



**OCEANIA
NETBALL**

Learning and Development Framework

October 2023

About this framework

The Oceania Netball Learning and Development Framework sets out one shared pathway for everyone who plays, coaches and officiates netball across our member nations. It describes what good looks like at each stage, and how people grow through formal, non-formal and informal learning.



Who it is for

- Coaches of players
- Coaches of umpires
- Umpires
- Technical officials (scorers and timers)
- Member nations, partners and programme deliverers



What it does

- Gives Oceania one common language for development
- Sets clear competencies and awards for each stage
- Values learning on the court, not just in the classroom
- Puts learners at the centre of their own journey



What is inside

- Why the framework matters
- Four sources of learning
- Our six core beliefs
- Coach pathway and competencies
- Umpire pathway and competencies
- Technical official pathway and competencies

Why this framework matters

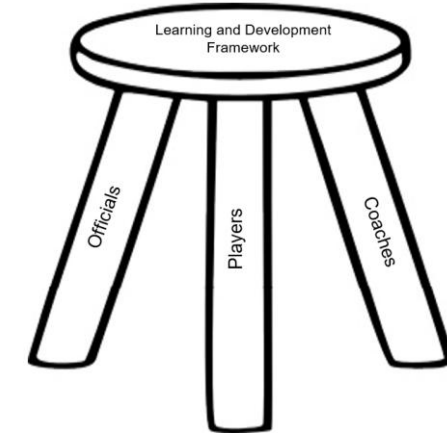
Around the world, there is growing recognition that coach and official education needs to change.

Traditionally, education programmes have relied on the transmission of sport-specific and technical knowledge from 'experts'. Insufficient attention has been paid to helping coaches and officials become better at what they do. While technical and tactical knowledge is important, all involved in coaching know how important interpersonal and intrapersonal skills are to effective coaching and to feel supported through our development as a player, coach, umpire or technical official. By creating positive experiences, all those involved will want to return.

Education previously has tended to focus on what to coach and umpire education on assessment focused. This framework shifts the focus to how and why we coach and officiate, so every learner understands their own journey to becoming more effective.

This framework has been centred on developing every part of the game together, so that learning and development is maximised across playing, coaching and officiating.

It is fundamentally important to understand that as coaches and umpires we should never stop learning



