



NATIONAL DEVELOPMENT PLAN 2022 – 2026

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Executive Summary

The Covid-19 pandemic pre-empted our plans for the completion of our National Development Plan 2017 – 2021. As a result, we have had to rethink our operations and adjust to undertaking aquatics activities in a pandemic. Having been in existence for the past thirty-five years, the sport of swimming is continuously growing in popularity and choice. This is as a result of the diverse offerings and the need to embrace swimming as a lifelong skill in today's global environment.

Therefore, we have endeavored to make aquatics accessible to all, through the continued rollout of our Grassroots programme, the Nagé Sent Lisi campaign and the steady improvement in the performance of our athletes at local, regional and international competitions. Also noteworthy of mention on this journey, are our efforts to provide training for our officials and coaches with the assistance of FINA and our corporate sponsors. The focus of our programmes will be on healthy style practices, creating an environment that nurtures success at all levels from toddler programmes to our national level programmes.

Further to this, we have developed a Nagé Sent Lisi Operations Manual which explores the 'Why grassroots swimming?', swimming within a St. Lucian context, progressions from preschool to adulthood, competency skills and resources for the purpose of documentation within each aquatic programme. This manual will form the foundation for all activities within the grassroots and any Nagé Sent Lisi initiative.

One of the major objectives of this five-year Aquatics Development Plan is to reach a target of at least 80% of the St. Lucian youth attaining aquatic skills that would encompass aquatic awareness, swimming, open water swimming, the roll out of a water polo and artistic programme. This will assist the population in alleviating the number of drowning incidents on our island as swimming forms the foundation of all aquatic disciplines. The

physically challenged and the elderly will also have an opportunity to engage in any aquatic activity facilitated by trained personnel.

Vision

To ensure aquatic disciplines form an integral part of the St. Lucian Sporting landscape by developing excellence, creating opportunities for accessibility, inclusion and participation.

Mission

SLAF will actively promote and provide opportunities that will increase participation in Aquatics, producing lifelong participants and champions in St. Lucia.

Core Values

- Respect
- Transparency & Accountability
- Excellence
- Inclusion
- Integrity

Goals

1. To develop a National Aquatics programme.
2. To encourage a stronger water safety culture.
3. To enable Aquatics to be accessible to all disadvantaged persons.
4. To increase the base of swimmers competing (at all levels) in Aquatic disciplines.
5. To provide structured training and career opportunities for coaches, officials and instructors.
6. To provide a healthy lifestyle option for all persons.
7. To promote Aquatics in schools.
8. To market Aquatics and Aquatic venues as a tourism product.
9. To develop an athlete centered-approach to governance by establishing an athlete's commission.

Strategic Focus Areas

This document focuses on the following Aquatic disciplines:

1. Swimming
2. Open Water Swimming
3. Water Polo
4. Artistic Swimming

In all Aquatic disciplines we will approach the development of the sport by focusing on the following:

Education

- Provide accredited training opportunities for coaches, officials and athletes.

Participation

- Further support and develop aquatic programmes.
- Create opportunities for increased participation.

Membership

- “Get St. Lucia Swimming” by strengthening the Nagé Sent Lisi programme.
- To work with the Ministry of Education, Innovation, Gender Relations and Sustainable Development to ensure that all kids learn to swim by the age of 10

Performance

- Provide an environment that helps our athletes perform at their best and produces continuous improvements, medals at championships.

Leadership

- Be an organization that leads with integrity and seeks to operate at the highest standards in all areas.

Objectives

1. To be the sole recognized authority for Aquatics on the island.
2. Create a fun and sociable environment within Aquatic Programmes.

3. Increase the number of people being able to swim on island by 50% within the next five years
4. Proliferate the gender and socio-economic diversity accessing the benefits of the national aquatic programmes
5. Strengthening our organizational sustainability for future generations
6. To establish Aquatics as a demand product in sports tourism
7. Extend and enhance our coaching and official's development programmes.
8. Deliver innovative athlete focused programmes and services.
9. Create a fun and sociable environment within Aquatic Programmes.
10. Provide a targeted programme of camps and competitions that adequately prepare athletes.
11. Increase the number of people being able to swim on the island by 50% within the next five years.
12. To establish Aquatics as a demand product in sports tourism.
13. To develop and train a number of persons in aquatics management.
14. To work with St Lucia Life Saving to train a number of persons in becoming Lifeguards.

Age Groups

- 3 months – 6 months
- 7 months – 9 months
- 10 months – 1 year
- 2 years – 3 years
- 4 years – 5 years
- 6 - 7
- 8 – 10
- 11 – 12
- 13 – 14
- 15 - 17
- 18 and Over

Target Groups

Groups	Aquatics Purpose
Schools (Kindergarten, Primary, Secondary, Tertiary)	Fun, Socialization, Physical Activity, Talent Identification
Disabled (Special Olympics)	Fun, Socialization, Physical Activity, Talent Identification
Visually Impaired (Special Olympics)	Fun, Socialization, Physical Activity, Talent Identification
Hearing Impaired (Special Olympics)	Fun, Socialization, Physical Activity, Talent Identification
Communities	Fun, Socialization, Physical Activity, Talent Identification
Adults	Fun, Socialization, Physical Activity
Organizations/Companies	Fun, Socialization, Physical Activity
Children's Home	Fun, Socialization, Physical Activity, Talent Identification
Home for At Risk Persons	Therapy, Fun, Socialization, Talent Identification
Nursing Homes - Elderly	Therapy, Rehabilitation, Fun, Socialization
Professionals	Therapy, Rehabilitation, Fun, Socialization, Physical Activity



Aquatics Model for St. Lucia

The above diagram represents the National Aquatics model for St. Lucia, which shows movement from beginner to the mastery of aquatic skills. This model is meant to show gradual progression within each aquatic discipline. At the base of the pyramid the fundamentals of swimming and water safety forms an imperative part in solidifying the foundations of aquatics in St. Lucia.

Governance & Administration

Governance & Administration SCOT Analysis:

Strengths

1. Already have a base/programme for grassroots swimming
2. The continued support from FINA OASP
3. The continued support of the FINA training programmes/scholarships.
4. Linkages with local SLOC and WADA
5. Significant linkages already made with the • Ministry of Education, Innovation, Gender Relations and Sustainable Development with the training of the PE Teachers.
6. We already have a Facebook page and Website which have assisted with free advertising and the proposed new National Aquatic Center will further strengthen the sport of Aquatics.

Opportunities

- 1 To develop/increase the base of new swimmers Island wide, while partnering with the • Ministry of Education, Innovation, Gender Relations and Sustainable Development.

Challenges

1. Financial constraints/manpower and training facilities
2. Ensuring that the timelines for OASP is intact so that we do not lose same.
3. Timing to ensure persons are available to attend the training programmes.
4. Non apparent as the personnel is readily available,
5. Lack of facilities to maintain the interest of the PE teachers.
6. Lack of maximizing the use of our website and a more proactive approach to free TV programmes.
7. Reorganizing and updating our website.

Threats

- 1 If our developmental programmes are not continued, we can lose the number of youths who have learnt to swim.
- 2 Continuation of the opening of the new National

<ol style="list-style-type: none"> 2 With the opening of the National Aquatic Centre this will give the opportunity for a great reduction in cost 3 To increase the pool of certified coaches and education for well-rounded athletes. 4 To help the Federation have trained personnel within the Federation. 5 To build a pool additional trained coach. 6 Having more regional and international championships. 7 Having the opportunity for international Universities/Colleges to conduct their training programmes at the new facility. 	<p>Aquatic Centre.</p> <ol style="list-style-type: none"> 3 Participation in both areas. 4 Interest and timing of persons to participate in this type of training 5 This aspect would depend on the implementation of an amendment of the Education Act. (Timing is critical) 6 Any Global Pandemic or natural disaster can hinder this tourism product.
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Governance & Administration Action Plan

GOALS

1. To conduct a thorough review of the constitution of SLAF
2. To forge strategic alliances with specific sporting organizations with the aim of integrated activities that would aid in the development of our athletes.
3. To continue the expansion process of the Aquatic sport within the wider communities.
4. To develop a master's swimming programme
5. To develop a vibrant Open Water programme

