

BC DIVING | LONG TERM ATHLETE DEVELOPMENT MODEL

# Implementation Plan

JANUARY 2010



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## BC Diving Overview

Canadian Diving is a close knit, well organized community, world renowned for producing International and Olympic Champions. Currently, six of those internationally ranked divers call BC home. In addition to its internationally ranked athletes, BC Diving has a strong base of 822 recreational divers and over 80 competitive divers working towards personal excellence. According to the LTADM developed by Diving Plongeon Canada, (DPC) diving is an early specialization sport, suggesting the need for early recruitment and retention, structured and defined training practices and specific training regimes to be followed so all athletes, from recreational to elite can reach their potentials.

### *Staff*

BC Diving's office is now located in the Sport BC Office, having moved from its White Rock location in 2009. It is staffed by a full time Executive Director, a full time Provincial Technical Director, and advised by six-member Board of Directors. Five part-time Regional Coaches are based in clubs: 2 in Victoria, 2 in Vancouver, 1 in White Rock. Clubs employ additional coaches on a seasonal basis with many of the BCSSA summer club coaches taking advantage of the Provincial Student Summer Job grant funding.

### *Restructuring*

In March 2009, the BC Diving employees sat down with the BC Diving Board of Directors to re-establish their personal roles and responsibilities. In addition to establishing concrete job descriptions, BC Diving outlined three main priorities for the 2009/2010 year: 1) Increase Number of Diving Participants 2) Develop Talent Pool of Qualified Judges and Coaches 3) Help More Divers Achieve Excellence. In accordance with these priorities, BC Diving outlined many changes which would impact their daily operations and allow them to reach the aforementioned goals.

First, BC Diving moved from their White Rock location into the new Sport BC Office, allowing greater access to Sport BC programs and meetings. Second, BC Diving co-ordinated with DPC to

mutually fund a Provincial Training Center, (Lower Mainland Initiative) which was to be based out of the Vancouver Aquatic Center. This was a huge step towards athlete development, particularly as the training principles at the Center will be based on the LTADM. Third, BC Diving decided to embrace the LTADM and to encourage its members and coaches to implement its suggestions. *Lastly, a survey was sent out to all diving clubs across the Province in order to understand the needs of its members.*

In accordance with BC Diving's goal of helping more divers achieve excellence, in 2007, BC Diving revamped its competitive and recreational diving categories to accommodate its growing number of recreational divers. Rather than limiting athletes to recreation and competitive streams, BC Diving now offers four different options: Learn to Dive, Tier 1, (competitive) Tier 2, (pre-competitive) Tier 3, (recreational) and BCSSA Summer Diving, (season runs May-August inclusive). These changes have proven to be highly successful at increasing the number of competitive divers within the province. Offering a variety of competitions ensure divers are competing within the appropriate level as well as allowing clubs from remote areas to host meets tailored to fit the needs of their athletes rather than forcing their athletes to compete dives they aren't ready for.

## Audit

The first step towards understanding the needs of BC Diving's members was to develop and release a survey designed to ask questions related to the LTADM. The original plan was to collect and compile answers, complete a gap identification and analysis, and finally, create an action plan to implement changes. With help from Donna Atkinson, BC Diving set up a twenty-four question survey focusing on participation statistics, club programs, geographical and equipment challenges, club needs, coaches and officials training, and LTADM knowledge and implementation. The completion and results of this survey were completed in August 2009, with implementation slated to begin in September 2009. BC Diving was hoping to use the results of this survey to create its 2010 Strategic Plan; however, since the survey results have been published, BC Diving has been extraordinarily busy. Three major developments have impeded the final implementation process: the NCCP Comp-Dev program was in its final stages of restructure, BC Diving was scrambling to cover the funding cuts announced for the 2009/2010 fiscal year; and, finally, the BC Diving's Executive was busy covering un-scheduled difficulties implementing the new Lower Mainland Initiative. To date, BC Diving has not had the opportunity to implement all changes suggested from the survey; however, a review of its implementation plan is slated to re-commence at the November AGM.

