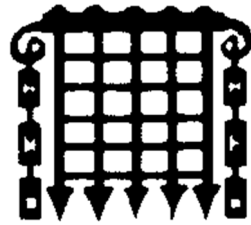


Arbroath St Thomas
Swimming Club
Development Plan



Aims

Objectives

Action Points

Aims

To develop a strong community and competitive club, creating an enjoyable environment and allowing opportunities for people of all ages to fulfil their potential in swimming

Goals

A continually developing club
High standards of performance
Quality service to the club members

Objectives

Club growth and development
Retention/growth of number of swimmers
Enhanced opportunities for competition
Success at individual level
Increased number of qualified teachers/coaches and officials
Effective admin
Links with external agencies
Club Constitution

Its objective shall be the promotion of the sport of swimming in all its disciplines.

Developing Club-----swimmer numbers, competition opportunities with in and out with the club, growth and development

High Standards of performance-----success in competitions at individual level/tech/pbs
Increased numbers of qualified teachers/coaches/technical officials etc
Improved standards of teachers and coaches - cpd - mentoring opportunities'

Quality Service to members-----Admin
Finance
Link with external agencies

Action Points

- Objective 1 Club Growth and Development-----Enhance provision for all sections of club
Time-Space-Quality Instruction
Swim Mark
Recruit more volunteers
Help sheet to go out/Rota
Volunteers to register with Council - financial aid
Snr Swimmers age 14+ encouraged to assist
Develop support structures to implement plan
- Objective 2 Number of Swimmers-----Regularly recruit from local swim school program
Coaches to liaise/feedback from swimmers
- Objective 3 Enhanced opportunities' for competition---statement of competitive policy
Update competition calendar-update after dist
meeting
Review internal comp-begs/imp
- Objective 4 Success at individual level-----Improvement in tech ability/PB's
Improvement in stats at District Events

Squads etc

Increased number of swimmers in AAS/Regional

Improvement in stats at Nat Level

Objective 5 Increased number of qualified teachers/coaches-----Recruit-provide cover

Mentor-training programme/in
service

Annual Courses

(Professional Structure)

Job descriptions for all staff

Integrate all staff on program

Develop self evaluation program

Objective 6 Effective Admin-----Internal Communication

(E-Mail data base for weekly plan, annual membership to be
maintained and distributed by Membership Secretary)

Distribution of Comp guide

Coaches-copies of names/address/ emergency contact numbers

Membership form

Swimmers code of conduct

Web site

Job Description for all committee members and coaches

Objective 7 Links-----Marketing and Sponsorship
Meetings with Pool Manager/Swim Programme co-ordinator
Angus Swim Development group
Angus Council Sport Development Officer
Angus Community Sports Hub
Midland District (including clubs)
Active Schools
Sport Tayside and Fife
Scottish Swimming
Scottish Swimming Regional Development Officer

ST THOMAS SWIMMING CLUB: Club Development Plan 2017-2021 Objective One: Club Growth and Development

Action Point	Lead Responsibility	Outcome/ Success Criteria	Target Date
Enhance provision for all sections of the club	Lead Coach/Asst Coaches	Continued tech improvement throughout	Review annually
Encourage volunteers to undertake appropriate training courses	Club Development Co-ordinator	All helpers to have minimum of Level 1 qualification within 1 year of joining.	Ongoing
Recruit Volunteers	Club Development Co-ordinator, Main Committee, Parent Committee	One helper per lane	Ongoing
All volunteers to sign Coach Self Dec form/Disclosure and Code of conduct within two weeks of joining.	CPO	Confidential file held by CPO	As required
Distribute Help Sheet	Main Committee, Club Development Co-ordinator	Sheet to go out to all members with membership form.	Annually updated at time of membership renewal.
Swim Mark Plus	Main Committee, Club Development Co-ordinator	Maintain Swimark accred	Review as required
Snr Swimmers age 14+ encouraged to assist	Lead Coach/Ass Coaches	Retention of swimmers	Ongoing

ST THOMAS SWIMMING CLUB: Club Development Plan 2017 – 2021 Objective Two: Number of swimmers

Action Point	Lead Responsibility	Outcome / Success Criteria	Target Date
Regularly recruit from Council programme and School Swimming.	Club Development Co-ordinator	More swimmers recruited to join club.	End of each block
Coaches to liaise feedback from swimmers	Lead Coach/Asst Coaches	Swimmers involved in own development	Meetings held in conjunction with parents meeting
Parents Meeting	Lead Coach/Asst Coaches	Parents gain understanding of all processes involved in swimmers development. More swimmers attending meets and attending regular consistent training.	Minimum once per year

