Good administrative skills
- Support NCCP and Boxing Canada values

Requirements:

- Recommendation from the Provincial or Territorial Boxing Association.
- Must attend the NCCP Multi-Sport modules featured in Part A of Competition-Introduction context.
- Must have passed the online “Make Ethical Decisions” evaluation (score of 90% or better).
- Must attend and complete all Learning Facilitator training course requirements.
- A Master Facilitator recognized by Boxing Canada will train and evaluate the Learning Facilitator to complete his certification.
- The material used during the Instruction-Beginners and Competition-Introduction courses must be that developed by the Coaching Association of Canada and Boxing Canada.
- Demonstrate a proper understanding of the NCCP model; including Boxing Canada’s certification requirements for Instruction-Beginners context.
- Minimum of three (3) years coaching experience in a boxing gym.
- Must conduct at least one course every two (2) years.

Competition-Introduction Context

Prerequisites:

- Minimum age of 25
- Must be fully certified Competition-Introduction NCCP as a minimum
- Presentation and communication skills
- Willingness and time to facilitate coaching training
- Good administrative skills
- Support NCCP and Boxing Canada values

Requirements:

- Recommendation from the Provincial or Territorial Boxing Association.
- Must attend the NCCP Competition-Introduction Multi-Sport modules featured in Parts A and B of Competition-Introduction context.
- Must have passed the online “Make Ethical Decisions” evaluation (score of 90% or better).
- Must attend and complete all Learning Facilitator training course requirements.
- Must have organized and delivered an Instruction-Beginners course.
- A Master Facilitator recognized by Boxing Canada will train and evaluate the Learning Facilitator to complete his certification.
- The material used during the Instruction-Beginners and Competition-Introduction courses must be the one developed by the Coaching Association of Canada and Boxing Canada.
- Demonstrate a proper understanding of the NCCP model; including Boxing Canada’s certification requirements for Competition-Introduction context.
- Minimum of three (3) years coaching experience in a boxing gym.
- Must conduct at least one course every two (2) years.

Competition Development Context

Prerequisites and Requirements:

- Minimum age of 25
- Presentation and communication skills
- Willingness and time to facilitate
- Good administrative skills
- Understanding of NCCP model, including all certification requirements and standards
- Minimum of 3 years coaching experience in a boxing gym at this level
- Demonstrated knowledge and skills in the area of performance analysis
- Must have passed the online “Make Ethical Decisions” evaluation (score of 90% or better)
- A Master Facilitator recognized by Boxing Canada will train and evaluate the Learning Facilitator to complete his certification

Application

There are two ways to become a Learning Facilitator candidate in the Instruction-Beginners and Competition-Introduction contexts:

- Master Coach Developers, P/TBAs, and Boxing Canada can identify prospective candidates.
- Individuals can nominate/apply themselves.

When establishing a pool of candidates, Boxing Canada and P/TBAs will try to balance the regional training requirements for the sport with the need to have appropriate representation of all regions in Canada. Many Learning Facilitator candidates will likely be coaches who are already involved in the NCCP or individuals with backgrounds in physical education, kinesiology, or similar areas of study.

Individuals who wish to nominate themselves will be sent the Template for the Letter of Self-nomination, and will be asked to fill in this letter and submit it to their P/TBA, along with their resume (including experience as a coach, educator, manager of human resources, and/or evaluator), and their NCCP Certification Transcript.

For the Competition Development context, candidates will be selected by Boxing Canada.

5.3.3 Core training

Core Training for Learning Facilitators is a mandatory component of training for Learning Facilitators. It is recommended that Core Training is completed prior to coming to Content-specific Training.

Core Training can be accessed through the P/TCR in each province or territory.

5.3.4 Boxing-Specific training

Content-specific Training is a mandatory component of training for Learning Facilitators. Content-specific Training allows candidates to acquire or develop the skills that are necessary to effectively facilitate Boxing-specific workshops in specific contexts.

All Coach Developers must sign the NCCP Coach Developer Code of Conduct during the Boxing-specific Training.

Boxing-specific training includes the following components:

- All Boxing Canada online modules; those must be completed as a first step.
- For candidates who wish to work in the Instruction-Beginners and Competition-Introduction contexts: training and certification in the Competition-Introduction context.

- For candidates who wish to work in the Competition Development context: training and demonstrated expertise in the area of performance analysis relevant to the Competition Development context.
- For all contexts: candidates will have to attend a one-day Boxing Coach Developer workshop which will validate that they are familiar with the specific contents they will be responsible to deliver, as well as the facilitation process used. The workshop includes sessions dealing with the pedagogical approach used in each workshop as well as the key points to keep in mind for effective facilitation. Other sessions will focus on micro-facilitation of specific workshop activities, NCCP administration responsibilities, NCCP Code of Conduct, and certification process and standards.

5.3.5 Co-delivery

All Learning Facilitators must co-facilitate a workshop with an experienced Coach Developer prior to facilitating a workshop on their own.

- Co-facilitation should occur within one year of Content-specific Training.
- Co-facilitation is part of training and therefore the person being trained will not be paid.
- A Learning Facilitator candidate may be required to co-facilitate a workshop a number of times before facilitating a workshop on their own.