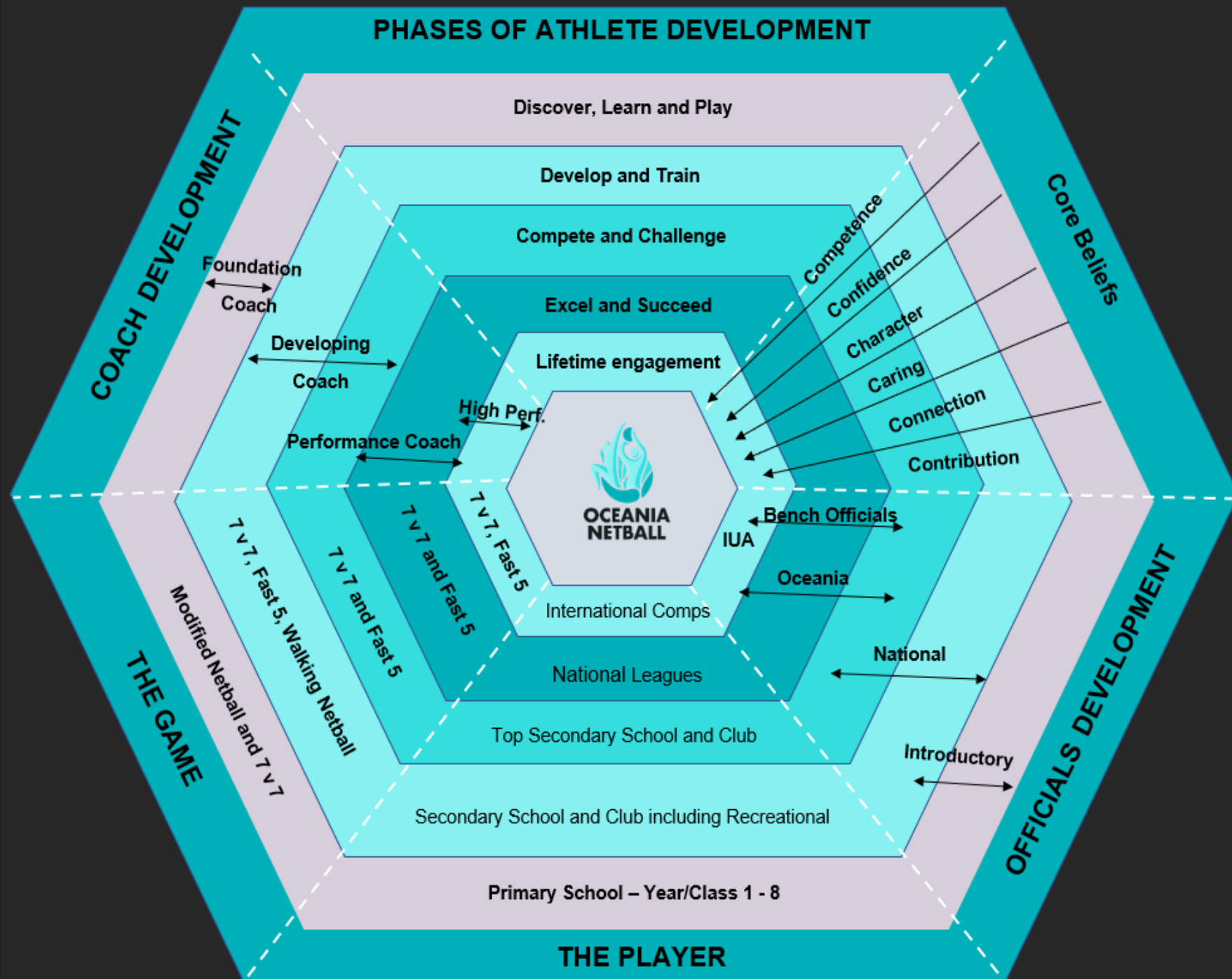
The three-legged stool

Playing, coaching and officiating are the three legs. Each needs to develop at the same pace for the game to stand strong.



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LEARNING & DEVELOPMENT FRAMEWORK



Four sources of learning

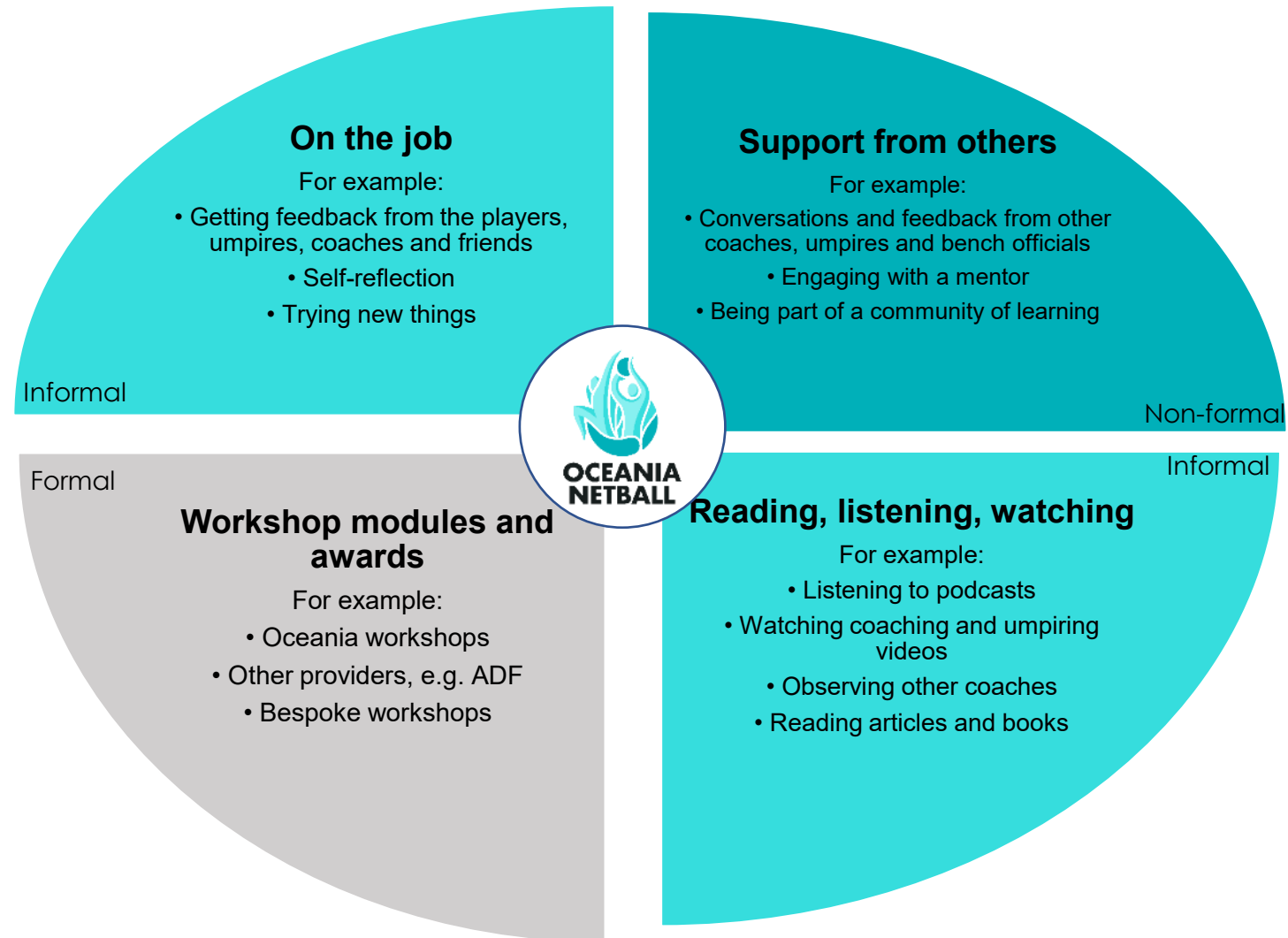
Research shows that learning in several different ways strengthens understanding, reinforcing knowledge comprehension. That is why this framework is multi-modal.