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Time Frame <i>(Immediate, Short term, Medium Term, Long Term)</i>	Timeline <i>By When? (Day/Month)</i>	Resources A. <i>Resources Available</i> B. <i>Resources Needed (financial, human, political & other)</i>	Cost Estimate <i>(Where applicable provide total cost otherwise place 'N/A')</i>	Potential Partnerships <i>(E.g., Government, Private Sector, Statutory Body)</i>	Potential Barriers A. <i>What individuals or organizations might resist?</i> B. <i>How?</i>	Communication s Plan <i>Who is involved? What methods? How often?</i>
Step 1: Set up a 3-member committee to review the constitution.	Paula James Eddie Hazell	Medium Term (6 months or less)	October 2022	A. Human resources B. N/A	N/A	Private Lawyer	Membership of SLAF	Constitution Review Committee Once draft document is completed a meeting will be held with SLAF membership
Step 2: Joint partnerships with specific sporting disciplines.	Paula James Eddie Hazell Constance Rene	Long Term	December 2022 (once new facility is opened)	A. Human resources B. N/A	N/A	Football and Rugby Associations	A. Lack of interest from parties	President and VP Admin Meetings Sharing of written document. SLAF/New partners

Step 3: Expansion Process will be done as per set goals.	Constance Rene Yasmin Tyson David Peterkin Tessa Charles- Louis	Long Term	March 2023	A. Financial, human and Political	Budget to be prepared	Ministry of Education, Innovation, Gender Relations and Sustainable Development and School Principals	A. Delayed timelines by the Ministry of Education, Innovation, Gender Relations and Sustainable Development	SLAF, Ministry of Education, Innovation, Gender Relations and Sustainable Development and Principals Association Meetings and Proposals Shared with all parties
Step 4: New Masters Programme to be developed	Yasmin Tyson David Peterkin Tessa Charles- Louis	Long Term	December 2023	A. Financial and Human Resources B. T.B.D.	Budget to be prepared	Advertisements of Programme and Swim Clubs	A. Lack of proper marketing/ promotion	Sue Monplaisir, Print and TV ads Social media
Step 5: Continuous Planning and hosting Open Water events	Yasmin Tyson David Peterkin Paula James, Club Presidents and Coaches	Short Term	September 2022	A. Financial and Human Resources	Budget to be prepared	Working with Clubs Coaches to start implementing /Participating in Open Water Events	A. Lack of interest from SLAF membership	All SLAF members Public advertisement to generate interest in this aspect of Aquatics from outside members

Marketing & Promotion

Marketing & Promotion SCOT Analysis:

Strengths <ol style="list-style-type: none">1. Supportive Team, always willing to assist with interviews where necessary2. Very good relationship with Media Partners3. Easy Access to the Media for sharing information	Challenges <ol style="list-style-type: none">1. Timeliness of information is lacking resulting in being unable to provide information in a live setting during meets2. Camera is non existent3. As it relates to meets PR personnel plays a dual role in filling in the gap as an announcer which sometimes results in being unable to provide live report on social media platforms4. Website is not in operation
Opportunities <ol style="list-style-type: none">1. General interest from the wider public and swim fraternity would be improved with timely information2. With the purchase of a camera the cost of a camera personnel would be eliminated.3. Revamping the website will increase public reach	Threats <ol style="list-style-type: none">1. Information not given in a timely manner leaves room for incorrect information being circulated by the press2. The press starts to lose faith in the federation and may appear to be unreliable if information is not shared as required

Marketing & Promotion Action Plan

GOALS:

1. To review the current methods of disseminating information and develop ways and options to increase Public Relations reach
2. Through PR and Marketing efforts make swimming a household name where sports are concerned

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Time Frame <i>(Immediate, Short term, Medium Term, Long Term)</i>	Timeline <i>By When? (Day/Month)</i>	Resources <i>A. Resources Available B. Resources Needed (financial, human, political & other)</i>	Cost Estimate <i>(Where applicable provide total cost otherwise place 'N/A')</i>	Potential Partnerships <i>(E.g., Government, Private Sector, Statutory Body)</i>	Potential Barriers <i>A. What individuals or organizations might resist? B. How?</i>	Communications Plan <i>Who is involved? What methods? How often?</i>
Step 1: Include revamped website in the Public Relations Plan	Sue Monplaisir	Medium	July 30, 2022	A. Technical Experts B. Financial	T.B.D.	Governing bodies	A. Financial	Savvy Marketing Agency
Step 2: Purchase Camera	Sue Monplaisir	Short Term	Before Start of the next meet	A. Human B. Financial	T.B.D.	Media Houses	A. Financial	Yasmin Tyson Paula James Tessa Louis-

								Charles
Step 3: Improvement on receiving results of Meets, records and all pertaining to swimmer within the shortest possible time	Sue Monplaisir	Medium	June – December 2023	A. Human B. Human	N/A	N/A	A. Availability of officials	David Peterkin Yasmin Tyson
Step 4: Administrative Vice President Public Relations Officer and Treasurer to liaise with St. Lucia Lifesaving Association in putting together PSAs for media and social media distribution.	Paula James Sue Monplaisir Tessa Charles-Louis Yasmin Tyson	Medium	June – December 2023	A. Human B. Human and Financial	T.B.D.	Media houses Corporate sponsors	A. St. Lucia Lifesaving Association B. Collaboration	Paula James Sue Monplaisir Tessa Charles-Louis Yasmin Tyson
Step 5: Engage media	Sue Monplaisir	Long Term	June – December	A. Human	T.B.D.	Media houses Corporate	A. Financial	Sue Monplaisir

in
fortnightly/monthly promotions
and PSAs;
National
sensitization
campaign

2023

B. Financial

sponsors

Fundraising & Financial Projections

Fundraising & Financial Projections SCOT Analysis

Strengths

1. Goodwill in the name – SLAF and its executive members
2. Success swimming has had in the past to present
3. Strong membership
4. Diverse membership
5. Accountability and transparency

Challenges

1. Perception of swimming as a bourgeois sport
2. Tough economic climate prolonged by COVID 19
3. Protocol restriction inhibiting mass crowd activities
4. Membership retention pass the age 16 years is difficult
5. Limited financial support as all sports seeks funds from the same pool of resources
6. Lack of support from Former national swimmers to help grow the sport and motivator new swimmers in giving back to the sport

Opportunities

1. Formation and development of more swim clubs.
2. Sports tourism generation foreign exchange in respect to money and swimmers in collaboration with Ministries of Sports and Tourism.
3. Hosting of in-club, local, regional and international meets
4. Host other fringe swimming related activities, e.g., water aerobics, masters swim, water polo, synchronized swimming.
5. Promoting swimming for all programmes that incorporate other sectors of society, e.g., inter-commercial swimming competition
6. Other revenue generating opportunities, e.g., gym, restaurant, swim shop.
7. Developing packages for other sporting disciplines to use the facility.
8. Working with the Ministries of Sports and Education to develop a comprehensive school swimming programme from preschool to tertiary

Threats

1. Swimmers are also members of other sporting disciplines.
2. Swimming competitions clash with other sporting discipline
3. Swimmers' migration overseas for educational purposes.
4. Most St Lucians have a fear of swimming.
5. Realization of the Government's commitment to grow the sport.
6. Current pool is privately-owned and managed

Fundraising & Financial Projections Action Plan

GOAL 1: To be financially Self-sufficient

OBJECTIVES: To generate funds for all our activities

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Time Frame <i>(Immediate, Short term, Medium Term, Long Term)</i>	Timeline <i>By When? (Day/Month)</i>	Resources <i>A. Resources Available B. Resources Needed (financial, human, political & other)</i>	Cost Estimate <i>(Where applicable provide total cost otherwise place 'N/A')</i>	Potential Partnerships <i>(E.g., Government, Private Sector, Statutory Body)</i>	Potential Barriers <i>A. What individuals or organizations might resist? B. How?</i>	Communications Plan <i>Who is involved? What methods? How often?</i>
Step 1: Develop a fundraising plan – short term	Paula James Tessa Charles-Louis Diane Mauricette and Committee members	Within 6 – 12 months	Depending on calendar of activities for the year	A. Federation Executive B. Financial, Human	N/A	Corporate St. Lucia	A. N/A B. N/A	Yasmin Tyson Paula James Sue Monplaisir
Step 2: Develop a fundraising plan – medium term	Paula/Tessa/ Diane/ Committee members	Within 2 – 4 years	Activities every month and from ancillary services	A. Federation Executive B. Financial, human	N/A	Ministries of Education, Sports and Tourism. St Lucia National Lottery FINA SLOC	A. N/A B. N/A	Yasmin Tyson Paula James Sue Monplaisir
Step 3: Develop a fundraising plan	Paula James Tessa Charles-	Within 1 – 5 years	Annual contracts with foreign	A. Federation Executive	N/A	Ministries of Education, Sports and	A. N/A B. N/A	Yasmin Tyson Paula James

