



COACH DEVELOPMENT FRAMEWORK

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INTRODUCTION

Squash New Zealand is the National Sporting Organisation charged with leading the development of squash in New Zealand. The “Coach-Participant” relationship is seen as critical to ensure that those participating in organised sport have a quality experience. This framework has been developed to provide our coaches with development opportunities to enable them to provide a quality experience to our squash community.

This framework explains the squash participant and coaching communities within New Zealand and outlines the development opportunities available to the various coaching communities. The framework aligns with The Sport New Zealand National Coaching Strategy and adopts a participant centred approach.

It provides squash coaches with on-going learning and support, to ensure that our coaches have the ability to deliver a participant centred philosophy confidently and provide quality experiences that are relevant to their age and stage of development.

This framework builds on previous frameworks to create a blended learning environment where coaches have access to an online learning platform and practical modules. Online learning enables the coach to take control of their learning at a time that suits them. The practical modules provide an opportunity for them to contextualise this learning on the court and learn from other coaches.

In addition to this document, a condensed squash community focused online version has been produced to ensure that the information is presented in a manner that is accessible and easily understood by coaches, players, parents and administrators.

The framework has been developed by Squash New Zealand in conjunction with our Coaching Advisory Group and input from Sport New Zealand and High Performance Sport New Zealand.



WHAT WE ASPIRE TO BE

OUR VISION

TO CREATE A WORLD CLASS COACHING ENVIRONMENT

WHAT WE DO

OUR MISSION

**TO ENSURE THAT ALL COACHES ARE WELCOMED,
VALUED AND GIVEN THE OPPORTUNITY TO DEVELOP
THEIR COACHING TO THEIR POTENTIAL.**

FOUR CORE BELIEFS

The Squash NZ Coaching Framework identifies four core beliefs that underpin great coaching



Collaboration amongst coaches

We encourage our coaches to openly communicate and share ideas with other coaches



Continuous learning

We are always learning and striving to be better in order to provide those a quality experience to those we coach.



Player and athlete focused

We always put the needs of the player/athlete at the centre of what we do.



Coaches are leaders

Coaches are the key influencers in the player/athlete squash experience.

SQUASH PARTICIPANT COMMUNITIES

Sport New Zealand has identified four main groups of players with which coaches work in all sports; foundation, development, performance and high performance. This section outlines how squash has defined these groups within Squash New Zealand.

FOUNDATION PLAYERS

WHO

Someone having their first squash experience and learning the basic technical and tactical skills of squash.

They are players of any age learning technical, tactical, physical and mental fundamentals of squash.

These players are typically graded F or J grade, or individuals participating in beginner squash programmes.

31% of squash participants are foundation players.

NEEDS

It is at this point where players are most likely to fall in love with squash if they are supported and there is a real focus on fun, belonging and developing new skills.

These players need a safe, non-threatening, structured environment in which to learn, gain sport-specific skills, receive encouragement and

develop an understanding of why they are doing what they are doing.

THEY

- Learn best by 'doing'
- Like to play games with simple rules and can also help to modify games themselves
- Respond well to feedback and praise

WHAT ARE THE COACHING SKILLS REQUIRED FOR THESE PLAYERS?

Coaches need to enjoy working with both adults and children and have a specific set of skills that enables them to deliver sessions that are both fun and rewarding.

These players respond best when coaches understand and implement the following aspects:

How to use modified equipment (balls, rackets)

- Develops skills through play
- Can demonstrate activities with simple and limited verbal instructions

- Delivers cooperative games where everyone experiences success
- Uses a supportive caring coaching approach, praising to build confidence
- Understands different learning styles
- Understands the components of the basic shots (serve, drive, volley, lob)
- Ability to create a positive learning environment
- Shows quality leadership
- Patience and desire to have fun



DEVELOPMENT PLAYERS

WHO

Development players include a broad range of players with a reasonable level of skill who can regularly execute all aspects of playing squash.

These players are regularly involved in squash and are typically graded between E-B2 and participate in Business House, Interclub, Club Graded Teams event, District and National tournaments. Development Players may be involved in District and National Development programmes.

65% of squash participants are Development players

NEEDS

Development players need consideration of both short- and long-term development, specific training, leadership opportunities, encouragement and support to remain involved, and motivation for decision making.

