



BASKETBALL
New Zealand

Basketball New Zealand

Coaching Framework



From the Chief Executive

Coaches, officials, and players are all important contributors to Basketball New Zealand's vision of hoops in the heart of every community. We exist to inspire our people to live & love our game as much as we do. We believe in creating positive environments and experiences that deliver enjoyment for all participants, underpinned by our values of Mana (Respect), Tika (Integrity) and Hono (Connection).

Basketball embraces diversity, welcoming a range of backgrounds, perspectives, and experiences among its participants and leaders. Inclusivity enriches the sport, enabling everyone to contribute uniquely, regardless of their beliefs, identities, or personal histories. Embracing diversity fosters an environment where everyone can thrive, contributing to the game's growth.

Our aim is to create a locally led, sustainable system of Coach Development so that more people can deliver more opportunities, to more people, from diverse backgrounds more often.

This Coaching Framework is our commitment to supporting the development of coaches, so that they can strive to maximise their potential, whether that is to be the best coaches they can be right now, or for those who aspire to be high performing coaches.

The Basketball New Zealand Coaching Framework has been developed in consultation with Basketball stakeholders around Aotearoa, and informed by the Basketball New Zealand values, Sport New Zealand principles, and best practices in coaching.

Belinda Edwards

Chief Executive, Basketball New Zealand



Introduction

Basketball in New Zealand is experiencing unprecedented growth. Basketball is one of the fastest growing sports in the country and in the coming years is expected to have the highest participation rate at secondary school level.

BBNZ's statement of strategic intent 2024 – 2028 highlights that we need sufficient coaches to meet demand. This means more than the number of coaches; it also means quality coaches who receive and can provide quality experiences.

Our commitment is to support the growth in the game by prioritising coach development. We will focus on a holistic approach, where there is a diversity of coaches that represents our basketball community and the “How” and “Why” of coaching is equally as important as the “What” to coach.

This framework was developed with contributions from Sport New Zealand, BBNZ staff, coaching academics and in consultation with the basketball community.