5.3.6 Evaluation

All Learning Facilitators must be evaluated to become certified Learning Facilitators.

- Learning Facilitators should be evaluated within a year of being trained.
- Learning Facilitators will be evaluated either in person (ideal) or by video submission.
- Learning Facilitators will be evaluated against the CAC Learning Facilitator Outcomes, Criteria, and Evidence.
- All Learning Facilitators must complete the Make Ethical Decisions online evaluation.

5.3.7 Maintenance of Certification

All Learning Facilitators are required to attain 20 PD points over 5 years to maintain their certification.

In addition, they must facilitate at least two (2) workshops in any context, and remain up to date in their LF accreditation.

5.4 Coach Evaluator

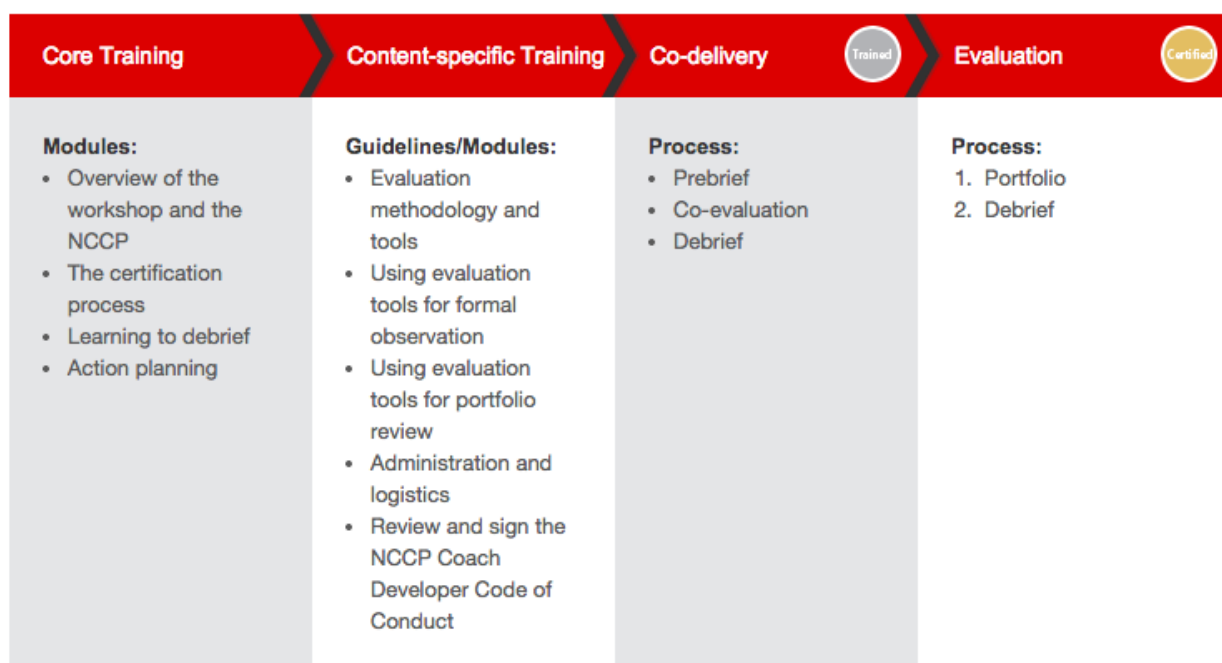
5.4.1 General Aspects

A Coach Evaluator's role is to contribute to the development of coaches after they have acquired their NCCP training. This includes assessment, evaluation, debriefing, and follow-up with coaches trying to achieve the Certified status. Coach Evaluators are experts in the observation process and have in-depth knowledge of the outcomes, criteria, and evidence that comprise the evaluation tools that establish NCCP standards for coaches of a particular sport context.

Coach Evaluators act as ambassadors of the NCCP and as a resource to coaches seeking to augment and validate their coaching abilities.

5.4.2 How to become a Coach Evaluator

All Coach Evaluators complete the following steps:



For more information please visit: <http://www.coach.ca/coach-evaluator-p156721>.

5.4.3 Selecting Coach Evaluators

The success of any evaluation program rests to a large degree on the quality of the individuals selected as Coach Evaluators. Clearly, it is critical that quality control be exerted when

appointing someone as a Coach Evaluator, as not everyone possesses the experience, skills, or attitudes to be effective in this position.

It is recommended that Coach Evaluators have:

- a minimum of three (3) years of coaching experience in the context in which evaluation takes place;
- successfully completed the NCCP Make Ethical Decisions training and/or evaluation requirements;
- credibility with their peers;
- high ethical standards and leadership skills;
- a desire to see the coach certification system as well as the sport grow;
- time and energy to commit to the evaluation process;
- proven guiding and facilitation skills;
- the ability to be critically reflective and ask questions; and
- the ability to listen actively to the candidate.

The prerequisites and requirements in place for Boxing Canada's Evaluators are the same as those outlined for Learning Facilitators.

5.4.4 Core Training

Core Training for Coach Evaluators is a mandatory component of training for Coach Evaluators. It is recommended that Core Training is completed prior to coming to Content-specific Training.