These players have a broad range of aspirations across a wide age range. Some players are interested in more in-depth and advanced coaching whilst others just want to participate at their natural level.

Enjoyment and competition are the key drivers for these players, but at the same time performance, challenge and improvement are often key motivators.

THEY CAN

- Can master complex skills
- Can assume more responsibilities – leadership roles
- Play squash for both physical challenge and social pleasure
- Enjoy a variety of activities

WHAT ARE THE COACHING SKILLS REQUIRED FOR THESE PLAYERS?

Development coaches need to enjoy working with a broad range of players and be able to adapt their coaching style to suit the different needs of these players.

These players respond best when coaches understand and implement the following aspects:

- Offers skill development and social engagement in the same session
- Includes competitive aspect to training sessions
- Understands the time constraints of players caused by other priorities
- Gives clear and consistent feedback
- Shows quality leadership
- Establishes a safe and encouraging learning environment
- Understands and provides for individual needs and aspirations

SQUASH PARTICIPANT COMMUNITIES

PERFORMANCE ATHLETES

WHO

This narrower range of athletes are those who have shown a high level of ability and an interest in pursuing squash competitively with an ambition to represent New Zealand. They are involved in National Squads and are competing in international squash events.

Typically, they are graded B1 and above and represent their District at National Team events.

3% of squash participants are performance athletes.

NEEDS

Performance athletes need to be nurtured in understanding the competitive environment and being the best they can be. There needs to be a focus on skill development and decision making in a competitive environment. Players need a clear understanding of where they are at in their development and ensure they have a positive sport-life balance.

Coaches should provide:

- Detailed technique refinements
- Fitness training and nutrition advice
- Tactical and technical analysis
- Mental skill/strength development
- Athlete lifestyle planning and organisational skills

WHAT ARE THE COACHING SKILLS REQUIRED FOR THESE ATHLETES?

Performance coaches need to possess a set of skills that ensure the continual development of the technical, tactical, physical and psychological aspects of a athletes game.

Performance athletes respond best when coaches understand and implement the following aspects:

- Structured and focused sessions
- A holistic approach to athlete development
- An individualised training programme
- Biomechanical analysis



HIGH PERFORMANCE ATHLETES

WHO

High Performance athletes have mental and physical maturity required to compete at the highest level of squash. They exhibit the highest levels of technical, tactical, physical and mental squash skills. At this stage, High Performance athletes are competing on the PSA World Tour and/or representing New Zealand in Senior Teams, World Doubles or Commonwealth Games.

These athletes spend the majority of the year training and competing outside New Zealand.

1% of squash participants are High Performance athletes

NEEDS

High Performance players require individual, and periodised training programmes. This group of players require access to high-quality coaching, technology, training facilities, and support staff. Well-being and long-term planning support for life after squash is also important at this level.

WHAT ARE THE COACHING SKILLS REQUIRED FOR THESE PLAYERS?

High Performance coaches require an exceptional understanding of technical and tactical coaching. Coaches at this level need to provide leadership to enable athletes to perform at their highest potential in changing environments and under pressure.

High Performance coaches need to create and maintain High Performance training environments, manage support personnel and analyse training and match performances.

High Performance athletes respond best when coaches understand and implement the following aspects:

- An individualised training programme
- Annual planning and playing schedule development
- Physical conditioning and recovery

COACHING COMMUNITIES

In line with Sport NZ's Coaching Strategy, Squash New Zealand identifies with the four coaching communities of Foundation, Development, Performance, and High Performance. How these communities fit into the Squash New Zealand Coach Development Framework is described below.



FOUNDATION COACH

WHO THEY COACH

Foundation coaches understand the needs of beginner players and support players of all ages to enjoy their first experiences in squash.

The majority of the participants will be either school-aged children participating at a club or primary school, or beginner adults taking part in a starter programme and/or introductory social competitions.

WHO THEY ARE?

Foundation coaches may have many years experience or be just starting out in coaching and have an interest in working with beginner players. Foundation coaches can come from anywhere – it's not about 'who' they are but rather whether they understand and care about the development of people.