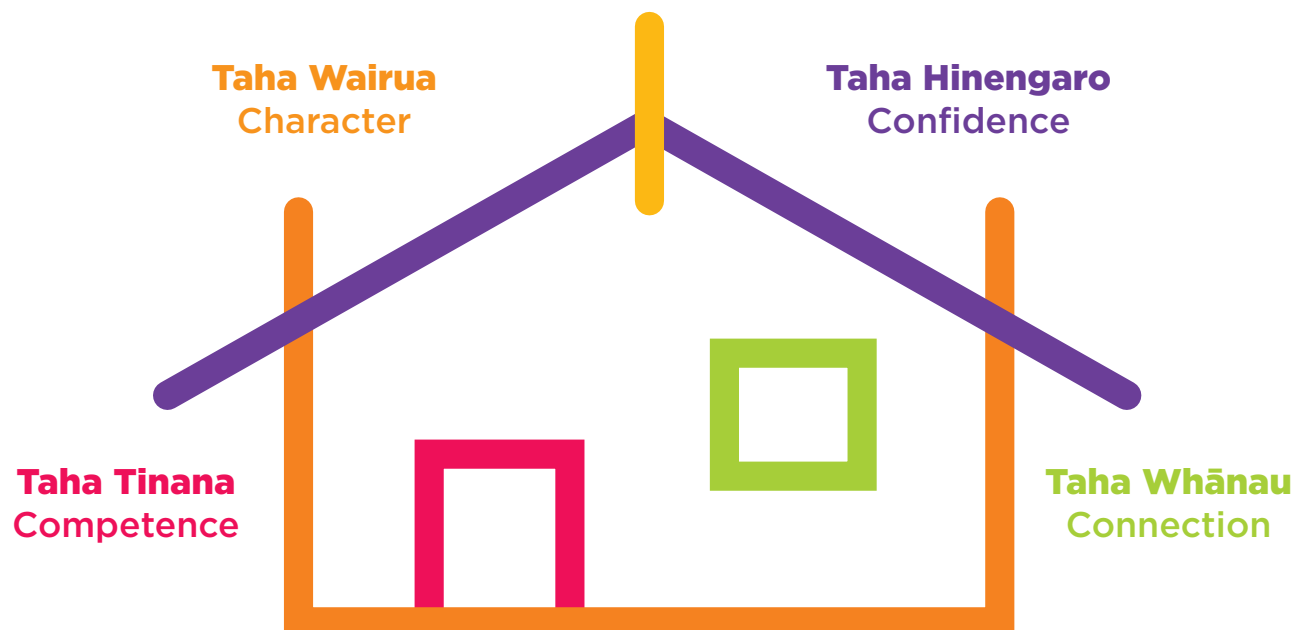


Our Vision

Our vision is to inspire a coaching community that fosters positive growth in our basketball participants.

We believe that placing greater emphasis on holistic coaching practices based on the principles of Te Whare Tapa Wha¹, can significantly enhance the confidence, competence, character, connection, and care² of our Rangatahi and Tamariki. Through this approach, we aim to develop individuals who thrive both on and off the court, embodying the values of tika (integrity), hono (connection), and mana (respect) in all aspects of life.

We believe great coaching requires continuous learning so that coaches can meet the changing needs of their participants as well as a rapidly evolving environment. Coaches will be able to connect to the Coaching Framework in a way that is specific to their own needs.



¹ Durie, M. (1994). Whaiora: Māori Health Development. Oxford University Press

² Lerner, R. M. (2009). The positive youth development perspective: Theoretical and empirical bases of a strengths-based approach to adolescent development. In S. J. Lopez & C. R. Snyder (Eds.), Oxford handbook of positive psychology (2nd ed., pp. 149-163). Oxford University Press

