

ACA-POLICY for COACH ACCREDITATION

Every athlete deserves a CERTIFIED coach!

Last Revised September 1st, 2022

Guiding Principles

One of the pillars of Alpine Canada Alpin's (ACA) strategic plan and priorities is **coach development**. Coaching excellence at all levels is the cornerstone of effective long term skier development.

The most effective athlete development programs are athlete centered, COACH driven, administratively supported and are based on ACA's LTAD 3.0.

Objectives

The objectives of this policy are to set coach qualifications minimum standards for:

- **hiring** coaches
- **representing athletes** at major competitions.

This policy is intended to help:

- provide the foundation for more effective long-term skier development
- increase the number of CERTIFIED (vs. TRAINED) coaches.
- increase the number of experienced coaches (CERTIFIED and CERTIFIED ADVANCED) at all levels in the development system.

Implementation Time Lines

Recommended Phase-in Date		
Standards for Hiring	1 st time hire	Sept 1, 2022 for the 22/23 season
	Re-hire	Sept 1, 2023 for the 23/24 season
	Best Practice hire	Sept 1, 2024 for the 24/25 season
Standards for Representing Athletes at Major Competitions	Identified Provincial competitions	23/24 season
	Identified National competitions	24/25 season

Entry Level (EL) Coach (U12 and Under)

Coaches are generally working with U12 and under children in a club or in a ski school program at the “Skier Essentials” stage of development in the ACA LTAD 3.0 skier development model. Beginning coaches work under the direction of a more experienced CERTIFIED coach.

ENTRY LEVEL TRAINED ACCREDITATION

- ☐ Complete Entry Level Course
 - ☐ NCCP Make Ethical Decisions
 - ☐ NCCP Plan a Practice
 - ☐ Sport Specific Theory for the Entry Level Coach
 - ☐ 2-Day On-Snow Course
 - ☐ Pass Skiing Skill Evaluation*

**Candidates who do not pass or who are not 16 years of age can assist a licensed and accredited coach until they pass the skiing skill portion and are at least 16 years of age*

ENTRY LEVEL CERTIFIED ACCREDITATION

- ☐ NCCP Make Ethical Decision Online Evaluation
- ☐ Complete EL Portfolio Workbook (completed 1st year coaching)
- ☐ Complete In-Training evaluation including environment setting

Hiring

ENTRY LEVEL ADVANCED CERTIFIED ACCREDITATION

- ☐ NCCP Design a Basic Sport Program
- ☐ NCCP Basic Mental Skills
- ☐ NCCP Nutrition
- ☐ NCCP Mentorship
- ☐ NCCP Fundamental Movement Skills
- ☐ Ski Cross -or- Speed online module & on-snow module
- ☐ Design a Basic Sport program evaluation

Criteria when coaching athletes U12 and under

1st Time Hire

Qualification Criteria

- EL TRAINED (or Level 1 CERTIFIED in the old levels based program) or CSIA Level 1 Certified.
- Licensed annually by ACA-CSC

Note: CSIA instructors working in ACA programs will need to complete the requirements for a coach in training and CSIA instructors will have 1 year to become EL TRAINED in order to be covered by ACA insurance.

Re-Hire

Qualification Criteria

- EL CERTIFIED
- Licensed annually by ACA-CSC
 - must attain EL CERTIFIED within max. 24 months from date EL course was successfully completed
 - PSOs may raise this standard by reducing the # of months in their province.
- **Transitioning** to EL CERTIFIED status:
 - If EL TRAINED or Level 1 CERTIFIED by May 30, 2015 → coach must be EL CERTIFIED by April 30, 2017. Coaches who have not transitioned by April 30, 2017 will need to email coach@alpinecanada.org.
 - (**Note:** to advance from Level 1 CERT to EL CERTIFIED requires completing the Make Ethical Decisions on line evaluation on the Coaching Association of Canada web site.)

