Using Communities of Practice (CoPs) to Enhance eLearning Coach Education

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The CoP Model

CoP Model

- CoPs can increase coach learning by bringing coaches together to share their experiences and change their practices.
- The structure of these pilot projects followed the CoP Model, previously developed by the CAC in partnership with the University of Ottawa. (Scan QR code below)
- Two pilot projects were launched intending to provide a quality sport development experience for coaches wanting to pursue a more in-depth understanding of;

17 coaches **+ 2** expert SLLs → SAFE SPORT TRAINING **&** ANTI-RACISM IN COACHING ← **20** coaches **+ 2** novice SLLs

Coaches were required to commit to a six-month process beginning with the completion of two NCCP eLearning modules followed by monthly online CoP sessions diving deeper into their coaching practice as it relates to these topics.

- The **Value Creation Framework** was used to frame and assess the learning value of the CoPs.
- These projects provided evidence that social learning leaders can support meaningful connections between what coaches learn in e-modules and how they apply it to their practice.

The CoP Process

Coach Commitment

7	**15-20**	**1**	**2**
CoP Meetings	mins Pre-Meeting Homework	Post-CoP Focus Group	Feedback Surveys

Social Learning Leader (SLL) Commitment

7	**1-2**	**2**	**7**	**1**
CoP Meetings	hrs Pre-Meeting Prep	Pre-Planning Meetings/ CoP	Debrief Meetings	Post-Program Interview

Example of a CoP Session

SAFE SPORT TRAINING — eLearning Module → THE RULE OF TWO / LA RÈGLE DE DEUX — Pre-Meeting Homework → Check-In Activity → THE RULE OF TWO / LA RÈGLE DE DEUX — Reflective Discussion Questions → Small Group Discussion → Group Debrief → Check-out Activity

Learn More...

CoP How-to Model
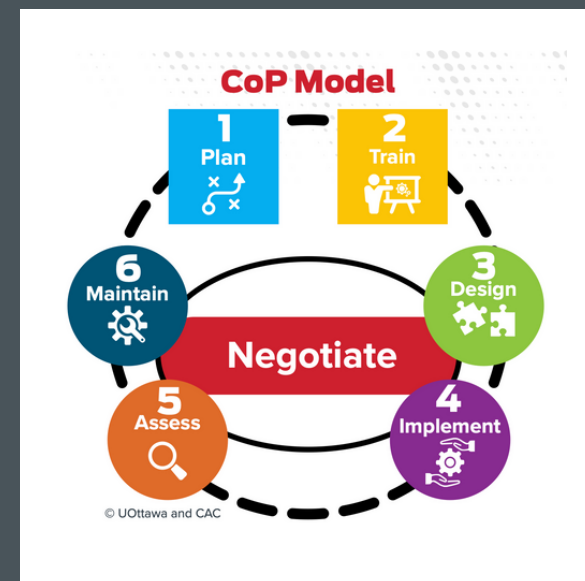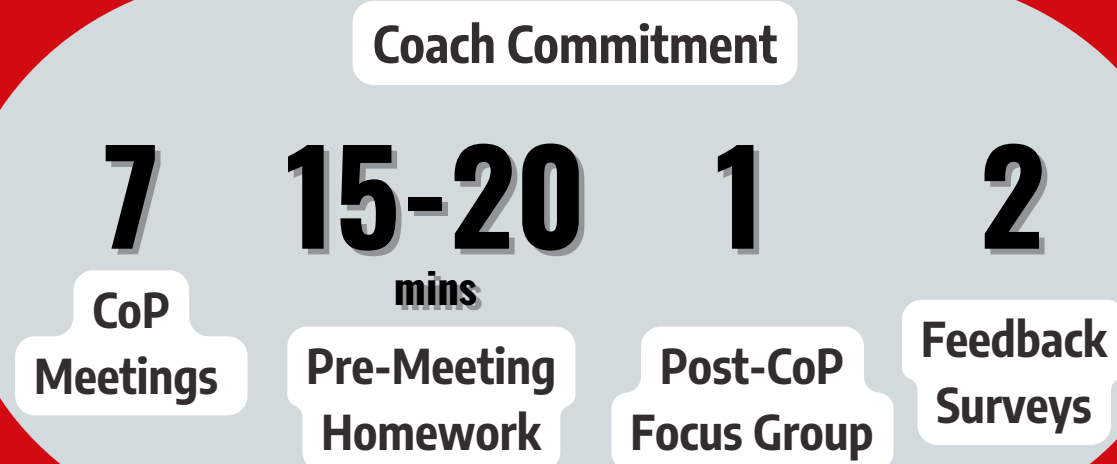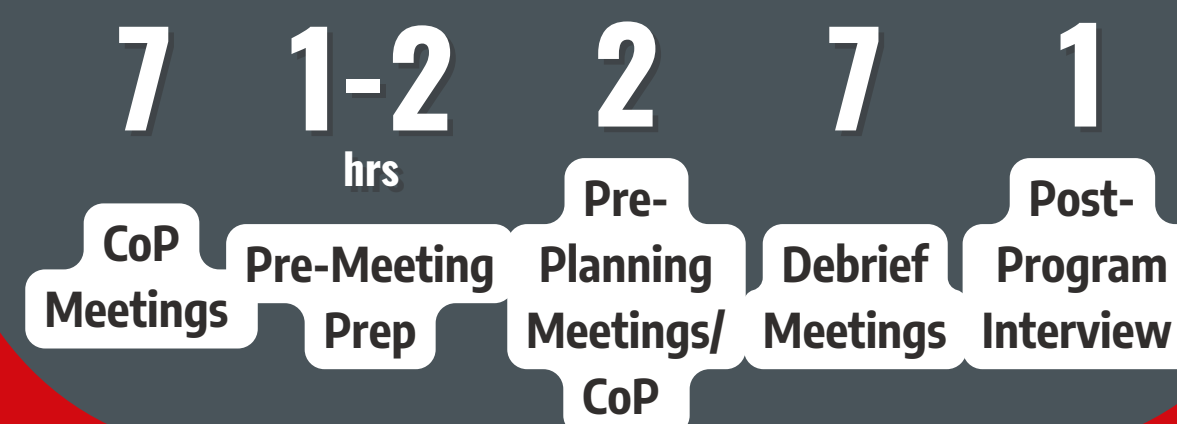www.coach.ca