- long term	Louis Diane Mauricette and Committee members		universities and hosting swim meets	B. Financial, human		Tourism. St Lucia National Lottery FINA SLOC		Sue Monplaisir
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Technical Development & Performance
 Technical Development & Performance SCOT Analysis

Competitive Programme

<p>Strengths</p> <ol style="list-style-type: none"> 1. Good club structures 2. At present a 25m competitive facility that can host FINA approved meets 3. Strong support of parents. 4. A cadre of FINA Certified Officials 5. Over 40 FINA trained and certified Coaches. 6. 365 days of good weather for training. 	<p>Challenges</p> <ol style="list-style-type: none"> 1. Financial constraints and only one training facility at present 2. Equipment cost for swimmers. 3. Constant balancing act between school and training. 4. The parent cost associated with many meets 5. Getting coaches from the book to the deck.
<p>Opportunities</p> <ol style="list-style-type: none"> 1. To grow interest in Aquatic sports island wide. 2. With the opening of the National Aquatic Centre this will give the opportunity for a great reduction in cost 3. To increase the pool of certified coaches through education. 4. To increase the pool of certified officials through education. 	<p>Threats</p> <ol style="list-style-type: none"> 1. Lack of a 50m facility 2. Cost to participate in regional and international meets both club and country. 3. Any Global Pandemic or natural disaster can hinder this tourism product. 4. Lack of volunteers 5. At present lack of time in the pool

5. To introduce the important aspects of mental training, nutrition and having a masseuse present at swim meets.
6. Having more regional and international championships. Having the opportunity for international Universities/Colleges to conduct their training programmes at the new facility.

Technical Development & Performance Action Plan

Goal:

- To provide a platform for persons island wide to compete in local, regional and international Swimming Championships

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Time Frame <i>(Immediate, Short term, Medium Term, Long Term)</i>	Timeline <i>By When? (Day/Month)</i>	Resources A. <i>Resources Available</i> B. <i>Resources Needed (financial, human, political & other)</i>	Cost Estimate <i>(Where applicable provide total cost otherwise place 'N/A')</i>	Potential Partnerships <i>(E.g., Government, Private Sector, Statutory Body)</i>	Potential Barriers A. <i>What individuals or organizations might resist?</i> B. <i>How?</i>	Communications Plan <i>Who is involved? What methods? How often?</i>
Step 1: Provide an annual list of swim meets local, regional and international	David Peterkin Sue Monplaisir Constance Rene	Medium Term	As soon as we receive dates for the meets	A. Human resources	N/A	N/A	N/A	Once draft document is completed share with the clubs
Step 2: Joint partnerships with specific sporting disciplines.	Eddie Hazell Paula James	Long Term	December 2022(once new facility is opened)	A. Human resources	N/A	Life Saving Assoc who will be of great help in Open Water events	A. Lack of interest from parties	Regular sharing of information between active sporting associations
Step 3: Continue to build Club structure	Eddie Hazell Paula James Constance Rene David Peterkin	Long Term	Continuous	A. Financial and human	N/A	Ministry of Education, Innovation, Gender Relations and Sustainable Development	A. Lack of additional training facilities	SLAF Affiliated clubs Ministry of Education, Innovation, Gender Relations and Sustainable

	Tessa Charles-Louis Constance Rene Diane Mauricette Sue Monplaisir Yasmin Tyson					and Sports Affiliated clubs		Development and the Ministry of Youth Development and Sport
Step 4: New Masters Programme to be developed	Yasmin Tyson David Peterkin Tessa Charles-Louis Ronald Isaac	Long Term	December 2023	A. Financial and Human Resources	Budget to be prepared	Advertisements of Programme and Swim Clubs	B. Marketing and Promotion, perceptions	Public relations officer, Print and TV ads Social media
Step 5: Continuous Planning and hosting Open Water events	Yasmin Tyson David Peterkin Paula James Club Presidents and Coaches	Short Term	September 2022	A. Financial and Human Resources	Budget to be prepared	Working with Clubs Coaches to start implementing /Participating in Open Water Events	A. Lack of interest from current SLAF membership B. Limited implementation of beach training programmes by clubs	All SLAF members Public advertisement to generate interest in this aspect of Aquatics from outside members
Step 6 Certification of Coaches	Yasmin Tyson David Peterkin	Long Term	On going	Human Resources	N/A	Clubs, Schools, FINA, Pan Am Aquatics	N/A	Sharing information on programs with Clubs and Coaches
Step 7 Certification	David Peterkin	Long Term	On going	Human Resources	N/A	Clubs, Parents, Schools, FINA,	N/A	Sharing information on programs with

and training of Officials	Diane Mauricette					Pan Am Aquatics		Clubs and Officials
	Yasmin Tyson							
	Constance Rene							

Learn To Swim and Grassroots SCOT Analysis

Strengths

1. Large talent pool available for participation
2. Support from community leaders and schools.
3. Safe environment conducive for teaching classes.
4. Knowledgeable expert coaches

Challenges

1. Fear of water by the majority of parents
2. Insufficient Instructors/Coaches
3. Lack of funding for programmes
4. Cost of transportation and pool fees.
5. Maintaining a safe environment for all programmes.
6. Trained lifeguards

Opportunities

1. Enthusiastic kids and adults who would like to learn to swim.
2. School population eager to get on board
3. Communities willing to implement the programme
4. Career opportunities for young persons to get involved in coaching.

Threats

1. Weather conditions
2. Sea/beach conditions on the east coast
3. Increasing cost of swimming accessories
4. Insufficient lifeguard programmes

Learn To Swim and Grassroots Action Plan

GOAL 1: Finalize an operation's manual for SLAF Learn to Swim and Grassroots programmes on the island.

OBJECTIVES:

- Create a SLAF Learn to Swim and Grassroots programme manual for use by all persons involved in SLAF Learn to Swim and Grassroots programmes.
- Implement the Learn to Swim and Grassroots guidelines as outlined in the manual.
- Revise the Learn to Swim and Grassroots manual to adapt to the trends, changes and safety measures in aquatics.
- Implement changes to SLAF Learn to Swim and Grassroots programme manual
- Present the Learn to Swim and Grassroots manual to the Department of Youth Development & Sport, Ministry of Education, Innovation, Gender Relations and Sustainable Development and Clubs.
- Use the Learn to Swim and Grassroots manual in all SLAF organized programmes.

