



Alberta Strategic Plan 2020-2024

Alberta Water Polo is aligning its strategic plan with that of Water Polo Canada's. This alignment helps strengthen water polo in Canada.

Goal 1: Strengthen our Organizations

1.1 FINANCIAL CAPACITY: AWPA and clubs will have accumulated a financial reserve to sustain their operations and have yearly balanced financial statements.

Proposed Strategies	Roles and Responsibilities	
	PSO	Clubs
AWPA to host an AWPA summit that shares best practices and helps organizations to adopt best standardized budgetary and financial management practices that includes financial contingencies.	<ul style="list-style-type: none"> Design and host summit in both Calgary and Edmonton. 	<ul style="list-style-type: none"> Designate board members and coaches to attend summit. Provide current best practices from their organization.
AWPA to engage a volunteer consultant from the financial sector to examine current fee structure and plan for a second full time hired staff member.	<ul style="list-style-type: none"> Engage volunteer consultant to work with financial committee to review current budget. Examine potential of having cost recovery programming. 	
AWPA to investigate financial realignment of clubs in the two centers.	<ul style="list-style-type: none"> Designate a portion of the Summit time to discuss potential financial realignment strategies with the clubs. Engage a volunteer consultant from the financial sector to work on strategy. 	<ul style="list-style-type: none"> Engage in discussion on potential options.



1.2 HUMAN CAPITAL: Our volunteers and professional staff stay longer in AWPA clubs and develop better skills and competencies.

Proposed Strategies	Roles and Responsibilities	
	PSO	Clubs
AWPA to host an AWPA summit that shares best practices and helps to educate our club board on policies and procedures that will streamline their work loads.	<ul style="list-style-type: none"> Design and host summit in both Calgary and Edmonton. 	<ul style="list-style-type: none"> Designate board members and coaches to attend summit. Provide current best practices from their organization.
AWPA to hire a second full time staff member that will oversee programming.	<ul style="list-style-type: none"> Hire completed 	

1.3 IMPROVED ORGANIZATION AND ALIGNMENT: AWPA and clubs will have developed and adopted best governance, operational and business practices.

Proposed Strategies	Roles and Responsibilities	
	PSO	Clubs
AWPA to host an AWPA summit that shares best practices and helps to educate our club board on key items like Safe Sport.	<ul style="list-style-type: none"> Design and host summit in both Calgary and Edmonton. 	<ul style="list-style-type: none"> Designate board members and coaches to attend summit. Provide current best practices from their organization.
Create working committees for specific initiatives.	<ul style="list-style-type: none"> Design the framework, timeframe, leadership and mandate for the working committee 	<ul style="list-style-type: none"> Source the members from their clubs with the skill base to be members Follow the framework from the outcome



Goal 2: Grow Participation in Water Polo

2.1 PROVINCIAL GROWTH IN PARTICIPATION: Continued increase and retention of participants in water polo activities and members in WP organizations at all Long Term Athlete Development (LTAD) stages and in all regions of Alberta.

Proposed Strategies	Roles and Responsibilities	
	PSO	Clubs
Introduce Water Polo 4s for youth league.	<ul style="list-style-type: none"> Implement a WP4s provincial league at 17U with non-NCL athletes & potentially an open division. Apply for Alberta Summer games 2022 for 14U WP4s. Strategize on how to facilitate a WP4s tournament in the spring/summer at the 14U The format allow for additional AB zones (rural areas) to participate with smaller #'s of athletes, less technical training 	<ul style="list-style-type: none"> At the 15+ age non NCL clubs should offer youth programs Recrutement of older athletes to the sport who can learn to play Provide a program with less practices a week and less \$\$
Grassroots program: create a complete program to teach/encourage new & younger children to WP. Program can be duplicated to any pool or organization to use, Swim Like a Dolphin. Create partnership with YMCA for them to expose our sport at a broader scope and overcome the issue of facility access.	<ul style="list-style-type: none"> Complete 2 different levels of report cards/program with lesson plans and teaching/skills videos Create the pilot with YMCA to test the program Create advertising and rollout to help promote the sport for recruitment 	<ul style="list-style-type: none"> Adopt and follow the program Communicate when the programs will be offered to advertise
Have strong provincial and city league programs that encourage participation. Creating the opportunity at each age group to have 2 different levels of play	<ul style="list-style-type: none"> Hire a programming director Clearly define the city, provincial formats with modified rules to the skill levels are reflected to advance play 	<ul style="list-style-type: none"> Participate in the programs which your club is training athletes in Support provincial programming and participate in the feedback



2.2 PROVINCIAL GROWTH IN OFFICIALS AND COACHES: Continued increase and retention of certified coaches and officials and volunteers

