



***Biathlon Canada Policy on
Renewal of Certification and Professional Development***

Policy principles - In accordance with the CAC NCCP Policy and Implementation Standards

1. Professional development reinforces the values of continuous improvement and lifelong learning.
2. Professional development encourages the sharing of learning among coaches.
3. Coaches participate in professional development activities to:
 - a. Renew their active certification status.
 - b. Enhance their knowledge and competencies in order to provide a high standard of sport coaching practice for their athletes.
 - c. Stay current with developments in their coaching context or develop new areas of specialized practice.
4. Professional development reflects the reality that coach learning is influenced by a mix of formal, non-formal, and informal learning experiences.
5. Professional development provides coaches with some opportunity to choose the various learning experiences that will be of benefit to themselves and their athletes.
6. It must be possible to recognize and verify an experience for the purpose of recording professional development credit.
7. Reflection, formative evaluation, and summative evaluation will be considered as professional development.
8. Professional development needs may vary depending on the context.
9. Professional development requirements will:
 - a. Reflect a minimum standard framework across all sports and contexts.
 - b. Allow sports to exceed the minimum standards to meet their needs.
 - c. Emphasize activities that provide consistent quality and context-relevant coaching development.
 - d. Be accessible.
 - e. Not act as a disincentive to coaches who complete requirements in less than maximum allowable time period.
 - f. Allow sports to reduce the maximum time for completing professional development to less than five years if it is warranted by the sport.

Policy Statement - In accordance with the CAC NCCP Policy and Implementation standards

1. Professional development is required for coaches to renew “Certified” status in any context or gradation.
2. Professional development requirements must be completed by the end of the period for which the certification is valid.
3. Coaches are required to obtain a minimum number of Professional Development credits, dependent upon the context in which they are certified, and the Biathlon Canada determined period within which they must renew their certification.
4. Biathlon Canada standards for the acquisition of Professional development points for renewal of certification is as follows:

Minimum Professional Development credits required for Biathlon Canada coach members for renewal of certification is:	
Context (includes any gradation)	5 years
Community Sport	10 points
Competition – Introduction	20 points
Competition – Development	30 points

5. Professional Development credit for Biathlon Canada coaches is available in all of the following activity categories, within the limits described:

Activity Category	Points	Limitations	Eligible activity
Active coaching in biathlon	1 point/year for every season coached AND 1 point/year for Learning Facilitator or Evaluator activity	To a maximum of 5 points	<ul style="list-style-type: none"> • Seasonal coaching in a biathlon program as a member of Biathlon Canada • Learning facilitation (per module) • Completion of an NCCP Biathlon evaluation rubric
NCCP biathlon activity	5 points/each full day (8 hours) or module of biathlon coach training. 3 points for half day activities of biathlon coach or learning facilitator training or evaluation event	No maximum or minimum	<ul style="list-style-type: none"> • Community coach gold (5 points) • Competition introduction-dry land (10 points) • Competition introduction-on snow (10 points) • Competition development (25 points – 5 modules) • Learning Facilitator training (5 points) • Community coach LF specific module (3 points) • Competitive coach LF specific modules (3 points) • Master LF training (5 points) • Completion of a successful biathlon coach evaluation rubric (context specific – 3 points)
NCCP Cross Country and shooting activity	3 points/each module of coach training or evaluation event	No maximum or minimum	<ul style="list-style-type: none"> • All cross country and shooting NCCP coach training is eligible

Non-NCCP biathlon activity	1 point/hour of activity up to 3 points maximum	No maximum or minimum	<ul style="list-style-type: none"> • Biathlon officials training • Provincial firearms training • Coach seminars at National Championships conducted by Biathlon Canada • Provincial biathlon coach seminars approved by the Biathlon Canada CDC • Coaching development committee activities
Coach self-directed activity	3 points for the valid certification period	Maximum of 3 points for certification renewal period	<ul style="list-style-type: none"> • Upon approval of the Coaching Development Committee, this activity occurs when the coach reflects upon their technical, practical, and critical coaching issues and determines how to overcome practical coaching dilemmas. Self-directed learning makes use of a wide variety of materials, including coaching and sports science manuals, books, journal articles, videos, and Internet sources, etc., that were created for the purpose of enabling learning. • Biathlon Canada CDC grant program activity
Re-evaluation in context	100% of the points required for PD credit in the context	No other PD is required if coach chooses re-evaluation	<p>This is context specific</p> <ul style="list-style-type: none"> • Completion of community coach evaluation process • Completion of competition introduction evaluation process • Completion of competition development evaluation process
NCCP Multi-sport activity	5 points/training module or evaluation event	No maximum or minimum	<p>These are context specific</p> <ul style="list-style-type: none"> • Make Ethical Decisions • Planning a Practice • Nutrition • Teaching and Learning • Design a Basic Sport Program • Basic Mental Skills • Coaching and Leading Effectively • Managing Conflict • Leading Drug-Free Sport • Developing Athletic Abilities • Prevention and Recovery • Psychology of Performance <p>Other modules non context specific</p> <ul style="list-style-type: none"> • Aboriginal Coaching Module • Empower + (advanced MED) • Resistance training • Fundamental Movement skills.
Multi-sport Non-NCCP activity	1 point/hour of activity up to 3 points maximum	To a maximum of 50% of required PD credit for the context in a certification renewal period	<ul style="list-style-type: none"> • Coaching seminars conducted by other NSO's or PSO's approved by the Biathlon Canada CDC • Sport Leadership conference

6. CAC will maintain a PD Registry that includes all events that are eligible for Professional Development credit including
- Multi-sport and sport-specific core NCCP events.
 - Multi-sport and sport-specific NCCP events specifically designed as PD.
 - Sport-specific non-NCCP activities.
 - Non-NCCP activities for all sports.

7. Biathlon Canada will validate and assign credit consistent with this policy, and submit to the PD Registry of all sport-specific non-NCCP events.
8. An NCCP Partners committee comprising one Biathlon Canada, one Provincial/Territorial Coaching Representative, one NCI Director, one Coaches of Canada representative, and one representative of CAC will validate, assign credit consistent with this policy, and submit to the PD Registry 'all sport' non-NCCP activities that are eligible for Professional Development credit.
9. Biathlon Canada may designate a specific activity or activities as mandatory Professional Development in any context.
10. A coach will have the full period of their valid certification to accumulate the total required professional development credits. Only those professional development credits entered in a coach's record on the NCCP Database will be used to determine whether the coach meets the context-specific requirements within the current certification period of valid certification.
11. The NSO will determine whether to authorize designated organizations to enter PD credit on the NCCP Database for completed sport-specific non-NCCP events.
12. Certified (Renewed) status will be given only to those coaches who accumulate the required professional development credits with the current certification renewal period.
13. Failure to accumulate the required professional development credits within the specified time causes the coach's status to be changed to Certified (Not-Renewed).
14. A coach who does not complete the required Professional Development credits by the end date of the period for renewal of certification will be required to complete context-specific evaluation in order to renew their certification.