

SYNCHRO BC STRATEGIC & OPERATIONAL REPORT

Prepared for the Board of Directors
By Synchro BC Technical Staff
January 2008

Program Development:

To promote, teach, encourage and foster Synchronized Swimming in British Columbia at the recreational, Developmental, and high performance levels

Measurable Objectives: (2008-2012)

Target aquatic facilities in the regions to offer recreational Synchro programs; Field teams from these zones in the 2008 BC Summer Games; Integrate and implement LTAD model by 2009; Increase exposure to schools and communities through STAR program by 20% annually; Increase the number of registered 12 & under athletes by 2010; Increase participation by Aboriginal athletes by 100% by 2010; Provide support for adapted programming for athletes with disabilities by 2010; Increase the number of Tier 6 & 7 Jr. athletes by 5% each year to 2010; Implement STRIVE program 3 times per year to excel, encourage and prepare for High Performance; Increase top-level opportunities with-in BC; Podium results at National, Westerns, Canada Winter Games 2011 by 2010; Make the transition from NCCP to CBET by September 2008; Increase the number of Recreational Synchro Instructors by 50% by 2012, Increase certified coaches for each level by 20 in total by 2012; Increase the number of elite coaches by 50% - 2012; Increase the opportunities for elite coaching development; Increase the number of National Team opportunities for BC Coaches; Increase the number of officials at Level 1 & 2 by 20%;

Program Development	Performance Indicators (As per Strategic Plan)	Status 2007	Status 2008	Status 2009	Status 2010 +
1. Sport Development <i>Action Board Motion</i>	1.1 BCSSA inclusion into membership	Begin presentations to targeted club and BCSSA. Meeting with BCSSA & sent info to Oct meeting. Consider \$1.00 per BCSSA Athlete registered with			

		Synchro BC			
Action Technical Director	1.2 Achieve 1 regional development contact per region by 2008	Updated Zone Rep List Created in March for the 2008 BC Summer Games. No rep for Zone 7 as they still do not have a club	Contacts for the majority of zones maintained (ie. Zones with Synchro programs)		
Action Technical Director	1.3 Target Vancouver Island, Kootenay and Northern regions in BCSSA centres	Program re-instated in Fort St. John. Planning in progress for Synchro programs in Cranbrook	Difficult to travel due to lack of funding and low numbers of instructors. Ft.St. John currently looking at expanding program. No new programs set up in remote regions.		
Action Technical Director	1.4 Expand reach to other zones	Ongoing	See above		
Action Office & ED	1.5 Introduction of Synchro BC Passport to Officials, Coaches & Athletes by 2009 Registration	Draft of Synchro BC Passport completed by Julia Spengler. Require sponsor. Require promotion by May 2008. To be delivered with each membership registration Oct 2009.			
Program Development	Performance Indicators (As per Strategic Plan)	Status 2007	Status 2008	Status 2009	Status 2010 +
2.0 Developmental	2.1 Introduce Aqua Squirts and Star Prog	Information package to sent to pools in Zones	TD conducted a Synchro Instructor		

Program Action Technical Director with assistance of Regional coaches and coaches in regions	to facilities with the Red Cross as their provider. Targeting 2 facilities in all regions to provide synchro instruction in their programs	1, 7, 8, promoting Aquasquirts, Star Program and the Synchro Instructors Course. 2 pilot programs running	course in Mission for Mission/Abbotsford Lifeguards. Met with Aquatic Programmer in Abbotsford. Currently, Synchro BC membership too costly for pools to run these programs through us. Put to board for discussion about subsidized rates for pools running just Aquasquirts and STAR 1-4 non-competitive programs.		
Action Technical Director	2.2 Increase 10% of membership by introduction of AquaSquirts & STAR programs to clubs, schools, pools & communities. (E.g. – Synchro Instructors course, Bring a Friend, LTAD FUNDamentals)		Please see membership reports completed by ED and Office Manager.		
Program Development	Performance Indicators (As per Strategic Plan)	Status 2007	Status 2008	Status 2009	Status 2010 +
3. Aboriginal Programs Action Intern with ED & Tech	3.1 Develop a pilot project to target aboriginal participants involvement by	Intern project. Vancouver Pacific Wave to pilot.	Nancy working with VPW to get an aboriginal program going.		