## Difficulties

BC Diving continues to have difficulties gathering data from public pools across the province. As we did in this survey, BC Diving continues to find itself in a catch 22: in order to apply for any government funding, BC Diving needs to produce a list of divers currently registered in diving programs; however, most, if not all pools are unwilling to provide any information, (including postal codes) stating privacy concerns. No divers = no funding; however, without funding we can't increase our numbers. As of January 2010, BC Sports Funding has allowed us to "estimate" the number of divers registered in programs across the province, a policy which should ease the collection process.

# Survey Results

## Clubs

In BC, there are 13 registered competitive and recreational diving clubs, stretching across most geographical areas of the Province. BC Diving hopes to increase this number as outlined in its Vision:

***“to have a diver on every board in every aquatic center throughout British Columbia,”***

a challenging goal for its two full time staff members.

## Identified Strengths

- Most clubs across the Province identify “ability to accommodate new participants” an issue facing their clubs. This speaks highly to the growing popularity of the sport of diving.
- Focus on growing diving in outlying areas has seen the introduction of three new diving programs, including, Fort St. John, Dawson Creek and Trail/Castlegar
- Newly released Provincial Team Year Plan clearly outlines athlete’s rank and direction for the upcoming year.
- Grant funding used to train new coaches saw number of qualified Learn to Dive coaches increase by 25%.
- Periodization and goals set for all Provincial Team Athletes. Led by Tommy McLoed, a Provincial Team Year Plan has been released. This is a unique and remarkable achievement to have all BC coaches working together to promote BC Athletes.

## Known Challenges

- There is a repeating pattern of divers leaving the Vancouver region for alternative programs around the province or outside B.C.
- Difficulty keeping track of Learn to Dive instructors. There is no re-certification process, meaning once certified, BC Diving may never hear from instructors again.
- No forced registration for pools offering Learn to Dive program.
- Limited access to dryland equipment. Currently, only 2 pools in the Province offer a full dryland facility. Time and space is often limited, leaving many clubs with little or time on trampolines, dryboards or use of platforms.
- Gap between Learn to Dive program and new BLASTOFF program leaves many instructors unsure of which program to teach.
- Funding cuts up to 100% were announced in September 2009, leaving many clubs struggling to operate.
- Recruiting and maintaining coaches in outlying areas such as Prince George and Kamloops.



## PSO Implementation

Diving Canada's Long Term Athlete Development Model was released to the diving community in November, 2007. Mitch Geller, the Chief Technical Director at Diving Plongeon Canada, (DPC) as well as the Project Leader of CARP, made several presentations to bring the diving community at NSO up to date. BC Diving received its copy of the LTADM at this AGM. As of September 2009, BC Diving's membership has not been formally introduced to the LTADM. In fact, according to a July 2009 survey, only four of twelve clubs polled were 'very aware' of the entire document, four were only 'somewhat aware,' while four had 'no idea' the document existed.<sup>1</sup> Fortunately, as of August 2009, BC Diving has begun to take many steps to ensure that all members; clubs, coaches, officials, and parents will be aware of and will use the final document.

<sup>1</sup>. Complete survey results in Appendix A.



## BC Diving's LTADM Implementation Plan

Survey results were compiled and reviewed in August of 2009. Together with input from BC Diving employees, an implementation plan took shape.

The remainder of this document outlines the actions BC Diving will undertake to implement the Canadian Sport for Life – Long Term Athlete Development Model.

### *BC Diving LTAD Objectives:*

The objectives of the LTAD Implementation Plan in B.C are:

1. Distribute and inform the Diving LTADM to its clubs and membership
2. Update website to provide up to date, ongoing information about courses, programs and sports science information to coaches as well as the public.
3. Increase the number of trained coaches; increase the knowledge of coaches at the earlier stages in order to have specialized, experienced coaches at all levels.
4. Continue to provide training and learning opportunities; provide mentors and support for coaches in outlying geographical areas.
5. Continue to develop and training judges and officials across the province; ensure focus when training judges is on takeoffs and fundamental movement patterns rather than entries.
6. Provide adequate and well adapted programs to athletes at all levels; helping more athletes achieve excellence

# Implementation

Many steps must be taken in order to meet these objectives. The following tables further develop each objective into a more detailed action plan.

