



**DIVE SASK**

**LONG TERM  
ATHLETE  
DEVELOPMENT  
IMPLEMENTATION PLAN**

**APRIL, 2012**



# LONG TERM ATHLETE DEVELOPMENT IMPLEMENTATION PLAN

## BACKGROUND

Diving Plongeon Canada completed its LTAD model in 2007 and Dive Sask has been operating within its principles since that time. This has been primarily related to the competitive stages from Learn to Train through Train to Compete. The Sask Lotteries LTAD Implementation Grant has enabled Dive Sask to step back and look at **all** levels of development through fresh eyes to ensure we have appropriate programs in place at every stage to ensure optimal success.

## LTAD IMPLEMENTATION TEAM

The biggest struggle we had in completing this project was to arrange team meetings with those who had agreed to participate. Because we had chosen people with great expertise in specific areas, it was difficult to carve out blocks of time when they might all be available. In the end, we chose to divide the team into sub-groups, each one tackling a specific area. At the end of the process, the entire team met with Facilitator Bruce Craven to bring the individual pieces together.

The LTAD Implementation Team was made up of the following people:

- **Karen Swanson** (Chair) - Executive Director of Dive Sask, Program Coordinator at Gymnastics Saskatchewan, National level Gymnastics judge, parent of former gymnasts, strategic planning facilitator
- **Sara Toth** - National level Diving Official and National level Gymnastics Judge, former National level and NCAA level diver, former National level gymnast, Technical Director at Gymnastics Sask, former In Motion consultant, owner Flatland Sports Centre and swim club
- **Steve Carroll** - High Performance Coach at Saskatoon Diving Club. Involved in development of NSO LTAD.
- **Mary Carroll** - former Olympic diver, Coach at Saskatoon Diving Club, Development Coordinator at Dive Sask overseeing Coach and Official development, Summer rural clinic coach
- **Laura Desautels** - former National level diver and National level gymnast, NCAA athlete and coach, High Performance Coach at Regina Diving Club, Summer rural clinic coach
- **Nancy Brawley** - former Olympic diver, FINA judge, Diving Canada Officials Coordinator, former Diving Canada National Team Manager
- **Cherie Massier** - parent of National level diver, parent of Water polo athlete, Board member Dive Sask
- **Carol Lunn** - parent of former National level diver and National level gymnast, Board member Dive Sask
- **Jaime Valentine** - parent of HP diver, Chair of Dive Sask Board, employed by Saskatoon School Board

## METHODOLOGY

In order to analyze our current programs as well as consider future development opportunities, we looked at each of the following areas in light of the CS4L stages:

- Athlete Development and Training
- Competition
- Coaches
- Officials
- Parents
- Organizational Development and Leadership

For each area we created a grid which showed current programs that exist within the community, the schools, the clubs, the PSO, and the NSO. We then identified gaps in our current programs, set outcome goals, and suggested possible actions to help us bridge the gaps. It will be important to work these action items into our yearly operational plans over the next 3-5 years. This analysis was reviewed by the Dive Sask Board of Directors at its meeting in April, and the Executive Director and other staff members were given the responsibility to complete the implementation of the plan.

### **FINANCIAL DETAILS**

The majority of the grant was allocated to travel and meeting expenses, facilitator expenses and honorariums. Honorariums were paid to team members for hours spent in meetings, recognizing that all members of the team were professionals who should not be required to volunteer additional time for this project. Honorariums were NOT paid for travel time or for creation of reports or plans. The Executive Director was not paid an honorarium to lead the process. See financial statement attached.

### **GUIDING VALUES**

A number of underlying values guide the development of our philosophy and this model.

