



PROGRAM GUIDELINES:

BC GAMES COACH MENTORSHIP PROGRAM

2023 BC WINTER GAMES

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

PROGRAM OBJECTIVES

The BC Games Coach Mentorship Program seeks to:

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

PROGRAM STRUCTURE

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

Mentorship scenarios could be as follows:

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

The program will support up to 10 Coach Mentors for the 2023 BC Winter Games. PSOs may nominate multiple Coach Mentors, however they will be asked to indicate the priority ranking for the Coach Mentors. The program will attempt to support as many PSOs as possible; therefore, multiple Coach Mentors from one sport will only be accepted if space is available.

PSOs will be responsible for nominating coaches for this Program.

PROGRAM ELIGIBILITY

PSO

- Must be a sport in the 2023 BC Winter Games – [see list here](#).
- Must be a sport in good standing with viaSport and have successfully adopted the [British Columbia Universal Code of Conduct](#).
- Must have signed the [Responsible Coaching Movement pledge](#).

COACH MENTOR

- Must be a resident of BC.
- Must be an experienced coach, capable of acting in a mentor capacity.
- Should not be designated as a Zone Head Coach for the 2023 BC Winter Games.
- Must be NCCP certified in line with the [sport's technical package for the Games](#). At a minimum the Coach Mentor must be certified at the Head Coach Level specified in the sport's technical package.

- Must have completed Respect in Sport – Activity Leader (prior to the start of the Games).
- Must have completed NCCP Mentorship (prior to the start of the Games)
- Must provide the PSO proof of having completed a criminal record check in the previous six months.
- Must sign a participant agreement upon selection to the program.
- Must be prepared to work with BC Games coaches and/or an apprentice coach, as agreed upon with the PSO and Master Mentor.
- Must attend the BC Games Mentorship Program Welcome Webinar.
- Must participant in the BC Games Guide to the Games (G2G) session and may be asked to take on a leadership role.
- Wherever possible, must participate in the Best Practises Coaching workshop during the BC Games (tentatively planned for Friday evening at the BC Games during a participant activity)
- Must organize two meetings per day with their mentee coaches (daily goal setting + daily debrief while attending the BC Games

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

APPRENTICE COACH

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

ROLES AND RESPONSIBILITIES

PSO

- Identify the Coach Mentor and submit an application to viaSport.
- Be able to identify coaches at the BC Games and/or one Apprentice Coach for the Coach Mentor to work with.

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

VIASPORT

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

BC GAMES SOCIETY

- Host the Guide to the Games (G2G) sessions.
- Work with viaSport and the Master Mentor to look for opportunities for the Coach Mentors to play a leadership role at the G2G session that each attends.

- Provide all coaches not affiliated with a zone team (Apprentice Coaches and Coach Mentors) travel to/from the Games, accommodation with one of the zone teams. All coaches will be accredited for the Games and have access to food, transportation, special events, etc. at the Games.

BENEFITS

COACH MENTOR

- Enhanced mentorship skills.
- Personalized development plan, with the support of a Master Mentor.
- Free participation in NCCP multi-sport courses.
- The opportunity to help develop more sport-specific coaches.
- Full coach accreditation at the BC Games with travel, accommodation, and meals provided.
- Opportunity to play a leadership role in the BC Games Guide to the Games (G2G) sessions and help athletes, coaches, and parents prepare for the Games.
- Potential to receive NCCP PD points towards maintaining their NCCP certification.

APPRENTICE COACH

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

PSO

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

PROGRAM TIMELINES*

September 9	PSO Applications Open for the Coach Mentor and Apprentice Coach
September 25	PSO Applications Closed
September 30	PSOs Notified
October 3/4/5 (TBC)	Lunchtime Welcome Webinar (between Master Mentor and all Coach Mentors)
October 11 & 13	NCCP Mentorship Module
October 11-20	Master Mentor meets with each PSO and Coach Mentor to co-create Personal Development Plans and Plan to Support Apprentices
February 20	BC Games Registration Deadline
February 23	BC Games Guide to the Games (G2G) Sessions (Exact dates TBD)
February 23	Deadline to complete MED evaluation and all other required training
March 23-26	Greater Vernon 2022 BC Winter Games
April 6	Deadline for submitting Post-Games Feedback Survey
April 13	Facilitated debrief session

*Dates are tentative