



New Jersey Swimming USA-S Workshop Denver CO 05 2023

Han-Yang Lo – Officials: Denver Workshop:

Thank you to the NJ LSC for offering me the privilege of attending the 2023 USA Swimming Workshop (agenda <https://www.usaswimming.org/docs/default-source/clinics-webinar-resources/usa-swimming-workshop/workshop-full-agenda.pdf>) in Colorado at the end of April. 600+ fellow USA Swimming members attended, and I could see the national commitment to providing competitive swimming opportunities for our athletes. Reflecting back on the workshop gave me a much stronger appreciation for the dedication of all of our members to ensuring that these opportunities exist and continue to grow over the coming years. As a parent of three swimmers, I want to thank every one of you!

The Keynote Speaker was Matt Barany, Women's Swimming Head Coach at University of Richmond, (bio <https://www.usaswimming.org/coaches-leaders/team-leaders/programs-services/clinics-workshops/zone-workshop/matt-barany>) who covered optimal health and recovery for athletes. He gave an in-depth discussion of his research into the effects of sleep duration and quality on academic performance. Some ways to improve set up a consistent routine (each day eat meals and go to sleep at same time), aim for ~8 hours of sleep, and hydrate (no caffeine after breakfast, no alcohol after dinner).

The workshop had a variety of tracks tailored to different audiences: Athletes, Coaches, LSC Leaders, Officials Chairs, New Referees, and Safe Sport. I attended the New Referee track and a few sessions of the Officials Chair track. Although I learned many things relating to officiating, I wanted to focus on why all of us choose to be involved in swimming - we are providing an opportunity to our athletes that would not exist otherwise. Coaches are building great swimmers but also great people who know how to work hard, persevere, and achieve their goals. LSC Leaders are providing the framework for meets and activities that allow the swimmers to compete. Officials are ensuring that meets are conducted consistently, equitably, and fairly. And Safe Sport is ensuring that everything is done safely.

I will close with a quote from the workshop that hopefully inspires you to continue increasing your involvement in swimming: "Leave it better than you found it."

2023 USA SWIMMING WORKSHOP – COACHES TRACK REPORT

Respectfully submitted by Eric Harse, Coaches Rep

- USAS Coaches Technical Committee Overview
- Age Group Committee
- Coaches Advisory Council (“voice” to Board & USA Swimming)
- Club Development Committee
- Senior Development Committee • All four Committee’s said they encourage feedback and communication. (a) Meetings & Minutes can be found on USA Swimming website (usaswim.org).
 - (b) What is needed? Aside from offering in issues, please offer solutions.
 - (c) The more feedback, the better.
- Age Group Committee (a) Something that is being investigated are the bathing suit rules. (i) Do they make easier exceptions for Religious, Modesty, gender transitioning. 1. Nothing formal yet, but they are investigating.
- Coaches Advisory Council (CAC) (a) Voting at HOD was low (30% of eligible votes). (i) Encouraged all LSC’s to push voting. LSC’s can help drive that number up.
 - (b) To help teams meet varying needs, USA Swimming is working to bring several levels of onboarding options, aside from Full Membership, which will become available in near future: (i) Flex (current/existing)
 - (ii) Swim Lessons
 - (iii) Pre-Team



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Mental Health (for coaches, their athletes and their teams)

Mental Health First Aid a) <https://www.mentalhealthfirstaid.org/>

b) Skills-based training course that teaches participants about mental health and substance-use issues.

Mental Health impacts everything.

Suggestions to club teams:

a) Offer regular sessions/education to parents.

b) Resources Guide: i) ncaa.org/mentalhealth

c) Build a network for yourself and your athletes.

Trainer (someone trained in mental health and first aid)

Build a positive culture (“whole athlete”)

Shift conversation/perception of mental health

Know your limits and have back-ups.

d) Athletes report psychosomatic symptoms first, before they report mental health issues (performance, mood change, etc).

e) Notice and be aware of these changes.

f) Trust your gut i) Keep asking if they would like to have a conversation.

g) Resilience & Training i) Emotion regulation.

ii) Everyone has different thresholds.

iii) Identify what they are and be aware

Coaching “culture” = not healthy. a) Coaches don’t always model healthy.