Typically, foundation coaches are:

- Qualified coaches operating either full-time or part-time
- Tertiary and older secondary school students

- Parents
- Teachers
- Club players
- Other volunteers

The ideal foundation coach will:

- Provide a quality experience that nurtures a broad love of squash and sport in general
- Focus primarily on fun, participation and skill development
- Understand the needs of beginner players of all ages
- Encourage multiple sports and skills
- Introduce and encourage the concept of fair play
- Understand that they are in the business of creating good people
- Have a sense of working in a wider coaching community with similar goals

COACHING ENVIRONMENT

Foundation coaches teach squash to foundation players in a wide range of venues such as:

- Squash Clubs
- Schools (Primary and Secondary)
- Community/Council squash courts
- Multi-sport facilities





DEVELOPMENT COACH

WHO THEY COACH

Development coaches understand the needs of developing players of all ages (the widest playing range) which includes people who are participating and/or competing but are not performance or high-performance athletes. Players in this group include school students and adults who play casual and organised squash in a non-elite environment in competitions, such as Interclub, Business House, Graded Team events, Club tournaments, District and National tournaments. Development coaches might also coach juniors developing to play at District representative level.

WHO THEY ARE?

Development coaches can come from anywhere – it's not about 'who' they are but rather whether they understand and care about the development of young people and adult non-elite players. Development coaches may also be coaching players towards District Representative teams.

The ideal Development coach will:

- Nurture a love of multiple sports
- Focus on skill development and decision making
- Understand the needs of developing players of all ages
- Reinforce ethical approaches to sport and recreation
- Provide for a broad range of player's needs and aspirations
- Understand that they play a role in creating better players and people
- Demonstrate a passion for squash and the people they coach
- Have a sense of working in a wider coaching community with similar goals
- Develop and run coaching programmes and support other club operations
- Seek to broaden their coaching skills

COACHING ENVIRONMENT

Development coaches mostly work within club programmes with some involved in District development programmes.

Development coaches teach squash to development players in venues such as:

- Squash Clubs
- Schools (Primary and Secondary)
- Community/Council squash courts
- Multi-sport facilities

COACHING COMMUNITIES



PERFORMANCE COACH

WHO THEY COACH

Performance coaches support the narrow range of athletes that show extra ability, are performing at national level events and are likely to be moving towards national representation, and/or are competing in international tournaments.

WHO THEY ARE?

Performance coaches understand the needs of performance athletes, require considerable coaching experience and a high degree of squash knowledge. They are often in roles where they are contracted by Districts, Squash New Zealand or individual athletes.

Typically, performance coaches are:

- Full-time professional qualified coaches, possibly with a national/international playing background
- Former performance squash players who have shown a desire to become involved in coaching
- Former high-performance coaches who are no longer involved at a high-performance level

The ideal performance coach will:

- Nurture a love of competing and striving for continuous improvement
- Focus on skill development and decision making in a competitive environment
- Understand the needs of performance athletes
- Reinforce an ethical approach to squash
- Understand that they play a role in creating better athletes and people
- Attend National or International Tournaments regularly with the athletes they coach
- Be open to offering unpaid one-on-one support on top of paid coaching sessions
- Provide appropriate sequenced development opportunities and guidance
- Demonstrate an unparalleled passion for squash and the athletes they coach
- Seek to broaden their coaching skills and utilise technology

COACHING ENVIRONMENT

Performance coaches train performance athletes in both squash and non-squash specific venues such as:

- Squash Clubs
- Gyms/Fitness centres
- Competition venues (both in New Zealand and overseas)



HIGH PERFORMANCE COACH

WHO THEY COACH

High Performance coaches support the select few athletes that have demonstrated extra ability to perform on the world stage.

High Performance coaches support athletes competing on the international stage, playing on the PSA World Tour and/or representing New Zealand in Senior Teams, World Doubles or Commonwealth Games.

WHO THEY ARE?

High Performance coaches understand the needs of High Performance athletes and are very experienced professional coaches with an unparalleled level of squash knowledge who have generally had significant high performance playing experience (on the World Tour).

Typically, High Performance Coaches are

- Coaches who have had exposure to the high-performance squash environment as a PSA tour athlete
- Dedicated to lifelong learning and coaching innovation

- Coaches who have an absolute understanding of competing and winning at the top international level

The ideal High Performance Coach will:

- Nurture an understanding of what it takes to win at the highest level
- Understand the needs of professional squash athletes (coaching the person not just coaching squash)
- Create training and learning environments that enable success at the highest level
- Have a singular focus and be totally dedicated to one (or very few) athletes
- Seek to broaden their coaching skills and utilise technology

COACHING ENVIRONMENT

High Performance coaches have access to a wide range of training facilities and expertise and are required to contribute to successful international performances. Due to the fact that the vast majority of professional squash tournaments are held outside of New Zealand, the typical High Performance coaching environment is at these tournament venues or via remote coaching.



