



Hawaiian Swimming Strategic Plan 2019-2024

KEY AREA: Education					
STRATEGIC GOAL	MEASURABLE OBJECTIVES	ACTION STEPS	TASK What needs to be done?	WHO? Responsible Party	WHEN? Deadlines/Milestones
Education	Coaches: make sure 100% are certified; forward information regarding online trainings	Hawaiian Swimming Registrar will send coach's reps report of certified coaches; Coach's Reps and/or Head Coach will send information to new coaches	All coaches will complete all requirements to meet certification obligations; Coaches will keep themselves up to date using the resources given to them	Coach' Reps	
	Officials: forward information regarding all certifications; educating about new rules; have 100% officials meet quota; 100% up to date on certification tests	Official's Chair/Rep will send information regarding becoming an official; Official's Chair or Island Rep will inform all officials about rule changes; Official's Chair and Registrar will send report to all clubs regarding the quota; Official's Chair will check tests using OTS and inform officials who need to renew their tests	All officials will complete all requirements to meet certification obligations; Officials will stay up-to-date with all rules; Officials will meet club required quota; Officials will be up-to-date on maintaining their required tests every 2 years	Official's Chair and/or Official's Rep	
	Parents: forward information regarding Safe Sport/MAAPP and volunteer opportunities; 50% of parents of registered swimmers will review/complete online Safe Sport training.	Head coach or board president will send parents the information regarding Safe Sport/MAAPP and speak to them about volunteer opportunities	Parents will complete online Safe Sport training; Parents will seek out volunteer opportunities to help support their club		
STRATEGIC GOAL	MEASURABLE OBJECTIVES	ACTION STEPS	TASK What needs to be done?	WHO? Responsible Party	WHEN? Deadlines/Milestones



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KEY AREA: Governance					
STRATEGIC GOAL	MEASURABLE OBJECTIVES	ACTION STEPS	TASK What needs to be done?	WHO? Responsible Party	WHEN? Deadlines/Milestones
Short-term Planning	Creating mentoring program for each voting positions.	governance committee and board member develop the search committee.	Ask each member to outline their responsibilities.	LSC members	
	"Shadow" program for critical positions such as Treasurer	Clear and complete job description for positions - review other LSC have good descriptions (Maryland LSC)	Search other LSC and other sources to compile a procedure manual.	Governance committee	
	Governance Committee List of potential candidates	create Job Procedure Manual			
	Fill all LSC elected and appointed positions.	Each candidate is asked if position to be considered.			
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Long-term Planning					



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KEY AREA: Athletes					
STRATEGIC GOAL	MEASURABLE OBJECTIVES	ACTION STEPS	TASK What needs to be done?	WHO? Responsible Party	WHEN? Deadlines/Milestones
Athlete Committee	Establishing and expanding the committee	Increase Membership	-Email/text/social media communication -Email coach Kayasha to communicate to coaches -Create list of interested candidates	-Current Athlete Reps	November 11
	Meetings	Consistent and productive meetings that are addressing concerns of athletes	-Find a platform where we can video chat -Make a meeting schedule -Invite athletes to sr champs meeting -Sr Champs meeting agenda	-Current Athlete Reps	Sr Champs
	Athlete Positions	Increase athlete voice on the LSC board level Get more athletes involved in governance	-Appoint candidates to committee -Meet and greet at Senior Champs -Appoint Korrie as Big Island Rep	-Current Athlete Reps -Committee heads	By end of the calendar year
	Communication	Consistent communication	-Instagram -Group chat	-Athlete reps	-Ongoing

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Other misc. athlete things	Funding	-Getting more reimbursement opportunities for outer island athletes -and bigger/mainland meets			
	Performing athlete socials/summits/camps/workshops	-To be expanded on after we have a strong athlete committee			
	Education				
	Zones	<ul style="list-style-type: none"> - Pick a meet to qualify for all-star team <ul style="list-style-type: none"> - help for zones - Make a Top 10 per age group (after LC and SC season) 		Senior Chair Athlete Committee	



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KEY AREA: Membership					
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