Core Training can be accessed through the P/TCR in each province or territory.

5.4.5 Boxing-Specific Training

Boxing-specific Training is a mandatory component of training for Coach Evaluators. It focuses on Boxing Canada's certification process and standards, and includes a micro-evaluation component in which evaluation tools, as well as certification process and standards. It also deals with the debriefing process. Other sessions include NCCP administration responsibilities, NCCP Code of Conduct.

All Coach Developers must sign the NCCP Coach Developer Code of Conduct during Content-specific Training.

5.4.6 Co-evaluation

All Boxing Canada's Coach Evaluators must co-evaluate with an experienced Coach Developer prior to performing an evaluation on their own.

- Co-evaluation is part of training and therefore the person being trained will not be paid.
- A Coach Evaluator candidate may be required to perform co-evaluation a number of times before performing an evaluation on their own.

5.4.7 Evaluation

All Coach Evaluators must be evaluated to become a certified Coach Evaluator.

- Coach Evaluators should be evaluated within a year of being trained.
- Coach Evaluators will be evaluated by submitting a portfolio.
- All Coach Evaluators must complete the Make Ethical Decisions online evaluation.

5.4.8 Maintenance of Certification

All Coach Evaluators are required to attain 20 Professional Development points over 5 years to maintain their certification.

5.5 Master Coach Developers

5.5.1 General Aspects

The role of the Master Coach Developer (MCD) is to train, to evaluate, to support, and to mentor Coach Developers, i.e. Learning Facilitators (LFs), Coach Evaluators (CEs), and other MCDs. In addition, MCDs play a key role in promoting the NCCP.

Master Coach Developers must possess adequate knowledge and expertise in facilitation to assist in training Coach Developers and to lead workshops and professional development experiences for Coach Developers.

It is expected that Master Coach Developers will have more responsibility in a supportive role with Coach Developers during workshops, evaluations, and in Coach Developer development. MCDs should be willing and able to lend support to Coach Developers, program administrators, and delivery host agencies.

5.5.2 How to Become a Master Coach Developer

All Master Coach Developers complete the following steps:



For more information please visit: <http://www.coach.ca/master-coach-developer-p156720>.

5.5.3 Selecting Master Coach Developer

Boxing Canada is responsible for the training and selection of its own Master Coach Developers (MCDs). The criteria for the selection of MCDs vary from governing body to governing body. While the specifics may vary, MCDs usually:

- Have five years of experience as a Learning Facilitator and/or Coach Evaluator;
- Are Certified as a Learning Facilitator and/or Coach Evaluator;
- Have successfully completed the Make Ethical Decisions online evaluation;
- Are trained or educated in an area related to coaching or coach education;
- Have experience in coaching or a specific sport.

The number and duties of MCDs vary greatly from one governing body to the next. Again, while the specifics may vary, the duties of an MCD usually include:

- Helping with selection of the Learning Facilitators, Coach Evaluators, and other Master Coach Developers
- Training of the Learning Facilitators, Coach Evaluators, and other Master Coach Developers
- Evaluation of the Learning Facilitators, Coach Evaluators, and other Master Coach Developers
- Mentoring of the Learning Facilitators, Coach Evaluators, and other Master Coach Developers

MCD candidates must meet the profile and prerequisites outlined previously for the context(s) in which they wish to work.

In addition, they must have successfully completed all the training requirements that apply to the roles they play in the system (facilitator or evaluator), have demonstrated superior competencies and leadership abilities during such training sessions, and have been involved as a Coach developer for a minimum of two years.

A degree in Kinesiology or Physical Education, or University training in the field of Education, are considered an asset.

5.5.4 Core Training

Core Training for Learning Facilitators, Core Training for Coach Evaluators, and Core Training for Master Coach Developers are mandatory training for Master Coach Developers.

It is recommended all Core Training is completed prior to coming to Content-specific Training. Core Training can be accessed through the P/TCR in each province or territory.

5.5.5 Boxing-specific Training

Content-specific Training is a mandatory component of training for Master Coach Developers. This one-day training focusses on:

- Administration of NCCP programs
- Leadership within the NCCP
- Micro-facilitation of Coach Developer training
- Review MCD evaluation standards
- Review and sign the NCCP Coach Developer Code of Conduct

5.5.6 Co-delivery

All Master Coach Developers must co-facilitate Learning Facilitator training and/or Coach Evaluator training with an experienced Coach Developer prior to facilitating training on their own.

- Co-delivery is part of training and therefore the person being trained will not be paid.
- A Master Coach Developer candidate may be required to co-facilitate training a number of times before facilitating training on their own.

5.5.7 Evaluation

All Master Coach Developers must be evaluated to become a certified Master Coach Developer.

- Master Coach Developers should be evaluated within a year of being trained.
- Master Coach Developers will be evaluated by submitting a portfolio.

- All Master Coach Developers must complete the Make Ethical Decisions online evaluation.

5.5.8 Maintenance of certification

All Master Coach Developers are required to attain 20 Professional Development points over 5 years to maintain their certification.