Two stresses: a) Eu Stress = good stress / constructive stress

b) Distress = bad stress

c) HOW DO YOU RESPOND?

Finding the right balance

a) Everyone’s balance is different. B

b) Everyone’s responsibilities are different

c) Everyone’s priorities are different.

Decide your priorities

a) “5-8pm are just for your kids”

b) What’s your flexibility going to be? i) Around exam time? Around champ season?

c) Flexibility is OK and expected.

Make a plan. Must be flexible.

Give yourself permission to make these changes.

Crisis Text Line: 741-741

Suicide Prevention Text Line: 988

Good Resources for clubs:

a) Psychology Today website:

b) Type in any city, click get help, start reaching out and build your resources.

c) US OPC Mental Health Registry

d) In the dashboard, click pick field.

e) USA Swimming website

f) Under Coaches / Mental Health & Wellness

i. Headspace and Calm Apps are good tools.

Build your resources and be prepared to shop around (this applies to providers as well as medications).



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Engaging Parents from 3 different perspectives

12u Parent Perspective

a) What is USA Swimming? What is an LSC?

b) What is the long-term athlete development? • Planned systematic and progressive development of each individual athlete.

Focused on what's best for the individual throughout their life. Rather than short-term gains and early success.

Goal is all participants to reach their full potential (parents, athletes, coaches, team).

Multiple versions – goals are all the same.

c) Some individual factors to consider: • Kids follow a predictable pattern of physical growth BUT they can have the same chronological age and vary by as much as 5 biological years! (1) Maturity

1. Natural Ability
2. Support from others
3. Emotional development
4. Others?

Focus on the process, NOT the results. Don't reward performance (what habit are you creating?)

Let the Coach coach and teach them NOT to need "us"

Do not compare your child to others. Encourage an identity outside of the pool.

Are you a pressure parent?

d) 3 tips: • Engage the parents in the conversation.

Engage the Age Group coaches – either they lead or they learn.

Make connections between your club and the content.

13o Parent Perspective

a) Transitioning from AG – Sr

b) Learning objective: Identify what the transition to 13 & Over swimming looks like and define what new factors come into play.

c) Changes you must deal with: Early mature vs. late mature

d) Is college swimming a possibility? • Discuss the probability of swimming

possibility of getting a scholarship (limitations change the conversation) (1) ...don't be offended at low offers

e) 3 tips: • Communication is key – Provide a way for parents to give and receive information

Be proactive with communicating the transition to 13 & over swimming

Let parents know your expectations of the athletes

Team Culture

a) Learning objective: Building a positive team culture by being a great team parent.

b) The parent role in team culture • Think of a moment a parent did something to hurt the team. (1) What impact did that have on you and the team?

Think of a moment a parent did something that promoted the team culture. (1) What impact that have on you and the team?

c) Tips to help teach your parents: • Be a great team parent at home

Be a great team parent in the stands at practice and meets

Be a great team parent by volunteering

Be a great team parent with the coaching staff

d) Things to remember • This is a skill that can be improved

e) It won't always be easy and comfortable – that's ok



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Ask yourself “Am I promoting a positive team culture or hurting the team culture?”

Being a great sport parent is a choice you must make

e) CULTURE IS BUILT INTENTIONALLY.

f) USA Swimming has Team Services that will help/assist member teams. • Beth Winkowski -
bwinkowski@usaswimming.org

SAFE SPORT – MARLENE CURTIS

USA Swimming Convention:

Dr. Jess Kirby | The Importance of Quality Peer Relationships, Athlete Autonomy and Inclusion for Athlete Well-Being and Success

Some statistics: 30-40% of children feel sad/hopeless

1.5 - 2 times higher level of depression

27% of parents report that children have lost interest As a coach, trust and respect is always earned. You want to build a healthy motivational climate. There are three basic psychological needs: autonomy, competence and relatedness.