#### ***WE BELIVE THAT:***

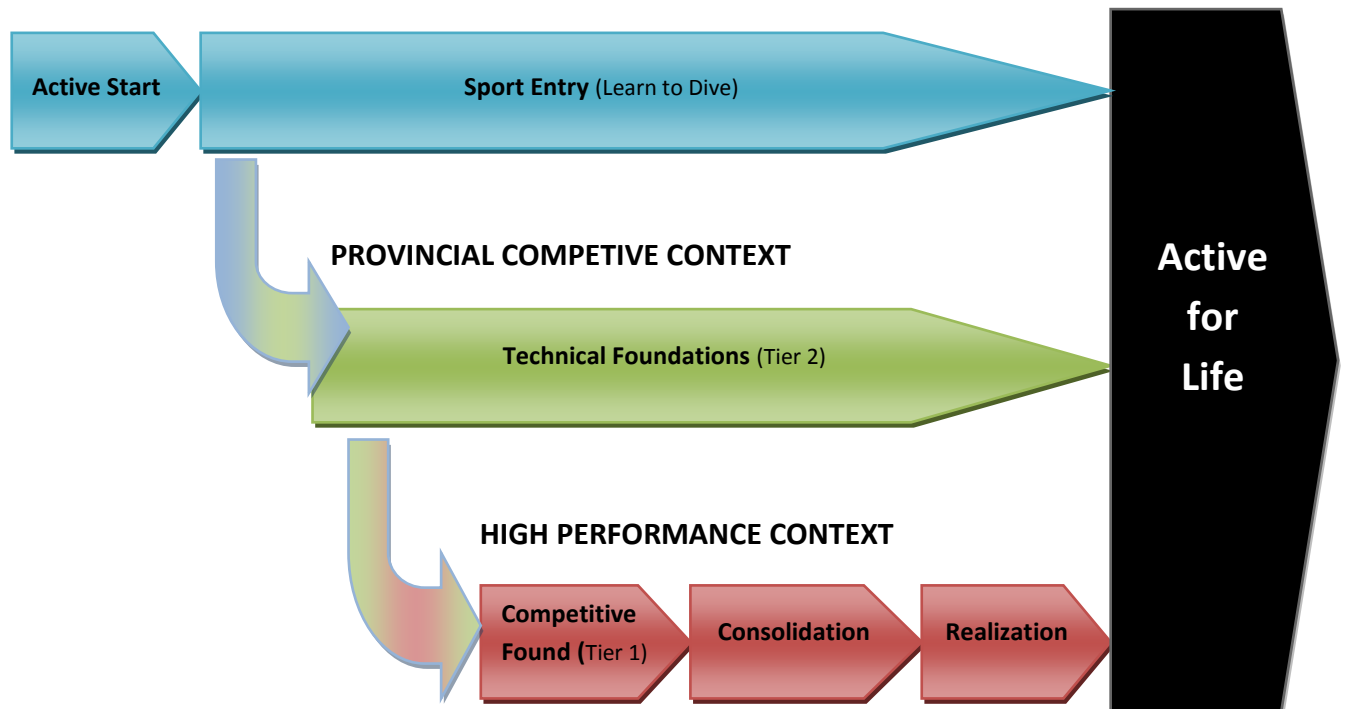
1. Children and adult should be active in a variety of activities and sports throughout their lifetime
2. At younger ages, children should have the opportunity to play and to have fun with sport
3. Children should be intrinsically motivated to succeed before they are motivated by winning, losing or awards
4. Competitions for children should not look the same as competition for teens or adults. At young ages competition is primarily focused on fun, feedback and social interaction.
5. Not every athlete should have the goal of being a High Performance diver - rather every athlete should strive to experience personal success at whatever level he/she feels most passionate about.
6. Parents have a key role in the development of every diver but that role will change depending on which level the athlete is participating in. The parents will always work in partnership with the coaches.
7. Coaches have the responsibility to teach the athlete the technical aspects of the sport as well as to help them develop necessary emotional and social maturity. The coach will always work in partnership with the family unit.
8. Coaches should be appropriately certified by the National Coaching Certification Program and should also receiving training and mentorship in how to deal with children and adults.
9. Coaches are professionals who should be appropriately compensated and supported.
10. Officials should feel valued and have meaningful roles at ALL levels of involvement (Provincial OR National)
11. Recognizing that healthy life balance is vital to being successful, we will be aware of the important influence of communities, schools and families on the development of each diver.
12. Dive Sask cannot develop successful divers in isolation. Partnerships with communities, recreation groups, culture groups and other sport organizations enhance our efforts.
13. There is a place within the sport of Diving for every person - whether as a recreational diver, an elite athlete, a coach, an official or a volunteer.