ACTION PLAN:

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Time Frame <i>(Immediate, Short term, Medium Term, Long Term)</i>	Timeline <i>By When? (Day/Month)</i>	Resources A. <i>Resources Available</i> B. <i>Resources Needed (financial, human, political & other)</i>	Cost Estimate <i>(Where applicable provide total cost otherwise place 'N/A')</i>	Potential Partnerships <i>(E.g., Government, Private Sector, Statutory Body)</i>	Potential Barriers A. <i>What individuals or organizations might resist?</i>	Communications Plan <i>Who is involved? What methods? How often?</i>
Step 1: Create a Learn to Swim and Grassroots manual	Yasmin Tyson	Short Term	May 30, 2021	A. Aquatic experts B. Aquatic research material	N/A	N/A	N/A	Yasmin Tyson Constance Rene Sue Monplaisir
Step 2: Implement the Learn to Swim and Grassroots guidelines	Yasmin Tyson Andy Edward Tariq Edward Vanessa Louis Hamish Joseph and other coaches	Medium Term	June 1, 2021	A. Youth leaders B. Community mobilizers	N/A	Community Leaders Schools, Youth and Sports Officers Youth clubs	Opportunities for new coaches to read and implement programmes	Yasmin Tyson Constance Rene David Peterkin Paula James Ministry of Youth Development and Sports
Step 3: Revise the Learn to Swim and Grassroots manual	Yasmin Tyson and various Aquatics experts	Medium Term	May 30, 2022	Human	N/A	Coaches	Communication	Yasmin Tyson Coaches
Step 4: Implement changes to the SLAF Learn to Swim and	Coaches	Long Term	December 30, 2023	Human	N/A	Community Leaders Schools, Youth and Sports Officers	Resistance to change	Yasmin Tyson Coaches

Grassroots manual						Youth clubs		
Step 5: Present the Learn to Swim and Grassroots manual to the Ministry of Youth Development & Sport, Ministry of Education, Innovation, Gender Relations and Sustainable Development and Clubs	SLAF Executive	Medium Term	May 30, 2022	Human	N/A	Ministry of Youth Development & Sport, Ministry of Education, Innovation, Gender Relations and Sustainable Development, Communities and Clubs	Policy, Communication, Finance	SLAF Executive
Step 6: Approach sponsors to adopt various communities, schools or community groups.	Eddie Hazell Paula James Diane Mauricette Tessa Charles-Louis	Medium and Long Term	June 2022 - December 2023	Human	T.B. D	Corporate community Ministry of Youth Development & Sport, Ministry of Education, Innovation, Gender Relations and Sustainable Development, Communities and Clubs	Policy Communication Finance	SLAF Executive

School's Swimming Action Plan

Goal: To promote aquatics in schools.

<p>Action Steps <i>What Will Be Done?</i></p>	<p>Responsibilities <i>Who Will Do It?</i></p>	<p>Timeline <i>By When?</i> <i>(Day/Month)</i></p>	<p>Resources <i>Resources Available</i> <i>Resources Needed</i> <i>(financial, human,</i> <i>political & other)</i></p>	<p>Potential Barriers <i>What individuals or</i> <i>organizations might resist?</i> <i>How?</i></p>	<p>Communications Plan <i>Who is involved?</i> <i>What methods?</i> <i>How often?</i></p>
<p>Step 1: Engage the Chief Education Officer and Permanent Secretary in discussions re the School's Aquatics Programme.</p> <p>Step 2: Discuss Ministry of Education, Innovation, Gender Relations and Sustainable Development policy re the use of beaches and other venues for aquatics with CEO and PS.</p> <p>Step 3: Liaise with the Director of Youth & Sport re the training of teachers as instructors for the school's aquatics programme.</p> <p>Step 4: Collaborate with the Ministry of Education, Innovation, Gender Relations and Sustainable Development and the Ministry of</p>	<p>Eddie Hazell</p> <p>Paula James</p> <p>David Peterkin</p> <p>Yasmin Tyson</p> <p>Tessa Charles-Louis</p>	<p>December 2023</p>	<p>Youth & Sports Officers</p> <p>FINA Assistance</p> <p>Financial Support</p> <p>Lifeguards</p> <p>Lifeguard stations on selected beaches</p>	<p>Perception of the target audience in relation to Aquatics environments and swimming on the island.</p> <p>Cooperation among the various departments</p> <p>Financial Support</p>	<p>SLAF's Executive and other collaborators</p>

Youth Development & Sport on the venues that can possibly be used to implement the aquatics programme.

Step 5

Bring all stakeholders together to formulate a comprehensive plan for Schools' Aquatics.

Step 6

Begin soft roll out of Schools' Aquatics programme in selected pilot schools.

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Aquatics Sports Tourism Action Plan

Goal: To market aquatics and aquatic venues as a tourism product.

Action Steps <i>What Will Be Done?</i>	Responsibilities <i>Who Will Do It?</i>	Timeline <i>By When? (Day/Month)</i>	Resources <i>Resources Available Resources Needed (financial, human, political & other)</i>	Potential Barriers <i>What individuals or organizations might resist? How?</i>	Communications Plan <i>Who is involved? What methods? How often?</i>
<p>Step 1: Prepare a brochure or marketing plan for the aquatic venues.</p> <p>Step 2: Market our aquatic facilities as a possible venue for off season training for Colleges and Universities overseas.</p> <p>Step 3: Advertise and bid as a possible host for regional and international competitions. E.g., Triathlons, Open Water events, CCCAN, CARIFTA, UANA Championships, and other FINA qualifying meets</p> <p>Step 4: Promote the rehabilitative aspects of aquatics so that the venues can be used by the medical fraternity in the rehabilitative process for patients.</p>	<p>SLAF's Executive</p> <p>SLHTA, SLTA</p>	<p>2022 – 2023</p> <p>2023 – 2026</p> <p>2022-2026</p> <p>2023 -2026</p>	<p>Financial Support</p> <p>Lifeguards</p> <p>Lifeguard stations on selected beaches</p>	<p>Perception of the target audience in relation to aquatics environments and swimming on the island.</p> <p>Cooperation among the various departments</p> <p>Financial Support</p>	<p>SLAF's Executive and other collaborators</p>

Step 5

Collaborate with the SLTA and SLHTA on possible means of marketing the facility.



Evidence of Success

- Increase in the number of persons learning how to swim and becoming involved in Aquatic programmes
- Increase in the number of trained instructors and coaches
- Grassroots programme granted funding and implemented
- Evidence of signage on the beaches
- Trained coaches for Adapted Aquatics
- Completion and Presentation of a National Learn to Swim AND Grassroots Manual.
- Compilation and Presentation of the National Strategic Plan
- Equipment support to clients/customers (swimmers, instructors, schools, communities, coaches, parents)
- Resources support to clients/customers (swimmers, instructors, schools, communities, coaches, parents)
- Collaboration with St. Lucia Life Saving Association
- PSAs being aired on all media
- Production of brochures
- Functioning webpage

Evaluation Process

- FINA certified training for coaches
- Completion and Presentation of a National Strategic Plan
- Completion and Presentation of a National Learn to Swim and Grassroots Manual.
- Completion of the various levels of swimming certification
- Increase in the number of persons learning how to swim
- Increase in the number of trained coaches
- Increase in the number of persons in competitive programmes

Outcomes

- Competency in the water
- Confidence in the water
- Safe Aquatics Programmes

- Enjoyment in the water
- Increased likelihood of lifelong participation
- Increased likelihood of leading a healthy lifestyle

Partners (possible endorsement from)

- St. Lucia Life Saving Association
- St. Lucia Red Cross
- St. John's Ambulance – St. Lucia Chapter
- St. Lucia Olympic Committee
- St. Lucia Special Olympics
- Royal St. Lucia Police Force – Marine Unit
- Royal St. Lucia Police Force – Community Relations Branch
- St. Lucia Hotel & Tourism Association
- Ministry of Education, Innovation, Gender Relations and Sustainable Development
- Ministry of Youth Development and Sport
- Early Childhood Unit
- UNESCO
- National Youth Council
- NSDC
- Ministry of Health and Wellness

Venues

- Beaches
- Pools
- Portable Pools

Recruitment of Instructors and Coaches

Persons will be given the opportunity to access training programmes hosted by SLAF, FINA or any other FINA recognized Aquatics programme.

We will be using the following terminology for national certification:

Coach - oversee the entire development of a player rather than just a small part; formal, professional coaching is carried out by qualified people who work with clients to improve their effectiveness and performance, and help them achieve their full potential.

Instructor - instruction is more technical, like a specialized skill set; a person who teaches a subject or skill: someone who instructs people.

- Level 1 **Instructor** - Learn to Swim – Physical Education & Sport Teachers with prerequisite knowledge of sport and sporting theory and practices. Must be attached to a school, community or community club. Must complete Level O (Orientation) of SLAF's Learn to Swim National Certification Programme.
- Level 2 - **Assistant Learn to Swim Instructor** - Must complete Level O (Orientation) of SLAF's Learn to Swim National Certification Programme.

