



Target Shooting New Zealand Inc

Ph. 0 22 313 0609

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TSNZ Coaching Coordinator - 2024 Appointment

The TSNZ Coaching Coordinator role has been held by Steve O'Donnell for the past few years, but he is now wanting to move out of this area. As a result TSNZ is now on the search for an enthusiastic person to fill this role and to help move coaching forward for our Associations, Clubs, and Members.

The TSNZ Coaching Coordinator person is not necessarily a Coach themselves, but is responsible for managing and coordinating any TSNZ Coaches, as well as ensuring they receive the appropriate training and support. This is largely an organisational and administrative role, and requires someone with good communication skills and attention to detail.

The TSNZ Coaching Blueprint outlines the structure and goals of TSNZ in the coaching environment. The Coaching Coordinator will also play a key role in the continued development of this Blueprint.

It is understood that this is a responsible role requiring significant effort and time if it is to be done successfully. In recognition of this payment of an Honorarium will be agreed upon as part of the appointment process of a new Coaching Coordinator. Expenses directly related to performance of the role will also be paid.

Appointment process:

April 2024 The appointment information, job description and Coaching Framework will be communicated to Associations, Clubs, and Members.

Expressions of Interest in will be called for.

24 May 2024 Closing date for Expressions of Interest.

1 July 2024 New appointee to commence duties.

If you are interested in applying for this position please forward an Expression of Interest, including a short personal statement with your shooting history and comments on how you would undertake the role, to Shirley Herridge, TSNZ President, by Friday 24th May:

president@tsnz.nz



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TSNZ Coaching Coordinator

Position: The TSNZ Coaching Coordinator person will not necessarily be a Coach but will be responsible for managing and coordinating the HPS Coach and the Regional Coaches, as well as ensuring they receive the appropriate training and support.

Location: From any New Zealand location as pre-approved by the TSNZ Executive.

Key Responsibilities: The main role for the TSNZ Coaching Coordinator will be to produce and maintain the TSNZ Coaching Framework. A Coaching Framework will document the coach development programmes and accreditation systems. These coach development programmes must be shooter centric and must include the training of coach trainers and mentors.

It is recognised that each coach will have different skills and areas of interest. One person may prefer to “coach the coaches” while another will only wish to coach junior shooters. The TSNZ Coaching Coordinator role will also need to identify and channel coaches into their desired positions.

The TSNZ Coaching Coordinator will also:

- identify current and potential coaches;
- identify appropriate training courses and coaching workshops;
- organise local and ISSF coaching for senior and Association coaches;
- organise training of the coach trainers;
- coordinate all the required materials needed by all the coaches;
- ensure all training, coaching and documentation material is up to date;
- liaise with the TSNZ Development Squad to identify and assist with coaching needs;
- be responsible for developing the Coach’s Code of Ethics that should be referenced in our Constitution and ensuring it is adopted and followed;
- identify potential funding opportunities and assist the TSNZ EO with funding applications;
- produce a proposed detailed Plan & Budget annually for the period 1 July - 30th June to be available for the TSNZ Executive’s June meeting;
- provide written reports for the TSNZ Executive meetings and Annual General Meeting.

Reports to: TSNZ Executive and Executive Officer

Length of Appointment: Renewable annually following the TSNZ AGM.

Remuneration: Remuneration in the form of an Honorarium will be paid, with the amount being by agreement on appointment.

Reasonable expenses pre-approved and incurred solely in the performance of duties required by the Coaching Coordinator will be paid by TSNZ.



TSNZ COACHING BLUEPRINT

v2023d

[Abstract](#)

Coaching Analysis and Blueprint Proposal for Target Shooting New Zealand

Steve O'Donnell
TSNZ Executive Member

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Target Shooting NZ Coaching Blueprint

Introduction

Coaching for target shooters in NZ is largely unstructured. Clubs generally provide entry-level instruction to new shooters starting our sport, in an ad-hoc manner, by senior shooters within the Club. The rest of our Club and Regional level shooters receive occasional coaching tips from fellow shooters.

Beyond that, coaching has been limited to a very few shooters. Currently, our only formalised coaching is done by the JDS coaches for about 12 shooters each year. The JDS coaching is focused primarily on 3P shooting and Air Rifle. Once the JDS coached shooters leave the programme, they struggle to find adequate coaches to continue their growth in the sport.

We have had a High-Performance Coach (HPC), for a period, who provided coaching to Oceania, Commonwealth and Olympic level shooters. Unfortunately, we no longer have anyone filling that role.