Learning and development happens in formal, non-formal and informal settings, and each one is valuable.

For example, an umpire who attends a coach's training session learns more about the skills being taught, and can share with the players and coach what you see from an umpire's perspective.

Being part of Oceania also opens the door to learning from providers outside netball and from other partners and providers.

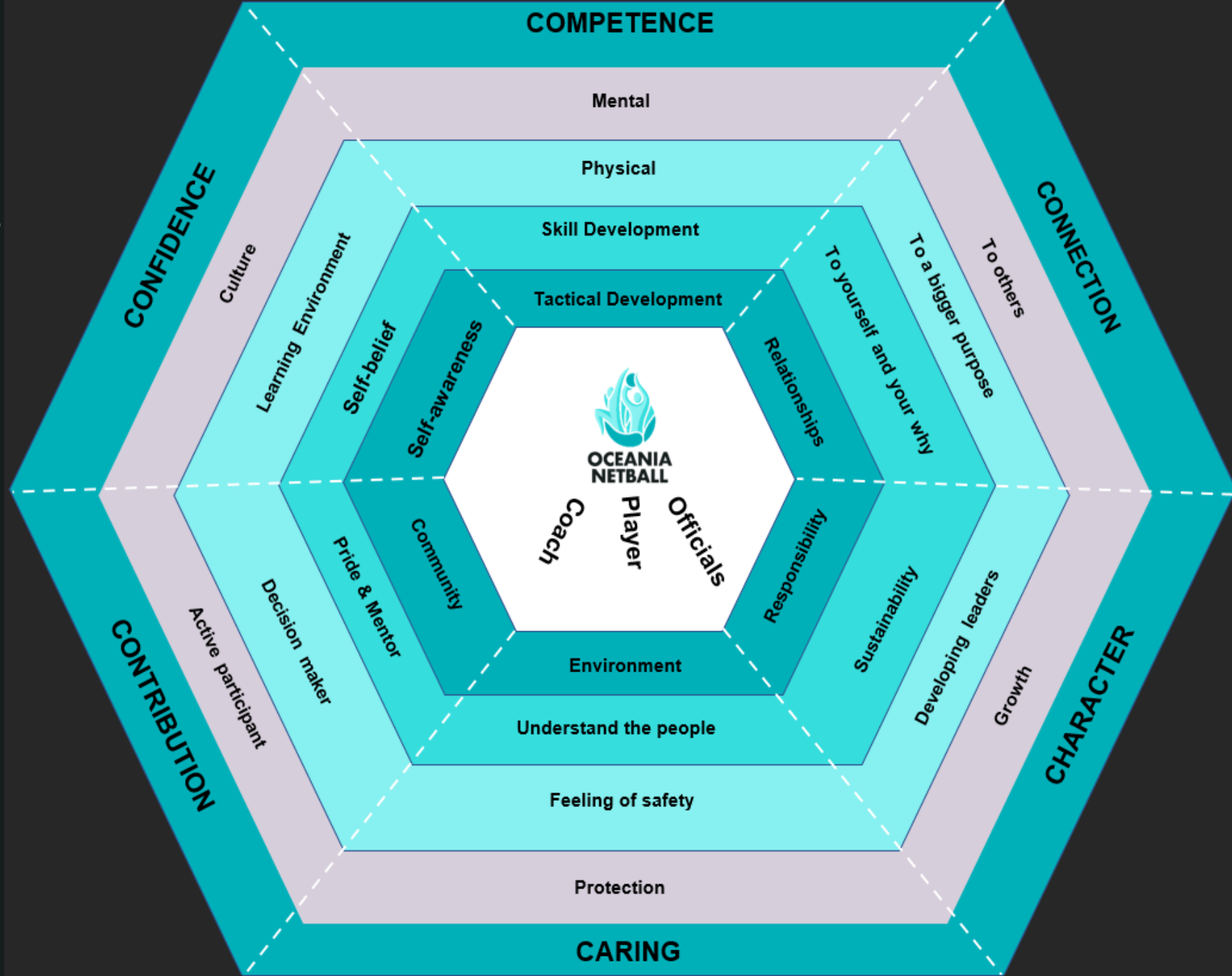
The framework allows learners to take their own journey in learning.





