



**NWT SWIMMING**

**TECHNICAL DIRECTOR PROGRAM**

**May 2010 Status Report**



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## 1. Project Intent

The NWT Swimming Technical Director (TD) is a shared employee position with the Yellowknife Polar Bear Swim Club. Job responsibilities are clearly detailed in an agreement between the two organizations. The following responsibilities were identified for the position in its first two years.

### Year 1

- In the first year the TD will:
  - Assist with winter club development in Fort Smith and Inuvik through swimmer, coach and board development workshops
  - Assist the Hay River Lions Swim Club with swimmer and coach development training
  - Assist the Mackenzie and Beaufort Delta Recreation Associations with their summer aquatics programs and summer swim meets including coach and athlete development events and attendance at both summer swim meets
  - Assist with NWT Swimming administrative, reporting and board development projects.
- In the first year, the TD will also assume responsibility for the Yellowknife Polar Bear Swim Club developmental program with responsibility for junior coach training and supervision. These responsibilities will include implementation of the Swim Canada I Can Swim Program for approximately 70 swimmers.
- The recruited employee will follow the Swim Canada (LTAD) development principles and coach training policies as dictated by the Canadian Swim Coaches and Teachers Association.

### Year 2

- In Year 2, the project assignments from Year 1 will be maintained except that the hours assigned to the Yellowknife Polar Bear Swim Club will be increased

The primary intent of the program is to stabilize and expand competitive swimming opportunities in the Northwest Territories.



## 2. Specific Needs/Barriers to be Addressed

There are two significant barriers that challenge the expansion of competitive swimming programs in the NWT.

- I. The cost of travel to send coaches/officials to training camps and clinics and the athletes/coaches to competitions.
- II. The coach certification process being implemented by Swimming Canada Natation (SNC). NWT recognizes the value of well trained coaches the following challenges have (and continue to be) faced:
  - i. SNC (and affiliated organizations) have made an assumption that swim coaches are paid employees / contractors and as such have structured coach training in such a manner to disadvantage the volunteer coach.
  - ii. SNC (and affiliated organizations) have taken far too long to finalize their coach training process but continue to rigidly apply the coach certification requirements. The process for the first level of certification continues to change with further changes expected this fall. No Level 2 or 3 courses were offered by SNC during the year.

## 3. Expected Results versus Actual Results

<i>TSO Support Initiative Indicators</i>		
<b>Participants</b>		
<b>Registered Participants</b> (start of season)	▪ 515	
<b>Registered participants</b> (end of season)	▪ 530	Season Increase/Decrease ▪ 15
<b>Participant Opportunity Camps</b> (Run independently, with other TSOs or with schools. These camps are intended to draw new participants to sport)	▪ Number of Camps:27 ▪ Number of Participants:376	▪ Number of camp participants registering with sport: Uncertain



<p><b>Technical Development (skills) Camps:</b> (This will include general skill development camps <u>and</u> try-out camps. These camps are intended for participants registered in the sport.)</p>	<ul style="list-style-type: none"> <li>▪ Number of Camps: n/a above covers both. The cost of travel requires NWT Swimming to combine these types of events.</li> <li>▪ Number of Participants:</li> </ul>			
<b>Coaches</b>				
<b>Registered Coaches</b>				
<p><b>Coach Development Clinics</b> (TSOs will need to use NSO terminology for levels)</p> <ul style="list-style-type: none"> <li>▪ Level 1</li> <li>▪ Level 2</li> <li>▪ Level 3</li> <li>▪ NWT Swimming Introduction</li> </ul> <p>*Note – see comments on SNC problems with coach training</p>	<p># Clinics</p> <ul style="list-style-type: none"> <li>▪ 1</li> <li>▪</li> <li>▪</li> <li>▪ 9</li> </ul>	<p># of Clinic Participants</p> <ul style="list-style-type: none"> <li>▪ 6</li> <li>▪</li> <li>▪</li> <li>▪ 52</li> </ul>	<p># Certified at Start of Season</p> <ul style="list-style-type: none"> <li>▪ 13</li> <li>▪</li> <li>▪ 1</li> <li>▪ n/a</li> </ul>	<p># Certified at End of Season *</p> <ul style="list-style-type: none"> <li>▪ 19</li> <li>▪</li> <li>▪ 1</li> <li>▪ n/a</li> </ul>
<b>Officials</b>				
<p><b>Officials Development Clinics</b> (TSOs will need to use NSO terminology for levels)</p> <ul style="list-style-type: none"> <li>▪ Level 1</li> <li>▪ Level 2</li> <li>▪ Level 3</li> </ul>	<p># Clinics</p> <ul style="list-style-type: none"> <li>▪ 8</li> <li>▪ 2</li> <li>▪ 2</li> </ul>	<p># Participants</p> <ul style="list-style-type: none"> <li>▪ 42</li> <li>▪ 23</li> <li>▪ 7</li> </ul>	<p># at Start of Season</p> <ul style="list-style-type: none"> <li>▪ 30</li> <li>▪ 15</li> <li>▪ 5</li> </ul>	<p># at End of Season</p> <ul style="list-style-type: none"> <li>▪ 50</li> <li>▪ 25</li> <li>▪ 10</li> </ul>
<p>*Note: Number of coaches at each level will benefit from brief explanation.</p>	<ul style="list-style-type: none"> <li>▪</li> </ul>			
<b>Volunteer Realignment</b>				
<p><b>Volunteer Activity Realignment</b> (TSOs will provide a brief narrative on the realignment of volunteer activity facilitated by the TSO Administration/Development Officer)</p>	<p>The TD program allowed for a significant realignment of a number of volunteer roles with NWT Swimming and the Yellowknife Polar Bear Swim Club. This includes but is not limited to outreach assistance to summer and winter clubs, coach training and swim camps. The volunteers previously covering these roles have been able to redirect their attention to planning, coach training and some fund raising.</p>			
<p><b>Other:</b> (There may be other sport-specific indicators reflecting program success that are not noted above and some of those above may not be appropriate to all TSO's, so others are to be described as desired).</p>				