6. BUSINESS MODEL

6.1 Communication

6.1.1 Inclusivity, Accessibility and Official Languages

All components of the NCCP should be accessible to and inclusive of: any gender, visible minorities, the aboriginal community, and of persons with a disability. The language and content should be appropriate for the varied target groups. In addition, all materials for each context must be launched simultaneously in both official languages, following final approval.

6.1.2 Copyright

The CAC holds co-copyright with Boxing Canada on all materials produced by Boxing Canada with CAC financial support. The principles of this agreement are as follows:

- Boxing Canada must ensure to provide all copyright warnings for the user;
- Boxing Canada must include and use the approved NCCP recognition guidelines. The CAC will provide the NSO with the materials in electronic format (or camera-ready artwork) in both official languages, for incorporation into Boxing Canada final materials;
- World co-copyright is held jointly by Boxing Canada and the CAC with a corresponding credit line to Boxing Canada;
- Boxing Canada may distribute and sell non-integrated materials as it sees fit and will retain 100% of any income it receives from its own sale of materials. The sale of integrated materials will be governed by stipulations in the memorandum of agreement signed by the CAC and Boxing Canada;
- The CAC may, at its discretion, use the materials in composite products related to coach education.

6.1.3 Identification and Credit

All NCCP materials produced require the following:

- Use of the coach.ca and NCCP logos on the title page or screen of all NCCP materials;
- Proper credit given to the Government of Canada;

- Clear acknowledgment of Boxing Canada and CAC co-copyright for materials developed with CAC financial support, and sole Boxing Canada copyright for materials developed without CAC financial support;
- Use of the phrase “Printed in Canada” on all printed materials;
- Materials from other sources be properly credited;
- Version number and production date.

The following statement must appear in the credits:

“The National Coaching Certification Program is a collaborative program of the Government of Canada, the provincial/territorial governments, the national/provincial/territorial sport organizations, and the Coaching Association of Canada.”

Templates that include these statements are available in the Partner Protected area of the coach.ca website at <http://coach.ca/partner-resources-s15442>, under Promotional Toolkits - Graphics and Images.

The following statement must appear in the Coach Resources (workbooks):

The Collection, Use, and Disclosure of Personal Information

“The Coaching Association of Canada collects your NCCP qualifications and personal information and shares it with all NCCP partners according to the privacy policy detailed at www.coach.ca. By participating in the NCCP you are providing consent for your information to be gathered and shared as detailed in the privacy policy. If you have any questions or would like to abstain from participating in the NCCP please contact coach@coach.ca.”

CAC permissions must be obtained for re-printed materials including content, photos, and illustrations.

6.2 Responsibilities and Planning

6.2.1 National Sport Organization (NSO)

Boxing Canada provides the overall leadership and direction related to its National Coaching Certification Program. It is responsible to develop and update national standards, as well as the contents and materials applicable to each context, including those applicable to learning facilitators and evaluators, and those responsible to train and assess them.

Boxing Canada is committed to working collaboratively with its provincial and territorial partners to facilitate the implementation of national standards and the delivery of the program.

Boxing Canada is responsible for the training and evaluation of the coaches involved in the Competition Development context.

6.2.2 Provincial/Territorial Sport Organizations (PTSOs)

PTSOs are responsible to plan, manage and deliver all the training and evaluation activities pertaining to the Instruction-Beginners or a Competition-Introduction contexts, including aspects such as promotion, scheduling, registration, booking of facilities and equipments, as well as the training, evaluation, and appointment of learning facilitators and evaluators involved in these contexts.

PTSOs are also responsible to receive coach portfolios, to accept payments and to make all the necessary arrangements pertaining to the evaluation of Instruction-Beginners and Competition-Introduction coaches.

6.2.3 The Locker (NCCP Database)

The NCCP database allows you to track training and evaluations completed by coaches.

Each PTA and Coach Developer must complete the “Locker” training that is provided by CAC and are responsible for entering their own courses into the Locker within TWO WEEKS following the course or the evaluation.

6.2.4 Succession Planning

CAC and the P/TCRs will provide leadership to ensure that Coach Developer training is offered on a regular basis to ensure that each Province and Territory always has the support they need to train and certify their coaches.

It is encouraged that Coach Developers fill one primary role in a P/T, rather than attempting to wear multiple hats which leads to burnt out and withdrawal.

For the Instruction-Beginners and Competition-Introduction contexts, Boxing Canada will make every effort to ensure the availability of two MCDs in the Maritimes, two in Québec, two in Ontario, two in the Prairies (Manitoba, Saskatchewan and Alberta) and two in British Columbia.

MCDs will be responsible to identify potential candidates from the pool of Coach Developers. Regarding the Competition Development context, Boxing Canada’s goal is to have at least two expert learning facilitators and three Master Coach Evaluators (MCEs), and to be in a position to service both official languages communities.

6.2.5 Recruitment, Retention and Recognition

MCDs and MCEs are strongly encouraged to identify potential candidates from the pool of Coach Developers in their respective regions.

A special prize will be awarded annually to one Coach Developer in recognition of exceptional services rendered to the sport over the years.

6.3 Fee Structure, Payments and Honoraria

The following table outlines the recommended fee structure for Boxing Canada's workshops and evaluations.