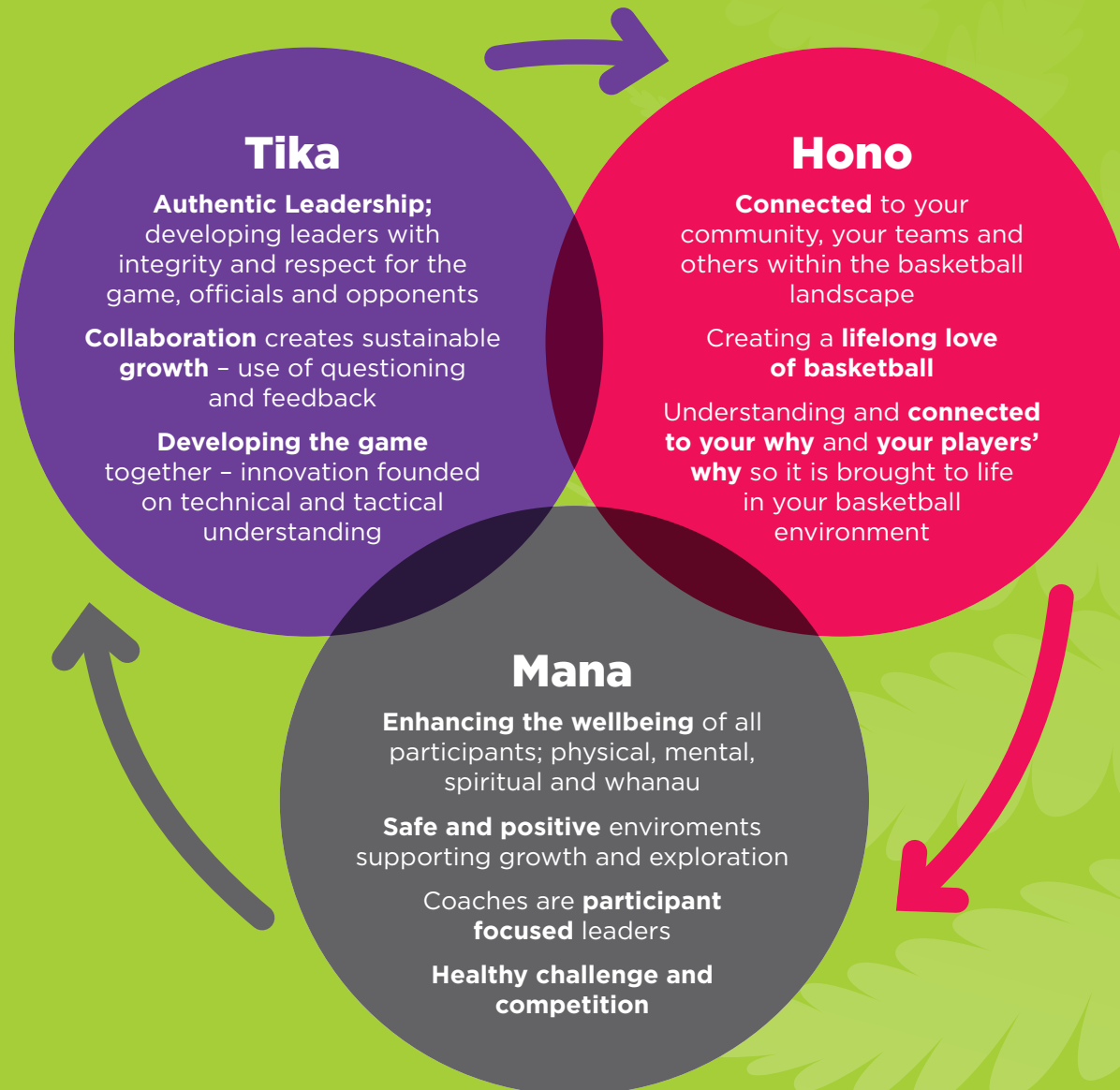
Our Aim

The aim of the BBNZ Coaching Framework is to provide guidance and support for Associations so that they have the confidence to help their coaches develop, ensuring players at all levels have quality basketball experiences.

BBNZ will work with Regional Associations to develop their capability so that they can deliver quality coaching experiences, elevate coach development, and increase coach retention.



Our Coaching Values



Our Priorities

Provide learning opportunities for coaches

We will provide learning opportunities for coaches so that they can engage in formal, practical, or social learning, which meets their specific coaching needs and those of their players. Coaches know they operate in an evolving landscape with a diverse group of participants, and unique environments. Coaches will be able to access a variety of resources and activities to support their ongoing learning, determined by their own needs.

Traditional coach learning environments have focussed on formal learning, but research tells us that coaches also learn from coaching practice, as well as talking, observing and being with other coaches. Providing opportunities for social learning; where coaches learn through interactions with other coaches, will be a key part of our framework, alongside formal and practical learning.

Formal Learning

Face to face or
online Workshops
Online Modules

Practical Learning

Live Coach Support
Mentoring

Social & Informal Learning

Communities of Support
Other learning
opportunities*



*Other learning opportunities may include other relevant professional development experiences.

Our Priorities

Systems that support the development of coaches

Coaching frameworks are only as good as the systems that support them. Working with Associations, we will prioritise a highly skilled network of coach developers, as well as access to resources, to support coaches' development across formal, practical, and social or informal settings.

We will provide resources for coaches that are easy to use, whether the coach wants to move along a pathway, or is striving to be the best coach they can be right now.

COACH DEVELOPER

Coach Developers support the development of coaches. This can be either as the facilitator of workshops, offering live coach support at a game, training session or event, through mentoring, or supporting the creation of communities of support. Coach Developers will also be able to identify opportunities for coach learning within regular provision of community basketball.

The framework will support the importance of building the capability of people within basketball communities, ensuring there are Coach Developers within all regions and within Regional Associations. This regional network will result in more people, with more expertise, delivering more opportunities, to more people, more often.



BBNZ's Learning and Development platform

Etrainu is the Learning & Development platform that holds the BBNZ online coach learning. These courses and modules are a part of our learning opportunities and are designed for coaches to learn at their own pace.



Coachmate is an app-based platform that contains activities, principles & coaching philosophies linked to BBNZ programmes. It is where coaches can go to for examples of activities, as well as help structuring trainings, and learn about BBNZ coaching philosophies and programmes

What does the Coaching Framework mean for coaches?

This framework is designed to make it easy for coaches to connect to learning opportunities, regardless of the environments they coach in, or who they coach. It is designed so that coaches can engage in a specific area they wish to develop, or across the level they are currently coaching at.