ST THOMAS SWIMMING CLUB: Club Development Plan 2017 – 2021 Objective Three: Enhance Opportunities for competition

Action Point	Lead Responsibility	Outcome / Success Criteria	Target Date
<p>Review Internal Comp</p> <p>To encourage more swimmers to enter appropriate comps regularly</p>	<p>Club Development Co-ordinator/Lead Coach/Asst Coaches</p> <p>Lead Coach/Asst Coaches</p>	<p>More swimmers attending comp/friendly gala success</p> <p>Increased numbers attending comps.</p>	<p>Ongoing</p> <p>Ongoing</p>

ST THOMAS SWIMMING CLUB: Club Development Plan 2017 – 2021 Objective Four: Success at Individual Level

Action Point	Lead Responsibility	Outcome/ Success Criteria	Target Date
Improvement in tech ability/tech-lesson plans	Lead Coach/Asst Coaches	All groups to work to lesson plans. Annual plan for all groups.	Reviewed Annually
Mentoring	Lead Coach/Asst Coaches (other qualified teachers)	All helpers to be mentored	Ongoing
Improvement in stats at District events	Lead Coach/Asst Coaches	More swimmers competing showing improved tech	Ongoing
Increased number of swimmers in Squads	Lead Coach/Asst Coaches	More swimmers achieving times in all groups	Ongoing
Improvement in stats at National level	Lead Coach/Asst Coaches	More swimmers achieving Qualifying times	Ongoing
Annual review of above	Lead Coach/Asst Coaches/Club Development Co-ordinator	File Kept	Reviewed Annually
Invite tech support staff	Lead Coach/Asst Coaches	Swimmers aware of all areas out of the pool that aid development	Ongoing

ST THOMAS SWIMMING CLUB: Club Development Plan 2017 – 2021 Objective Five: Increased Number of Qualified Teachers/Coaches

Objective	Lead Responsibility	Outcome / Success Criteria	Target Date
Mentor-in house training	Lead Coach/Asst Coaches	All coaches/teachers/helpers have identified mentor, can request in house training on specific areas they require for individual coach development.	Ongoing
Courses	Club Development Co-ordinator	Regular courses identified as req'd for teachers/helpers Sport Tayside course sheets given to all teachers/helpers All aware of CPD opportunities	Ongoing
Professional Structure and licensing	Club Development Co-ordinator/ Lead Coach	All coaches/teachers/helpers aware of structure and responsibilities. Obtain and renew Scottish Swimming licence.	Ongoing

ST THOMAS SWIMMING CLUB: Club Development Plan 2017 – 2021 Objective Six: Effective Admin

Action Point	Lead Responsibility	Outcome / Success Criteria	Target Date
Compile e-mail data base for newsletter/annual membership forms	Membership Secretary	All members who are on line are able to receive updates and annual membership renewal forms by e-mail	Update annually
Register for coaches	Membership Sec/Club Development Co-ordinator/CPO	Coaches have register for groups that include emergency contact numbers	Update annually
Membership Form	Membership Secretary	File held with annual updates	Update annually
Club Web Site	Membership Secretary	Regularly accessed by members	Ongoing
Job Descriptions	President/Club Development Co-ordinator	Descriptions available for newcomers to various positions	Reviewed as required
Swimmers code of conduct	President/Club Development Co-ordinator/Lead Coach	All swimmers to have signed	Review annually

ST THOMAS SWIMMING CLUB: Club Development Plan 2017 – 2021 Objective Seven: Links

Objective	Lead Responsibility	Outcome / Success Criteria	Target Date
Meetings with pool manager to review pool/ land training time	Lead Coach/Club Development Co-ordinator/President	Retention of time/Awareness of opportunities for extra time should it arise	Ongoing
Meeting with swim programme coordinator	Club Development Co-ordinator	Bi annually	Ongoing
Membership of Angus Swim Development group	Club Development Co-ordinator	Club representation at Area Level	Ongoing
Liaise with Midland District clubs	Lead Coach/ Technical officials co-ordinator	Co-operation between clubs to enhance training, coach mentoring and other opportunities for club dev.	Ongoing
Membership of Midland District	Committee members	Involvement in various district committees; have a say in running of District through attendance at meetings	Ongoing
Liaise with Scottish Swimming	Lead Coach/Asst Coaches / Main Committee/Club Development Co-ordinator	Opportunities for enhanced training, coach mentoring and other spheres relating to club development (incl. funding)	Ongoing

--	--	--	--