FOUNDATION COACH

Foundation coaches understand the needs of beginner players and support players of all ages to enjoy their first experiences in squash.

Coach development opportunities include online and practical Modules

DEVELOPMENT COACH

Development coaches understand the needs of developing players of all ages, includes people who are participating/competing.

Coach development opportunities include online and practical Modules

HIGH PERFORMANCE COACH

High Performance coaches support the select few athletes that have demonstrated extra ability to perform on the world stage.

Coach development opportunities are highly individualised and will be tailored to individual coaches

PERFORMANCE COACH

Performance coaches support the narrow range of athletes that show extra ability.

Coach development opportunities include online and practical Modules

WHO DO YOU COACH?

SOMEONE HAVING THEIR FIRST SQUASH EXPERIENCE

SOMEONE WHO HAS A REASONABLE SKILL LEVEL REGULARLY PLAYING SQUASH

SOMEONE ON THE PSA WORLD TOUR REPRESENTING NZ AT SENIOR LEVEL

SOMEONE WITH A HIGH LEVEL OF ABILITY PURSUING SQUASH COMPETITIVELY

THE SQUASH NEW ZEALAND COACHING FRAMEWORK IS BUILT ON FOUR CORE BELIEFS:

1. Collaboration amongst coaches
2. Continuous learning
3. Player and athlete focus
4. Coaches are leaders

The framework consists of online learning which coaches can do at their own pace, and practical modules. The practical modules enable coaches to contextualise the online learning and put it into practice on the court. A prerequisite to attending a practical course is completing the required online modules outlined below. These modules are delivered by approved Squash New Zealand Coach Developers.

Within the framework coaches can choose work towards an award or pick areas that they are interested in. For those working towards an award the requirements must be completed within a three-year period.

To access the online learning platform, or further information about the framework go to www.squashnz.co.nz



FOUNDATION COACH

To gain the Foundation Award Coaches need to complete the 2 core modules + 2 foundation modules + the foundation practical.

Core Online Modules:

Coaching Overview
Participant Protection

Foundation Online Modules:

Foundation Junior 5-8 Years
Foundation Junior 9-12 Years
Foundation Adult

Foundation Practical



DEVELOPMENT COACH

To gain the Development Award coaches need to complete the 2 core modules + 3 development online modules + the development practical.

Core Online Modules:

Coaching Overview
Participant Protection

Development Online Modules:

Development Youth
Development Adult
Development Women
Development Teams

Development Practical



PERFORMANCE COACH

To gain the Performance Award Coaches need to complete the 2 core modules + 4 performance online modules + the performance practical.

Core Online Modules:

Coaching Overview
Participant Protection

Performance Online Modules:

Performance Individual Development
Performance Training
Performance Environment
Performance Coaching Process

Performance Practical

COACH DEVELOPMENT OPPORTUNITIES



FOUNDATION COACH

PURPOSE

To help Foundation coaches support players having their first squash experience and learning the basic technical and tactical skills of squash.

CORE ONLINE COACHING MODULES

“Coaching Overview” and “Participant Protection” are online modules that provide the foundation of the coaching process for all coaches regardless of what community they are working in. It is highly recommended that anyone coaching squash complete these two modules before undertaking any other development.

FOUNDATION ONLINE COACHING MODULES

These modules provide specific content related to the needs of squash players in Foundation Player community. Three modules will be available online: “Foundation Junior 5-8”, “Foundation Junior 9-12” and “Foundation Adult”

EXTENSION LEARNING

A range of different topics that relate to various Squash Participant Communities. These online development opportunities are for all coaches who wish to extend their coaching ability, skills and knowledge. Topics will be added over time enabling coaches to stay current with trends within squash and the wider sports coaching system.

FOUNDATION PRACTICAL COACHING MODULE

This practical module will contextualise the Foundation online modules providing opportunities to put into practice what was learned online. Practical modules are delivered by an approved Squash New Zealand Coach Developer.