<i>Director</i>	February 2008				
<i>Action Intern with ED & Tech Director</i>	3.2 Regional Centres in Victoria and Interior to operate and evaluate pilot project by 2009		Regional Centres set up in Victoria, Nanaimo and Kamloops.		
Program Development	Performance Indicators (As per Strategic Plan)	Status 2007	Status 2008	Status 2009	Status 2010 +
4. Programs for People with Disabilities	4.1 Develop a pilot project to target participants involvement and integration by 2008	Intern Marielle Burgraaf – specific project. Taking direction from Synchro Canada	Murielle set up demonstration in Spring of 2008. Program received well and contact set up with athletes with mental disabilities.		
<i>Action Intern with ED & Tech Director</i>	4.2 Expand presentation of adapted program for Recreational/Introductory coaches and club executives	Intern Marielle Burgraaf – select clubs & areas to present to.	See above.		
Program Development	Performance Indicators (As per Strategic Plan)	Status 2007	Status 2008	Status 2009	Status 2010 +
5. Developmental Program Growth	5.1 Develop talent identification program and hold a minimum of 2 talent ID clinics or camps per season, including talent Identification to Tier 4&5	Talent ID for High Performance to coincide with AAP testing STRIVE. Tier 3-5 Talent ID included in regional summer camps in Victoria and Kamloops	Talent ID programs set up through CSC Pacific and with STRIVE athletes. Received well and will be carried on by IPS coaches this season.		
	5.2 Create program support for athletes & their coaches identified	Provincial Coach working with Regional Coaches to promote	IPS coaches will be working with both Talent ID'd athletes		

	in the clinics	LTAD to club executive, athletes and parents	and coaches in their specified regions.		
Action Technical Director & Provincial Coach	5.3 Identify a Provincial team for athletes' ages 13 to 15 years annually at the Provincial Championships.	Participation in 2008 Summer Games will replace Provincial 13-15 team for this year	Recognition at Provincial Championships banquet		
Action Technical Director & Provincial Coach	5.4 Increase number of Tier 6&7 level Jr. athletes by 5% each year to 2010.	Increasing Tier 6 & 7 Jr. Athletes, more focus on development, for this season. At minimum maintain number of Tier 6 & 7.	More clubs offering tier 6&7 programs in 08/09 season.		
Action Technical Director & Provincial Coach	5.5 Provide alternative development options	Clinics becoming more inclusive of all athletes, focus on "athlete for life" level of competition (ie: swimming only one routine)	Provincial coach developing club structure which includes an interchangeable "Athlete for Life" and "High Performance" program.		
	5.6 Provide specific annual financial assistance for athlete development	Toward Excellence Program funding focus on Tier 6 – 15 & uner and Tier 7 athlete development, STRIVE to focus on talent ID at the Tier 2-4 level, Travel Grants will aid assistance to remote regions to attend competitions	Ongoing.		
Action Technical Director	5.7 Target Regions: Northwest & Kootenay, to field a minimum of	Coaching Education Programs planned for this Summer after	Coaching Education stalled due to changeover in NCCP		

	one team (5 athletes) each for the 2008 BC Summer Games	which coaches will be contacted about training a team to attend Summer Games.	program and lack of qualified instructors.		
Program Development	Performance Indicators (As per Strategic Plan)	Status 2007	Status 2008	Status 2009	Status 2010 +
6. High Performance Program <i>Action Technical Director</i>	6.1 a) Develop criteria for Canada Games 2011 and Talent ID athletes (targeted athlete list) for 2008/09		Danielle has developed a training and testing plan which will begin this season. Coaches and athletes will be given info at Fall Conference.		
<i>Action Technical Director with ED</i>	6.1 b) 2009/10 for Canada Winter Games 2011 - Hire coach and begin training team in summer 2009. Develop and circulate coach job description and Provincial target goals by June 2009.		In development. See above.		
	6.2 a) Host Westerns 2008/09	In touch with Kamloops			
	6.2 b) Invitation to other provinces, 2009/2010 Provincial Championships, in spirit of Olympic Games				
<i>Action Technical</i>	6.3 Increase access to all sport science	Utilize through TXP	Ongoing – MedSport BC also a resource		

Director	resources by providing a list to coaches of contacts within each field. Sport science presenters invitation to Fall Conference and other athlete/coach development seminars/clinics		for coaches.		
Action Technical Director & Competitions Coordinator	6.4 Maintain Toward Excellence High Performance to identify and support future high performance athletes	Ongoing. Top tier 6&7 athletes identified through Talent ID, AAP Testing, and PacSport athlete carding program. AAP Trials & Summer Games Trials – Dec 2/07 postponed due to weather. Re-scheduled	Ongoing.		
	6.5 Provide HP athletes with continued financial assistance	AAP calculated and awarded at Provincial Banquet. Donald Smith Bursary awarded to two athletes and their coaches. Gave clubs the opportunity to apply for funding for athletes competing at National Team Trials CWG athletes travel costs, training fees, competition fees and	AAP, awards and bursaries ongoing. Tara Gant (Reg. Coach) also looking into scholarship opportunities.		