Best Practice

Qualification Criteria

- EL CERTIFIED ADVANCED
- Licensed annually by ACA-CSC

Coaching Performance Criteria

Best practice coaching performance involves:

- High degree of purpose, effort and commitment
- Extending program opportunities beyond the usual weekend commitment and regular winter months.
- Aligning with the ACA LTAD 3.0 guidelines for U12 and under athlete development.
- Integrating Snow Stars skiing skill development into programming
- Including dryland activities 2 times a week starting in September (focus on fun and games)

Examples include but are not limited to:

- Providing opportunities for extra time on snow

Criteria when coaching athletes U12 and under

- Coaching with demonstrated passion and intensity
- Demonstrating innovative coaching techniques that show superior athlete development
- Contributing to physical conditioning aspects prior to and/or during the season
- Mentoring other coaches
- Delivering or participating in professional development courses/seminars
- Volunteering with races and as race official
- Helping move other coaches along coach certification pathways
- Attaining other relevant certifications (e.g.: first aid, CPR, strength and conditioning etc.)
- Attaining advanced education qualifications that are relevant to coaching

Development Level (DL) Coach (U14 and U16)

Coaches are generally working at a club and with U14 and U16 participants who are at the “Learn to Train” and “Train to Train” stages of development in the long term skier development module. Beginning coaches in this context work under the direction of a more experienced certified coach.

Coach Certification Pathway

DEVELOPMENT LEVEL TRAINED ACCREDITATION

- ☐ Must be Entry Level Certified or 18 years of age
 - ☐ NCCP Teaching & Learning
 - ☐ Alpine Ski Theory for the Development Level Coach
 - ☐ On-Snow 4-day course (GS/SL)
 - ☐ Pass Technical and Tactical skiing skill evaluation (GS/SL)

DEVELOPMENT LEVEL CERTIFIED ACCREDITATION

- ☐ Must be Development Level Trained
 - ☐ NCCP Make Ethical Decision Online Evaluation
 - ☐ NCCP Developing Athletic Abilities
 - ☐ Level 2 Race Officials Training
 - ☐ Complete Speed online & on-snow 3-day modules
 - ☐ Pass In-Training evaluation including environment setting

DEVELOPMENT LEVEL ADVANCED CERTIFIED ACCREDITATION*

- ☐ Must be Development Level Certified
 - ☐ NCCP Design a Basic Sport Program
 - ☐ NCCP Nutrition
 - ☐ NCCP Mentorship
 - ☐ Complete Ski Cross online & on-snow modules
 - ☐ Complete Design a Basic Sport Program evaluation (season long plan)
 - ☐ Complete Managing a Ski Race Program evaluation (season long plan)
 - ☐ Complete In-Competition evaluation

**Development Level Advanced Certified pending NCCP approval process*

Hiring

Criteria when coaching U14 and U16 athletes

1st Time Hire

Qualification Criteria

- DL TRAINED **or** EL CERTIFIED (or Level 2 CERTIFIED in the old levels based program)
- Licensed annually by ACA-CSC
- IF EL CERTIFIED → max. 12 months to attain DL TRAINED

Re-Hire

Qualification Criteria

- DL CERTIFIED (or Level 2 CERTIFIED in the old levels based program and a history of relevant professional development activities)
- Licensed annually by ACA-CSC
 - must attain DL CERTIFIED within max. 24 months from date DL course was successfully completed.
 - PSOs may raise this standard by reducing the # of months in their province.
- **Transitioning** to DL CERTIFIED status
 - If DL TRAINED or Level 2 CERTIFIED by May 30, 2015 → coach must be DL CERTIFIED by April 30, 2017.
 - Coaches who have not transitioned by April 30, 2017 will need to email coach@alpinecanada.org.