#### **4. Performance Monitoring**

NWT Swimming monitors development in the sport in two ways:

##### **I. Performance Monitoring / Competitive Comparison**

SNC maintains a database of all sanctioned swimming performances in Canada. All registered swimmers from Yellowknife (includes swimmers from Inuvik and Fort Smith) and Hay River are tracked on this system. During the 2009/2010 season (to date) a number of swimmers have achieved top 25 rankings in Alberta and one swimmer has been ranked nationally.

##### **II. Program Participation**

NWT Swimming maintains a database on swimmer, coach, official and volunteer participation as part of its reporting obligations to Sport North. The summary of these figures is reported above.

#### **5. Project Outputs**

The Technical Director Program has allowed NWT Swimming to stabilize and its winter programming and considerably expand its ability to offer support to summer season pools. Outputs are measured in participation numbers as detailed above.

#### **6. Partners Involved and Their Contribution to the Project**

NWT Swimming works closely with the Yellowknife Polar Bear Swim Club and Hay River Lions Swim Club coaches and boards on the delivery of the TD Program.

In addition to funding received through the TD Program (thanks to Sport North, Municipal and Community Affairs and Sport Canada), additional resources have been obtained through the True Sport Foundation for the operation of the 2010 summer program.

Northern Airlines (Canadian North, First Air and Northwest Air Lease) continue to be strong supporters and contributors.



Local support has been received from volunteers in Fort Smith and Inuvik for clinics and camps.

## **7. Lessons Learned and Recommendations**

1. The transition between volunteers and paid staff has taken some time to adjust to. It is important to keep an open dialogue and work through all issues as they arise.
2. The recruitment process took much longer than original anticipated. It is important, however, to take the time to find the right person and work closely with them on clearly defining the duties of professional staff and volunteers.
3. The involvement of professional staff is critical to program stabilization and expansion. Most volunteers cannot put in the time necessary to manage and deliver programs to NWT communities given the geographic challenges we have.
4. Continuation of the TD program is strongly encouraged. It spread to other sports will help expand the reach and quality of sport and physical activity programs.

## **8. Advancement of Goals of the Canadian Sports Policy**

NWT Swimming has assisted in advancing the goals of the Canadian Sport Policy as follows:

### Goal I – Enhanced Participation

Participation in NWT Swimming programs has increased, particularly in summer camp programs where more camps have meant increased participation.

### Goal II – Enhanced Excellence

NWT Swimming has achieved a number of high performance goals during the last two years including national rankings amongst able bodied and para swimmers. Four swimmers have qualified for and competed at national level events and the NWT had its best showing ever at the 2009 Canada Summer Games.



### Goal III – Enhanced Capacity

Development of the new competency based coach education system by SNC has been continually delay and is a frustrating process to work through. The goals of the new coach training system are laudable but somewhat difficult to implement when the expectations continue to change. Nevertheless, NWT Swimming has continued to support coach and officials training and the TD program has allowed volunteers to expand their roles in administrative support and fundraising.

### Goal IV – Enhanced Interaction

NWT Swimming has improved its working relationship with NWT communities and other organizations as a necessary part of expanding its programs. The organization continues to work with Swim Alberta and various coaching organizations to keep abreast of changes at the national level.