Below are examples of coaching personas that highlight how different coaches in different environments might be able to connect to the framework.

PARENT COACH

"I am a parent coaching my Tamariki. I work fulltime and training is straight after school. I want to do a great job as a coach, but I just don't have time!"

Coachmate is a great place for you to explore activities that are easy to find and understand for your Tamariki. There are also some cool resources in our online Learning & Development portal that you can explore at your own pace.

c[.]achmate™

REP COACH

"I am a rep coach and have coached at tournaments for a couple of years. I take my coaching seriously and want to work my way through the pathway."

The diagram on page 9 is a great place to start. You can check your knowledge and experience against the framework and determine your own needs. You may do this in conjunction with someone who knows you as a coach. Maybe someone in your association. You can easily find out what you need to do next.

EX-PLAYER

"I am a former top player, and I want to get into coaching. I feel as though I have enough experience to not have to go through any formal learning. Can I just coach?"

Coaching is different from playing. We acknowledge there may be high levels of understanding in what to coach (X's & O's) but there is value in learning or refining how to coach. The framework is designed to be self-directed and support all coaches to learn at their own pace. The greatest coaches are lifelong learners, and we encourage everyone to continue to look for opportunities to learn.

INCLUSIVE COACHING

"I am coaching a group of young people with disabilities, of varying ages, and genders, and with different levels of ability, to play and to understand the game. I don't know where to start."

The Framework is for all coaches. Disabled athletes experience the same benefits of being involved in sport as everyone else. We want all coaches and players to develop the confidence, competence, connection, and character of their players so that they love this game as much as we do.

What does the Coaching Framework mean for Associations?

Associations are responsible for supporting coaches at various stages of their development. BBNZ are responsible for providing a Coaching Framework so that coaches at all stages and all levels can engage in a way that is meaningful for them.

BBNZ will support Associations and their coaches to engage with the coaching framework, by helping to identify solutions that meet their needs. This may include any or all of the following (actions);

- + Supporting Associations to develop a pool of their own **Coach Developers** so that learning opportunities can be delivered locally, regionally, and nationally.
- + Provide a suite of resources/activities that support Coaches' ongoing learning, determined by their own needs. This may include access to **online or face-to-face workshops and online modules**.
- + Supporting Associations to create expertise so they can provide direct **live coach support** and/or **mentoring** in a way that aligns with BBNZ values, Sport New Zealand Sport Pathways Framework and Balance is Better.
- + Helping Associations to establish **communities of support** where coaches come together to discuss coaching. These are nurturing and collaborative environments where coaches can grow professionally, share knowledge, and contribute to the development of their sport. Communities of Support emphasise continuous learning, mentorship, and a support network enhancing coaching effectiveness and athlete development.

Using the BBNZ regional people development network, BBNZ will work with associations to plan how Coach Development could look for them. Through the planning process we will identify how to support coach development activities effectively and efficiently at both Association and Zone level.



The Framework

The coaching framework provides a platform for self-directed learning while also offering opportunities to pursue formal qualifications.

Coach learning takes place across four domains; Coaching People, Coaching the Game, Coaching for Performance, and Coaches as Continuous Learners.

Within each domain four levels are offered; Coaching Foundations, Exploring Coaching, Developing Coaching and Coaching to Perform. Each level offers an opportunity to gain a qualification.