Qualification Criteria

- DL CERTIFIED ADVANCED
- Licensed annually by ACA-CSC

Coaching Performance Criteria

Best practice coaching performance involves:

- High degree of purpose, effort and commitment
- Extending program opportunities beyond the usual weekend commitment and regular winter months.
- Aligning with the [ACA LTAD 3.0](#) guidelines for U14 and U16 athlete development.
- Planning dryland activities in an age and developmentally appropriate manner to enhance performance and protection in a sport specific skiing context.

Criteria when coaching U14 and U16 athletes

Examples include but are not limited to:

- Same principles as for coaching U12 athletes
- University education in a relevant field is desirable.

Representing Athletes at Major Competitions (U14 – U16)

Major Provincial Competitions - for the coach in charge	U14 Provincial Games - DL TRAINED or Level 2 CERTIFIED U14 Provincial Championships - EL CERTIFIED or DL TRAINED or Level 2 CERTIFIED U16 Provincial Championships - DL CERTIFIED or PL TRAINED or Level 3 CERTIFIED
Major National and International Competitions - for the coach in charge	U16 Nationals - DL CERTIFIED or PL TRAINED or Level 3 CERTIFIED Whistler Cup (U16) - same as above Canada Winter Games - same as above Topolino - same as above

Performance Level (PL) Coach (U18 and U21)

Coaches are generally working in regional and provincial programs and with competitive U16/U18 or U21 athletes who are at the “Train to Train” and “Train to Race” stages of development in the long term skier development module. Coaches working in this context tend to have more leadership roles.

Coach Certification Pathway

PERFORMANCE LEVEL TRAINED ACCREDITATION

- ☐ Must be Development Level Certified
 - ☐ NCCP Design a Basic Sport Program
 - ☐ NCCP Developing Athletic Abilities
 - ☐ NCCP Leading Drug Free Sport
 - ☐ NCCP Prevention & Recovery
 - ☐ NCCP Coaching & Leading Effectively
 - ☐ NCCP Performance Psychology
 - ☐ NCCP Managing Conflict
 - ☐ NCCP Make Ethical Decisions
 - ☐ NCCP Performance Planning*
 - ☐ NCCP Advanced Practice Planning*
 - ☐ Performance Foundations Class (1 day) *
 - ☐ Performance On-Snow Course (4 days)

**Performance Level Intro 2 is the historical course that covers the identified modules. Coaches who have taken Performance Level Intro 2 are credited as completing the identified modules*

PERFORMANCE LEVEL CERTIFIED ACCREDITATION

- ☐ Must be Performance Level Trained
 - ☐ NCCP Make Ethical Decision Online Evaluation
 - ☐ NCCP Managing Conflict Online Evaluation
 - ☐ NCCP Leading Drug Free Sport Online Evaluation
 - ☐ Design a Performance Plan Evaluation (Annual Training Plan)
 - ☐ Manage a Program Evaluation (Management of annual plan)
 - ☐ Supporting Athletes In-training Evaluation
 - ☐ Supporting Athletes In-Competition Evaluation

PERFORMANCE LEVEL ADVANCED CERTIFIED ACCREDITATION*

- ☐ Must be Performance Level Certified
 - ☐ NCCP/COPSIN Advanced Coaching Diploma

**Performance Level Advanced Certified pending NCCP approval process*

Hiring

Criteria when coaching U18 and U21 athletes

1st Time Hire

Qualification Criteria

- PL TRAINED **or** DL CERTIFIED (or Level 3 CERTIFIED in the old levels based program)
- Licensed annually by ACA-CSC
- IF DL CERTIFIED → max. 24 months to get PL TRAINED

Re-Hire

Qualification Criteria

- PL CERTIFIED (or Level 3 CERTIFIED in the old levels based program and a history of relevant professional development activities)
- Licensed annually by ACA-CSC
 - Must attain PL CERTIFIED within max. 24 months from date first PL course (PL Foundations) successfully complete the PL on-snow course.
 - PSOs may raise this standard by reducing the # of months in their province.
 - **Transitioning** to PL CERTIFIED Status
 If PL TRAINED or Level 3 CERTIFIED by May 30, 2015 → coach must be PL CERTIFIED by April 30, 2017.
 Coaches who have not transitioned by April 30, 2017 will need to email coach@alpinecanada.org and review the Level 3 Certified to PL Certified transfer policy.