## LONG TERM ATHLETE DEVELOPMENT MODEL

At Dive Sask we believe that there is more than one path a diver can take to fulfill his or her desired potential in this sport. Everyone will start with learning the fundamental movement skills and basic water skills: running, jumping, balance, agility, and swimming. Next comes the basics of the sport of diving - how do I get off that board safely? Many will go on to compete at a provincial level - attending competitions in and around Saskatchewan. A few will have the skills and the desire to go further - to look for National or International success as a High Performance diver. The key is for the diver to experience total satisfaction at whatever level and context he/she feels most passionate about.





In the following pages we have created charts which highlight programs and services necessary at each developmental stage. However, it is important to note that not everyone will - or should - proceed through all the stages. It is more accurate to present the stages in the diagram below which shows three possible pathways. The stages may overlap but they are distinctly different and yet equally legitimate.

### RECREATIONAL CONTEXT



# LONG TERM ATHLETE DEVELOPMENT MODEL

## Athlete Development

 CANADIAN SPORT FOR LIFE	ACTIVE START	FUNDAMENTALS	LEARN TO TRAIN	TRAIN TO TRAIN	TRAIN TO COMPETE	TRAIN TO WIN	ACTIVE FOR LIFE
 DIVING CANADA		SPORT ENTRY	TECH FOUNDATIONS	COMPETITIVE FOUNDATIONS	CONSOLIDATION	REALIZATION	
STAGES	Learn fundamental movements and link them together into play	Basic diving movement orientation. Socialized in sport environment – include unstructured play	Learn all the basic skill sets of diving	Expand skill sets and assemble competitive dive list. Learn about mental stress of comp	Consolidation of all experiences and skills for competitive purposes	Realization of sport career potential	
GIRLS AGE BOYS AGE	0-4 0-4	5-6 5-7	6-9 7-10	8-12 9-13	12-15 13-16	15+ 16+	
These ages are related to athletes pursuing High Performance levels of diving							
PROGRAMS							
<b>COMMUNITY</b>	Swimming Gymnastics Dance	Summer Clinics Target Grp Initiatives Kids Sport Safety clinic	Community Support - services, recognition				Public pool fun Instructors
<b>SCHOOLS</b>		Grade 11 & 12	Support - time, flexibility with exams & classes				
<b>CLUB</b>	Preschool classes Swim/Gym	Learn to Dive (Rec) Jr Dev't	Tier 2 Training	Tier 1 Training			Adult Classes Parent Events Scholarship
		Talent ID - Progression					
 <b>PSO</b>		Summer Clinics Club LTD Grants Rural Grants	Tier 2 Training Camp	Annual TC Canada Games TC SS Future Best DS Athlete Carding Kids First \$\$			<b>Other Roles:</b>  Coaching  Judging  Volunteering  Financial  Leadership
			DS & SSI Annual Awards				
 <b>NSO</b>		LTD Program	Novice Program	Jr Training Camps - in club & out		SR Training Sport Can \$\$\$	