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CORE BELIEFS & OUTCOMES



Our six core beliefs

What every learner, coach and official develops through this framework

Competence

- Ability and motivation
- A sense of capability
- Physical competence
- Social competence (interpersonal skills)
- Cognitive competence (decision making)
- A positive yet challenging environment

Confidence

- Belief in your capacity to achieve
- A sense of mastery
- Positive self-worth and self-efficacy
- Feeling safe
- Adapting to different situations

Connection

- To yourself and your “why”
- To others
- Investment in the team, group and whānau
- Positive energy
- Balance is better

Caring

- Supporting and caring for each other
- Sympathy and empathy
- Honest feedback, given with care

Character

- Responsibility and autonomy
- Morality and integrity
- Respect for the rules
- Tenacity
- Looking beyond yourself
- Awareness of your own individuality

Contribution

- A desire to give back to the sport and community
- Leadership
- Being an active participant and decision maker

Coach development pathway

For coaches of players and coaches of umpires



Coach competencies: Foundation

Pathway stage

Foundation

Developing

Performance

High Performance

Focus on Play: Foundation coaches create fun, inclusive and safe sessions that build enjoyment, connection and fundamental skills.

Communication

- Gives clear, concise explanations and demonstrations
- Is consistent, enthusiastic and encouraging
- Uses open-ended questions and encourages shared decision-making
- Understands and shares their "why" as a coach

Planning and implementation

- Plans and delivers age-appropriate, inclusive and fun sessions, using game-based activities
- Uses correct and safe skill demonstrations
- Is organised, and allows time for repetition, practice and observation
- Gives players turns at umpiring

Health and wellbeing

- Follows safe practices: warm-ups, cool-downs and equipment
- Checks courts and training spaces for hazards
- Understands basic nutrition and hydration, and encourages healthy habits
- Looks after the wellbeing of participants and self

Responsibilities and diligence

- Role models positive behaviour and respect
- Understands and follows safeguarding responsibilities
- Works inclusively with participants from diverse backgrounds
- Encourages players to take ownership of their actions

Technical and tactical

- Teaches and reinforces fundamental netball skills
- Identifies and corrects fundamental skill and movement errors
- Applies the rules in training and games
- Understands fundamental game situations, including centre pass and through court

Learn and reflect

- Gives positive, specific feedback
- Reflects on each session for own and player growth
- Seeks feedback from players and peers
- Reviews their programme regularly

Coach competencies: Developing

Pathway stage

Foundation

Developing

Performance

High Performance

Communication

- Gives information positively and constructively
- Uses varied questioning to deepen understanding
- Handles difficult conversations respectfully and safely
- Leads purposeful pre-, during- and post-match discussions
- Articulates and applies their coaching philosophy