Impact for Coaches

"This [the CoP] is a positive space, and I'm thankful to have it, and I'm grateful for everyone for listening."

"Getting involved in this CoP allowed me to sit in my own uncomfortableness and recognizing that's a good thing and learning from it."

"The discussion on 'what am I doing?', encouraged me to act, not just talk or listen... I wrote a letter to the Sports Minister."
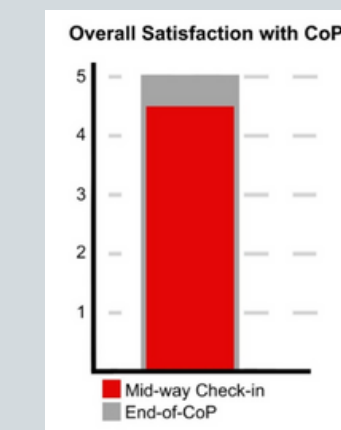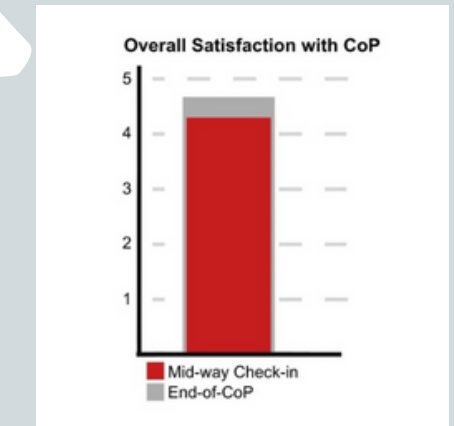
Coach Satisfaction

Sport Safety

Participant satisfaction increased from 88% to 95% over the duration of the Sport Safety CoP.

88% to **95%**

Overall Satisfaction with CoP
- Mid-way Check-in
- End-of-CoP

Anti-Racism

Participant satisfaction increased from 90% to 100% over the duration of the Anti-Racism in Coaching CoP.

90% to **100%**

Overall Satisfaction with CoP
- Mid-way Check-in
- End-of-CoP

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