You want to focus on process and effort over the outcome.

The athlete is always the CEO of their body and mind. You want to foster expectations for positive peer relationships.

Kim Lewallen | An Olympian's Survival Story of Athlete-on-Athlete Abuse

Kim was sexually abused by both coaches and other athletes. She has written the book *Master of the Mask: An Olympic Swimmer's Long Journey to Freedom*.

Dr. Elizabeth A. Daniels | The Sexy Landscape: Youth Development in a Sexualized Environment

Dr. Daniels is founding member of the Center for Critical Sport Studies at UCCS. Dr. Daniels studies sexual objectification, body image, and girls' sport participation. Her research has been featured in national media, e.g., The New York Times, the Los Angeles Times, The Washington Post. In 2021, she was interviewed by NPR about German gymnasts' uniform choice at the European Gymnastics Championship.

Safe Sport 101: Past to Present:

Safe Sport is a comprehensive abuse protection program. The kind of reports that USA Swimming will get are:
communication to athlete texting content
suit issues flirting substance abuse
vaping

Meet 360: Safe Sport Requirements for Running a Meet:

Training and Education for coaches, officials, and athletes 18 and over

Communication and Reporting: MAAPP: meet information briefing

Coach Check: All coaches should have the app to present. It cannot be a screenshot of the card.

Safe Sport Recognition: USA Swimming has seen a decline in the number of clubs doing the club recognition program especially those that are renewing. There was a discussion about how to get clubs to renew their Safe Sport Club Recognition. Some ideas that were presented:

Receive volunteer hours for parent training

Discount club fee: Either a straight discount or a refund fee once the club has completed the Safe Sport recognition. If they let it lapse they would not be eligible again.



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Age Group Chair- Nicole Cicalo-DeCaro-

USA Swimming Livebarn Conference- Denver Colorado- 4/21/2023- LSC Leadership Track

Keynote Speaker- Matt Barany-Discussion about the importance of sleep and the routine of sleep.

Discussed the importance of Sleep and embracing the circadian systems. He explained that there are three components to the circadian system: nutrition, sleep and movement. Statistics explain that 40% of people are early birds, 30% are night owls and 30% are Pseudo Night Owls. When someone has circadian disruption there is a better chance for disease. Barany explained the correlation between academic performance and sleep. He used a graph to show that the more sleep his athletes had, the better than performed in the pool and in the classroom. There are two stages of sleep: N-REM and REM. The N-REM stage is where your immune system restores itself. The REM stage is "Mental health first aid."

The big take aways from this presentation:

- " Results how that in adjusted models, insufficient sleep was associated with all mental health variable, and a dose response relationship resulted when insufficient sleep was treated as categorical. With every additional night of insufficient sleep, the risk of experiencing mental health symptoms increased on average by more than 20%-- including an increased risk of 21% for depressed mood, 24% for hopelessness, 24% for anger, 25% for anxiety, 25% for desire to self-harm, 28% for functional problems, and 28% for suicide ideation."
- Facebook knows Instagram is Toxic for many teen girls, company document show. An article from the Wall Street Journal.

USA Swimming Open panel Board meeting

- SWIMS 3.0 was launched in an effort to have data organized as opposed to compartmentalized. USA Swimming is using Salesforce and Wisetack to make sure they meet the needs of all customers.
- USA Swimming is trying to become more mainstream. Offering Olympic Trials in Indiana at a Football stadium. The goal is to serve the membership better.
- USA Swimming has also made a deal with Smart TVs and there is a USA Swimming Swim network.
- Digital revolution—Using big data to predict membership trends. The Olympic Bump disappeared after Beijing.