Planning and implementation

- Plans for the season, each training session and game day
- Uses a game-based approach to teach skills and game concepts
- Adapts activities to challenge players and maximise active learning time
- Identifies key coaching points for each skill
- Applies good practice to reduce injury
- Gives players regular turns at umpiring

Health and wellbeing

- Promotes physical and mental wellness
- Applies safe warm-up, cool-down, recovery and conditioning
- Builds in basic mental skills: goal setting, growth mindset, self-talk, resilience
- Understands netball's physical demands and basic match-day nutrition
- Assesses risks and adapts sessions to keep everyone safe

Responsibilities and diligence

- Shows leadership that builds team morale, motivation and positive dynamics
- Respects the rules and promotes integrity and inclusion
- Tries new and innovative coaching techniques
- Makes effective, timely decisions

Technical and tactical

- Coaches a wide range of skills performed under pressure
- Analyses technique and corrects errors effectively
- Develops tactics for centre pass, through court, the goal circles and stoppages
- Analyses match tactics and common systems of play
- Builds simple participant profiles (technical and tactical)

Learn and reflect

- Uses a range of evaluation and review tools
- Gives timely, constructive feedback using GROW principles
- Uses individual and team analysis in competition and match review

Coach competencies: Performance

Pathway stage

Foundation

Developing

Performance

High Performance

Communication

- Adapts communication to individual needs
- Articulates and shares a personal coaching philosophy
- Communicates strategies and tactics clearly to enhance performance
- Builds effective relationships with participants

Planning and implementation

- Designs, implements and evaluates a periodised annual plan
- Uses varied methods, including game-based and constraints-led approaches
- Understands and contributes to selection and appointment policies
- Brings umpires into training to sharpen rule knowledge and match readiness

Health and wellbeing

- Always applies safe practices in training and games
- Monitors participant loading, including across other codes
- Applies mental skills to meet individual needs
- Manages own and participants' health and wellbeing

Responsibilities and diligence

- Builds a positive, rewarding team culture
- Empowers players to own their performance through questioning, feedback and self-reflection
- Manages team dynamics and resolves conflict
- Works effectively with players and staff from diverse cultural backgrounds

Technical and tactical

- Applies the rules and understands their intent
- Identifies and applies tactics and strategies in competition
- Analyses the game and adjusts to enhance performance
- Develops detailed participant profiles

Learn and reflect

- Uses self-reflection and other methods to seek feedback and support
- Gives constructive feedback and manages criticism
- Reviews performance using video and match statistics
- Observes and analyses coaching in another sport, and applies relevant ideas to netball

Coach competencies: High Performance

Pathway stage

Foundation

Developing

Performance

High Performance

Communication

- Delivers information flexibly to meet each individual's needs
- Handles media and public relations professionally
- Keeps all communication consistent with their coaching philosophy

Planning and implementation

- Designs full season and campaign plans
- Manages individual training and competition loading
- Uses research-informed practice for player welfare and performance
- Completes player gap analyses and individual performance plans

Health and wellbeing

- Monitors for signs of overtraining and burnout
- Manages each player as an individual
- Delivers tailored mental skills training
- Makes ethical, integrity-based decisions

Responsibilities and diligence

- Builds and sustains a high-performance culture
- Shows self-awareness and self-management
- Makes strategic, timely decisions under pressure
- Leads and reviews team management appointments
- Works with stakeholders and support networks

Technical and tactical

- Applies advanced skill development under game conditions
- Develops advanced strategies to counter the opposition
- Uses statistics to inform tactical adjustments
- Uses the rules to optimise team performance
- Works with umpires at training to prepare players for match-level officiating

Learn and reflect

- Analyses self and team using video and statistics
- Applies advanced evaluation methods for continuous growth
- Leads, reviews and supports the wider support network
- Learns from other sports and high-performance environments, where appropriate

Umpire development pathway

From Foundation Umpire Award to International Umpire Award



Umpire competencies: Foundation

Pathway stage

Foundation

Developing

National

Oceania

International (IUA)