## Information Action Plan:

Action	Priority	Network	Time line
Distribute and inform diving community of CS4L and LTADM	1	Members, clubs, coaches, officials, public	November, 2009
Create presentation and develop workshop to be presented at BC Diving AGM	2	For BC coaches currently coaching competitive programs	November, 2009
Provide training session for LTADM to recreational summer club coaches	4	BCSSA club coaches, DPC coaches also welcome to attend.	May , 2009
Provide links on new BC Diving website to LTAD website, NCCP as well as relevant sports-science information	3	Hired Mark Fromson, or Fromson Design to improve on current design	January, 2010

## Information and Communication

Because the LTADM is still relatively new, most people in the diving community, including parents, coaches, officials and administrators have very little knowledge of the Canadian Sport for Life, its goals and objectives and how it is affecting the sport system within Canada and BC.

BC Diving's first step must be to provide information and resources to the BC Diving community and raise the profile of CS4L. The goals and objectives of the CS4L, and the DPC LTADM implementation plan have to be communicated and explained to the BC Diving community.

## Website

BC Diving recognizes the importance of a easy to navigate, information filled website for its coaches as well as the community. According to the July 2009 survey, many coaches listed a desire to have access to up to date, technical knowledge as well as a forum to share ideas. BC Diving realizes the easiest way to facilitate this is through a well managed website. In August 2009, BC Diving hired the services of Mark Fromson of Fromson Consulting to help re-design and structure their website to better meet the needs of the diving community. The website is expected to be finished in January 2010.

# Overview of NSO's Sport-Specific LTAD Documentation

## *NSO's Strategic Initiatives*

Active Start: Beginning in 2005, DPC began the long process of re-writing its NCCP program. The completed program was released in 2007, to mixed reviews. The new program offered a dual streamed recreational/competitive program which aligns perfectly with DPC's long term athlete development model; however, coaches could only take both levels at the same time, which proved to be too much for young, new coaches to manage. The new programs has just recently been released with the first course running November 2009. BC Diving looks forward to offering the new course in 2010.

Wishing to align coaches across the country, DPC researched and released a document entitled "Designing a Sport Program," aimed at providing new/beginner coaches lesson plans, spotting and teaching techniques designed by Canada's most experienced, successful coaches. The author of "Designing a Sport Program," Aurelie Gibson, was flown out to B.C for a three day interactive coaching conference in May 2009 where she presented her findings to BC Diving's newest and youngest coaches. She has been booked to return for a second time in May 2010.

DPC has also revamped its Learn to Dive, (NCCP Pre-Level 1) program which was launched in June 2007. The current Learn to Dive "RIP" program is used in most pools across our province, and is geared towards participants of different abilities, aged 5 and older. This is BC Diving's most important program, as most divers begin their diving career as a "Learn to Dive" diver. It is BC Diving's vision "To have a diver on every board in every aquatic center throughout British Columbia," with a majority of divers registered using the Learn to Dive program. The new Learn to Dive program, BLASTOFF, is based on DPC's three pillars for training recreational and entry level divers: physical literacy, FUNDamentals and \_\_\_\_\_. DPC has taken many steps to ensure the skills contained within the BLASTOFF and the LTADM program align, with particular weight on building fundamental movement patterns and proper technique. The new BLASTOFF program will allow coaches with little former diving training to teach the basic fundamental skills and movement patterns which are so important for long term athlete development. The BLASTOFF program is currently undergoing trial-runs in two provinces with Joanna Linardis of Trail/Castlegar; B.C generously offering to run and review the program for National Office. DPC is expecting the final product to be released sometime in 2010. The transition from the old, Learn to Dive RIP program to the new BLASTOFF program has been somewhat frustrating, as BC Diving has been asked to keep teaching the old program until BLASTOFF is ready. Due to budgetary and production constraints, the BLASTOFF release dates keep getting pushed back; needless to say, BC Diving will be excited to be able to introduce the BLASTOFF program to coaches and divers alike.



