

"Orienteering is a challenging outdoor adventure sport enjoyed by people of all ages, abilities and backgrounds."



Continuing Personal Development (CPD) for Orienteering Coaches

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Objectives

"Orienteering is a challenging outdoor adventure sport enjoyed by people of all ages, abilities and backgrounds."



- What is CPD for orienteering coaches? (incl. knowledge, training, experience).
- Why is it needed?
- What do we currently do?
- What are we introducing?
- How will it work?

Overview

"Orienteering is a challenging outdoor adventure sport enjoyed by people of all ages, abilities and backgrounds."



- Introduction
- Why Implement a CPD Programme
- The CPD Process
- CPD Programme
 - Framework
 - Activities & Scores (Knowledge, Training, Experience)
 - Total Three Year Points' Requirement
- Coaching Logbook
- CPD Workshop

Introduction

"Orienteering is a challenging outdoor adventure sport enjoyed by people of all ages, abilities and backgrounds."



- 2010: Coaching Committee (CC) agreed that Continuing Personal Development (CPD) programme be implemented
- CPD programme is for coaches, trainers, coach educators, assessors and internal verifiers.
- Purpose of CPD programme: to ensure that all licensed coaches maintain and improve their knowledge and skills by undertaking a range of activities.

Introduction

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British Orienteering

- BO/CC working to provide more support to coaches and particularly to inform of current good practice.
- Enable you to gain more satisfaction from your coaching and earn and maintain respect of participants you coach.
- Current situation: Licensed coaches every 3 years provide evidence of coaching they do – part of renewal of your coaching licence.
- Required to ensure British Orienteering, and the participants you coach, know that you are a practicing coach with current coaching experience.

Introduction

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- Keeping yourself up-to-date as a coach
- As coaches we all owe it to our athletes to be aware of:
 - changes in coaching methods and philosophies,
 - revised thinking and techniques, and
 - to be able to implement the latest good practice.

Introduction

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- UKCC implementation: developing group of coaches with up-to-date skills and knowledge.
- Further developing coach education system to progress knowledge, training and experience of our coaches.
- Increasing support provided to coaches through implementation of CPD programme.
- CPD programme formalises existing process and widens scope of activities that count towards coaching licence renewal.

Introduction

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- Following outlines process
- Diary of our coaching-related activities divided into the three categories of knowledge, training and experience
- Guides us towards support that will maintain up-to-date coaching methods and widen our knowledge.
- British Orienteering will help by, for example, highlighting material, articles, books, web sites etc. that will support you to maintain your status as an active, knowledgeable and up-to-date coach.

Why Implement a CPD Programme?

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- CPD programme allows individuals to:
 - build confidence and credibility by tracking learning activities
 - form & achieve goals by focus on their training & development
 - cope positively with change by constantly updating their skill sets
 - being more productive and efficient by reflecting on their learning and highlighting gaps in their knowledge & experience
 - adding value to the sport through their increased competency
- Ensures coach maintains their level of knowledge in line with current thinking and practices.

Why Implement a CPD Programme?

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The programme addresses the three key components of:

- Knowledge
- Training
- Experience

Why Implement a CPD Programme?

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- *Knowledge:* information relevant to their coaching activities.
- *Training:* activities that guide the individual to apply their gained knowledge in practical situations.
- *Experience:* activities conducted during the individual's coaching and which enhance the quality and effectiveness of the individual as a 'professional' coach.
- Also: skills learnt outside main context of programme. These are 'Transferable skills' - could fall into any component.

The CPD Process

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- Every coach, wishing to be licensed by British Orienteering, will maintain their own CPD log and submit it as part of the regular 3 yearly licensing renewals.
- Review of the submitted log may be by British Orienteering or a nominated Licensed Coach.
- CPD process will require British Orienteering to:
 - highlight texts that constitute CPD learning
 - develop specific texts or on-line learning processes
 - monitor and maintain up to date material provided by British Orienteering
 - direct British Orienteering coaches to relevant material e.g. coaching research material
- British Orienteering will supply Coaches with reminders 3 months and 1 month in advance of their licence lapsing - i.e. of their CPD renewal being due.
- CPD programme will be administered by British Orienteering.

CPD Programme

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- Framework
- Activities and Scores (Knowledge, Training, Experience)
- Total Three Year Points' Requirement

CPD Programme

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Framework

- To maintain their status as a British Orienteering Licensed Coach, individual will undertake activities which maintain and extend their knowledge & skill as a licensed coach
- Activities will cover the three areas of **knowledge**, **training** and **experience**
- Activities undertaken by a coach under these headings will be awarded a point's score
- Coach will need to attain minimum total point's value over 3 year cycle – depends on Coach Qualification level

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Framework

- Coach will maintain activities log & submit it to British Orienteering on licence renewal so that their CPD can be verified and their Licence renewed.
- Failure to provide such a log or a log which does not show sufficient CPD activities will result in the coach's licence being suspended.
- If extenuating circumstances which prevented coach from achieving the CPD points level, let this be known at the point of submission of CPD diary.