Best Practice

Qualification Criteria

- PL CERTIFIED ADVANCED
- Licensed annually by ACA-CSC

Coaching Performance Criteria

Best practice coaching performance involves:

- High degree of purpose, effort and commitment
- Aligning with the [ACA LTAD 3.0](#) guidelines for U18 and U21 athlete development.
- Utilizing longer Canadian winters and organizing off season ski camps in the spring.
- Creating athletic plans that allow student athletes to balance academics and athletics.
- Planning and organizing year round dryland programs

Criteria when coaching U18 and U21 athletes

Examples include but are not limited to:

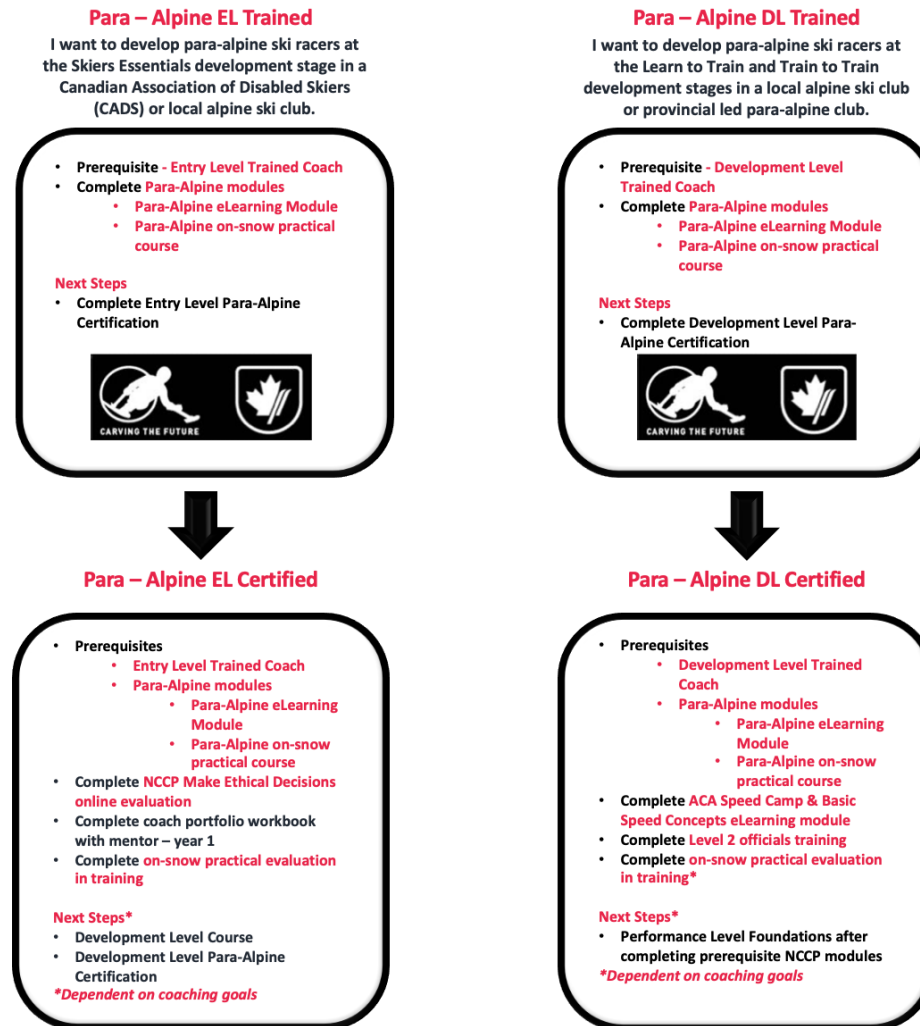
- Same principles as for coaching U14 and U16 athletes
- Diploma from a Canadian Sport Institute – Advanced Coaching Diploma (ACD) or equivalent university degree in Physical Education or Kinesiology.