## ATHLETE DEVELOPMENT

<b>ACTIVE START</b>		
<b>CHALLENGES</b>	<b>DESIRED OUTCOMES</b>	<b>SOLUTIONS</b>
We do not currently have direct diving engagement in the Active Start stage for obvious reasons - children at this early age don't swim.	Children should learn body movements that will transfer to diving and should be comfortable putting their faces under water	Partnerships with Swimming, Gymnastics, Dance to communicate body movements that will be useful for future divers
		Offer Preschool classes or involvement at swimming preschool classes - jumping off the side wearing lifejacket
We do not have relationships with children/parents in this stage which means they may not see the sport of diving as a next step for their child	Parents will recognize that learning to dive is both an enjoyable sport and a great life skill for their children to learn when they know how to swim	Printed material that targets preschoolers
<b>SPORT ENTRY</b>		
<b>CHALLENGES</b>	<b>DESIRED OUTCOMES</b>	<b>SOLUTIONS</b>
Lack of programming in pools outside of Regina and Saskatoon	Simple diving skills will be taught in rural pools (indoor and outdoor) throughout the province	Create a Sport Entry Recreational program for municipalities
		Partner with other aquatic sports and foundational sports to offer summer sport camps, clinics, etc
		Investigate partnerships with National programs (Lifesaving Society, I Can Swim)
Lack of leadership (coaches and volunteers) in pools outside of Regina and Saskatoon. This is caused by unrealistic coach certification standards	Lifeguards in rural pools will be equipped to teach Diving classes in a way that is safe and fun	Design coaching standards and education for lifeguards and/or other sport leaders (ie gym or swim instructors)
Capacity issues - Facility problems (lack of time, cost) and lack of other feeder programs besides the club system	We would like to increase our capacity to offer more recreational diving without impeding on the needs of our competition programs	Advocate for new facilities that are appropriate for diving.
		Encourage clubs to offer daytime rec classes - kindergarten off days, home schooled groups, Christmas/summer/Easter programs
		Explore opportunities to offer diving classes and coach development within the Educational system. (Sport Fit, Fundamental Movement Skills, Phys Ed classes)
Role confusion - does DPC want/have a role in this stage?		Move ahead to design Provincial program - ask DPC for approval and support



<b>COMPETITIVE STAGES</b>		
<b>CHALLENGES</b>	<b>DESIRED OUTCOMES</b>	<b>SOLUTIONS</b>
We feel that the competitive programs run by our clubs and PSGB are strong and successful. We do, however see that there is value in involving schools and Saskatchewan rural communities in these stages.	Rural communities and local schools will be proud of their successful divers and will offer support and recognition including increased flexibility in relation to classes, exams, phys ed credits, etc.	Send letters to schools and local newspapers to advise them about divers who attend their schools or live in their communities and also to inform them about upcoming events, trips, etc.
<b>ACTIVE FOR LIFE</b>		
<b>CHALLENGES</b>	<b>DESIRED OUTCOMES</b>	<b>SOLUTIONS</b>
Lack of Adult programming	Adults who want to keep diving will have appropriate opportunities	PSGB will offer grants for Adult classes and events and could offer a fun competition at Provincials for adults who want to compete
Most athletes leave the sport when they are done competing	Athletes and their parents will find meaningful roles that will keep them involved in the sport of Diving throughout their lives	Athletes will be encouraged to be involved in other roles such as coaching and judging within their club and will be supported and rewarded in those roles.
		Parents will be encouraged to find meaningful roles that use their skills and passions and will be invited to continue in those roles when their children quit diving.
Lack of relationship with members who have left	Members who quit diving will maintain a relationship within the Diving community that may lead to volunteer involvement or financial support.	Dive Sask will create an Alumni list and will communicate with these former members about current news and upcoming events
		Dive Sask will hold an Alumni Reunion in conjunction with Age Group Nationals in Saskatoon in July
		Dive Sask will invite Alumni to be involved as volunteers at Age Group Nationals and other upcoming events
		Dive Sask will ensure Alumni are aware of the Legacy Fund and will be invited to support the sport of Diving by donating to this fund