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Activities and Scores

- 3 key components: Knowledge, Training, Experience
- Activities associated with 3 key components listed with points score.
- For each of the 3 components - minimum points total shown, as well as minimum total points by coaching award level.
- Wide variety of activities provided to cater for coaches with range of coaching interests e.g. schools to National Squad, technical to physical, practical to educational

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- Knowledge

e.g. self-study of relevant books, articles and DVDs

- [CPD Knowledge v1.pdf](#)

Knowledge Activities

For the following activities, we will rely on self-assessment of what would be considered to be reasonable or otherwise during the CPD assessment.

Knowledge Activity	Points Tariff
Self-study of relevant related coaching (orienteering or related subjects) texts Examples: <i>Teaching Orienteering – Carol McNeil</i> <i>A Mental Training Workbook – Steve Bird</i> <i>Get Fit for Orienteering – Steve Bird</i>	1 point per hour
Self-study of DVDs or similar (orienteering or related subjects) Examples: <i>Coaching Orienteering – British Orienteering</i> <i>Strength and Conditioning – British Orienteering</i> <i>Coaching assessment – British Orienteering (tbc)</i>	1 point per hour
Self-study of relevant coaching texts as approved by British Orienteering available through bodies such as: <ul style="list-style-type: none"> • sportscoachUK • Coachwise/ 1st4sport • Peak Performance • Running sports 	1 point per hour
Self-study of on-line videos or similar (orienteering or related subjects) Example: Child Protection in Sport Unit (CPSU)	1 point per hour
Self-study of relevant sports-related texts and primary research materials, covering such fields as sports medicine, exercise physiology, sports psychology, and sports nutrition as approved by British Orienteering	1 point per hour
Preparation of appropriate published articles Examples: <ul style="list-style-type: none"> • for <i>British Orienteering 'Focus'</i> • for <i>Club magazines</i> • for <i>specialist magazines</i> 	6 points per article
Transferable skills	case-by-case ¹

¹ CPD points awarded on a case-by-case basis – please contact British Orienteering for advice on your particular case.

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- Training

e.g. your coach education course, first aid, etc

- [CPD Trainingv1.pdf](#)

Training Activities

Training Activity	Points Tariff
Attendance at British Orienteering Annual Coaching Conference	One day 3 points Two days 6 points
Attendance and successful completion of a SportscoachUK course Examples: <i>An introduction to LTAD</i> <i>Planning and Periodisation</i> <i>Coaching children and young people</i> <i>A guide to mentoring sports coaches</i> <i>Analysing your coaching</i>	3 points per course
Attendance at British Orienteering Teaching Orienteering courses	2 points per course
Attendance and successful completion of British Orienteering coaching courses	UKCC L1: 5 points UKCC L2: 10 points UKCC L3: 20 points
Attendance and successful completion of Coach Education courses	CTS: 5 points IAPS: 3 points CIVPS: 3 points
Attendance at British Orienteering Standardisation meetings	2 points per meeting
Attendance at First aid courses	'4 hour': 4 points '8 hour': 8 points '16 hour': 16 points
Attendance and successful completion of sports-related course - as approved by British Orienteering	case-by-case ¹
Successful completion of on-line training provided by British Orienteering	case-by-case ²
Transferable skills	case-by-case ³

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² CPD points awarded on a case-by-case basis – please contact British Orienteering for advice on your particular case.

³ CPD points awarded on a case-by-case basis – please contact British Orienteering for advice on your particular case.

CPD Programme

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- Experience

e.g. your various practical coaching activities

- [CPD Experiencev1.pdf](#)

Experience Activities

Experience Activity	Points Tariff
Maintenance of coaching log as a British Orienteering coach	3 points
General Coaching activity Examples: <ul style="list-style-type: none"> • <i>National Squad</i> • <i>Regional Squad</i> • <i>Club coaching</i> • <i>In School</i> 	1 point per hour for preparation and delivery
Coaching on a British Orienteering/Regional Coordinators' summer orienteering tour:	
Coaching (but not leading a day)	2 points per day
Coaching (Leading a day)	10 points per day
TM (acting as a coach)	10 points + points accumulated as allocated to Coaches (above)
Lead Coach	5 points per day (not leading day) + 10 points per day (leading a day) + Additional 25 points
Acting as a coach assessor, coach educator, internal verifier on British Orienteering-run coach education courses	4 points per day
Acting as a Coach mentor in relation to UKCC L2	6 points per candidate
Coaching Officer for orienteering club or region	5 points + 3 points per meeting attended
Member of Coaching Committee	5 points + 3 points per meeting attended
Membership of an appropriate Coaching organisation e.g. SportscoachUK	3 points
Transferable skills	case-by-case ¹