Managing the game

- Blows the whistle with confidence
- Uses a clear, concise, respectful and well-projected voice
- Works effectively with the other umpire
- Uses the correct hand signals to show the direction of centre passes
- Blows for the centre pass as soon as the Centre is in the centre circle
- Signals a goal with the correct hand signal
- Attempts to use hand signals for infringements
- Sets some free passes and penalty passes correctly
- Deals appropriately with stoppages for injury, illness and blood

Position and timing

- Stays off the court except to take a toss-up
- Is mostly positioned in line with the player with the ball

Decisions

- Penalises obvious contact
- Rules obstruction (0.9 metres) correctly some of the time
- Whistles most out-of-court situations correctly, with the hand signal
- Applies correct rulings for obvious minor infringements some of the time

Umpire competencies: Developing

Pathway stage

Foundation

Developing

National

Oceania

International (IUA)

Managing the game

- Uses some protocols correctly
- Clear, crisp whistle
- Firm, confident manner
- Audible calls using correct terminology
- Begins to use hand signals
- Sets sanctions and actions clearly, quickly and correctly
- Indicates most centre passes
- Begins to use stoppage and game management procedures, generally correctly

Position and timing

- Generally level with, or slightly ahead of, the ball carrier on the sideline
- Moves to the goal line as the ball arrives at the circle edge or in the goal circle
- Generally on the same side of the goal post as the ball when it is in the goal circle
- Shows some knowledge of repositioning to get a clear view of play
- Stays off the court except to take a toss-up or return to the centre third for the restart

Vision

- Keeps clear sight of the ball carrier
- Begins to see ahead to where the next pass will go

Decisions

- Knows and applies rules such as held ball, offside, over a third, throw-in, footwork, breaking and toss-up
- Penalises simple obstruction
- Penalises simple contact
- Applies the advantage rule correctly when used, particularly through court

Umpire competencies: National

Pathway stage

Foundation

Developing

National

Oceania

International (IUA)

Managing the game

- Uses most umpiring protocols appropriately
- Clear, crisp whistle
- Firm, confident manner
- Audible calls using correct terminology
- Uses correct hand signals to aid communication
- Sets sanctions and actions clearly, quickly and correctly
- Indicates every centre pass
- Handles most stoppage and game management procedures correctly

Position and timing

- Generally level with, or slightly ahead of, play
- Moves to the goal line in relation to play
- Times movement to match the players and the ball, adjusting as needed
- On the same side of the goal post as the ball when on the goal line
- Repositions in relation to play
- Returns to the centre third for the restart

Vision

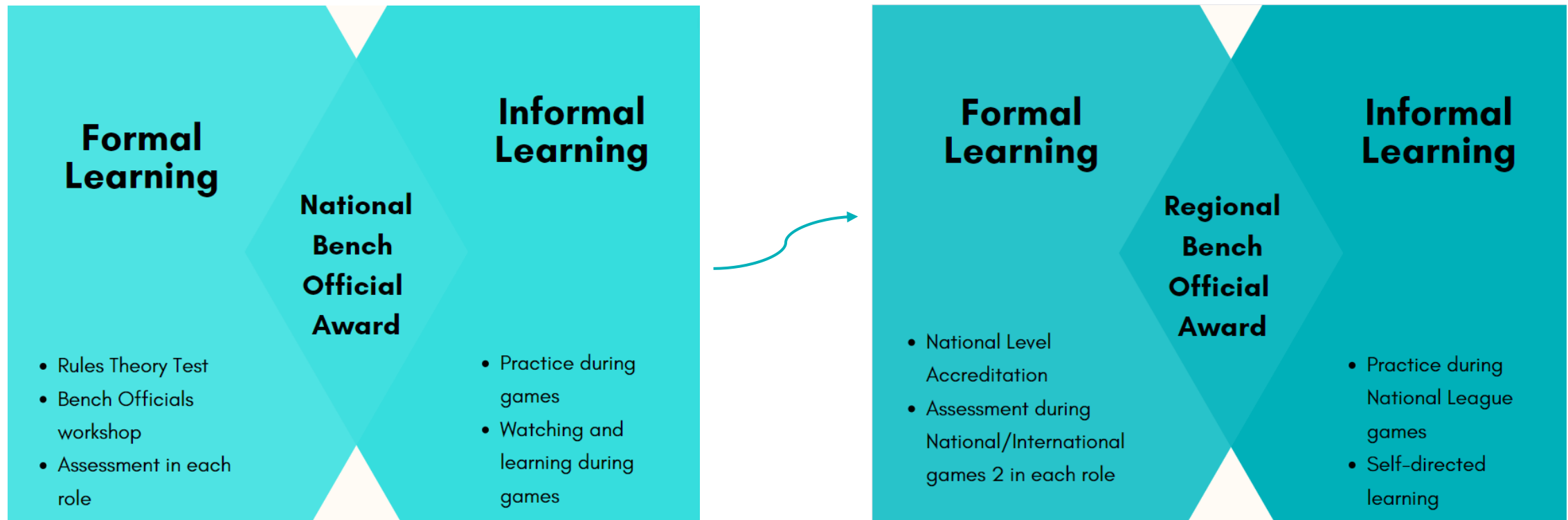
- Keeps clear sight of the ball carrier
- Often looks wide (across court) and long (down court)
- Shows some ability to see the next phase of play