	Instruction-Beginners	Competition-Introduction	Competition-Development
	Workshop		
Workshop fees	BC member:150\$ Non-member: 255\$	BC member:150\$ Non-member: 255\$	BC member: - 500\$ pre-workshop reflections & modules - 250\$ Boxing Canada e-modules <i>not available for non-members</i>
Number of participants	8 to 20	8 to 20	6 to 15
Amount payable to Boxing Canada (BC)	40\$/person BC will invoice PTSAA twice a year based on Locker reports.	40\$/person BC will invoice PTSAA twice a year based on Locker reports.	40\$/person BC will invoice PTSAA twice a year based on Locker reports.
LF honoraria	400\$ for Trained LF 500\$ for Certified LF	400\$ for Trained LF 500\$ for Certified LF	400\$ for Trained LF 500\$ for Certified LF
	Evaluation		
Coach fees	BC member: 180\$ <i>Evaluation is not available for non-members</i>	BC member: 180\$ <i>Evaluation is not available for non-members</i>	BC member: 600\$ Steps 2 to 5 <i>Evaluation is not available for non-members</i>
Amount payable to Boxing Canada (BC)	15\$/person BC will invoice PTSAA twice a year based on Locker reports.	15\$/person BC will invoice PTSAA twice a year based on Locker reports.	15\$/person BC will invoice PTSAA twice a year based on Locker reports.
Honoraria EE	150\$ 150\$ for challenge	150\$ 150\$ for challenge	150\$, per step 150\$ for challenge, per step
Travel expenses	Travel expenses incurred by the Evaluator must be covered by the candidate (0.40\$/km for 50km or more, or airfare)	Travel expenses incurred by the Evaluator must be covered by the candidate (0.40\$/km for 50km or more, or airfare)	Travel expenses incurred by the Evaluator must be covered by the candidate (0.40\$/km for 50km or more, or airfare)
	Other		
Appeals fees	150\$	150\$	150\$
Challenge evaluation fees	250\$	250\$	850\$

* Fees highlighted in grey in the above table are mandatory. All other fees represent suggestions from Boxing Canada. Actual amounts are payable to the PTSO.

6.4 Recommendations in Terms of Certification

As part of its Coach Development System, Boxing Canada is recommending the requirement outlined in the table below for all its coaches. This legislation will be phased in as coaching contexts are developed.

NCCP terminology and contexts	Instruction-Beginners	Competition-Introduction	Competition-Development	Competition-High Performance
Participants or athletes	<ul style="list-style-type: none"> - Active for life - FUNdamental 	<ul style="list-style-type: none"> - Learn to box - Train to box 	<ul style="list-style-type: none"> - Train to compete 	<ul style="list-style-type: none"> - Train for peak performance
Level of competition	<ul style="list-style-type: none"> - Intra Club - Local 	<ul style="list-style-type: none"> - Local or regional junior competitions - Provincial junior competitions - National junior competitions 	<ul style="list-style-type: none"> - Local or regional youth and elite competitions - Provincial youth and elite competitions - National youth and elite competitions - Canada Games - Youth international competitions - Elite minor international competitions 	<ul style="list-style-type: none"> - Olympic Games - World Championships - Commonwealth Games - Pan American Games - Francophone Games
Certification requirements	Instruction-Beginners coach – Certified	Competition-Introduction coach – Certified	Competition-Development coach – Certified	This program is currently not available in boxing in the meantime, Competition-Development coach – Certified Or Certification at NCCP level 4 or 5

The above suggestions will be implemented progressively as programs for specific contexts of Boxing Canada's coaching development system are approved.

6.5 Maintenance of Certification and Professional Development

The Coaching Association of Canada and its partners recognize the value of having certified NCCP coaches that are engaged in Professional Development programs which reinforce the values of lifelong learning and sharing amongst the coaching community.

In order for NCCP coaches to maintain their certified status, they will be required to obtain Professional Development (PD) points. PD points can be earned through a multitude of activities that coaches already participate in, including: national and provincial sport organization conferences and workshops, eLearning modules, NCCP workshops, coach mentorship programs, and active coaching. In most cases coaches are already earning their required PD points – Maintenance of Certification Status is simply the introduction of tracking these points and recognizing coaches for their efforts.

Maintenance of certification is essential to:

- Ensuring coaches stay current with new coaching practices and knowledge;
- Maintaining the integrity of the NCCP;
- Maintaining consistency with the standards of other professions;
- Reinforcing the values of lifelong learning and continuous improvement.

Certification within the NCCP shall be valid for a maximum period. The concept of “lifespan of NCCP certification” shall apply to coaches who:

- Are already certified according to the standards of the Levels-NCCP.
- Are certified according to the standards of the Levels-NCCP while it is still in effect.
- Are certified according to the standards of an NCCP context’s core certification and gradations.

Maintenance of certification must be based on active coaching and professional development.

	Minimal number of professional development credits required if the period for certification renewal is:
Contexts (including gradations)	5 years
Instruction-Beginners coach	10 points
Competition-Introduction coach	20 points
Competition – Development	30 points

Professional Development credits will be recognized as per the information outlined in the table on the following page.