A period of six-month probation period teaching alongside a Level 2 or 3 Instructor or coach is required for this level. It is designed to qualify a person to help a SLAF Instructor to teach Levels 1 & 2 (**Torti and Pwéson**) of the National Learn to Swim Programme

Target Group

- School leavers who wrote or did CSEC Physical Education & Sport
- Educators
- Persons from various communities with a keen interest and positive attitude
- Former Swimmers with a keen interest and positive attitude
- Anyone interested in becoming an Aquatics Coach

Basic Requirements for Accessing Aquatics Instructor's Programmes

- Police Record

- School Attendance Certificate
- Must be at least 18 years and over
- To be able to work on your own you must be 18+ with a Lifesaving and/or Water Safety and also a First Aid CPR certification from the St. Lucia Red Cross and St. John's Ambulance
- All Aquatics Programmes must be registered to SLAF. Standards will be maintained through the use of CVQs, NVQs and NSDC.

Coaching

We aim to educate, develop and support all our instructors and coaches. We will achieve this by:

- Providing educational opportunities and environmental support for all levels of Instructors and Coaches.
- Delivering and enhancing a Coach Development Framework
- Building a strong network of support services for all instructors and coaches.
- Increasing engagement of our instructors and coaches with Aquatics in St. Lucia.
- Liaise with our regional and international counterparts seeking technical expertise to develop and strengthen the quality of our instructors and coaches on island.

The Aquatics Instructor programme should include the following components:

Coaching Principles

- General and Swimming/Open Water Swimming/Water Polo/Artistic Swimming specific principles of coaching and Human Performance.

Practical Coaching

- Skills, techniques, specific strategies in Swimming/Open Water Swimming/Water Polo/Artistic Swimming.

Coaching Experience

- Practice of coaching before, during or after the course.

Levels of Coaching

Level 0 (Orientation) – National Recruitment Drive

Introduction

Level 0 (Orientation) courses are designed to assist prospective instructors, coaches and teachers with the basic foundations of Swimming/Water Polo/Artistic Swimming. These are geared towards persons with no knowledge of aquatics. It examines the basic movement and orientation to water. This is the introduction to Aquatics. It is a precursor to the FINA and ASCA courses. Greater participation, skill development, enjoyment, and good sporting behaviour will form part of this level.

This serves as the foundation level for all prospective coaches. This is a precursor to FINA Level 1.

Level O (Orientation) is

- (a) Structured and fun
- (b) Focused on developing fundamental movement skills
- (c) Introducing simple rules of sport
- (d) To provide basic stroke technique
- (e) Introducing child safety and protection rules

Level 1 – Instructor Learn to Swim

This level will be applicable to all Physical Education & Sport Teachers

Time Required: 70 hours = 30 hours theory and 40 hours practical

Age: 18 + years

Water Safety: Swim to Survive; Introduction to Bronze Medallion

Prerequisites: Must have completed Level O (Orientation) from the National Learn to Swim Programme, logged at least 80 hours of instructing in the Najé Sent Lisi Learn to Swim Programme and have Lifesaving/Water Safety Certification

Instructor Course

The Level 1 Learn to Swim Instructor will have managerial skills to oversee or set up a Learn to Swim sessions/programs for his/her school, community or club. Individuals will have a thorough understanding of the Beginner, Intermediate and Advanced levels of SLAF's National Learn to Swim program. They will serve as the conduit between Learn to Swim swimmers and those advancing into more diverse aquatic programmes, such as water polo, Artistic swimming, open water swimming, competitive swimming and lifesaving.

This Course is designed to qualify a person to instruct all National Learn to Swim Programmes. Potential candidates are eligible to undertake the FINA Level 1 and ASCA Level 1 Certification after attaining a Level 1 Instructor Certificate.

Course Outline

1. Managing a learn to Swim Program
 - Importance of class size and punctuality
 - Managing teachers
 - Managing junior instructors
 - Managing parents
 - Managing children
2. Advanced teaching skills
 - History of Swimming
 - Hydrodynamics
 - Introduction to disabilities and other conditions
 - Lifetime fitness
 - Introduction to teaching adults
 - Introduction to teaching toddlers
3. Advanced water safety skills
4. Stroke Mechanics

- Freestyle, Backstroke, Breaststroke, Butterfly and Individual Medley
 - Body position
 - Arms
 - Legs
 - Breathing
 - Timing
5. Introduction to Open Water Swimming
 6. Introduction to Water Polo
 7. Introduction to Artistic swimming
 8. Introduction to competitive swimming
 - Starts, Turns, Finishes
 9. Swimming lesson plans:
 - Each lesson must be at least 30 minutes
 - At least one plan must cater for a minimum of eight participants
 - At least one plan must cater for the use of a Level 1 Assistant Learn to Swim Instructor
- **Lesson plans to include:**
 - Aims and objectives
 - Equipment
 - Working with a Swimming Assistant
 - Timings
 - Teaching points
 - Introduction
 - Entry to include sitting to plunge dives
 - Warm up
 - Main activity
 - Contrasting activity
 - Cool down if applicable
 - Exit
 - Conclusion
 - **Perform Risk assessment**

- Hazard
- Risk
- Risk rating
- Measures to minimize

- **Overview of Lesson Planning:**

- Aims and objectives
- Lesson outline
- Progression
- Working with a Level 1 Assistant Learn to Swim Instructor

10. Be able to teach swimming lessons

- **Lessons:**

- Each lesson must be at least 30 minutes
- At least one lesson must be with a minimum of eight participants
- At least one lesson must utilize a Level 1 Assistant Learn to Swim Instructor and include all components of the lesson plan.

11. Be able to demonstrate communication skills within the swimming teaching environment

12. Use **appropriate verbal** and **non-verbal communication** skills with participants

- **Appropriate:**

- Suitable for the participants and the environment

- **Verbal communication:**

- Volume, tone, language, terminology, teaching points

- **Non-verbal communication:**

- Gestures, body language, demonstrations, positioning

13. Be able to use a variety of appropriate teaching methods to meet participant needs

- Explain the needs of different participant types

Participant types:

- Child

- Child non swimmer
- Adult
- Adult non-swimmer
- Anxious swimmer
- Swimmer with special educational needs and/or disabilities

14. Implement a range of teaching methods appropriate to the needs of participants and the environment

- **Range:**
 - Four or more teaching methods

- **Teaching methods:**
 - Deep water
 - Shallow water
 - Single stroke
 - Multi stroke
 - Whole part whole
 - Part whole
 - Guided discovery
 - Problem solving
 - Fun and games
 - Group
 - One to one

15. Be able to develop participants core aquatic skills and swimming strokes

- Teach **Core Aquatic Skills** and **swimming strokes** to participants
- **Core Aquatic Skills and swimming strokes:**
 - Teach a minimum of eight Core Aquatic Skills
 - Teach components of all four swimming strokes

16. Be able to demonstrate motivational techniques

- Use a **range of appropriate motivational techniques** for participants
- **Range:**
 - Two or more motivational techniques

Appropriate:

- Suitable for the needs of the participants

Motivational techniques:

- Praise, positive reinforcement, positive learning environment, rewards, incentives, goal setting

17. Understand participant assessment

- Describe **how** to assess participants against **expected standards**

How

- Initial
- Ongoing
- Summative

18. Be able to assess participants

- Carry out **accurate participant assessment** during a lesson

Accurate

- Meeting expected standards

Participant assessment:

- Monitoring participant progress
- Recording of assessment

19. Be able to evaluate own performance

Self-evaluation:

- Strengths and areas for improvement of the six delivered lessons

Own performance:

- Planning
- Teaching practices
- Communication skills
- Motivation techniques
- Lesson management skills
- Assessment skills
- Working with the Swimming Assistant

Level 2 - Assistant Learn to Swim Instructor

This level is designed to qualify a person to help a SLAF Learn to Swim Instructor to teach Levels 1 (Torti) and Level 2 (Pwéson) of the National Learn to Swim Programme.

Training Time Required: 25 hours = 10 hours theory; 15 hours practical

Minimum Age: 16 years

Water Safety Requirements: Swim to Survive Certification; Introduction to Bronze Medallion

Prerequisites: Able to swim 50m

Role:

- To assist in the delivery of swimming lessons in line with the National Plan for Teaching Swimming in St. Lucia.
- To assist in ensuring swimming lessons meet SLAF's and the governing bodies' performance standards.
- To assist in looking after the welfare of all participants through observation and appropriate teaching practices in line with current safe practices recommended by the governing bodies, and provide appropriate competency assessments.
- To assist in taking appropriate action to initiate a rescue if a participant gets into difficulty.
- To assist in supporting Swimming Teachers to maximize lesson performance.
- To assist in promoting and establishing a culture of 'customer care' and 'quality service' amongst colleagues and within activities.
- To attend training and meetings to assist personal and programme development.