# LONG TERM ATHLETE DEVELOPMENT MODEL

## Competition & Officials

	ACTIVE START	SPORT ENTRY	TECH FOUNDATIONS	COMPETITIVE FOUNDATIONS	CONSOLIDATION	REALIZATION	ACTIVE FOR LIFE	
GIRLS AGE	0-4	5-6	6-9	8-12	12-15	15+		
BOYS AGE	0-4	5-7	7-10	9-13	13-16	16+		
COMPETITION FOCUS								
	Games	Focus on having fun, NOT winning. Teach basic rules' of sport	Begins to have prescribed list of dives - level of competition depends on score standard.	Conventional competitions with prescribed list	Should have potential for podium results	Attends the highest level competitions for which they qualify		
		2-3 per yr	5 per yr	6-8 per yr	6-10 per yr	6-10 per year		
COMPETITIONS								
<b>COMMUNITY</b>	Parent/Tot Games in pool	Summer Clinic fun meets Inter community fun meets	Support, recognition					Meet Volunteers  Evaluators  Judges
<b>CLUB</b>	Parent/Tot Games in pool	Fun Meets - feedback not scores Skill Testing Badge Programs Recitals	Skills Testing Beat yourself Tier 2 Meets Group1 or 2 Meet	Group 1 or 2 Meet				
 <b>PSO</b>	None	Fund Summer rural Diving Daze - fun prizes	Tier 2 Provincials Tier 1 Provincials Sask Games Tier 2 Westerns	Tier 1 Provincials WCSG	Tier 1 Provincials	Tier 1 Provincials		
			Skill Evaluation					
			Records					
 <b>NSO</b>			Jr Nationals	Jr Nationals Jr International	Jr Nationals Jr International Sr Nationals Canada Games	Jr Nationals Jr International Sr Nationals Sr International Canada Games		
			Skill Evaluation					
			Records					

**OFFICIALS CERTIFICATION & TRAINING**

<p align="center"><b>CLUB</b></p>		<p>Orientation Clinics - run meets and be volunteers</p> <p>Current Athlete clinics or mentorship to judge Club Fun Meets</p>					<p align="center">Meet Volunteers</p> <p align="center">Evaluators</p> <p align="center">Judges</p>
 <p align="center"><b>PSO</b></p>		<p>Prov Apprentice</p>					
<p align="center">Provincial 1 &amp; 2</p>			<p align="center">Retired Divers Fast Track</p>				
 <p align="center"><b>NSO</b></p>				<p>Approve Apprentice Fund AGN</p>	<p>Fund Senior Nats</p>	<p>FINA</p>	

## COMPETITIONS



SPORT ENTRY		
CHALLENGES	DESIRED OUTCOMES	SOLUTIONS
We don't have any type of competition in our rural centres	Athletes who take rural classes or summer clinics will have the satisfaction of showing the skills they have learned	Fun Meet at end of clinic - could be combined with other sports or with other towns
		Include a fun Lifeguard Challenge to get lifeguards more involved
Competitions for youngest Sport Entry athletes are structured similar to those for older athletes	Young athletes will be motivated by their love of the activity NOT by the possibility of winning medals or prizes	Scores should not be flashed to young athletes but should be given to coaches after the meet for feedback
		Divers should be awarded for a variety of things including personal attitudes, skill progressions, and personal bests
ACTIVE FOR LIFE		
CHALLENGES	DESIRED OUTCOMES	SOLUTIONS
We lose members when they feel they cannot progress further in competition	Athletes and their family members will find meaningful roles in other areas of competition such as meet management and/or officiating	Keep alumni list up to date and invite former members to use the skills they have gained in other areas of sport leadership
		Orientation clinics will be held each year for parents interested in learning how to run a meet
		Hold Fun Meets and contests for former divers and parents

## OFFICIALS

SPORT ENTRY		
CHALLENGES	DESIRED OUTCOMES	SOLUTIONS
We don't have clarity or consistency around who should judge at Rec Fun Meets and Tier 2 Meets and how judges will be recruited, trained and developed at these stages	This level of competition will be an effective training and mentorship opportunity for current and former divers who would like to judge	Dive Sask will develop a Provincial development program separate from the National program for those judges not aspiring to become National officials
		Current divers will be invited to a 4 hour clinic to learn the basics of judging and will be encouraged to judge at in-club Fun Meets.