Eastern Zone meeting

- Encourage all eastern zone members to take part in all that is offered:
 - Women in Governance
 - Leadership in Business membership.
- Events that are coming up are:
 - May 4-7 National diversity Select Camp
 - May 18-21 EZ Zone Select Camp in Philadelphia PA
 - June 8-11- EZ Regional Coaches Clinic in College Park MD
 - June 27-July 1- Phillips 66 National Championships Indianapolis IN
 - July 26-29- FUTURES in Richmond Virginia
 - August 2-5th EZ LCM Age group championships, Richmond VA
 - August 3-6th- EZ LCM Senior Championships, Richmond VA
 - There are also swimposiums happening: Adirondack in May and Virginia in September
- Things to be aware of in relation to coach membership.
 - New Membership category. A provisional coach (18 & Over)- has a year to get their certifications. No longer need to do it right away. It is a way to help clubs hire coaches. Cost is the same for membership. The cost for certifying them goes down cause it spread over three years.
 - One year to get their CPR
 - Need concussion training, Safety training online only, USA Swimming course, background check, safety training for swim coaches.
 - Three years to complete all membership requirements



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- Provisional coach always has to be supervised by a full member coach. ○ The JR Coach membership remains 16-17 years old.
- Potential to change the JR coaches' membership—it has to go through the Eastern Zone HOD.
- Need more involvement from LSC for the Zone HODs. We need to get people to attend those meetings.
- ABM—If Coaches want a vote—NOT just a voice. Coaches MUST participate.
- Bulk renewal for their athletes.
- Athlete representatives need to get involved and talk about development workshop. 8 females and 8 males from each LSC.
- May 7th at 12pm. EZ meeting over zoom. Nominations for the elections that will occur at the fall meeting.

LSC Open Water Events

- The reason this was offered is because LEAP survey was done and this was selected as something we need more information about it. It was the most requested subject.
- Important to get your club into Open Water- Coaches need to be behind it because:
 - It gives your distance swimmers another opportunity to swim. ○ It boosts the energy of the swimmers and helps more qualify for higher level meets.
 - It's another avenue for success for swimmers. Life changing successes.
- Key Elements of hosting a successful open water event.
 - Open water is different...Recognize the difference.
 - Safety first—because there are a lot of variables.
 - Find support from those who have done it. It will make it more enjoyable and safe.
 - Best advice to see how things are run is go to an event. ○ Keep it simple and Safe. Do something short and sweet. ○ Use the subculture. Find a good partner. There is a group in Sarasota who is willing to help.
- Preplanning a safe event ○ Planning begins- 8 months ahead of the event.
 - There is a small window of time to get the event done because of the variable conditions: Water conditions, currents/waves, pollution, Weather, wildlife □ Local requirements- permit/safety personnel.
 - Time of day depending on the water conditions.
 - Mapping out the proper course. Swimmers are not used to swimming around buoys. This is where the accidents happen with swimmer injury. Have the fewest turns possible and stay close to shore.
 - Plan the right distance—make sure to start small and build up.
- Key Personnel
 - Meet Director- the person who goes out and makes sure all resources are available.
 - Officiating—Meet ref- has to see course prior to sanctioning.
 - Risk Management Team—CRITICAL 2-3 WEEKS PRIOR to the race.
- Paying attention to conditions.
- Do we have to postpone.
- Lifeguards needed to support the event.
- 10-15 min call every other day.
 - Assemble your team—-independent safety monitor (cannot be part of the team hosting the meet). Qualifications are outlined in the rulebook.
- Sanctioning-USA Swimming Formsite Application.
- <https://www.teamunify.com/team/wzone/page/wz-team-services/lsc-open-water-resources->



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Activating the LSC Governance Committee

There was a lot of discussion about the importance of the Bylaws and Policies and Procedures. There is a resource called [Boardsource.com/usaswimming](https://boardsource.com/usaswimming). We can use that to improve our all our necessary documents. Oklahoma Swimming and Wisconsin Swimming have great examples of what we should consider doing. (I happen to really like Oklahoma's way of maintaining their P&P. <https://www.gomotionapp.com/team/czokslsc/page/admin-documents/policies--procedure>)

There was discussion of the importance of board orientation. Board Orientation ensures the new members know what is expected.