Proposed Strategies	Roles and Responsibilities	
	PSO	Clubs
Ensure that RDCs support coach development	<ul style="list-style-type: none"> • Work with WPC for coaching professional development • Creating minimum standards for coaches • Provide funding and grant opportunities 	<ul style="list-style-type: none"> • Be a part of the development workshops with having their club coaches participate
Summit (WPC and Alberta)	<ul style="list-style-type: none"> • Provide professional development for coaches and referees at these events • A round table discussion with the coaches about athlete development and missing skills in the province 	<ul style="list-style-type: none"> • Clubs commit to sending coaches and referees to this provincial event • Support development of coaches and referees by listing professional development in contracts and budgeting funds for the minimum registration fee at the Summit.
AWPA will lobby WPC to provide more clarity on certification processes and to provide more clinics and evaluators to develop coaches and officials.	<ul style="list-style-type: none"> • The provincial operations counsel to lobby WPC on providing standards, reasonable timelines, open communication with deliverables • Require WPC to have their domestic director to create a coaching and officials document with timelines on the different initiatives • Ask for a more cost effective way to deliver training to the higher level training for coaches/referees (perhaps around an NCL event vs Summit) • WPC to have a coaching 'toolkit' for club coaches 	<ul style="list-style-type: none"> • Help lobby and write to WPC • Sit on different AWPA working committees
Minor Officials training tool	<ul style="list-style-type: none"> • Create and manage an online certification tool for minor officiating • Create minimum standards for minor officials to officiate at games/leagues • Create and train master learning facilitators in each club in AWPA 	<ul style="list-style-type: none"> • Create policies to require volunteers/parents to take the different minor officials clinics • Identify a master learning facilitator in your club



Goal 3: Develop Athletes for International Excellence

3.1 PROVINCIAL TEAMS PROGRAMS: Both Men and Women provincial teams have achieved their performance goals and results

Proposed Strategies	Roles and Responsibilities	
	PSO	Clubs
AWPA will redesign the Team Alberta programming and align it with the Legacy and Regional Development Centres	<ul style="list-style-type: none"> • Provide evaluations for the WPC depth charts through the development centres • Use these centres as a part of the evaluation process for Team Alberta programs • Offer additional 4 weekend training camps for those not in the RDC's to be evaluated for the provincial programming 	<ul style="list-style-type: none"> • Encourage high performance athletes to participate in provincial programming.
AWPA will create a periodization calendar for the different seasons (club, provincial)	<ul style="list-style-type: none"> • Create an outline based on the LTAD with age/skill appropriate training with the tournaments offered to provide clarity • Have a club, Team Alberta and regional season/calendar 	<ul style="list-style-type: none"> • Clubs will have a calendar season and identify what training and services they will provide • Stop or modify their programs when the provincial/regional training is running • Support the provincial calendar
Create additional programming in different age groups	<ul style="list-style-type: none"> • AWPA will create 14U and 18U Team Alberta program in the spring/summer • Programs will differ with training, length, size and travel according to the requirements to develop the skills of the athlete • Find ways of securing funds to offset and subsidise fees for athletes participating 	<ul style="list-style-type: none"> • Sit on different AWPA working committees • Support provincial programming if the club fits and runs that programming • Help educate club members



3.2 AGNT TEAMS: Both Men and Women provincial athletes are being selected for age group national teams

Proposed Strategies	Roles and Responsibilities	
	PSO	Clubs
AWPA will continue to work to support the RDCs	<ul style="list-style-type: none"> Legacy/Regional training centres in the 2 major cities 	<ul style="list-style-type: none"> Encourage high performance athletes to participate in this programming.
High Performance Programming	<ul style="list-style-type: none"> Team Alberta programs in different age groups with appropriate training High Performance camp AWPA staff program director to analyze the programs and curriculum with skills being taught, can create a committee Use the Team Alberta camps throughout the season to work on skill development for athletes and coaches Start depth charts at the younger ages to track and work on athletes 	<ul style="list-style-type: none"> Clubs will have a calendar season and identify what training and services they will provide Stop or modify their programs when the provincial/regional training is running Support the provincial calendar
Professional Development	<ul style="list-style-type: none"> Provide professional development opportunities for identified coaches 	<ul style="list-style-type: none"> Support development opportunities with their club coaches by attending the programs offered



3.3 DEPTH AND QUALITY OF OUR FEEDER SYSTEM: We will have significantly increased our talent pool of athletes

Proposed Strategies	Roles and Responsibilities	
	PSO	Clubs
AWPA will work to grow the number of athletes at the grassroots level.	<ul style="list-style-type: none"> • AWPA through the different leagues and modified rules to have an opportunity for all athletes in the province to be successful, have fun and play WP for life • AWPA create a plan on growth of water polo in new regions in the province • Create partnerships with pools/ programs and facilities to run programming at the GR's level 	<ul style="list-style-type: none"> • Use the current tools to provide feedback that our 'club forms' work
Align with WPC and team Talent identification	<ul style="list-style-type: none"> • Work with WPC to make sure there is alignment between club/provincial and national programming. 	