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CPD Programme

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- Total Three Year Points' Requirement
- [CPD Total 3 Years Points Requirementv1.pdf](#)

Total Three Year Points' Requirement

The total three year points' requirement will depend upon the Coach's Coaching award level. The totals will be:

	Knowledge	Training	Experience	Total
UKCC Level 1 [and old Level 2]	Min 10	Min 10	Min 30	75 pts
UKCC Level 2 [and old Level 3]	Min 10	Min 10	Min 30	90 pts
UKCC Level 3 [and old Levels 4 & 5]	Min 15	Min 15	Min 30	120 pts

Coaching Committee may choose to vary these totals in the light of experience.

Coaching Logbook

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- [CPD BO Coaching Logbook v1.pdf](#)

BRITISH ORIENTEERING COACHING LOGBOOK
For the purposes of verifying

Continuing Personal Development

Coaching logbook for three year cycle from *[start date]* to *[end date]*.

PERSONAL DETAILS

NAME	
ADDRESS	
CLUB	
BOF NO	
TEL NO.	
e-mail	

QUALIFICATIONS

Award	Qualification Date	Renewal Date

POSTS HELD

Position	Responsibility	Dates

ATHLETES COACHED

Athlete coached	Proficiency Level	Dates

Knowledge Activity	Dates and Hours	CPD Points Claimed
<i>e.g. Teaching Orienteering – Carol McNeil</i>	<i>24-31/05/10, 5 hours</i>	<i>5</i>
CPD Knowledge Total		

Training Activity	Dates and Hours	CPD Points Claimed
<i>e.g. British Orienteering Coaching Conference 2010</i>	<i>5-7/02/10, 2 days</i>	<i>6</i>
CPD Training Total		

Experience Activity	Dates and Hours	CPD Points Claimed
<i>e.g. SCOA Junior Squad Training Day, Mytchett, with preparation</i>	<i>22/05/10, 8 hours</i>	<i>8</i>
CPD Experience Total		

Total Activity

CPD Activity	CPD Points Claimed
Knowledge Total	
Training Total	
Experience Total	
CPD Total	

Additional comments and notes from the coach

Summary

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- Purpose of CPD programme: to ensure all licensed coaches maintain & improve their knowledge & skills by undertaking range of activities.
- British Orienteering, through CC, is working to provide more support to you as coaches and particularly to inform you of current good practice.
- Enable you to gain more satisfaction from your coaching and earn and maintain respect of participants you coach.
- Required to ensure British Orienteering, and the participants you coach, know that you are a practicing coach with current coaching experience.

Summary

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- Accumulate points under 3 categories with minimum scores being required in each of the categories over renewal period
- Broad range of activities to accumulate points
- Some other activity which will enable you to become a better coach? - please let CC know.
- CPD programme will begin in 2011
- End of 2011 renewals - one-third of the necessary points
- End of 2012 renewals - two-thirds of the necessary points

Q&A

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- Questions and Comments

CPD Workshops

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- Each workshop group appoints a chairperson and feedback person
- Use flip charts to consider your question (20 minutes)
- Coaching committee members (Dave, Keith and Nev) rotate around the groups and help keep them on track with their discussions
- Each feedback person provides group feedback to full group (5 minutes each)
- Workshop moderator sums up (5 minutes)

CPD Workshops

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Attend one of three workshops:

1. Understanding requirements and the 'nitty gritty' - to show how different coaches can meet the requirements
2. Helping the coaching workforce achieve the required CPD
3. What do we need to do to make the CPD process work efficiently?

Workshop 1

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1. Understanding requirements and the 'nitty gritty' - to show how different coaches can meet the requirements
 - a) Work through knowledge, training and experience requirement examples for different types of coaches
 - b) Are there additional requirement examples?
 - c) Points tariffs – are they OK?
 - d) Minimum and total points tariffs – are they OK?

Workshop 2

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2. Helping the coaching workforce achieve the required CPD

- a) Coaching resources from British Orienteering – what are needed?
- b) What coaching resources are needed from other sources?
- c) Coaching opportunities – what additional types are needed?
- d) Coach support – what types are needed?

Workshop 3

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3. What do we need to do to make the CPD process work efficiently?

- a) British Orienteering CPD processes – what should be the key elements?
- b) Feedback to coaches – what do you want to see and hear from British Orienteering?
- c) In terms of your coaching and the CPD process, should improvements be made at regional, club, squad, school level and if so what should they be?