# Coach Development

## Coaching Certification Levels within B.C

	Pre-Level I	Competition Introduction	Comp-Dev H.P	Comp High Performance
Coaches in B.C				
Instructors	2	2	0	0

Coach education and development is a primary goal for BC Diving. BC Diving recognizes the importance of developing its younger, less experienced coaches, especially since they seem to be the primary coaches of our youngest athletes. As reported in the July 2009 survey, most clubs have problems with coach recruitment and retention. BC Diving has undertaken many measures, including topping up coaches wages and paying for travel to out of town conferences, hoping this will encourage coaches to stick with the sport. BC Diving is working alongside BCSSA Diving to develop a “New Coaches Manual,” to help new coaches survive their first few years. Unfortunately, it is a reality for many coaches living in far reaching areas such as Fort St. John, Dawson Creek, Kimberly, and Duncan to have limited contact with other coaches besides the BCSSA or BC Diving AGM’s, plus Provincial Championships. It would be a daunting task for any coach to set up a club, let alone being so removed from a competitive program. We hope the “New Coaches Manual” can provide some guidance and help answer some of their questions.

BC Diving has taken many steps to further the technical knowledge of their coaches as well as pairing less experienced with more experienced coach mentors. Currently, two provincial coaches, (Grant Brehaut and Alanna Prygiel) have been set up within an informal Coaching Mentor Program, with more planned for the near future. A new coach/mentor program is currently being developed by DPC and will be reviewed and implemented by BC Diving when released.

## BC Diving Strategic Plan – Coach Development

Fiscal Year Indicators	Comments	2008-09	2009-10
NCCP Database	Create database of all active and non-active NCCP trained diving coaches	Update	Maintain
25 Comp Dev Intro Coaches	Retrain once new NCCP program is available	25	25
12 Comp H.P Coaches		12	2
Level 1/2 Course Conductors	Retraining needed once new NCCP program is available	2	2

## BC Diving Strategic Plan – Judge Development

Currently BC Diving Judge Development Strategy is as follows:

Fiscal Year Indicators	Comments	2008-09	2009-10
60 Regional Judges		55	60
50 Provincial Judges		12	12
7 Nat. Senior Judges	New NCCP program makes this harder, and will therefor take more time	7	7
Enhance Judge Feedback	Works well for judges to report immediately following panels		
Min. 1 judge upgrading opportunity annually	We will have one judge apprenticing at age groups this year		

BC Diving has a clear objective to certify and increase its numbers of trained judges and officials. BC Diving has a three step approach which it will follow to ensure judges and officials continue to be trained.

1. **Certification:** set and meet target numbers of trained judges and officials
2. **Professional Development:** Encourage all coaches and judges to attend a minimum of one professional development opportunity each year. Provide financial resources for one upgrading opportunity.
3. **Succession:** Create a succession plan which ensures coaches, judging and officials continuity.
4. **Judge Feedback:** Ensure provincially trained judge attends all local competitions to provide feedback and ensure consistency.