	Activity category	Points	Limitations
Sport - specific	Active coaching	1 point/year for coach activity OU 1 point/year for learning facilitator or coach evaluator activity	To a maximum number of 5 points
	NCCP activity	5 points/training module or evaluation event	No maximum or minimum
	Non-NCCP activity	1 point/hour of activity up to 3 points maximum	No maximum or minimum
	Coach self-directed activity	3 points for the valid certification period	To a maximum number of 3 points
	Re-evaluation in context	100 % of the points required for PD credit in the context	No other PD is required if coach chooses re-evaluation
Multisport	NCCP activity	5 points/training module or evaluation activity	No maximum or minimum
	Non-NCCP activity	1 point/hour of activity up to 3 points maximum	To a maximum of 50% required PD credit for the context in a certification renewal period

For more information, please visit: <https://coach.ca/maintenance-certification-faqs>

6.6 Quality Control

6.6.1 Training Workshop Evaluation

Feedback forms are used to assess each ‘in-person’ training workshop (see Tools section)

6.6.2 Program Monitoring and Evaluation

Reports from the Locker will be used to analyze the implementation of the program. Boxing Canada will also collect feedback from Coach Developers.

6.6.3 Updates and Revision Cycle

Content updates will be made every four years to all coaching materials.

6.7 Restrictions Regarding Minimal Age

- Candidates aged 16 and more can enroll in the training process and attend coach development workshops.
- Coaches must be at least 18 years old to be certified (no exceptions will be allowed).
- Every individual who is not yet 18 years of age and who obtains the status “In Training” or “Trained” will be identified as such on his coaching record (no exceptions will be allowed).
- All age-related mentions on NCCP records of coaches aged 18 years or less will be automatically removed on their 18th birthdate
- PTSOs are responsible to enforce the age policies applicable to coach training.

7. TOOLS

7.1 NCCP Code of Ethics



Purpose of the NCCP Code of Ethics

The National Coaching Certification Program™ (NCCP) Code of Ethics provides ethical standards that reflect the core values of the coaching profession in Canada, and guides sport coaches to make balanced decisions to achieve personal, participant and team goals. The NCCP Code of Ethics applies to every coach in Canada—from the first-time coach to the head coach of a national team. The NCCP Code of Ethics is used to guide the conduct in sport that stipulate acceptable and non-acceptable behaviours and associated repercussions.

Core principles and ethical standards of behaviour

Coaches value Leadership and Professionalism, Health and Safety, and Respect and Integrity. For each of these core principles, there are associated ethical standards of in-person and on-line behaviour expected of every NCCP coach and NCCP Coach Developer in Canada, whether on or off the field.



¹ "Participants" include but are not limited to athletes, opponents, parents, other coaches, volunteers, administrators, officials and medical/IST irrespective of race, ancestry, place of origin, colour, religion, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, or physical or mental ability (Source of inclusivity statement: Canadian Centre for Ethics in Sport (CCES)).

7.2 NCCP Coach Developer Code of Conduct

It is expected that every Coach Developer will read, understand, and sign this Code of Conduct.

Preamble

In my role as a Coach Developer in the National Coaching Certification Program (NCCP) for the _____ (governing organization), I, _____ (Name and NCCP#), expressly agree to conduct myself in a manner consistent with this Code of Conduct.

I understand that my failure to abide by this Code of Conduct can result in sanctions being imposed, including the revocation of my Coach Developer certification status.

Code of Conduct

I shall:

- Participate in all required training and evaluation components of the Coach Developer pathway.
- Support the common goals and objectives of _____ (governing organization) as it services the membership at large.
- Avoid discrediting specific sponsors, suppliers, employers, or other partners.
- Support key personnel and systems of the NCCP and partner organizations (Coaching Association of Canada, Sport Canada, Provincial/Territorial Delivery Agencies, National Sport Organizations).
- Demonstrate ethical behaviour at all times and commit to the NCCP Code of Ethics.
- Attend all professional development required for my growth as a Coach Developer and continuously seek to improve my personal abilities and performance.
- Exhibit exemplary professional behaviour at workshops or evaluation sites.
- Approach technical and non-technical problems and issues in a professional and respectful manner, seeking solutions that support due process.
- Place the best interest of those taking part in the workshops/evaluation events ahead of my personal interests.
- Refrain from all forms of harassment: physical, emotional, mental, or sexual. For the purposes of this Code of Conduct, sexual harassment includes any of the following:
 - Using power or authority in an attempt to coerce another person to engage in or tolerate sexual activity. Such uses of power include explicit or implicit threats of reprisals for non-compliance or promises of reward for compliance.

- Engaging in deliberate or repeated unsolicited sexually oriented comments, anecdotes, gestures, or touching that are offensive and unwelcome or create an offensive, hostile, or intimidating environment and can reasonably be expected to be harmful to the recipient or teammates.

Responsibility

If there is disagreement or misalignment on issues, it is the responsibility of the Coach Developer to seek alignment with the objectives, goals, and directives of _____ (governing organization).

Please be advised that the Board of Directors of _____ (governing organization) will take the necessary disciplinary action should any material breach of the Code of Conduct occur.

I hereby declare that I have read the above and understand and accept the terms and conditions outlined.