Decisions

- Knows and applies a range of rules, including held ball, offside, throw-in, footwork, breaking, player positioning, playing the ball, passing distance and toss-up
- Penalises almost all simple, and some complex, obstruction
- Penalises almost all simple, and some complex, contact
- Applies the advantage rule appropriately

Technical official development pathway

For bench officials: scorers and timers



Technical official competencies: National

Pathway stage

National

Regional

Scorer

- Accurately records all information on the competition scoresheet
- Records all letters and numbers clearly and consistently
- Reads the umpire's signals for goal, no goal and penalty goal
- Communicates effectively with the rest of the score bench

Timer

- Completes an equipment audit before the game
- Advises the umpires clearly at 30 seconds and 10 seconds before the game starts
- Knows the umpire's signals for holding time and restarting time
- Communicates effectively with the rest of the score bench

Technical official competencies: Regional

Pathway stage

National

Regional

Scorer

- Accurately records all information on the official international scoresheet
- Records all letters, numbers and symbols (including dots) clearly and consistently
- Accurately records all shooting statistics at the end of each quarter and the game
- Reads the umpire's signals for goal, no goal and penalty goal
- Communicates effectively with the rest of the score bench
- Maintains concentration, composure and focus throughout the match

Timer

- Completes an equipment audit before the game
- Runs an operational check of the electronic scoreboard and timing device
- Checks the Umpire Alert Units before use and fitting
- Operates the scoreboard and Umpire Alert Units to advise the umpires at 30 and 10 seconds before the start, during stoppages and at the end of each interval
- Accurately completes the time stoppage forms
- Knows the umpire's signals for holding time and restarting time
- Communicates effectively with the rest of the score bench
- Maintains concentration, composure and focus throughout the match

Coach Developers

Developing the coaches who develop our players and umpires

A quality coach can make a huge difference between a good experience and a great experience.

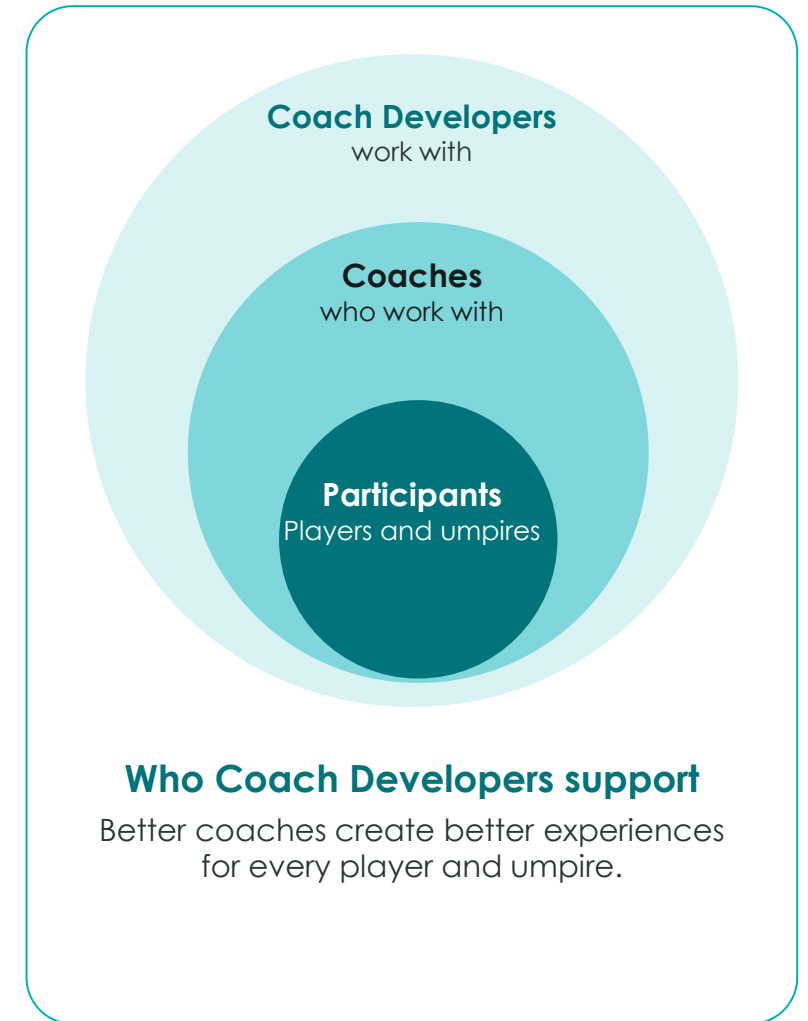
There is plenty of research that highlights the important role coaching plays in enabling more people to participate more often and with greater success.