## Geographic Delivery of Diving around B.C

Currently, there are \_\_\_\_\_ regions around B.C which offer some form of diving classes. BC Diving has identified three core areas of focus for the 2009/2010 year. These are:

Goal	Action Plan	Timeline
1. Communication	• Contact every pool with diving program, register their divers	November of every year
	• Re-vamp website; offer clear choices for parents wanting to contact local clubs; options of communication for coaches from outlying pools	March 2010
	• Bring coaches down from outlying areas to attend AGM and May Coaches Conference	When funding allows
2. Education	• To increase the numbers of certified coaches in outlying areas	Ongoing
	• To increase the training of part time recreational coaches, (Fort St. John, Castlegar)	Ongoing
	• To provide yearly coaching camps for all coaches from outlying areas. Try to increase to twice per year.	As funding allows
	• Create list of Pre-Level 1 coaches currently working	Jan. 2010
3. Athlete Development	• Coordinate range of training programs at all affiliated facilities	

## *Known Challenges*

- There is a repeat pattern of athletes leaving the Lower Mainland for “better” training opportunities in other regions or provinces where groups are larger and more competitive.
- Limited club development and opportunities for athletes from outlying areas to participate in programs beyond a Learn to Dive level.
- Limited resources for coaches from outlying areas to develop their skills through travel and participation in out-of-region competitions and workshops.
- Difficulty maintaining coaches within the Lower Mainland.
- Difficulty acquiring pool time for competitive programs outside already established clubs. Currently, athletes living in Tri-Cities, Burnaby, New West or on the North Shore must drive to Langley, White Rock or Vancouver to access a competitive winter diving program. This is a major deterrent for parents and athletes wishing to continue in the sport.

The age and level of participants will vary within each group. In B.C there are \_\_\_\_\_ pools which offer diving, with only thirteen of those pools offering competitive programs. As can be imagined, not having a competitive program within driving distance is a constant frustration for many parents, coaches and athletes, and one which BC Diving is working hard to address.



## Developing Physical Literacy/Links with Other Sports

Currently, BC Diving does not have a contractual relationship with any other sport, however, many clubs around the Province have working partnerships with swimming, gymnastics, dance, yoga, strength and conditioning or trampoline programs. As mentioned, BC Diving is a very small organization and it is difficult to decide which areas to pool its resources and time. For the 2009/2010 season, BC Diving has encouraged all clubs to establish their own partnerships with like-sports to develop their athletes physical literacy. The benefits of incorporating dance, stretching or trampoline programs into a divers routine are endless and many clubs have partnerships with adjoining gymnastics or dance clubs to take advantage of their equipment and space. In addition, three clubs in the Province offer swim/gym/dive or swim/dive programs for athletes wishing to combine diving, swimming and gymnastics skills. As swimming and gymnastics are seen as a “fundamental sports,” many clubs are offering programs based on developing overall physical literacy and enjoyment rather focusing solely on diving.



## School Based Programming

In 2000, Diving was removed from the BC High School Sports program. It was a major blow to athletes and coaches for numerous reasons. First, the removal of diving was done without consultation from any diving representatives, (as we were competing during the time the board meeting was taking place) second, a major avenue to recruit new divers into the sport was now lost, and lastly, the opportunity to showcase divers from outlying areas was taken away. Due to cost, limited access to pool time, as well as diving being seen as an inherently high risk/one at a time on the board sport, it would be difficult to introduce diving into the school curriculum; however, BC Diving is currently working with BC High School Sports to re-introduce diving to middle-school aged kids, (11-15 years old).



## Athletes With Disabilities

Currently, BC Diving does not have a specific program which would target athletes with disabilities. As diving is a high risk sport, particularly for head and neck injuries, most parents looking to develop their child's physical abilities will register for gymnastics, rather than diving. In addition, most, if not all pools across the province require registering divers to be competent, attentive, and independent swimmers in deep water as well as being able to safely and independently manipulate the diving boards. Unfortunately, this inhibits many athletes, particularly those with cognitive or mobility issues, from participating. Of course, no child would be denied the opportunity to participate, as long as they do not present a safety hazard to themselves or others. It has been mentioned that diving would be a phenomenal sport to motivate and build confidence in behaviorally challenged children and youth, however, at this time, details to develop such a program has not been discussed.

