



**Continuing Professional Development (“CPD”)
Discussion document
Date of issue: January 2015**

Background

You will remember from the article published in October 2013 (<http://www.orienteering.co.za/wp-content/uploads/2013/10/SAOFcoachsystemoverview.pdf>) that CPD (or Continuing Professional Education as it was referred to in that document) is one of the pillars to be implemented in terms of the SA Coaching System.

CPD is defined as activities that develop and maintain capabilities to enable members to perform competently within that professional body (i.e. to maintain and enhance).

So from our perspective CPD is the mechanism by which coaches maintain, update and develop their knowledge and skills in relation to being a coach.

In terms of the SA coaching system, SASCOC is driving all sports to ensure that their coaching education system is aligned with the SA model for Long Term Coach Development (“LTCD”). The October 2013 document sets out clearly the vision for coaching for all sports in SA by 2016 and how orienteering fits in. It is useful to glance at it again before reading any further as it provides important background information.

The October 2013 document talks about a licence to coach system. In SASCOC terminology they would refer to this as the coaching designation. There is a distinction between a designation and a qualification (for example a level 1 coaching certificate). A designation is the title of ‘Assistant coach’ that will be bestowed on a coach, provided they meet certain criteria (which included the initial qualification). In creating a system of designations for sports coaches, SASCOC intends to register as a professional body.

All professional bodies are required by law in SA to set criteria for, promote and monitor CPD for its members to meet designation requirements. Coaches will be required to apply for and be granted professional status if they are to coach any sport in SA. The CPD responsibilities will then be passed down by SASCOC to the various sporting federations.

Although it is being imposed by SASCOC, CPD is something that coaches should be doing in any events and was a topic covered at the end of the BOF coaching courses. From an orienteering perspective we therefore need to formalize the manner in which CPD will occur for our sport. SASCOC have been considering various systems, and whilst they have not decided on a final model it would be better if we determine the criteria that we believe are appropriate for orienteering.

This document serves as a discussion document to both raise awareness of this matter and to elicit comments from coaches. The suggestions set out in this document have been adapted from the British Orienteering Federation Coaching System.



What can CPE include and how does it work in other professions?

SASCOC research shows the professional bodies use natural learning (both verifiable and self-assessed), planned activities and formal training for the purposes of CPD. Examples include work based learning (eg applying you profession or in our case coaching), internal and external courses, conferences and events, coaching and mentoring (for example where the level 2 coaches had to be mentored by someone), discussion forums, online learning, observations and feedback, reading journals.

Not all CPD will be very specific to our sport of orienteering. There are aspects of being a coach that require education outside of coaching skills and techniques for example holding an appropriate first aid qualification, or attending a workshop on athletic planning and periodisation.

Their research also shows that the minimum amount of CPD is 20 points per annum, where 1 point generally equals 1 hour. 40 points per annum appears to be the maximum, and would be required at the highest designation being a master coach. You will note that our October 2013 document only talks about a Senior coach (which is one level below the master coach) as we do not envisage that orienteering will develop coaches with that designation in the near future. 30 points per annum is likely to be required at a senior coach level

There doesn't seem to be an indication of whether SASCOC will require a year by year system, but I am aware that in SA many other professional bodies have a 3 to 5 year period, with certain minimums within each year.

Proposal for SA Orienteering

CPD requirements based on the requirement of a 3 cycle

	Level 1 Assistant coach	Level 2 Coach	Level 3 Senior coach
Knowledge	10	10	15
Training	10	10	15
Experience	15	20	25
Balance (any of the above)	25	35	35
TOTAL Hours required over the 3 year cycle	60	75	90
Actual minimum required per annum	20	25	30

The 3 year cycles allows for the opportunity for a coach to gain their knowledge and training CPD points in a year when they are not actively coaching and thus still fulfill their CPD obligations.



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
Self- study of relevant related coaching texts for orienteering eg -Teaching Orienteering (book by Carol McNeil) -Article on coaching in BOF magazine (excludes time searching the internet for material)	1 point per hour
Self- study of relevant related coaching texts for related subjects eg -Food for sport (book by Jan Griffin) -Coaching Top Tips for Young People by Young People (http://www.sportscoachuk.org/blog/coaching-top-tips-young-people-young-people) (excludes time searching the internet for material)	1 point per hour
Self-study of DVD's , on-line videos or similar (orienteering or related subjects) eg -Coaching Orienteering - British Orienteering; -Strength & Conditioning - British Orienteering; - Child Protection in Sport (CPSU) (excludes time searching the internet for material)	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	1 point per hour
Preparation of appropriate published articles e.g. for SAOF or club website or specialist magazines	1 point per hour
Transferable skills	case by case



Training activities

For the following activities, independent verification is necessary, to be evidenced through an attendance register or official certificate of attendance.

Training Activity	Points
Attendance at SAOF Orienteering Coaching Conference; Leading a session = 1 point per hour preparation & delivery	1 point per hour up to 6 points per day
Attendance at a Regional or topic specific Coaching workshop; Leading a session = 1 point per hour preparation & delivery.	1 point per hour up to 6 points per day
Attendance at other official related Coaching Conferences or workshops eg -IOF or BOF Orienteering Coaching conference - SASCOG Coaching Conference	1 point per hour up to 6 points per day
Attendance and successful completion of SAOF sanctioned Coach Education courses	1 point per hour 'formal' training & assessment
Attendance at First Aid courses	1 point per hour up to 6 points per day
Attendance & successful completion of sports-related course - as approved by SAOF	case by case
Successful completion of on-line training	case by case
Transferable skills	case by case

Experience activities

For the following activities you need to maintain documentary evidence / a log book of your activities

Experience Activity	Points
Maintenance and submission of coaching log as a SAOF coach	3 points per year
General coaching activities eg for the national squad, school development camp, club coaching, coaching at school or coaching to a specific individual	1 point per hour for preparation & delivery & subsequent self evaluation
Coaching on at an official SAOF endorsed training event eg national training camp, regional schools development camp, JWOC.	



These points are in addition to those detailed above under the general coaching activities section	
Coaching (but not leading a session)	1 point per hour coaching contact time up to 5 points per day
Coaching (leading a session)	3 points per session up to 10 points per day
Team manager at JWOC (acting as a coach)	10 points + points accumulated as allocated to coaches (above)
Lead Coach(responsible for coordinating all the coaches)	5 points per day (not leading any sessions) + 3 points per session led (up to 10 points per day for the above two items) + additional 10 points per full camp day up to a max of 25 points per camp
Acting as a coach assessor, coach educator, internal verifier on SAOF-run coach education courses	1 point per hour up to 6 points per day
Acting as a coach mentor in relation to a SAOF level 2 coaching certificate	6 points per learner
Member of any SAOF Orienteering group with responsibilities for aspects of coaching (eg a national or regional coaching commission)	5 points per year
Attendance of meetings on behalf of the above commission (eg attendance at SASCOC workshops)	2 points per half day meeting attended
Transferable skills	case by case

Way forward

The SAOF Coaching Commission would appreciate your feedback on this document. Please submit your comments in writing to the chair and mwtpa AT mweb.co.za by 17 February 2015. Furthermore, should you wish to become more involved in the developing the SAOF coach training and accreditation infrastructure and thus a member of the coaching commission please advise the chair accordingly.

Issued by the SAOF Coaching Commission who comprise of the following SAOF members: Garry Morrison (consultative & liaison with SAOF) Nicholas Mulder, Sarah Pope, Tania Wimberley (Chair).