FOUNDATION COACHING AWARD

Coaching Overview & Participant Protection **PLUS** two of the three online foundation modules **PLUS** Foundation Practical. These must be completed within a three-year period and when completed the coach will receive a completion pack with tools and resources to help them in their day-to-day coaching.



DEVELOPMENT COACH

PURPOSE

To help Development coaches support players with a reasonable level of skill who can regularly execute all aspects of playing squash.

CORE ONLINE COACHING MODULES

“Coaching Overview” and “Participant Protection” are online modules provide the foundation of the coaching process for all coaches regardless of what community they are working in. It is highly recommended that anyone coaching squash complete these two modules before undertaking any other development.

DEVELOPMENT ONLINE COACHING MODULES

These modules provide specific content related to the needs of squash players in Development Player community. Four modules will be available online: “Development Youth”, “Development Adult”, “Development Women” and “Development Teams.”

EXTENSION LEARNING

A range of different topics that relate to various Squash Participant Communities. These online development opportunities are for all coaches who wish to extend their coaching ability, skills and knowledge. Topics will be added over time enabling coaches to stay current with trends within squash and the wider sports coaching system.

DEVELOPMENT PRACTICAL COACHING MODULE

This practical module will contextualise the Development online modules providing opportunities to put into practice what was learned online.

DEVELOPMENT COACHING AWARD

The Development Coaching Award will consist of the following: Coaching Overview & Participant Protection **PLUS** three of the four online Development modules **PLUS** Development Practical. These must be completed within a three-year period and when completed the coach will receive a completion pack with tools and resources to help them in their day-to-day coaching.

COACH DEVELOPMENT OPPORTUNITIES



PERFORMANCE COACH

PURPOSE

To help Performance coaches support those who have shown a high level of ability and an interest in pursuing squash competitively with an ambition to represent New Zealand.

CORE ONLINE COACHING MODULES

“Coaching Overview” and “Participant Protection” are online modules provide the foundation of the coaching process for all coaches regardless of what community they are working in. It is highly recommended that anyone coaching squash complete these two modules before undertaking any other development.

PERFORMANCE ONLINE COACHING MODULES

These modules provide specific content related to the needs of squash players in the Performance Athlete community. Four modules will be available online: “Performance Individual Development”, “Performance Training”, “Performance Environment” and “Performance Coaching Process.”

EXTENSION LEARNING

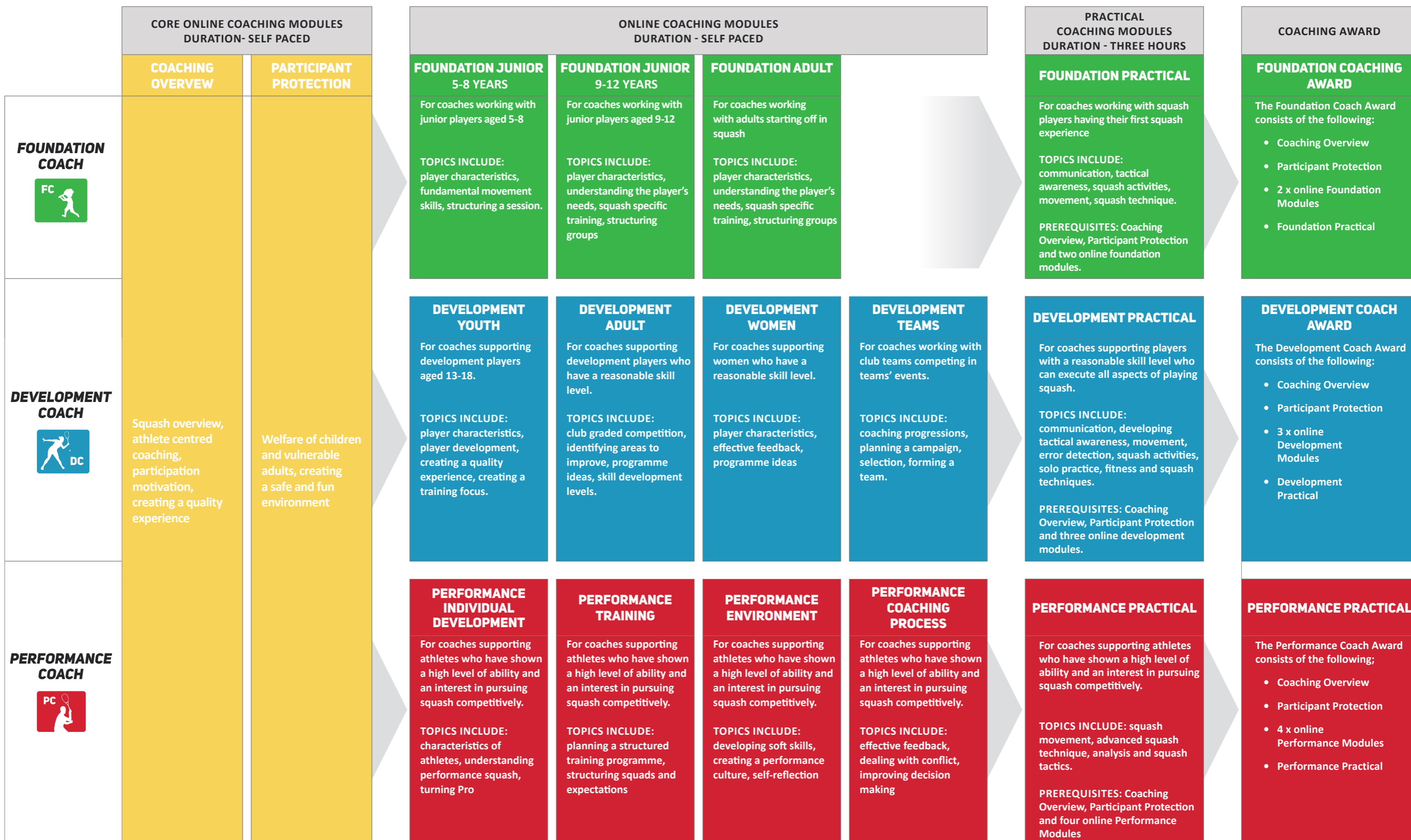
A range of different topics that relate to various Squash Participant Communities. These online development opportunities are for all coaches who wish to extend their coaching ability, skills and knowledge. Topics will be added over time enabling coaches to stay current with trends within squash and the wider sports coaching system.