# Appendix A | 2010 BC Diving Competition Schedule

Date	Competition	Level	Designation
December	CAMO Invitational	N	T2T,T2C
December	Candy Cane Classic	L	FUN, L2T,T2T
December	Christmas Training Camp	L	FUN, L2T,T2T,T2C
January	Winter Provincials	P	FUN, L2T,T2T,T2C
February	Winter Senior Nat's	N	T2T,T2C,
February	Alberta Winter Provincials	P	L2T,T2T,T2C
February	Sting – Trials for German Grand Prix	N	L2T,T2T,T2T,T2C
March	FINA Grand Prix - Germany	I	T2C,T2W
March	FINA Grand Prix – Russia	I	T2C,T2W
March	MEX Quali.Youth Olympic Games	I	T2C,T2W
March	UAE FINA World Series	I	T2C,T2W
March	China Workd Series	I	T2C,T2W
April	Western Canadian Championships	P	FUN, L2T,T2T
April	Canada Cup	I	T2C,T2W
April	Provincial Training Camp	P	T2T,T2C,T2W
April	Lambertz-Sprinen – Germany	I	T2C,T2W
May	Alberta Summer Provincials	P	FUN, L2T,T2T,T2C
May	FINA Grand Prix – USA	I	T2C,T2W
May	BC Summer Provincials	P	FUN, L2T,T2T,T2C
June	FINA World Cup – China	I	T2C,T2W
June	Tier 2 Nationals	N	FUN, L2T,T2T
July	Jr, Nationals/Jr.World Trials	N	T2T,T2C
July	FINA Grand Prix – Spain	I	T2C,T2W
August	Youth Olympic Games	I	T2C,T2W
September	World Jr. Championships	I	T2C,T2W
October	Commonwealth Games	I	T2W

\*Typically, Fraser Valley Dive Club hosts a majority of Tier 3 competitions; (FUN, L2T) however, due to a funding cut of over \$40,000 they are unable to host any at this time. As predicted, it has caused a major gap within our competition schedule; BC Diving is encouraging other clubs to offer Tier 3 competitions throughout their seasons.

## Appendix B | Participation Statistics (by Level)

\*According to August 2009 survey.

\*Clubs with independent Learn to Dive programs were not included in the survey.

LTAD Stage	Comp	General	Total
Active Start	0	0	0
FUNDamentals	-	118	118
Learn to Train	65	-	65
Train to Train	28	51	79
Learn to Compete	28	0	28
Train to Compete	3	0	3
Train to Win	2	0	2
Active for Life	9	9	18
Learn to Dive Athletes	-	296	296
<b>Total</b>	<b>135</b>	<b>609</b>	<b>744</b>

## Appendix C | Equipment

These clubs currently offer a minimum of T2C, and T2T. All equipment noted is deemed necessary to train T2W athletes.

Club	I & 3 meter Springboard	Platforms 5m, 7.5m, 10m	Trampoline & Spotting belt	Dryboards	Mats	Weight room
Boardworks Diving - Victoria						
Prince George Mantas						
Kamloops		(5m)				
Kelowna		(5m)				
Vancouver Aquatic Center						
White Rock						
Fraser Valley- Langley		(5m)				
West Vancouver						
North Vancouver						
Trail/Castlegar						
Fort St. John						
Coquitlam (Summer only)						
Port Moody (Summer only)						

## Appendix D | Provincial Team Athletes – By Age

LTAD Stage	Females	Males	Total
<b>Active Start</b> (0-6)	0	0	0
<b>FUNDamentals</b> (F – 6-8) (M - 6-9)	1	0	1
<b>Learn to Train</b> (F – 8-10) (M - 9-12)	6	5	12
<b>Train to Train</b> (F – 11-15) (M - 13-16)	13	4	17
<b>Learn to Compete</b> (F – 15-19) (M - 17-20)	7	5	12
<b>Train to Compete</b> (F – 19-23) (M - 20-23)	1	0	1
<b>Train to Win</b> (F – 23+) (M - 23+)	0	0	0
<b>Total</b>	<b>27</b>	<b>14</b>	<b>42</b>