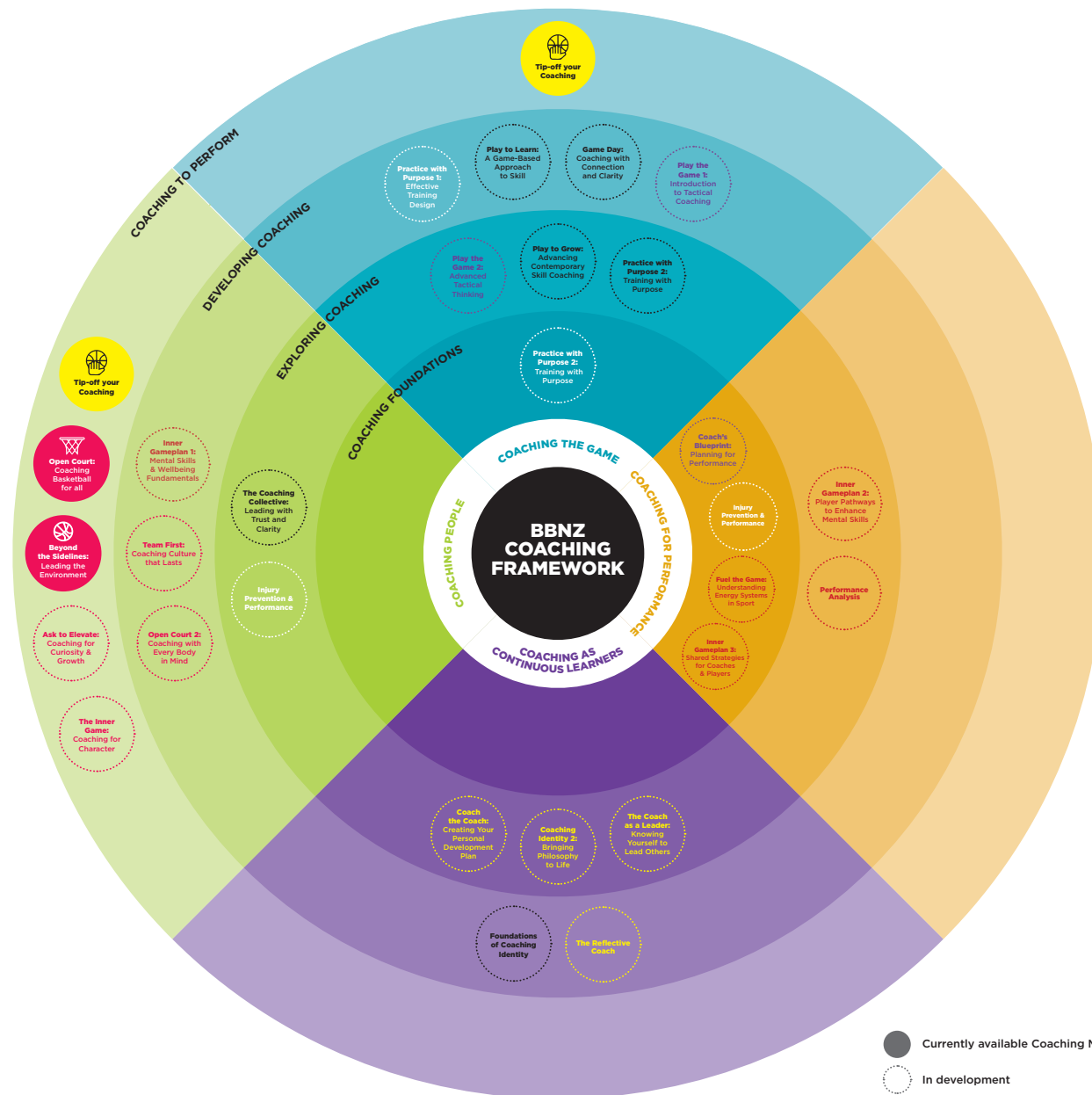
BBNZ acknowledges that the Coaching Framework includes formal qualifications but encourages coaches to choose learning opportunities that best suit their current needs without feeling obligated to complete a qualification.

Coach Learning Modules

Coaches can select any module that aligns with their learning needs. Modules with pre-requisites or co-requisites are marked with an asterisk.

The table on the next page outlines the available formal learning opportunities, the intended audience, and the requirements for coaches aiming to complete a qualification.

BBNZ may acknowledge prior learning in certain cases, provided evidence demonstrates that the learning outcomes of a module have been met.