PERFORMANCE PRACTICAL COACHING MODULE

This practical module will contextualise the Development online modules providing opportunities to put into practice what was learned online.

PERFORMANCE COACHING AWARD

The Performance Coaching Award will consist of the following; Coaching Overview & Participant Protection **PLUS** four online performance modules **PLUS** Performance practical. These must be completed within a three-year period and when completed the coach will receive a completion pack with tools and resources to help them in their day-to-day coaching.



COACH DEVELOPMENT FRAMEWORK



COACH DEVELOPERS

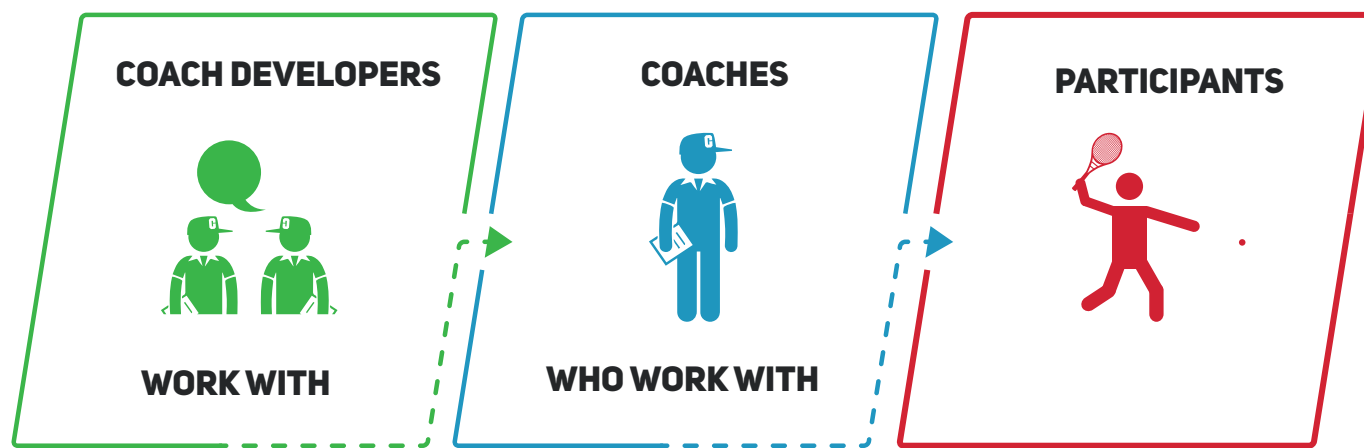
There is plenty of research that highlights the important role coaching plays in enabling more people to play more often and with greater success. A quality coach can make a huge difference between a good experience and a great experience.