Traditionally, umpires didn't have anyone to support their development. But players and umpires should be treated the same: coaches develop, support and motivate their players or umpires so they gain the knowledge, skills and attitudes to participate and succeed.

Coach Developers are the people who go out and develop, support and motivate coaches, so they can give their players and umpires fun, safe and quality netball experiences.

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

To maintain and improve the quality of coaching, Coach Developers are required to complete training supported by Netball New Zealand.



Coach Developer competencies

Part 1: Creating and delivering learning

Demonstrates presentation and interpersonal skills

- Voice is clear and projected so all can hear
- Selection of words, imagery and behaviour is inclusive and does not discriminate

Creates and maintains a positive learning environment

- Interacts with learners
- Demonstrates a confident, supportive and friendly manner
- Makes sessions fun and engaging
- Demonstrates an awareness of cultural intersectionality and adjusts learning appropriately

Delivers competency-based learning through practical and micro-sessions

- Helps learners apply knowledge and skills to their own work
- Uses a variety of teaching and learning methods

Demonstrates effective communication skills

- Uses push and pull techniques appropriately
- Shows listening skills through appropriate body language, eye contact and use of key words and phrases
- Checks for understanding of learners' skills and knowledge
- Constructs questions to raise awareness and encourage thinking
- Corrects inaccurate information with sensitivity
- Seeks and responds positively to feedback

Coach Developer competencies

Part 2: Reflecting, assessing and guiding the pathway

Demonstrates self-reflective skills and action planning for personal development

- Provides opportunities for learners to give peer feedback
- Gives honest and accurate self-reflections
- Focuses on learner process skills and knowledge (the “how” as well as the “what”)
- Creates a relevant action plan to develop new Coach Developers

Uses assessment to facilitate individual learning

- Uses tasks and questions to determine learners' needs
- Helps learners identify areas to work on for improvement

Demonstrates sound technical knowledge and risk management awareness

- Demonstrates an appropriate level of relevant technical knowledge
- Understands the Coach Developer's role in creating a safe environment, and completes the necessary risk management requirements

Communicates the learning pathway as a journey of learning

- Helps learners understand the steps to gain accreditation in their field (coaching, umpiring or officiating)
- Can describe the overall learning journey within the Oceania Netball Learning and Development Framework
- Applies appropriate competency-based evaluations and processes
- Can describe the purpose of competency-based assessment

Putting the framework into practice

What it means for you



Learners

- Find your current stage on the pathway
- Use the competencies to set your learning goals
- Draw on all four sources of learning, not just workshops
- Seek regular feedback and reflect on your progress



Member nations

- Align local courses and awards to the pathway
- Recognise learning gained on the court and through mentoring
- Grow a network of mentors and coach developers
- Share resources and good practice across the region



Partners

- Use one shared framework to guide investment and programme design
- Track progress against clear stages and competencies
- Connect netball development with wider leadership, wellbeing and community outcomes

Learning never stops. Wherever you are on the pathway, there is always a next step.



OCEANIA NETBALL

One Ocean, One Family