From general comments and previous surveys, it is clear most shooters in NZ wish to be able to access coaching at all levels, more easily and frequently. The vast majority of NZ shooters are prone indoor shooters only. Less than 10% of the total number of shooters in NZ also shoot outdoors, while less than 2% also shoot 3P. It is clear that TSNZ must be inclusive of our shooting majority, rather than ignore them.

The general feedback is that with coaching available to all shooters, many shooters, young and old, will stay longer in the sport and reduce our declining numbers.

Target Shooting NZ accepts that the current coaching structure is very limited and does not support all levels of shooting.

The TSNZ Executive has appointed a Executive member to create the initial proposal to be discussed, tuned and adopted.

To this end, TSNZ is intending to adopt a broader, more formal coaching blueprint. This coaching blueprint will form the basis of a long-term structure that will be populated over time.

The proposed approach is to identify our 'dream blueprint' and then work out how we can achieve it, in the same way we need to coach our shooters.

It is accepted that given the limited number of coaches available, we need to increase both the number of coaches and skill levels of our existing coaches in order to support the proposed coaching blueprint. However, this should not be a reason to change the long-term goal.

It should be recognised that a number of shooters over the years have proposed similar coaching structures. It is our aim to incorporate many of their ideas and thoughts into this latest blueprint.

It is also noted that there are similar requirements for other shooting disciplines such as Fullbore and Pistol. While TSNZ is developing this proposed blueprint, we should look to involve these other disciplines, as well.

Proposed Coaching Blueprint

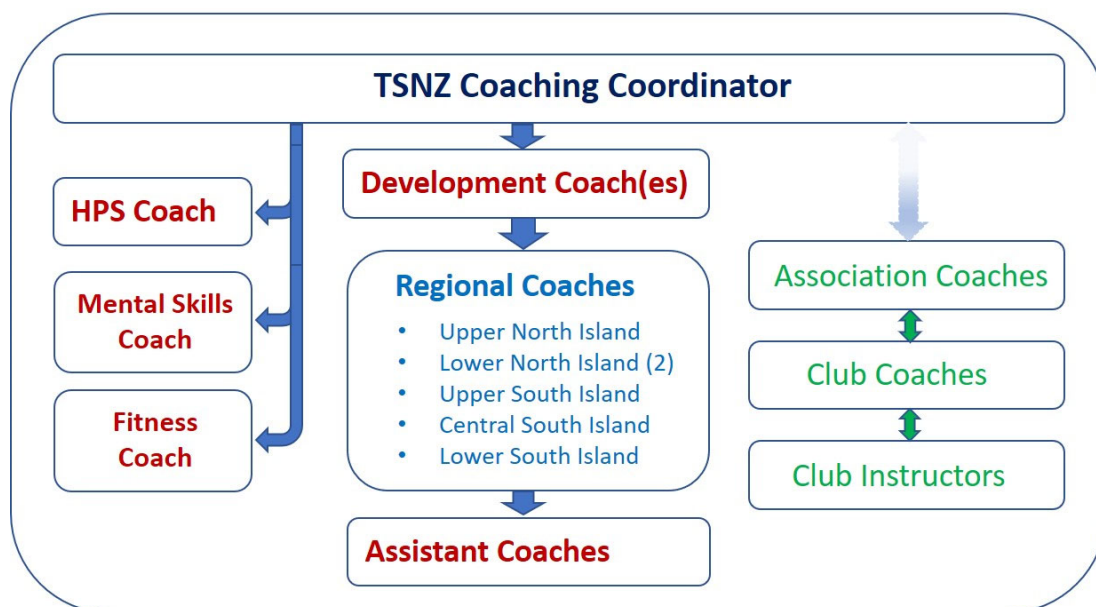
The intention of this proposal is to provide a Coaching blueprint for TSNZ to adopt and strive to fulfil and maintain over the long-term to ultimately provide TSNZ with its own Coaching Development Framework.

It is expected that it will take time to train and fill all the roles in the proposed blueprint.

This proposal is for a tiered coaching structure to provide coaching to all levels of target shooting. The goal is that coaching for all shooters must become an integral and regular activity.

We need to adopt and maintain a well-defined National coaching structure. The proposed blueprint, below, is aimed as a starting point for discussion, rather than an absolute.

TSNZ Coaching Structure



The main aspect of this blueprint is that it identifies the coaches needed to meet the goal of providing coaching for all. It also identifies a new key position of TSNZ Coaching Coordinator.