		wardrobe costs paid by Synchro BC			
Action Technical Director	6.7 Provide 3 top level training opportunities for identified athletes across BC		High Performance training camps ongoing. CWG training camps and clinics will also be offered this season.		
Action Board of Directors	6.8 Sanctioning of traveling meets. Policies and procedures rule	Board of Directors to review.	Sanctioning process in place. Athletes/Coaches must fill out application and be approved by TD. No sanctioning awarded if missing a BC competition.		
Program Development	Performance Indicators (As per Strategic Plan)	Status 2007	Status 2008	Status 2009	Status 2010 +
7. Coaching Development	7.1 Provide specific annual financial assistance for instructor and coach development. Increase opportunities and provide application process for coaching development funding (eg. Towards achieving Level, Course conductors)		Will be sending an instructor to Synchro Canada AGM to receive extra Learning Facilitator Training. TXP funding awarded to coaches doing their Level 3 evaluation. TXP funding will be given to attend Fall Summit.		
Action Technical Director & ED					
Action Technical Director	7.2 a) In partnership with Synchro Canada make the transition from NCCP to CBET	December 2007, Heather May took MLF course at Fall Summit in Montreal	Ongoing. See above.		

	by Sept 2008. Identify Master Learning Facilitators (MLF) and Master Examiners (ME), send candidates to Synchro Canada training.				
Action Technical Director	7.2 b) Communicate & circulate information regarding changing to CBET program to all members via meetings, website, newsletter, courses	NOTE: Regular mail required to Lorraine Rowland, as no email, internet or fax available	Info about changes on website, discussed at Annual Coaches Meeting and circulated in a Coaches Newsletter that went out in January.		
Action Technical Director	7.2 c) Implement Synchro Instructor Training to recreational and beginner level coaches by 2009	To include Coach In Training (CIT) at age 14 -15 yrs.	Working on NCCP schedule for 08/09 season and evaluations for trained Learning Facilitators. Beginner coaches required to take this season.		
Action Technical Director	7.3 a) Introduce Coaching Level Standards (ie Rec, Tier 1-2 = Coach in Training; Tier 5 = Competition Introduction; Tier 6-7 = NCCP/CBET Level 3)	To include pre-requisite requirements prior to coaching Rec.	See above.		
Action Technical Director	7.3 b) Communicate Coaching Level Standards to coaches and monitor	NOTE: Regular mail required to Lorraine Rowland, as no email, internet or fax available	Ongoing via email, meetings and newsletters.		

	throughout season				
Action Technical Director	7.4 Regions to deliver NCCP/CBET courses based on regional needs. Provide tentative course dates at the beginning of each season in accordance to regional needs.		Working on NCCP schedule for next season. To be posted early Sept.		
Action Technical Director	7.5 Target competitive and retired athletes over the age of 15 for the NCCP program. LTAD model Active for Life.		Ongoing.		
Action Technical Director	7.6 Provide support to all regions in the form of creating regional Instructor Training opportunities. Target 2 regions per year		Ongoing.		
Action Technical Director	7.7 Target community pools and lifeguards to assist in increasing AquaSquirts and STAR 1-4 programs throughout BC. 10% increase per year.		Stalled due to high cost and limited interest. See 2.0		
Action Technical Director	7.8 Increase number of High Performance coaches 50% by 2012		Ongoing. See 5.4		
Action Technical	7.9 Deliver Elite coaching	Successfully offered HP clinic, well	Coaching opportunities to be		

Director	opportunities 3 times per year (Fall Conference/HP clinic/BC Coaches Conference)	attended. Ongoing	combined with STRIVE, HP clinics and Fall Conference.		
Action Technical Director & ED	7.10 Identify High Performance coaches and offer grants/funding to participate in Elite level coaches training (Level 3 & higher). Opportunities not restricted to PSO.	Jen Jaklin to Synchro Canada Fall Summit with Heather May	Applied for and received grants for IPS (Regional and Provincial coaches). TXP funding also provided for coach development and completion of Level 3.		
Action Technical Director	7.11 Provide 3 supplementary clinics to include Fall Conference, STRIVE & HP Clinics		See 7.9		
Action Technical Director	7.12 Continue to communicate Coaches Corner on the Synchro BC Web site to provide technical information and coaching support	Ongoing NOTE: Regular mail required to Lorraine Rowland, as no email, internet or fax available	Coaches' Newsletter sent out for Winter/Spring. Regular emails sent to coaches with updated info. Technical Package to go out to all coaches Sept. 2008.		
Action Technical Director & Competition Coordinator	7.13 Promote top level BC coaches to pursue National Team opportunities & positions, including National Camps, Seminars and multi-sport games coaching	Susan Kemper, National A Team/Olympic Coach who has moved to Montreal. Promote BC Summer Games to top BC Coaches, work with	Ongoing. We will also be looking at narrowing down coach selection for 2011 Canada Winter Games.		