# LONG TERM ATHLETE DEVELOPMENT MODEL

## Coaches

	ACTIVE START	SPORT ENTRY	TECH FOUNDATIONS	COMPETITIVE FOUNDATIONS	CONSOLIDATION	REALIZATION	ACTIVE FOR LIFE
<b>NCCP CONTEXT</b>		Instructor/Beginner	Comp Intro	Comp Dev	Comp Dev	Level 4	
<b>QUALIFICATIONS</b>	Recreational training	Part time pool staff	Part time Diving Background	Full time	Full time Directs program	Full time Directs program Leads other coaches	
	Criminal Record Checks						
<b>COMPETENCIES</b>	Fun and playful Inclusive Knows fundamental movement skills Patient	Fun Basic safety Basic diving skills Inclusive of all levels of ability Patient Healthy boundaries	Technical skill Diplomatic with parents Fair & ethical Planning	Technical skill Must work with club leadership Diplomatic with parents Fair & ethical Able to put aside personal agenda Longer term planning	Technical skill Leadership skills Visionary Innovative Diplomatic Emotional control Organization and planning skills Relationship skills Understands teens		
<b>COACH DEVELOPMENT PROGRAMS</b>							
<b>COMMUNITY</b>	Lifeguards or Water Safety Instructors						Instruct Coach LF Evaluator
<b>CLUB</b>	Head Coach - Recruit, Support						
	Recruit athletes	Support	Partner with Dive Sask				
 <b>PSO</b>	Train Lifeguards						
	NCCP Clinics & Evaluation		Hire & Support HP Coach with Club				
	PD Opportunities and Grants						
	Awards & Recognition						
 <b>NSO</b>	NCCP Clinics						
	PD Opportunities						

# COACHING

SPORT ENTRY		
CHALLENGES	DESIRED OUTCOMES	SOLUTIONS
Coaches must have Instructor Beginner Certification to teach LTD in rural centres and urban municipal pools - this certification is difficult to attain and creates a barrier to us offering recreational diving classes throughout the province	Municipal lifeguards or other sport coaches will receive sufficient training to safely coach the earliest stages of diving - but will not need to be fully certified at an IB level	In conjunction with new Rec diving program, design coach training modules and standards
		Increased use of online training modules
		Hold District Coach/Lifeguard training sessions
Must have at least 1 Competition Intro Coach on deck at Competitive Clubs - even if there are only recreational or pre competitive classes taking place. This has made it difficult to run recreational classes when competitive coaches cannot be at the pool.	Clubs will have sufficient numbers of properly trained coaches on deck at all times in relation to the level of Diving being taught	Dive Sask will make a grid of a variety of Coach situations and certification needs and will present that information to Diving Canada in hopes of creating certification policies that will be more in keeping with the needs of clubs.

# LONG TERM ATHLETE DEVELOPMENT MODEL

## Facilities - TO BE DEVELOPED



	ACTIVE START	SPORT ENTRY	TECH FOUNDATIONS	COMPETITIVE FOUNDATIONS	CONSOLIDATION	REALIZATION	ACTIVE FOR LIFE


### AREAS TO CONSIDER:

- Facility partnerships
- Dryland needs
- Depth requirements - ie backyard pools, leisure pools, competitive pools

# ATHLETE DEVELOPMENT MODEL



## Parents

	ACTIVE START	SPORT ENTRY	TECH FOUNDATIONS	COMPETITIVE FOUNDATIONS	CONSOLIDATION	REALIZATION	ACTIVE FOR LIFE
<b>ROLE</b>	Parents choose activity	Parent and child choose together	Child chooses and parents guide	Child chooses and parents facilitate	Parents support & encourage	Parents cheerlead	
	Active involvement with child Teach child to overcome fear of water through play in pools and lakes Parent/Tot classes Enrolment in other sports - especially gymnastics, dance, swimming	Encourage child to be in class without parent Teach: Basic class behavior	Teach: Independence Positive social interactions, Respect for athletes, coaches, parents, leaders Discipline and time management Ability to make good decisions Parents allow coaches to guide the diving process	Offer increased support in areas such as mental development, nutrition, life balance, sleep, medical care			
	Parents model being physically active						
	Club commitments increase - volunteering, fundraising						
	Parents begin to form their own social network and friendships with other parents						
<b>NEEDS</b>							
<b>COMMUNITY</b>	Access to many activities						
<b>CLUB</b>		Club Information about programs, contacts, code of conduct	Club info about competitive programming and expectations	Clarity around role of parent and role of coach			
 <b>PSO</b>			Info about available funding programs	Respect Ed for parents Information about Scholarships			