The TSNZ Coaching Coordinator person will not necessarily be a coach but will be responsible for managing and coordinating the HPS Coach, and the Regional coaches, as well as ensuring they receive the appropriate training and support.

The TSNZ Coaching Coordinator will be appointed by the TSNZ Executive or AGM and will report to the Executive on a regular basis.

This hierarchical structure does not imply any level of importance. All levels are equally important. Also, a high level of communication must be encouraged and flow between all coaches. The number of Regional coaches required will depend on the skills and availability of the Association coaches.

This blueprint must support both shooters wanting regular coaching and those who only want occasional or ad-hoc coaching. The flip side to having more coaches is to encourage more shooters to be coached in a more structured and sustained approach.

Roles

One of the biggest problems we have is producing and supporting coaches at all levels. The result is that there are insufficient coaches. This is often experienced at Club level and puts significant pressure on senior club shooters. Consequently, a few people are always busy coaching with little time for themselves. This ultimately takes its toll and these key people leave the sport.

One of the important aspects of this blueprint is to ensure that the role of the coach, at all levels, is respected and honoured. This will encourage more shooters to move into a coaching role so a successful coach will be recognised equally as a successful shooter.

Coaches need to have the right mix of skills in order to be successful. They need a combination of technical and tactical ability, mixed in with a mental fortitude and resilience to cope with the trials and demands of our sport. With a team of coaches, we can ensure that the right coach is available for the appropriate level of shooter, be that at junior or senior level.

The blueprint will provide aspiring coaches a clear pathway to follow and achieve.

TSNZ Coaching Coordinator (TCC)

The main role for the TCC will be to produce and maintain our own Coaching Framework. A Coaching Framework will document the coach development programmes and accreditation systems. These coach development programmes must be shooter centric and must include the training of coach trainers and mentors.

The TCC will also

- identify current and potential coaches
- identify appropriate training courses and coaching workshops
- coordinate all the required materials needed by all the coaches
- organise local and ISSF coaching for senior and Association coaches
- organise training of the coach trainers
- ensure all training, coaching and documentation material is up to date.

It is recognised that each coach will have different skills and areas of interest. One person may prefer to “Coach to coaches” while another will only wish to coach junior shooters. The TCC role will also need to identify and channel coaches into their desired positions.

The TCC role will also be responsible for developing the Coach’s Code of Ethics that should be referenced in our Constitution and ensuring it is adopted and followed.

High Performance Shooting Coach

The HPS Coach will provide coaching to our elite shooters for air rifle, prone and 3P disciplines. These shooters will be typically be competing at or near the international level.

The HPS Coach will also provide technical support for our JDS, Regional and Association Coaches.

More input is needed to define this role further.

Regional Coaches

The goal is to have 4 – 6 Regional coaches to cover all the shooting regions.

It is anticipated that these coaches will coach NZ and Island level shooters, supporting up to 4 -6 shooters with regular coaching plus provide ad-hoc support for other shooters, as requested.

Regional coaches would also provide technical support and training for the Association coaches.

Association Coaches

Association coaches will be appointed by their own Association. It is expected that some Association coaches will also double as a Regional coach.

Association coaches will be the gateway path for shooters from local and representative levels to higher honours. In this role they will need the close support of a Regional coach.

These coaches will support their own Association shooters in a similar way to the Regional coaches with some regular coaching plus ad-hoc coaching as requested, for current and aspiring regional level shooters.

To provide training for Club coaches and Club instructors.

Club Coaches

Club coaches will support their own Club shooters in a similar way to the Association coaches with some regular coaching plus ad-hoc coaching as requested, for current and aspiring regional level shooters.

Club coaches will also support their Club instructors, who will typically handle the new entrant shooters.

Club instructors

To introduce new shooters to the club and the basics of the sport. TSNZ has a Club Instructor's template Course together with material to assist the new shooters.

This will also function as the first introduction to coaching for those Club Instructors. It is hoped that some of these instructors will develop into Club coaches and beyond.

Mental Skills Coach

The Mental Skills coach may not be a shooter. However, they would be able to assist our coaches develop skills and strategies for our shooters to deal with the mental pressures they experience.

Fitness Coach

The Fitness coach may not be a shooter. However, they would be able to assist our coaches develop programs for our shooters to improve their physical conditioning to suit our sport, for each level of shooter.