Another point made that I absolutely loved was the idea of Practices, Policies and Procedures. Practices are what are done. Policies are those practices that are accepted and written down for the LSC. Procedures are how an LSC gets things done.

Meet 360

GREAT News we all do the safe sport requirements and are in compliance

<https://www.usaswimming.org/docs/default-source/safe-sportdocuments/club-toolkit/2.-safe-sportand-parents/lsc-sanctioned-meet-360.pdf>

Legislative Sessions

- Purpose of this session was to encourage open dialogue without parliamentary procedure about the proposed changes that will be presented at ABM in September.
 - Discussion of the new backstroke finish and the fact it is not in the 2023 Rules and Regulations manual. It is posted on the USA Swimming website.
 - Discussion of the importance of wording of rules and regulations when dealing with a swimmer who has special needs.

Diversity Equity and Inclusion

We are all different and we have to be mindful of that. We should connect, accept and provide for all.

There is a grant that USA Swimming offers if you would like to help out a community through swimming. It is called the community Impact grant.

**Please feel free to reach out with any questions about any of these topics that I have reported on. **

NJS DIRECTOR OF LSC OPERATIONS – Stephanie Crofton

Please note: these notes can be repetitive of others above since I was able to attend the same sessions as others – especially following the LSC Leadership/Governance Track

Wed: Safe Sport Presentation: 3 speakers giving 3 different aspects of Safe Sport

Speaker #1: Kim Lewallen | An Olympian's Survival Story of Athlete-on-Athlete Abuse

Kim was sexually abused by both coaches and other athletes. She has written the book Master of the Mask: An Olympic Swimmer's Long Journey to Freedom

Speaker #2: Dr. Jess Kirby | The Importance of Quality Peer Relationships, Athlete Autonomy and Inclusion for Athlete Well-Being and Success – Counselor – signs to look for; how to react & support

Speaker #3: Dr. Elizabeth A. Daniels | The Sexy Landscape: Youth Development in a Sexualized Environment

Dr. Daniels is the founding member of the Center for Critical Sport Studies at UCCS. Dr. Daniels studies sexual objectification, body image, and girls' sport participation. Her research has been featured in national media, e.g., The New York Times, the Los Angeles Times, The Washington Post. Male vs Female in ads, sexist in female ads.



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Keynote Speaker- Matt Barany-Discussion about the importance of sleep and the routine of sleep

Very interesting speaker- see notes from Age Group Chair above.

Eastern Zone meeting:

Beth & Nate – EZ USA-S member services advisors – Team Performance, Governance, Business & Athlete performance.

Provisional Coach Category to be presented for 2024 Season –

Must be 18 yrs of age or older, 3 yrs to complete all requirements, except must have background check & CPR, concussion, APT and Coaches foundations. Must be supervised 1:1 with a registered current coach

USA-S is looking at a Refresher course for STSC on line

June 22-25 EZ Athlete Leadership Retreat – Colby College Maine being run by the Maine LSC Athletes
\$260 per athlete, \$240 per coach

LSC Open Water Programming – presented to let LSC's to start with simple, safe & fun open water opportunities. Key Personnel: Meet director, Officials-Meet Referee , Risk Management Team with an independent Safety Monitor.

LSC ACTIVATING GOVERNANCE COMMITTEE:

Key components for the governance committee: Annual calendar (posted & kept current), meet schedule (posted & kept current) Legislative Items, Nomination committee, Slate of nominees, Committee meetings, Board Meetings, HOD Meetings, Review of Governance Items, Recruiting board members, Board orientation, Job descriptions for board positions and committees.

Documents: Policies & Procedures , By-Laws, Board Manual, Staff Manual (goggle docs, drop box)
State laws for non-profit organizations
Meet Competition Manual

MEET 360: Safe sport requirements for running a meet
Checking ALL coach/officials, etc credentials on the APP only no paper copies not screen shots
MAAAP – in meet information
Quality Control system

NEW JERSEY SWIMMING