Coaches develop, support and motivate their athletes to enable them to gain the knowledge, skills and attitudes to participate and succeed. From volunteer parents to full-time professional coaches helping their athletes, coaches play a huge role in helping more kiwis try, play and love squash.

Coach Developers are the people that go out and develop, support and motivate squash coaches so they are able to provide their players and athletes with fun, safe and quality squash experiences.

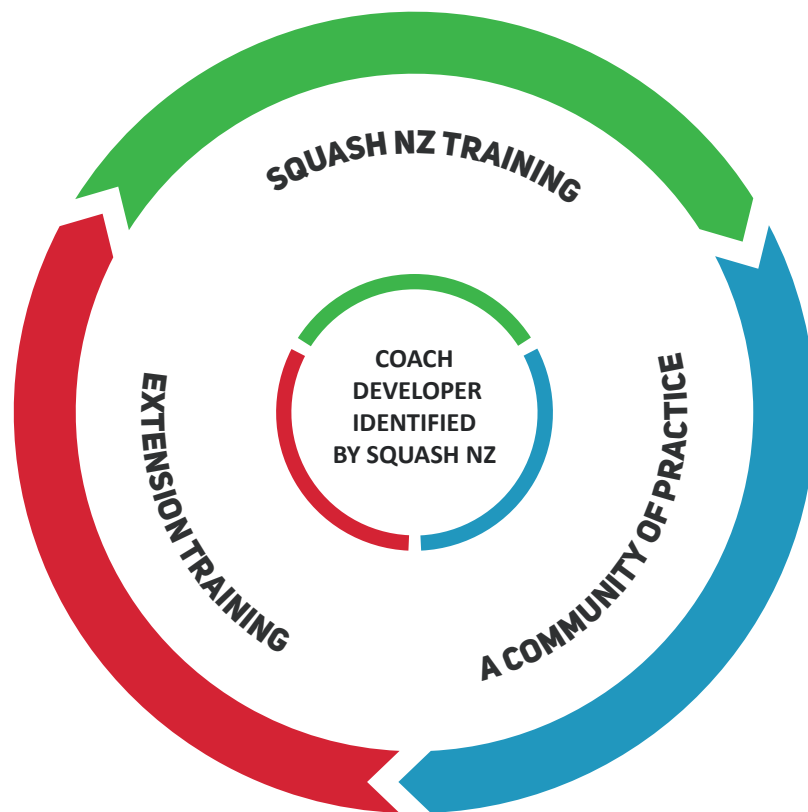
Coach Developers have a background that includes academic work in coaching and/or education, professional development experiences, and relevant coaching qualifications. Squash New Zealand contracts Coach Developers to deliver the development opportunities within our framework.

To maintain and improve quality the coach development opportunities these Coach Developers undergo a training overseen by Squash New Zealand. This includes both Squash New Zealand and industry training.



COACH DEVELOPER TRAINING

The Coach Developer Training cycle has been created to ensure the continued growth and ongoing learning of Coach Developers contracted to Squash New Zealand to deliver our coaching framework. It aligns closely with our core beliefs of collaboration, continuous learning, player and athlete focus, and coaches are leaders.



IDENTIFICATION

Squash New Zealand will identify current and future Coach Developers on an as needed basis and invite them to be part of our training cycle. These identified Coach Developers will be contracted to Squash New Zealand to deliver the development opportunities within the framework.

SQUASH NEW ZEALAND TRAINING

The Squash New Zealand training will upskill Coach Developers on their role in the Coach Development system, their role as a Coach Developer, delivery of development opportunities within the framework, and create an individual development plan.

A COMMUNITY OF PRACTICE

Squash New Zealand will create opportunities for its coach developers to learn from each other's experiences.

EXTENSION TRAINING

Squash New Zealand will enable its Coach Developers to access development opportunities identified in their development plan. This may include Regional Sports Trust development opportunities, Sport New Zealand Coach Development workshops, and cross code development training programmes.



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Coaching Advisory Group

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Coaching Advisory Group

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