_____	_____	_____
Name (please print)	Signature	Date

7.3 Coach Developer Self-Nomination Letter

Date _____

Location _____

Name _____

NCCP# _____

Dear _____, (P/TSO, P/TCR)

Please be advised of my interest in becoming a Coach Developer, in the following role

- ☐ Learning Facilitator
- ☐ Coach Evaluator
- ☐ Master Coach Developer

for the following contexts and/or workshops

- ☐ Instruction Beginners
- ☐ Competition Introduction
- ☐ Competition Development

With this letter, I have enclosed an application form that demonstrates my experience in and commitments to sport and particularly to Boxing.

I am ready to begin the Coach Developer training and evaluation process in the hope of receiving my Coach Developer certification.

I would be pleased if you would forward my name as a Coach Developer candidate. Please contact me if you require further information or have any questions about my application.

Signed

Dated

Email address

Primary phone number

Encl.: Résumé
Letter(s) of Support

7.4 Coach Developer Application Form

Date _____

Location _____

Name _____

NCCP# _____

Sport _____

Languages _____

Application Checklist:

- ☐ _____ Cover letter
- ☐ _____ Completed Coach Developer Application Form
- ☐ _____ Completed Letter/Preliminary Coach Developer Worksheet
- ☐ _____ Completed Make Ethical Decisions online evaluation – 90% or more
- ☐ _____ Résumé of your coaching experience, education and achievements
- ☐ _____ Names and phone numbers for 2 references

Declaration

I hereby certify that the information I have provided with this application is true and complete.

Signed

Dated

Email address

Primary phone number

7.5 Coach Developer Letter/Preliminary Worksheet

Date _____

Name _____

NCCP# _____

Dear Coach Developer Candidate,

We are delighted that you expressed an interest in becoming a Coach Developer. The purpose of the Coach Developer Preliminary Worksheet included in this letter is twofold:

1. To learn more about you
2. To give you an opportunity to learn more about the NCCP

Please submit the answers to the questions below with the rest of the documents when you submit your application package.

- Describe what you perceive to be the role of a Coach Developer.
- Describe the skills, abilities, and characteristics of an effective Coach Developer.
- What experience do you have working in adult education?
- What strengths do you bring to the position of Coach Developer?
- What skills and abilities do you think you need to develop to become an effective Coach Developer?
- In your own words, describe the structure of the NCCP.
- What are the five core competencies outlined in the NCCP?
- In your own words, what is the role of the Coach Developer in developing these competencies?
- Define:
 - Outcome:
 - Criteria:
 - Evidence:
- In your own words, outline the purpose of Coach Developer training.

7.6 Feedback Form

It is important to get feedback from participants to help to improve our NCCP programs and quality of our coaches. The course you have just completed has been designed to provide you with skills and knowledge to become a more effective coach. Your feedback on the content presented and the ability of the course host to deliver this course will assist us in ensuring that the level of coach education is maintained at the highest level. Please take a moment to complete this short evaluation. All commentary will be held confidential.

Coach Developer: _____ Date: _____

Workshop: _____ Location: _____

- 1 Did not meet expectations
- 2 Below Expectations
- 3 Met Expectations
- 4 Above Expectations
- 5 Exceeded Expectations

Technical

_____ The registration process was simple and easy to complete

_____ The technology used was easy to follow and effective

_____ The price of the course was fair and reflected the quality of service provided

Additional Comments

Course Content and Materials

_____ The course materials were easy to follow

_____ The course content reflected the course description and goals

_____ The course content provided the information necessary to be a better coach

Additional Comments

Coach Developer

- ☐ The facilitator was available for questions
- ☐ My workbook was marked in a timely manner
- ☐ The facilitator was knowledgeable on the course material
- ☐ The facilitator enabled me to reflect on ways that I might improve as a coach

Additional Comments

Overall Impression

- ☐ I enjoyed taking the course
- ☐ This course provided me with valuable tools and resources that I can use in my coaching endeavours
- ☐ I would recommend this course to other coaches

Please list 3 positive aspects related to any area of the course

Is there anything you would recommend changing, adding or omitting from this course?

Additional Comments

7.7 Appeals and Audits of Evaluations

A coach or a Coach Developer may appeal an unsuccessful evaluation, using the procedure in place within Boxing Canada. The coach must file his appeal within three (3) months of receiving the results of the evaluation event being appealed.

Boxing Canada's Master Evaluators will also complete random audits of evaluations from time to time, or when issues appear to arise with particular evaluators. Documentation for an audit might include the type of information listed in the following section.

Appeals Procedure

Appeals will be managed by Boxing Canada's Appeals Committee. The Appeal Committee will be composed of three individuals appointed by Boxing Canada: one Master Evaluator, one certified Evaluator, and a representative from Boxing Canada. No member of the Appeal Committee must have been involved in the decision being appealed.

The cost of an appeal is \$150 for the coach candidate, payable to Boxing Canada.

The candidate must submit his appeal in writing, along with his rationale for doing so and all relevant supporting information. Depending upon the nature of the Appeal, and consistent with the evaluation requirements and procedures that are in place, the required documentation may include:

- All the evaluation documents submitted by the candidate, with the completed Evaluator's marking templates and records.
- The candidate's coaching portfolio.
- The videos of the candidate's coaching tasks.
- Any templates used during the evaluation.
- Any documentation related to the debriefing procedure and action plan.

