



Changing the Game – Changing the Conversation Program Guidelines

Program Overview

Changing the Game – Changing the Conversation is a signature initiative under the Ontario 150 Program dedicated to creating balanced leadership among coaches in sport. When one gender does not dominate leadership roles, excellence happens, participation is sustained and reach is further. When women are on the coaching roster, both girls and boys stay longer. The number of female coaches trained in Ontario in entry level coaching workshops is between 45-51%. There are a variety of intrapersonal, interpersonal, environmental and policy-related barriers limiting the participation of women and girls in sport and recreation. These barriers do not change with age, and limit the development of excellence in sport and recreation. Changing the Game is about working with a large group of female coaches from communities across the province in different contexts and bringing them into a support network where they can learn, develop, and build relationships. By connecting apprentice coaches with mentors and accelerators, women across the province will receive comprehensive support to assist and support them on their coaching pathway. Changing the Conversation is about creating powerful communication tools to get people talking about coaching. It is about building a lasting resource hub that coaches can access to enhance their expertise and build their coach toolkits.

Purpose of the Program

- Develop a mentorship model for female coaches in Ontario – within and across sports
- Provide a resource hub for apprentice coaches to build and enhance their toolkits
- Provide female coaches from a variety of sports with an opportunity to learn from highly trained coaches and experts across the province
- Create a broader pool of coaches with qualifications and tools that meet the requirements for participating in coaching, from grassroots to competition development
- Engage the system through PSO's, education sector partnerships and community groups province-wide to cultivate an environment for balanced leadership
- Build lasting supportive relationships between and among coaches to create a legacy program that is sustainable

Eligibility

Role	Criteria
Mentor	Must have received NCCP training and be actively coaching in your community or sport. Those currently participating in a mentorship program in Ontario are welcome and encouraged to apply.
Accelerator	Possess a specific area of expertise that can be used to enhance the application of the apprentice coach's current knowledge (eg. Strength & conditioning, diet & nutrition, leadership)
Change Agent	An organization that can offer training, professional development or resources for apprentice coaches and mentors. Must be willing to contribute to resource hub that will be available for apprentice support.
Apprentice Coach	Can be a new or experienced coach who identifies as a female. Must turn 16 years old in 2017 and be a resident of Ontario. Those currently participating in a mentorship program in Ontario are welcome and encouraged to apply.

Responsibilities

Role	Responsibilities
Mentor	<ul style="list-style-type: none"> • Submit a Changing the Game – Changing the Conversation application outlining your experience • Complete Mentorship NCCP module • Complete 1 one-hour touch base per month with your apprentice coach (in person, skype, phone etc.) • Develop and submit a learning plan • Be an active member of online forum and coach support network
Accelerator	<ul style="list-style-type: none"> • Submit a Changing the Game – Changing the Conversation application outlining content you have created and your expertise in your field • Commit to 20 hours of consultation with apprentice coaches in person or via skype or phone • Attend or present at 1 in-person training • Actively contribute to online forum in your area of expertise
Change Agent	<ul style="list-style-type: none"> • Recruit coaches and mentors in the community to participate in the program • Provide and share resources that can be used in the creation of the resource hub
Apprentice Coach	<ul style="list-style-type: none"> • Submit a Changing the Game – Changing the Conversation application outlining why this program is appropriate for them • Complete the appropriate NCCP training, based on level of coaching • Complete NCCP eLearning module Making Headway in Sport • Complete NCCP eLearning module Coach Initiation in Sport by August 3rd

	<ul style="list-style-type: none"> • Apply for Coach Bursary if applicable • Complete 1 one-hour touch base per month with mentor coach and/or accelerator you have been matched with (in person, skype, phone etc.) • Attend 1 in-person training session • Develop & submit learning plan outlining coaching goals
--	--

CAO – Mentor & Accelerator Support

The CAO agrees to provide the following to a Mentor or Accelerator participating in the program:

- Access to designated CAO staff members to contact for the duration of the program
- An honorarium to be paid after successful completion of the program
- Registration in the NCCP Mentorship module
- Recognition of the Mentor/Accelerator's contributions at a celebratory gala
- Professional development opportunities & credits on their NCCP transcript
- Access to the online resource hub and forum for networking and coach support

CAO – Apprentice Coach Support

The CAO agrees to provide the following support to an Apprentice Coach participating in the program:

- Access to designated CAO staff members to contact for the duration of the program
- Individual time with a coaching mentor and accelerator with a specific area of expertise
- Financial assistance will be provided for all apprentice coach development and support to offset the costs of attending NCCP workshops, travel subsidies, and childcare subsidies
- Invitation and recognition of accomplishments at a celebratory gala
- An online resource hub and support networking forum that will remain accessible after completion of the program

Timeline

- April 5: Mentor, Accelerator, and Mentor applications available online
- Late May: Mentor, Accelerator & Apprentice applications close
- May – June: Mentor, Accelerator, and Mentor selections
- May – June: Mentor training
- September – October: In-person training sessions
- January 2018: Celebratory Gala