Sport NZ and TSNZ

Sport and Recreation New Zealand (Sport NZ) have produced their Coach Development Framework that provides a vision, establishes consistent national parameters and aligns the roles of the key players for coach development in New Zealand.

The Coach Development Framework provides the structure for the delivery of coach development within New Zealand. It represents a range of applied learning opportunities that will be available for coaches within each community and identifies the key concepts that underpin this structure.

The aim of the Framework is to provide sufficient information to enable NSOs, such as TSNZ, to create coach development programmes and accreditation systems, but at the same time be sufficiently flexible to meet the varying needs of different sports.

It is important to know that this blueprint is not TSNZ's Coaching Framework. This blueprint is designed to identify what TSNZ's coaching needs are and the steps needed to produce our own Coaching Framework. Our Coaching Framework will follow Sport NZ's model and will aim to be accepted by Sport NZ.

TSNZ's Coaching Framework will ensure that Coach development will be shooter centric. Coach development requirements will be based on the shooter's needs. Coach development will equip the coach to apply, in a practical context, requisite knowledge, skills and understanding to meet the collective and individual needs of shooters in the coaching communities in which they coach. This includes shooters with disabilities and shooters from all ethnic backgrounds and cultures.

The Sport NZ framework includes a formal level of coach assessment and accreditation. It is perceived that TSNZ does not have the numbers, skills or needs to provide formal accreditation within its framework, so our framework will initially provide an informal assessment and accreditation system.

Funding

Coaching is one of the key activities that TSNZ does need to fund. Once the structure and plans are defined in detail, the next step is to identify a meaningful budget. As this should be one of TSNZ's core functions, it must be funded properly, for the long-term. Some of the funding should be provided from the core budget with some additional funding from Sport NZ, grants and sponsorship.

The importance of this function to our sport means it should be actively managed at the National level and not just delegated to the Associations. The Associations will still need to identify the 'their' coach and support the Clubs as well. In many cases, the Clubs lack the numbers or skills to support a local coach, so the Association coach will frequently be involved at Club level.

Funding is required to cover costs of

- senior coaches to attend internal and external courses
- coaches to present internal courses throughout NZ, including external coaches
- JDS programmes
- preparing and maintaining training material and equipment
- specialist coaches such as the HPS coach, Mental Skills coach and Fitness coach

We should also look at concept of semi and fully professional coaches, within our sport, particularly for the HPS coach.

This is done in many other sports (golf, tennis, skiing, etc.) where individuals pay the coach directly, for one-on-one or group lessons. However, as the number of shooters in our sport is small and with limited financial resources, paid coaches is unlikely.

Next Steps

The first step is for the TSNZ Executive to review, tune and adopt the proposed blueprint. During the 2018 AGM the issue of coaching was discussed briefly and the TSNZ Executive agreed to look at the issue of coaching in more detail.

This blueprint should be a 'living' document with continuous updates and enhancements. It will be open to input from all shooters and coaches, past and present, at any time. As such, adopting the current proposed blueprint should not require approval by the AGM.

The second step is for the TSNZ Executive to appoint an interim National Coach Coordinator who will take ownership of the adopted blueprint and drive it forward.

It is recommended that the appointment of the TCC is a task for the TSNZ Executive rather than it being an elected position by the AGM.

However, if it is determined that the AGM should have input into the position of TSNZ Coaching Coordinator, then the AGM can either ratify the interim TCC or appoint a new TCC.

It is proposed that the TCC would not be part of the TSNZ Executive but would be directed by and answerable to the TSNZ Executive.

The third step is to have Coaching as a routine item on the AGM Agenda, given its importance to continuation of our sport.

The Future

It is now clear that our sport is under very significant pressure at the international level. The number of opportunities for our NZ shooters to compete in Olympic and Commonwealth Games in 50 metre Prone events is diminishing, as the latest venues are not providing suitable facilities to support our traditional disciplines.

Consequently, without the international opportunities for our elite shooters, the incentive for these shooters to train and focus on those affected disciplines is vanishing. This will also impact what coaches are required.

Currently, Air Rifle disciplines are still supported, internationally, as they are indoors and only requiring a 10 metre range.

This will mean that while indoor prone shooting will not be directly affected, those shooters wishing to perform on the international stage will need to include or transition to Air Rifle shooting or even Air Pistol.

This change will also need greater support at Club and Regional level for suitable venues as well as coaches with Air Rifle knowledge and skills.

We need to factor this into all our planning from now on.