



FAQ's RGA Coach Framework



RGA Coach Framework

① The RGA Accreditation process is different to what I am used to. Why is this?

The most recent research is moving away from traditional accreditation methods to provide more personal support to a Coach in Training from an experienced coach. This is particularly highlighted for community level sport and recreation. An on-the-job learning model is key to improving the quality and motivation of a coach.

② Is my understanding correct that the RGA Coach Framework can be tailored to the need of my Club?

Yes, that is correct. RGA provide a curriculum with learning objectives and competency statements. The Club can contextualise the content based on Club requirements. The theory curriculum aligns with the content in the Community Coaching Essential Skills online program. Gymnastics skills are grouped by movement pattern. A Club will select skills that are most relevant to the programs delivered in the Club.

③ Does the Framework recognise gymnastics accreditations from other gymnastics organisations?

Yes. Recognition of Prior Learning (RPL) forms a part of the RGA Coach Framework. This means that if a coach has an accreditation, other qualification or evidence of training from another organisation within Australia or from overseas a coach may be exempt from all or part of the RGA training.

④ The online programs used in the Framework have been designed and developed by other organisations. Is this appropriate for RGA Clubs?

Most online programs within the RGA Coach Framework have been designed and developed by the experts at Sport Australia. The advantage of utilising these resources is content is evidence-based, current and targeted at community and recreational sport.

⑤ I am not familiar with an Educator Pathway. What is the purpose of this?

The Educator Pathway model is vital for workforce development; it offers a sustainable training approach that is scalable as a Club grows. The RGA Coach Framework recognises the importance of upskilling an experienced coach with best practice techniques to develop others.

⑥ What are the key strengths of the RGA Coach Framework?

It is a Club-centred Framework to enable workforce development:

- Flexible training and assessment – can start at any time and finish when a coach is competent.
- Club-based training and assessment – learning is specific to the role that the coach will perform within the Club, with assessment occurring on the job and in the workplace.
- Sustainable workforce model – the in-house Educator Pathway upskills a coach to develop and grow others, giving the Club control over the workforce pipeline.



Coach Developer and Assessor (CD & A)

① What is a Coach Developer?

A Coach Developer is an accredited coach with a lot of experience, and a passion for working with others and guiding their growth.

② Is it normal for a Coach Developer to also be an assessor?

The role of the Coach Developer will vary from sport to sport and can be development or development and assessment. RGA has determined that a Coach Developer will also be an Assessor to assess the learning specific to awarding an accreditation.

③ Why do RGA insist on each Club having a Coach Developer?

The RGA Coach Framework model requires a Club to have a Coach Developer and Assessor or at a minimum have access to a CD & A. Their primary role is training and assessment, but it can extend beyond accreditation. They are trained by RGA to grow, develop and support their staff. Evidence states that staff who have opportunities to grow and develop personally and professionally are more likely to remain with an organisation.

④ How does having a Coach Developer benefit a Coach in Training?

The Coach Developer:

- builds rapport and gets to know the Coach in Training
- provides a safe and supportive working environment for a coach to flourish
- individualises training appropriate to the Coach in Training

⑤ How does having a Coach Developer benefit the Club?

The Coach Developer is key to workforce development and the participant experience. Well trained coaches lead to engaged participants in a safe environment. This will elevate the Club's reputation.

⑥ What do I do if I don't have someone at the Club to be a Coach Developer?

Contact RGA for support.

⑦ If I have a group of coaches in training at the same time, I will need help. Who can help me?

The Mentor Coach can help you. The Mentor Coach is the first step of the Educator Pathway. Allocate a Mentor to a Coach in Training. The Mentor can deliver the training program on your behalf.



Training Program and Curriculum

① Can you help me find the exact content and skills that I need to cover with a Coach in Training?

The RGA curriculum does not dictate the exact content but provides a curriculum with topics that must be covered, aligned with the content in the Community Coaching Essential Skills online program. RGA learning objectives explain the learning outcomes or goals expected from each topic. A Club can also add other requirements that are important to a Club. The curriculum, learning objectives and competency statements are provided by RGA.

② I love the fact that training is individualised for the needs of each coach but how do I do this?

A Coach Developer and Assessor receives training on how to design and develop a training plan for each Coach in Training. Templates and examples are provided. Plans will be similar but will need to be adapted according to the strengths, weaknesses and previous experiences of the Coach in Training.

③ Why is it important to individualise training?

Individuals learn best when training is relevant to their personal and coaching situation. Avoid teaching something which is already known, instead build on the skills, knowledge and competencies that the individual already has and fill the gaps.

④ Does the RGA curriculum include training on safeguarding?

Yes, it does. RGA utilise an online program delivered by Sport Integrity Australia called Child Safeguarding in Sport Induction to ensure safeguarding knowledge. In addition, Topic 1 of the Community Coaching Essential Skills online program is Safeguarding. This course reinforces safeguarding throughout, utilising multiple examples.

⑤ Child safety is very topical in gymnastics. What training is provided to ensure a coach has appropriate knowledge in this area?

Child safe practices feature strongly throughout the curriculum. This includes but is not limited to safeguarding, professional boundaries, stages of child development, session planning, positive behaviour and language.

⑥ Do I have to complete the online training before I can start training as a coach in the gym?

No, this is not necessary. Training can be completed in any order. A Coach Developer can decide the order (in discussion with the Coach in Training) and should consider participant and coach safety at all times.



Assessment

① The Coach Developer trains the Coach in Training as well as assesses the coach. Is this fair?

Yes, this is a fair method, it has high levels of validity and is common practice for example at school and university. A teacher / lecturer will mark the work of their students as part of a qualification.

Within the RGA model there are many methods of assessment that are used to determine if a coach is competent. This includes assessment by an RGA Moderator, who will visit the Club and watch a coach in action to ensure that the awarding of an accreditation meets RGA competency standards.

② How does RGA ensure that there are consistent standards within each gym?

An RGA Moderator is responsible for ensuring consistency nationally. The moderator will visit the Club to view the coach in action, and will discuss the training and assessment process with the CD & A, including the training plan and assessment tools used.

③ What is a competency (statement)?

Competencies are used to determine if a coach is ready for professional practice, i.e. is the coach ready to coach in the gym (to the level of their accreditation). The competency statement describes the knowledge, skills and attributes that a coach requires to perform their role.

④ What are the benefits of assessing in the gym rather than at a course with others?

Assessment in the workplace is the best location to demonstrate competency. On the job assessment demonstrates high levels of validity. A course provides a simulated and controlled environment where as the workplace is real and uncontrolled. On the job a coach will contend with other factors such as disruptive behaviour, noise, and working alongside other groups. In addition, assessment during a course is 'one-off'. Assessment in the workplace will take place multiple times over a longer period; in other words the assessment has high levels of reliability.

⑤ Do all Coach Developer and Assessors use the same assessment tools / methods?

A CD & A can decide on assessment tools to use to gather information about the competency of a coach. This information feeds into the RGA Assessment Tools that are submitted to award an accreditation. For example the Club can use a workbook, design a quiz, ask questions, use a checklist or get third party feedback to determine if a coach meets a particular competency statement.