Responsibilities:

1. To report any safeguarding, health and safety, equality and diversity and data protection concerns to the named responsible person
2. To work under the supervision of the qualified Level 2 Trainee Swimming Instructor
3. To follow instructions of the qualified Level 2 Trainee Swimming Instructor

4. To look and behave professionally
5. To follow the SLAF's and FINA's Code of Ethics

Job Description

- The Assistant Learn to Swim Instructor will be actively involved in the Learn to Swim class and will work closely under the supervision of the Level 2 or 3 Trainee, Instructor or Coach.
- Assist in providing competent, safe instruction using recognized aquatic skills as established by our profession and SLAF.
- Assist in planning and effectively organizing class time for maximum practice. This is accomplished through weekly lesson plans.
- Assist in teaching with encouragement and positive reinforcement.
- Assist in providing for consistency in instruction by working each assigned period.

Objectives of Level 2 Course

- (a) Know about fundamental movement skills
- (b) Know about the Core Aquatic Skills
- (c) Know about scientific principles in swimming

Course Outline

Length of course 25 hours

1. Introduction To Teaching Principles
2. Introduction to scientific principles in swimming
 - a. Buoyancy
 - b. Propulsion
 - c. Resistance
3. Understanding Pre-Swimming Skills
4. Understanding beginner water adjustment
5. Know about anxiety in participants

Causes:

For example

- Fear of water
- Having a bad experience
- Changes in environment

- Overprotective parents

Signs:

For example

- Children clinging to parents
- Crying
- Tantrums
- Fainting
- High heart rate levels
- Rapid breathing

6. Core Aquatic Skills

- a. Entry
- b. Exits
- c. Buoyancy and Balance
- d. Rotation and Orientation
- e. Streamlining
- f. Aquatic breathing
- g. Travel and Coordination
- h. Water Safety
- i. Health and Fitness

7. Know the component parts of swimming strokes

- (a) Body position
- (b) Leg action
- (c) Arm action
- (d) Breathing
- (e) Timing

8. Introduction to Stroke Skills: Freestyle, Breaststroke, Butterfly, Backstroke

9. Introduction to Water Safety Skills for Aquatic Instructors

10. Swim to survive skills and certification
11. Child Protection and Safety in Sport
12. Know the components of a swimming lesson plan
 - (a) Introduction,
 - (b) Entry,
 - (c) Warm Up,
 - (d) Main Activity,
 - (e) Contrasting Activity,
 - (f) Cool Down Activity if Applicable,
 - (g) Exit
 - (h) Conclusion

13. Understanding the use and benefit of swimming equipment/aids.

Types of swimming equipment:

 - (a) Pool equipment—for example; lane ropes, markers, pool dividers, flags, booms
 - (b) Teaching equipment—for example; floats, balls, sinkers, egg flips, toys, watering cans, noodles, activity cards, lesson plans, pull buoy, hoops
 - (c) Flotation equipment—for example; discs, armbands, shark fin, buoyancy belts
 - (d) Pool rescue equipment—for example; poles, roles, throw bags, whistles, alarms

14. Be able to demonstrate communication skills in a swimming lesson
 - (a) Verbal communication: Volume, tone, language
 - (b) Non-verbal communication: Gestures, body language, demonstrations

15. Be able to demonstrate motivational techniques
 - Motivational techniques: Praise, positive reinforcement, positive learning environment

16. Be able to provide assistance in swimming lessons; Appropriate: An understanding of when manual support should be used

(a) Give appropriate support to participants in swimming lessons

- Correct positioning of the hands when supporting participants in the water
- Correct body position when supporting participants on their front and back in the water
- Correct support techniques for entry and exits
- Correct support techniques in deep and shallow water
- Correct assisting and handling when supporting participants with disabilities
- Correct emergency handling

(b) Give appropriate support to an anxious child

Support:

- Physical support
- Supportive language
- Encouragement
- Distractions

17. Be able to provide assistance in swimming lessons; Carryout other assistive tasks to support a Qualified Level 2 Trainee Instructor, Level 3 Instructor or Coach

Assistive tasks:

- Deliver suitable warm up activities
- Give accurate demonstrations
- Deliver basic stroke activities
- Deliver basic Core Aquatic Skill activities
- Deliver basic teaching points
- Setting up and clearing away equipment
- Changing teaching equipment

18. Be able to review your own performance by identifying strengths and areas for improvement of your own performance.

Strengths:

- What worked well

Areas for improvement:

- What did not work well

Own performance:

- Communication skills
- Motivational techniques
- Giving support to participants
- Assisting the Qualified Level 2, 3 Swimming Instructor

Level 3 Trainee Learn to Swim Instructor

Mentored by a Learn to Swim Instructor/FINA/ASCA Level 1 Coach

Time Required: 50 hours= 20 hours practical, 30 hours theory)

Age: 16 + years

Water Safety: Swim to Survive Certification; Introduction to Life Saving Bronze Medallion

Prerequisite: Minimum age 16 years and must have a Water Safety and/or Lifesaving certificate.

The Trainee Instructor will be able to assist in preparing swimmers for learning to swim classes and be capable of working under supervision by an instructor or Assistant Instructor.

Job Description

Work with a senior instructor in an aquatic environment.

- Work closely under the supervision of an Instructor, Assistant Instructor or Coach.
- Provide competent, safe instruction using recognized aquatic skills as established by our profession and SLAF.
- Plan and effectively organize class time for maximum practice. This is accomplished through weekly lesson plans.
- Teach with encouragement and positive reinforcement.
- Provide consistency in instruction by working each assigned period.

Role:

- Conduct swimming lessons in line with the National Plan for Teaching Swimming in St. Lucia.

Key Activities:

- Ensure swimming lessons meet SLAF's and the governing bodies' performance standards.
- Look after the welfare of all participants through observation and appropriate teaching practices in line with current safe practices recommended by the governing bodies, and provide appropriate competency assessments.
- Take appropriate action to initiate a rescue if a participant gets into difficulty.
- Support Swimming Teachers to maximize lesson performance.
- Promote and establish a culture of 'customer care' and 'quality service' amongst colleagues and within activities.
- Attend training and meetings to assist personal and programme development.

Course Outline

1. Know the responsibilities of a Level 2 Learn to Swim Instructor
 - **Responsibilities**
 - ✓ To ensure the safety and security of participants and others within the role of a qualified Level 2 Learn to Swim Instructor
 - ✓ To teach, develop and assess participants
 - ✓ To supervise the Level 1 Assistant, Learn to Swim Instructor
 - ✓ To instruct the Level 1 Assistant Learn to Swim Instructor
2. Introduction To Teaching Principles
3. Water Safety for Pool and Open Water
4. Water Adjustment Skills
5. Child Protection and Safety in Sport
6. Open Water Safety
7. Understand the scientific principles in swimming
 - **Scientific principles:**
 - Buoyancy
 - Propulsion
 - Resistance
 - Depth of water
 - Temperature of water
8. Know the skills and strokes needed in swimming

- **Core Aquatic skills:**
 - Entry to include sitting to plunge dives
 - Exits
 - Buoyancy and balance
 - Rotation and orientation
 - Streamlining
 - Aquatic breathing
 - Travel and coordination
 - Water safety
 - Health and fitness
 - **Key features**
 - Important parts of the strokes
 - **Component parts:**
 - Body position
 - Leg action
 - Arm action
 - Breathing
 - Timing
9. Stroke Development
- **Swimming strokes:**
 - Front crawl, breaststroke, butterfly, backstroke
10. Use Of Swimming Aids and Games
11. Water Safety and Lifesaving Skills for Participants (Age Relevant)
12. Swim to Survive Certification
13. Be able to plan for swimming teaching
- **Swimming lesson plans:**
 - Each lesson must be at least 30 minutes
 - At least one plan must cater for a minimum of eight participants
 - At least one plan must cater for the use of a Level 1 Assistant Learn to Swim Instructor
 - **Lesson plans to include:**

- Aims and objectives
- Equipment
- Working with a Swimming Assistant
- Timings
- Teaching points
- Introduction
- Entry to include sitting to plunge dives
- Warm up
- Main activity
- Contrasting activity
- Cool down if applicable
- Exit
- Conclusion

- **Perform Risk assessment**

- Hazard
- Risk
- Risk rating
- Measures to minimize

- **Overview of Lesson Planning:**

- Aims and objectives
- Lesson outline
- Progression
- Working with a Level 1 Assistant Learn to Swim Instructor

14. Be able to teach swimming lessons

- **Lessons:**

- Each lesson must be at least 30 minutes
- At least one lesson must be with a minimum of eight participants
- At least one lesson must utilize a Level 1 Assistant Learn to Swim Instructor and include all components of the lesson plan.