				Info about HP sport programs (ie Sask Sport, NSC)			
				Info about cost, rewards and implications of HP sport on family			
				Provincial News - enews			

## PARENTS







COMPETITIVE STAGES		
CHALLENGES	DESIRED OUTCOMES	SOLUTIONS
Competitive sport is expensive and tiring and parents often feel torn in many directions	Parents will form their own social networks of friends to ensure that they have a positive experience being part of our sport.	Plan social events for families and for parents at club and provincial level in conjunction with meetings, competitions, training camps, etc
Parents don't always know what to expect in their club and in the province and may not be aware of the available funding and services for their child	Parents will have a full understanding of the competitive side of Diving and will be prepared for its impact on their child and entire family	Dive Sask will hold regular (at least annual) Parent meetings to educate parents about the sport of Diving and expectations about competitive programs, competitions, and available funding
		Dive Sask will produce an LTAD brochure to give to parents that will help them understand the stages of development and the Dive Sask philosophy of training and competition.
Parents may be overly involved in their child's training and may be critical of coaches, officials and/or administrators. This can create conflict within clubs that undermines their child's experience and may cause damage to the club structure.	Parents will model a healthy respect for coaches, officials and other sport leaders within the Diving community	Parents of Elite athlete will be required to take the Respect Ed online course
		Dive Sask will locate resources that clubs can give to Recreational parents outlining appropriate parent roles and behavior



# DEVELOPMENT MODEL

## Organizational Development & Leadership



		SPORT ENTRY	TECH FOUNDATIONS	COMPETITIVE FOUNDATIONS	CONSOLIDATION	REALIZATION	
<b>STRUCTURE &amp; GOVERNANCE</b>							
<b>COMMUNITY</b>		District Programs Municipality Rec departments Municipal Pools					
<b>CLUB</b>		Rural or Indoor Club	Non Profit Club structure with volunteer board OR Privately owned For Profit club				
 <b>PSO</b>		Policy Governance Board with Executive Director ----- Club partnership re HP Coach Contract----- Liaison to Sask Sport-----					
 <b>NSO</b>		Policy Governance Board with Chief Executive Officer & Chief Technical Officer-----					
<b>POLICY DEVELOPMENT</b>							
<b>COMMUNITY</b>		Facility use & regulations Government standards					
<b>CLUB</b>		Rec class rules	Competitive training, club travel, HR				
 <b>PSO</b>		Create rural rec programs	Technical rules and standards----- Policy re HR, Provincial Team Travel, Risk Mgmt, Team Selection, Sask Sport guidelines-----				
 <b>NSO</b>		LTD program	Technical rules and standards----- Team Selection & International Travel Policy-----				
<b>FINANCE</b>							
<b>CLUB</b>		Rec class fees	Competitive training fees Fundraising Travel funding				
 <b>PSO</b>		Collect membership fees ----- Accident & Liability Insurance----- MAP Grants Rural Initiative Grant LTD Club Grants	Athlete Assistance Grants, Hosting Grants, Scholarships, Competition Funding				
 <b>NSO</b>			Collect membership dues ----- Training & Competition Support----- World Class Club support-----				