Coach Learning Modules

*Courses marked with an asterisk have pre-requisites or require prior learning to access.

| BBNZ Coaching Levels* | Coaches | Who is being Coached? | What will be covered? | Core Coaching Modules | Coaching Modules – Extension Topics | Required for qualification <small>*You may complete more than the minimum required courses at any level</small> |
|-----------------------------|---|--|--|--|---|--|
| COACHING FOUNDATIONS | Coaches who coach players to have a lifelong love of the game, by having quality and positive experiences | <ul style="list-style-type: none"> + Tamariki + Girls got game + Kiwi Hoops + Players who are starting out + Players with disabilities | Coaches will understand person-centred coaching and have explored a topic of specific interest to them. These coaches will have completed child safeguarding learning. | Safeguarding Tip-off your coaching The Inner Game: Coaching for Character Open Court: Coaching Basketball for all | <ul style="list-style-type: none"> + Beyond the Sidelines: Leading your Environment + Ask to Elevate: Coaching for Curiosity & Growth | Coaches will be awarded 'Coaching Foundation' certification if they complete; + Safeguarding AND + All of the Coaching Foundation Core Coaching Modules AND + One of the Coaching Foundations Extension Topics |
| EXPLORING COACHING | Coaches who encourage players to stay involved in the sport by having quality and positive experiences, (This may include tournament experiences or competitive leagues). | <ul style="list-style-type: none"> + Rangatahi + Players who are starting out + Players with disabilities + Players starting to consistently engage with basketball | Coaches will have identified knowledge areas of interest and need. They demonstrate engagement in developing their coaching to best support their players. | Safeguarding Tip-off your coaching Practice with purpose 1: Effective Training Design Foundations of Coaching Identity | <ul style="list-style-type: none"> + Inner Gameplan 1: Mental Skills & Wellbeing Fundamentals + Team First: Coaching Culture That Lasts + Play to Learn: A Game-Based Approach to Skill + Open Court: Coaching with Every Body in Mind + The Reflective Coach + Play the Game 1: Introduction to Tactical Coaching + Game Day: Coaching with Connection and Clarity | Coaches will be awarded 'Exploring Coaching' certification if they complete; + Safeguarding AND + ALL OF the Exploring Coaching Core Coaching Modules, AND + one of the Exploring Foundations Extension Topics |
| DEVELOPING COACHING | Coaches of aspiring players that may be starting to prioritise basketball, giving them the opportunity to enjoy a quality sport experience. Development could be taking place in more competitive environments. | <ul style="list-style-type: none"> + Rangatahi + Representative level players + Players with disabilities + Aspiring players who are starting to experience performance environments | Coaches will be competent and confident in providing aspirational environments using development of character and confidence to drive development. They will have a good understanding of self and the importance of connection. | Safeguarding Coach the Coach: Creating your personal development plan Injury Prevention & Performance Play the Game 2*: Advanced tactical thinking The Coach as a Leader: Knowing yourself to lead others | <ul style="list-style-type: none"> + Coaching Identity 2*: Bringing Philosophy to Life + Play to Grow: Advancing Contemporary Skill Coaching + Practice with Purpose 2*: Training with Purpose + Inner Gameplan 2*: Player Pathways to Enhanced Mental Skills + The Coaching Collective: Leading with Trust and Clarity + Performance Analysis | Coaches will be awarded 'Developing Coaching' certification if they complete; + Safeguarding AND + ALL OF the Developing Coaching Core Coaching Modules, AND + one of the Developing Foundations Extension Topics |
| COACHING TO PERFORM | Aspirational coaches, looking to be identified for further coaching opportunities. These coaches are committed to testing their coaching at a higher level. | <ul style="list-style-type: none"> + Representative level players + Players with disabilities + Aspirational players consistently exposed to performance environments | Coaches will be engaged in advancing their skills towards elevated levels of understanding and delivery which will help all participants to perform optimally. They can support athletes navigating performance environments. | Safeguarding Inner Gameplan 3*: Shared Strategies for Coaches & Players Injury Prevention & Performance Coach's Blueprint: Planning for Performance | <ul style="list-style-type: none"> + Practice with Purpose 2: Training with Purpose + Fuel the Game: Understanding Energy Systems in Sport | Coaches will be awarded 'Coaching to Perform' certification if they complete; + Safeguarding AND + ALL OF the Coaching to Perform Core Coaching Modules, AND + one of the Coaching to Perform Extension Topics |