15. Be able to demonstrate communication skills within the swimming teaching environment

16. Use appropriate verbal and non-verbal communication skills with participants

- **Appropriate:**

- Suitable for the participants and the environment

- **Verbal communication:**

- Volume, tone, language, terminology, teaching points

- **Non-verbal communication:**

- Gestures, body language, demonstrations, positioning

17. Be able to use a variety of appropriate teaching methods to meet participant needs

- Explain the needs of different participant types

- **Participant types:**

- Child
- Child non swimmer
- Adult
- Adult non-swimmer
- Anxious swimmer
- Swimmer with special educational needs and/or disabilities

18. Implement a range of teaching methods appropriate to the needs of participants and the environment

- **Range:**

- Four or more teaching methods

- **Teaching methods:**

- Deep water
- Shallow water
- Single stroke
- Multi stroke
- Whole part whole
- Part whole
- Guided discovery
- Problem solving
- Fun and games
- Group

- One to one

19. Be able to develop participants core aquatic skills and swimming strokes

- Teach Core Aquatic Skills and swimming strokes to participants
- **Core Aquatic Skills and swimming strokes:**
 - Teach a minimum of eight Core Aquatic Skills
 - Teach components of all four swimming strokes

20. Be able to demonstrate motivational techniques

- Use a range of appropriate motivational techniques for participants

Range:

- Two or more motivational techniques

Appropriate:

- Suitable for the needs of the participants

Motivational techniques:

- Praise, positive reinforcement, positive learning environment, rewards, incentives, goal setting

21. Understand participant assessment

- Describe how to assess participants against expected standards

How

- Initial
- Ongoing
- Summative

22. Be able to assess participants

- Carry out accurate participant assessment during a lesson

Accurate

- Meeting expected standards

Participant assessment:

- Monitoring participant progress
- Recording of assessment

23. Be able to evaluate own performance

Self-evaluation:

- Strengths and areas for improvement of the six delivered lessons

Own performance:

- Planning
- Teaching practices
- Communication skills
- Motivation techniques
- Lesson management skills
- Assessment skills
- Working with the Swimming Assistant

FINA Level 1 or ASCA Level 1

This course is an introductory course for beginner coaches. It provides the expertise to coach at school and junior club level. This is the most important area for the development of any sport. It aims to develop practical coaching knowledge and skills for the beginner coach.

Target group: At this level we should target beginner coaches.

Requirements:

- Coaching Principles (4 hours)
- Practical Coaching (10 hours)
- Coaching Experience (50 hours), including a recommended minimum of 10 hours of supervised coaching.
- The process will take at least 1 season of coaching practice.

FINA Level 2 or ASCA Level 2

This course is more demanding and the coaches are introduced to Sports Science and its application to coaching. The purpose of Level 2 should be to equip the Level 1 coach with knowledge and skills applicable to an intermediate coaching situation.

Target group: At this level we should target Level 1 coaches, seeking more knowledge or seeking to coach at a national level.

Requirements:

- Coaching Principles (10 hours)

- Practical Coaching (200 hours per year)
- Coaching Experience (200 hours per year), including a recommended minimum of 30 hours of supervised coaching.
- This process will take at least 2 seasons of coaching practice in addition to Level 1.

FINA Level 3 or ASCA Level 3

This course is an advanced course providing the knowledge necessary to coach up to Junior National level. In Level 3, coaches gain practical knowledge in the areas associated with management of programs for elite athletes. Purpose of Level 3 is to equip the coach with knowledge and skills to coach at the national/international level.

Target group: Experienced coaches working at the appropriate level should be targeted.

Requirements should be:

- Theory and Practice of Coaching (30 hours)
- Coaching Experience (400 hours per year), including a recommended minimum of 30 hours of supervised coaching.
- This process will take at least 3 seasons, including 400 hours of coaching practice in addition to Level 2.

ASCA Level 4 & 5

It is designed for elite coaching abilities so as to ensure coaches are equipped to coach successfully at the highest level. This is the level for coaches of senior national squads. The aim of the High-Performance Coach Award is to produce coaches who will be competent to act as leaders in the field of high-performance coaching. Courses should be largely practical, with emphasis on better organization of practice sessions, appropriate methods of teaching and correcting techniques and methods of analyses of the Water Polo players', Swimming and Artistic Swimming performance.

Water Polo and Artistic Swimming

Water Polo Introduction

The Learn to Swim Programme is an excellent way of exposing all four aquatics disciplines to a target audience with Water Polo and Artistic Swimming being no exception. All children enjoy playing with a ball let alone a ball and water combined. Water Polo has a natural appeal at any age due to the fact that a ball is introduced and hand-eye coordination is developed. Artistic Swimming combines dance and gymnastic movements with music. All of this is critical to a child's growth and development.

As part of our National Aquatics Plan, we will be formally introducing the sport of Water Polo and Artistic Swimming to the island. Water Polo was played many years ago as a simple recreational activity on the beach. Many attempts have been made at introducing Artistic Swimming however; this has since died out for various reasons. This may be because the number of persons learning how to swim and frequenting aquatic activities has dwindled tremendously over the years.

In 2019 there was an attempt by SLAF to reintroduce Water Polo to the island on a small scale, by conducting an introductory FINA Clinic for all interested. This again is at a standstill since the structures had not been fully put in place to develop a solid foundation for the sport.

We are therefore attempting to put a strategic plan in place that would encompass the fundamentals in developing a beginner programme and a solid foundation for Water Polo and Artistic Swimming as part of our National Aquatics Programme.

Goals

1. To facilitate and nurture the sport of Water Polo and Artistic Swimming for enjoyment at all levels of participation in St. Lucia.
2. To ensure that structures are put into place that will assist the development of Water Polo and Artistic Swimming Teams in St. Lucia by the end 2024.
3. To develop an effective club structure and enhanced management capacity for Water Polo and Artistic Swimming.
4. To increase general awareness of Water Polo and Artistic Swimming within the swimming fraternity.

Objectives

1. To educate, develop and support our coaches
2. To ensure access to water space is optimized for Learn to Swim, Water Polo and Artistic Swimming.
3. To deliver competition and recreational events to the highest standard in Water Polo and Artistic Swimming.
4. To develop our volunteers to the highest standards nationally and retain them in aquatics sport
5. To provide a safe, inclusive and respectful environment for all members
6. To develop partnerships that strengthens the value of the aquatics brand and grows our sport in St. Lucia.
7. To generate a financial return that sustains our Association.