## OPERATIONAL PRIORITIES

TASK	1 YR	2 YR	3-5 YR
<b>ATHLETE DEVELOPMENT</b>			
Partnerships with Swimming, Gymnastics, Dance to communicate body movements that will be useful for future divers		<input checked="" type="checkbox"/>	
Offer Preschool classes or involvement at swimming preschool classes - jumping off the side wearing lifejacket		<input checked="" type="checkbox"/>	
Printed material that targets preschoolers			
Create a Sport Entry Recreational program for municipalities	<input checked="" type="checkbox"/>		
Partner with other aquatic sports and foundational sports to offer summer sport camps, clinics, etc	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Investigate partnerships with National programs (Lifesaving Society, I Can Swim)		<input checked="" type="checkbox"/>	
Design coaching standards and education for lifeguards and/or other sport leaders (ie gym or swim instructors)	<input checked="" type="checkbox"/>		
Advocate for new facilities that are appropriate for diving.			<input checked="" type="checkbox"/>
Encourage clubs to offer daytime rec classes - kindergarten off days, home schooled groups, Christmas/summer/Easter programs	<input checked="" type="checkbox"/>		
Explore opportunities to offer diving classes and coach development within the Educational system. (Sport Fit, Fundamental Movement Skills, Phys Ed classes)		<input checked="" type="checkbox"/>	
Move ahead to design Provincial program - ask DPC for approval and support	<input checked="" type="checkbox"/>		
Send letters to schools and local newspapers to advise them about divers who attend their schools or live in their communities and also to inform them about upcoming events, trips, etc.	<input checked="" type="checkbox"/>		
PSGB will offer grants for Adult classes and events and could offer a fun competition at Provincials for adults who want to compete		<input checked="" type="checkbox"/>	
Athletes will be encouraged to be involved in other roles such as coaching and judging within their club and will be supported and rewarded in those roles.	<input checked="" type="checkbox"/>		
Parents will be encouraged to find meaningful roles that use their skills and passions and will be invited to continue in those roles when their children quit diving.	<input checked="" type="checkbox"/>		
Dive Sask will create an Alumni list and will communicate with these former members about current news and upcoming events	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Dive Sask will hold an Alumni Reunion in conjunction with Age Group Nationals in Saskatoon in July	<input checked="" type="checkbox"/>		
Dive Sask will invite Alumni to be involved as volunteers at Age Group Nationals and other upcoming events	<input checked="" type="checkbox"/>		
Dive Sask will ensure Alumni are aware of the Legacy Fund and will be invited to support the sport of Diving by donating to this fund	<input checked="" type="checkbox"/>		

COMPETITION			
Fun Meet at end of clinic - could be combined with other sports or with other towns		<input checked="" type="checkbox"/>	
Include a fun Lifeguard Challenge to get lifeguards more involved		<input checked="" type="checkbox"/>	
Scores should not be flashed to young athletes but should be given to coaches after the meet for feedback	<input checked="" type="checkbox"/>		
Divers should be awarded for a variety of things including personal attitudes, skill progressions, and personal bests	<input checked="" type="checkbox"/>		
Keep alumni list up to date and invite former members to use the skills they have gained in other areas of sport leadership	<input checked="" type="checkbox"/>		
Orientation clinics will be held each year for parents interested in learning how to run a meet	<input checked="" type="checkbox"/>		
Hold Fun Meets and contests for former divers and parents		<input checked="" type="checkbox"/>	
OFFICIALS			
Dive Sask will develop a Provincial development program separate from the National program for those judges not aspiring to become National officials		<input checked="" type="checkbox"/>	
Current divers will be invited to a 4 hour clinic to learn the basics of judging and will be encouraged to judge at in-club Fun Meets.	<input checked="" type="checkbox"/>		
COACHES			
In conjunction with new Rec diving program, design coach training modules and standards	<input checked="" type="checkbox"/>		
Increased use of online training modules		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Hold District Coach/Lifeguard training sessions		<input checked="" type="checkbox"/>	
Dive Sask will make a grid of a variety of Coach situations and certification needs and will present that information to Diving Canada in hopes of creating certification policies that will be more in keeping with the needs of clubs.	<input checked="" type="checkbox"/>		
PARENTS			
Plan social events for families and for parents at club and provincial level in conjunction with meetings, competitions, training camps, etc	<input checked="" type="checkbox"/>		
Dive Sask will hold regular (at least annual) Parent meetings to educate parents about the sport of Diving and expectations about competitive programs, competitions, and available funding	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Dive Sask will produce an LTAD brochure to give to parents that will help them understand the stages of development and the Dive Sask philosophy of training and competition.	<input checked="" type="checkbox"/>		
Parents of Elite athlete will be required to take the Respect Ed online course		<input checked="" type="checkbox"/>	
Dive Sask will locate resources that clubs can give to Recreational parents outlining appropriate parent roles and behavior		<input checked="" type="checkbox"/>	