Representing Athletes at Major Competitions

Major National and International Competitions - for the Coach in charge	U18 Nationals - PL CERTIFIED Senior Nationals - PL CERTIFIED World Junior Championships - PL CERTIFIED
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Entry & Development Level Para Pathway

N.B. Hiring standards for both para-alpine and ski cross are currently under development. As updates are created, they will be distributed accordingly.



Ski Cross Pathway

N.B. Hiring standards for both para-alpine and ski cross are currently under development. As updates are created, they will be distributed accordingly.

Ski Cross Trained

I want to develop ski cross and movement over terrain skills safely with ski racers at the Learn to Train, Train to Train and Train to Race development stages

- Prerequisite - Entry Level Certification
- Complete Introduction to Ski Cross Modules
 - Ski Cross eLearning Modules
 - Ski Cross on-snow practical course

Next Steps

- Complete ACA-CSC Licensing Tasks
- Complete ACA-CSC Basic Speed Modules



Appendix A - Transfer Policy

NCCP Transfer of Coach Qualifications Policy

Transfer from original Levels Program to New Competency-based program

Revised on October 12, 2020 from original version of October 15, 2014

This document provides the basis for understanding of the Coaching Association of Canada (CAC) *Transfer of Qualifications* policy for all sports that have completed the transition from the original NCCP Levels based program (Level 1, 2, 3 certified) to the new competency, context based program. The CAC has worked with its partner provincial governments and national sport organizations over the past 2-3 years developing this policy (and FAQs) on this policy which is available on the CAC web site at <http://www.coach.ca/-p156931>.

Background

ACA-CSC completed and implemented the transition to the new Alpine NCCP program as follows:

- Entry Level program – for the 02/03 season
- Development Level program – for the 04/05 season
- Performance Level program – for the 07/08 season
- Entry Level and Development Level Para programs – for the 14/15 season

In the late 1990s the CAC and national sport organizations decided to completely revamp all aspects of the NCCP for all sports. The original Theory program, Levels 1, 2 and 3 was phased out between 2003 and 2008. It was replaced by new NCCP multi-sport modules designed from the ground up and phased in during the same period. Content and delivery of sport technical programs was revised to be more in line with emerging sport long term athlete development (LTAD) models (ACA LTAD 3.0) The original “Practical” component was replaced by “in the field coaching evaluations” where coaches were evaluated while coaching with their own athletes.

The new programs diverge quickly from the original Levels program as coaches move from Entry Level to Development Level. The divergence between the original Level 3 program and the new Performance Level program is even more pronounced in scope and depth of training and evaluation.

Your Current Coach Certification

From the beginning of the transition, the following has been promoted:

- ALL original Levels (Level 1, 2, 3) certifications are valid and respected today and will be in the future.
- ACA-CSC continues today to use original Levels certifications as prerequisites for course facilitators and coaching evaluators in the new program.
- Employers continue to hire coaches with Levels certifications.
- CSCF and now ACA-CSC continue to work one on one with coaches since 02/03, particularly those caught in the middle of a transition, to complete certification requirements in either old or new programs.

In the ACA-CSC membership platform, you will continue to see your valid “Levels” certifications IF you have them.

In the NCCP database (NCCP Locker), coaches will now see, IN ADDITION to their original “Levels” certifications, new Alpine program statuses that have been “transferred”. These transferred statuses meet NCCP minimum policy standards established for the transfer as well as curriculum based comparisons between original and new Alpine programs.