SCOT Analysis for Water Polo and Artistic Swimming

STRENGTHS	CHALLENGES	OPPORTUNITIES	THREATS
General determination by the Executive to introduce Water Polo and Artistic Swimming to the island.	The need to establish an effective Education & Coaching programme/certification for persons.	Potential to attract sponsorship and/or partnership	SLAF has no ownership of pools, therefore dependent upon private investor for pool availability
Water Polo and Artistic Swimming being a 'new' sport will present an attractive package especially for the kids with the realization that a 'ball' and 'water' is involved.	Creating sustainability for Clubs since this is a fairly new sport. Persons may be apprehensive if the numbers are few.	Recruit more Volunteers (coaching, refereeing, administration)	Running costs could have the effect of the sport becoming more expensive and risks becoming socially exclusive.
Water Polo and Artistic Swimming has worldwide recognition as a credible sport by the governing body FINA	Perceptions of persons as they may also deem the sport as one only available to the upper class.	Coach education and player development present opportunities for improvement	Lack of dedicated and qualified coaches
Water Polo and Artistic Swimming can be done for both competition and recreation.	Creating a marketing plan that would adequately sell the sport to parents, schools, communities and adults as a form of both recreation and competition.	Look for opportunities to help develop 'New Clubs' possibly by encouraging swimming Clubs to play water polo	The inherent costs associated with continuous marketing and promotion of the sport.
The support from FINA and the SLOC is a positive factor for the sport	A suitable venue for practice will be a deterrent since we do not own a pool.	The membership base of SLAF will improve.	High cost associated with funding grassroots programmes
	Costs of using the pool facility.	An opportunity for persons to work-out and maintain fitness levels.	Start-up costs for introducing the sport will be high.
	Access to privately	Opportunities for	

	owned facility may come with high costs	swimmers who may not have made the national swim teams to represent their country in another aquatic sport.	
	Perceptions of persons towards the sport.	Prospective hosting of regional and international tournaments which will bring in revenue and provide visibility to the island.	
		A chance of forming a career of the sport and potential employment if funding is readily available.	
		Access to FINA funding for a six-month period to train coaches.	

Needs Analysis

NEEDS	WANTS
Access to a public facility.	Long term financial stability and self-sufficient in terms of organizational needs.
Funding from FINA and SLOC for the introduction of Water Polo to the island.	Delivery of an island wide Mini Water Polo and Artistic Swimming League.
Collaborate with the St. Lucia Lifesaving Association	Water Polo and Artistic Swimming facility in the north and south of the island.
Coaching Programmes for Water Polo	A request for a FINA appointed coach to be assigned to aquatics for six months to work with coaches and prospective coaches on the island.
Public Awareness Campaigns to generate interests	A premiere sponsor for Water Polo and Artistic Swimming.
Working relationship with stakeholders	Attend Water Polo & Artistic Swimming Clinics within the region
Training of Water Polo Coaches	FINA expert in the field of Water Polo and Artistic Swimming to conduct training sessions
Recruitment Programmes for Water Polo Coaches	Develop a grassroots outreach programme
Water Polo equipment for programmes	SLOC, FINA and SNLA sponsored equipment

Programme Development for Water Polo



Senior/National Polo

Aimed at adults. Structured competition. Emphasis on competitive water polo. Implemented in water polo clubs, school and community clubs and high-performance squads.



Junior Polo

Aimed at youth between **13 - 18 years** of age. Introduction to competitive water polo. Emphasis on skill development. Introduced via junior water polo clubs, secondary schools and talent identification initiatives.



Recreational Polo

Aimed at kids **13 - 16 years** of age. Emphasis on fun and enjoyment. Community outreach. Introduction to competition in a fun and enjoyable atmosphere. Possible formation of clubs as a means to increase fitness and strength.



Mini Polo

Aimed at kids **10 - 12 years** of age. Basic introduction to the core elements of water polo. Emphasis on fun and enjoyment. Introduced via mini polo sessions in schools and learn to swim programmes



Kiddie Polo/ Play With Ball

Aimed at kids from **5 - 9 years** of age. Movement in water and strengthening of learn to swim skills. Emphasis on fun and enjoyment.

Kiddie Polo Overview

Designed for kids 5-9, Kiddie will provide the novice player with all the FUNDamentals of Water Polo while developing the essentials of teamwork and sportsmanship.

The Kiddie Polo programme will use flotation, shallow areas of the pools or waterways and other kid-friendly elements to allow players to graduate to a friendly version of water polo directly from beginning swim lessons.

Kids can begin wearing any type of swimwear they want, including board shorts or “jammers.” They can also use flotation devices like vests or noodles, and they can bounce off the bottom of the pool. The game allows them to build their skills in a safe, supervised aquatic environment.

Kiddie Polo will help to create a water-safe child in a fun setting, effortlessly learning swimming and water safety principals as part of our national programme.

Mini Polo Overview

Designed for kids 10 – 12 years of age. At this stage, participants will be introduced to more technical skills as well as the rules and regulations involved in game situations.

Emphasis will also be placed on the proper attire for games and tournaments.

Recreational Polo Overview

Designed for kids 13 – 16 years of age. They will be exposed to games and tournaments. Participants will play on a more regular basis and be given the option to join training teams with a view to become part of the national team structure. Stricter adherence to rules and regulations are anticipated at this stage.

Senior/National Polo Overview

All persons desirous of representing their club or becoming part of a national team/training squad will fall in this category. They must be active participants in the sport. They must be fully aware of all FINA rules and

regulations as it governs the sport. They will be chosen to represent the county at regional and international tournaments.

Artistic Swimming Programme

Overview:

It is imperative that we develop a programme to introduce and support coaches within St. Lucia who are interested and willing to explore Artistic Swimming.

We would like to train at least six (6) coaches and support them to produce national and regional artistic swimmers from grassroots programmes to club squads. We are looking at a period of up to one (1) year that will provide access to key experts to support the knowledge and experience of club and squad coaches. Our counterparts in Martinique have agreed to begin working with us in training of coaches and athletes. We will also utilize FINA development clinics in the region to assist with training of both athlete and coach.

Objectives:

- To formally introduce Artistic Swimming to the St. Lucian Aquatic Landscape
- To select and develop coaches and athletes in artistic swimming
- To impart the latest techniques and knowledge to coaches and athletes
- To develop coaches to link with key stakeholders to support athlete development in artistic swimming

Eligibility:

This programme is designed to attract coaches who are interested in becoming artistic swimming coaches. They may be regular swim coaches making the transition to artistic swimming. The right coaches should be athlete focused, motivated and willing to become pioneers in the sport of artistic swimming with a view of creating and promoting Artistic Swim St. Lucia.

The Programme:

- The programme is designed to introduce coaches and athletes to artistic swimming. We will begin very basic looking at key areas in the

sport. Five areas of focus will be emphasized as we begin to conduct training sessions.

- Planning tools and models
- Managing a club
- Planning for support Services
- Preparing for performance
- Choreography
- Lifts & Acrobatics
- Land training

Five Year Aquatic (Water Polo & Artistic Swimming) Development Plan

2022

- Presentation of Aquatics Strategic Plan for funding and approval from Stakeholders, FINA, SLOC and other collaborators which will assist in the urgency for National Facilities.
- Support from FINA in accessing equipment and Providing training for a National Aquatics Programme.

2023

- Identification of areas where Aquatics facilities/venues will be established - beach/pool
- Marketing and Communication Plan for the development of Aquatics on the island.
- Identification and recruitment of coaches, officials and volunteers
- Talent identification
- Recruitment of Swimmers, Water Polo Players and Artistic Swimmers
- Commencement of training sessions for Swimmers, Water Polo Players and Artistic Swimmers
- Familiarization of Swimmers, Water Polo Players and Artistic Swimmers regulations
- Establishment of Water Polo and Artistic Swimming Clubs

2024

- Appoint a Water Polo Officer and Artistic Swimming Officer to the Technical Committee
- Review of Club structure for Water Polo and Artistic Swimming
- Continued support for Instructors and Coaches
- Outreach and Grassroots programmes for Aquatics
- Formation of a Water Polo and Artistic Swimming League
- Talent identification
- Selection of a National Team for Swimming, Water Polo and Artistic Swimming
- Participation in Regional Competitions
- Seek additional funding for programmes and equipment
- International Coach brought in to work alongside/with coaches for a period of six months

2025

- International Coach brought in for Artistic Swimming and Waterpolo to work alongside/with coaches for a period of six months
- Talent identification
- Participation in FINA approved international competitions
- Full roll out of Water Polo and Artistic Swimming programme
- Vibrant Kindergarten, Primary, Secondary school and junior Water Polo, Artistic Swimming and Swimming programme
- Masters Water Polo competitions

2026

- Participation in qualifiers for the 2028 Olympics
- Participation in National, Regional and International competitions
- Recreational Water Polo and Artistic Swimming fully developed
- Increased number of Coaches and Officials for Water Polo and Artistic Swimming on the island.
- Water Polo and Artistic Swimming fully integrated into SLAF's Aquatics Programme

Swim For Life

by SLAF Executive for use by the St. Lucia Aquatics Federation

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The ASA Swimming Teacher Level 2 Book

The ASA Learn to Swim Framework