The Appeals Committee shall review the appeal and related documentation within 8 weeks of its submission. The Committee may meet in person, via conference call, or web conference.

Upon completing its review, the Committee will provide a report outlining its decision and the accompanying rationale. If necessary, critical factors that can be improved in the certification process or required by the coach candidate or Evaluator shall also be identified.

If the appeal lodged by the candidate is successful, they will receive certification in the context for which the evaluation was submitted. The appeals fees will also be reimbursed.

If an appeal is unsuccessful, the appeals fees will not be reimbursed. The candidate may also need to re-engage in the evaluation process or complete specific areas for improvement. If another formal observation is warranted, then it must be completed with a different Coach Evaluator and include the payment of designated fees. The National Sport Organization must provide the candidate with an alternative Coach Evaluator.

7.8 At a Glance Table for Competition – Development

Criteria	NSO Training (T) / Evaluation (E) Requirements	Training Availability	Evaluation Methodologies
NCCP Outcome: Make Ethical Decisions			
Apply a 6-step ethical decision-making process	T E	<ul style="list-style-type: none">• NCCP Make Ethical Decisions	<ul style="list-style-type: none">• Successful completion of the NCCP Make Ethical Decisions online evaluation (Competition Development case)
NCCP Outcome: Provide Support to Athletes in Training			
Ensure that the practice environment is safe	T E	<ul style="list-style-type: none">• NCCP Planning a Practice• NCCP Advanced Practice Planning• NCCP Coaching and Leading Effectively• NCCP Psychology of Performance• NCCP Developing Athletic Abilities• BC Competition-Development Performance Analysis	<ul style="list-style-type: none">• Observation In Training
Implement an appropriately structured and organized practice	T E		
Make interventions that enhance learning and are aimed at improving the athletes' performance	T E		
Make adjustments to practice based on athletes' response to the training task	T E		
Implement protocols and methods that contribute to the development of athletic abilities relevant to sport	T E		
NCCP Outcome: Analyze Performance			
Detect technical elements that have to be improved or refined to enhance performance and/or to prevent injuries	T E	<ul style="list-style-type: none">• NCCP Prevention and Recovery• Vulnerability in Boxing• Winning Style• Boxing Canada's Gold Medal Profile• Boxing Pre-Workshop Reflection• BC Competition-Development Performance Analysis	<ul style="list-style-type: none">• Application of Boxing Canada's performance analysis model to a sparring situation• Vulnerability analysis• Analysis of boxing behaviours relative to Boxing Canada's Winning style• Observation In Training• Observation In competition
Correct technical elements that have to be improved or refined to enhance performance and/or to prevent injuries	T E		
Detect tactical elements that have to be improved or refined to enhance performance	T E		
Correct tactical elements that have to be improved or refined to enhance performance	T E		
NCCP Outcome: Support the Competitive Experience			
Implement procedures to promote readiness for performance pre-competition	T E	<ul style="list-style-type: none">• Boxing Pre-Workshop Reflection	<ul style="list-style-type: none">• Observation In competition

Criteria	NSO Training (T) / Evaluation (E) Requirements	Training Availability	Evaluation Methodologies
Make decisions and interventions that promote sport-specific performance during competition	T E	<ul style="list-style-type: none">• Coaching and Leading Effectively• NCCP Prevention and Recovery• NCCP Psychology of Performance• BC Competition-Development Performance Analysis	
Use the competitive experience in a meaningful manner to further athletes' development after competition	T E		
NCCP Outcome: Plan a Practice			
Identify logistics and appropriate background information for practice	T E	<ul style="list-style-type: none">• NCCP Advanced Practice Planning• NCCP Performance Planning• Developing Athletic Abilities• NCCP Psychology of performance• NCCP Emergency Action Plan	<ul style="list-style-type: none">• Evaluation step 3 (Portfolio)• Evaluation of an emergency action plan
Identify appropriate activities in each part of the practice	T E		
Design and sequence activities appropriately within the practice to enhance performance or create optimal adaptations	T E		
Design an emergency action plan	T E		
NCCP Outcome: Design a Sport Program			
Outline a program structure based on training and competition opportunities	T E	<ul style="list-style-type: none">• NCCP Performance Planning• Advanced Practice Planning• BC Competition-Development Performance Analysis	<ul style="list-style-type: none">• Evaluation steps 2 and 3 (Portfolio)
Identify appropriate measures to promote athlete development	T E		
Integrate yearly training priorities into own program	T E		
Organize and sequence training priorities and objectives on a weekly basis to optimize adaptations	T E		
NCCP Outcome: Manage a Program			
Take appropriate measures to promote drug-free sport	T E	• Leading Drug-free Sport	• Leading Drug-free Sport online evaluation
Manage administrative aspects of the program and oversee logistics	T E	• NCCP Manage a Sport Program	• Administrative and logistical aspects of Boxing program
Develop strategies to address and resolve conflicts in sport	T E	• NCCP Managing Conflict	• NCCP Managing Conflict online evaluation