The NCCP Transfer of Qualifications policy resulted in the following for Alpine Coaches:

Original Levels Certification	ADDITIONAL New Qualification Transferred
Level 1 Certified	Entry Level – CERTIFIED status Note: Coaches have 5 years to complete the NCCP Make Ethical Decisions on line Evaluation if they have not already done so.
Level 2 Certified	Development Level – TRAINED status
Level 3 Certified	Performance Level - IN TRAINING
Level 4 Certified (all types)	All Level 4 certifications remain and are UNAFFECTED BY THIS POLICY

Options for Coaches with Levels Certification Moving Forward

OPTION 1 - Still Active in Coaching

If you are actively coaching or plan to coach soon and have a Levels certification (Levels 1, 2 or 3 Certified) you have two choices:

- a) **Continue with your Levels Certification** – and ensure you are “Licensed” every year according to the ACA-CSC Licensing Policy. This requires active coaches to do annual professional development, at the coach discretion, to maintain a level of currency each year. ACA-CSC tracks PD activity that is posted in the ACA-CSC membership platform. There are many opportunities for PD including NCCP, ACA-CSC, CSIA, provincial (PSO) and club based PD activities.

ACA-CSC requires ALL coaches with only Levels based certifications to complete the new NCCP Make Ethical Decisions training AND the Make Ethical Decisions On line evaluation. More information is available on the Coaching Association of Canada web site. This training is integrated into the ACA-CSC Entry Level course for coaches who have entered the new program. For questions, please contact the ACA-CSC at coach@alpinecanada.org.

- b) **Pursue New Program Certification Statuses**

1. Plan to be coaching for a longer time and want new program recognition as well new program content.
2. Are subject to provincial or national regulations and funding that reference only new program statuses in order to retain funding. This is becoming the case more and more for major provincial and national competition standards (e.g. Canada Games, Provincial Games, and other regulated competitions).
3. Want annual licensing PD credits to contribute not only to Licensing requirement, but also to credits in the new Entry Level, Development Level or Performance Level program pathways.

For coaches who want to transition into the new program, ACA-CSC will work with you one on one, building on your existing Levels certification and considering other learning, qualifications and/or experience you may have as ACA-CSC facilitators and/or evaluators.

The following chart provides the way forward to TRAINED or CERTIFIED statuses in the new program for the Development and Performance Level coach

Levels Certification	Transfer Requirements
Level 2 Certified	<p>Transfers to Development Level Trained status. For DL Certified status, the following must be completed:</p> <p>Training:</p> <ul style="list-style-type: none"> • Level 2 Officials Training • Physical conditioning concepts -or- ACA Speed Camp & Basic Speed Concepts eLearning module <p>Evaluation:</p> <ul style="list-style-type: none"> • NCCP Make Ethical Decisions online evaluation
Level 3 Certified <p><i>*Level 3 certified equates to an individual who has completed Level 3 Theory, Level 3 Practical and Level 3 Technical components. Coaches who are missing any of the three required components are not eligible for transfer to Performance Level Certified; they will remain at their current level of Performance Level In Training (on their NCCP profile) and will need to complete the new pathway components and evaluations to become PL Certified.</i></p>	<p>Transfers to Development Level Trained and Performance Level In Training status.</p> <p>For PL Certified status*:</p> <p>Evaluation:</p> <ul style="list-style-type: none"> • NCCP Make Ethical Decisions online evaluation • NCCP Managing Conflict -or- NCCP Leading Drug Free Sport online evaluation <p>For PL Certified status with missing components*:</p> <p>Evaluation:</p> <ul style="list-style-type: none"> • Complete above listed NCCP online evaluations • PL Designing a ski racing program evaluation • PL Managing a ski racing program evaluation • PL Coaching evaluation during training • PL Coaching evaluation during competition

OPTION 2 – No Longer Active in Coaching

If you are no longer active in coaching and/or don't plan to be in the future, your original Levels certifications are retained by the NCCP and ACA-CSC. You can continue to access ACA-CSC services and other benefits provided your membership is in good standing.

For questions or concerns, please contact ACA-CSC at coach@alpinecanada.org.