	opportunities	zone reps and provincial advisor to assure that we are sending our most qualified coaches in each zone			
Action Technical Director	7.15 Support Elite coaches to pursue NCI Level 4 certification		Danielle McFadyen (provincial coach) currently working toward Level 4.		
Program Development	Performance Indicators (As per Strategic Plan)	Status 2007	Status 2008	Status 2009	Status 2010 +
8. Officials Development	8.1 Hold Officials courses in each region annually or biannually according to need. Set consistent annual or biannual training dates and timeframe. Distribute Officials Training schedule to all clubs early for planning reasons.				
Action Competition & Officials Coordinator & BCOMT	8.2 Host annual seminars & clinics to keep officials current	2007 Fall Conference in Sept/07, did not have an Officials section. Requested by BCOMT. Will re-visit format for 2008 Fall Conference			
Action Competition & Officials Coordinator & BCOMT	8.3 Utilise FINA International Judge Mentor Program to help develop judges at all levels	New FINA manual due Jan/08.			

Action Competition & Officials Coordinator & BCOMT	8.4 a) Develop recruitment strategy to target retired swimmers and parents to enter judging. Goal: Increase Level 1 & 2 Official numbers by 20%	Ongoing. LTAD model Active for Life			
Action Competition & Officials Coordinator & BCOMT	8.4 b) One examiner per club by 2010				
Action Competition & Officials Coordinator & BCOMT	8.5 Utilise the volunteer Officials committee to provide program support	Ongoing			
Action Competition & Officials Coordinator & BCOMT	8.6 Communication - consistent updated communication via newsletter, website & email. (Eg. Profiles, BCOMT contacts, certified list)	NOTE: Regular mail required to Lorraine Rowland, as no email, internet or fax available			
Program Development	Performance Indicators (As per Strategic Plan)	Status 2007	Status 2008	Status 2009	Status 2010 +
9.0 Administration Action Office Coordinator with review by ED, Technical Director &	9.1 Communication (submitted by staff, committees, Board) – Weekly or as need arises, updating of website. Monthly E-newsletter SPLASH.	NOTE: Regular mail required to Lorraine Rowland, as no email, internet or fax available			

Competitions Coordinator	Quarterly newsletter IN-SYNCH.				
Action Board of Directors, ED, Technical Director	9.2 Recognition & Awards – Actively seek awards for deserving candidates.	Synchro BC received Sylvie Fortier Award for Best Membership Percentage Growth in Canada. Other Synchro Canada Awards: 25 Yr Service Award – Louise Kennedy 15 Yr Service Award – Heather Archer 10 Yr Service Award – Bev Cleal Heather Archer named Synchro Canada’s Olympic Judge for Beijing.	Nominated Erin Fitchett for Bobbie Steen award. Awarded coach and athlete Leadership Awards at Provincial Banquet.		
Action Board of Directors, ED, Technical Director, Competitions Coordinator & Office Coordinator	9.3 Media – Actively profile & maintain media presence with articles, etc. Submit completed media report to appropriate Board of Director member.	Above information submitted to newspapers. Above information submitted to Government officials, Sport Governing officials & Provincial Government officials.			
Action Board of Directors & ED	9.4 Marketing of Fall Conference, Community Programs, Coach & Official Education Courses for exposure and financial support		Received a substantial amount of funding from CABC for NCCP courses this upcoming season.		
Action Board of	9.5 a) Financial – Synchro Canada fees	Synchro Canada considering all levels of			

Directors & ED	to increase annually	individual member fees to increase \$1.00 to support HP program.			
Action Board of Directors & ED	9.5 b) Financial – Synchro BC fees to increase 5% annually plus unforeseen adjustments as required	Synchro BC will require addition of \$1.00 into 2008-09 membership fee (see 9.5 a) Synchro BC Passport Book may require additional financial support from the membership, if sponsorship not obtained.			
Action Board of Directors & ED	9.6 Sponsorship – Continuously seek sponsorship				