

Cathal Brugha Swimming & Water Polo Club



**Development Plan
Actions for
2017/18 Season**

Club Development Plan 2016 -19

Action Plan for 2017/18

CC – Coaching Committee
 DOC – Director of Coaching
 HOC – Head of Coaching
 Treas. – Treasurer
 Exec – Executive Committee
 C’s - Coaches
 TM’s – Team Managers
 BM – Brenda Monaghan

Priority 1: Training Session Planning: To Deliver a Strategic Coaching Plan

Objectives

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| <ul style="list-style-type: none"> • Training sessions structure and content updated to be compliant with LTAD | <ul style="list-style-type: none"> • Coaches support new training sessions arrangements • Coaches take on board new sessions content • New session plans are implemented |
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Actions

Objective	Actions	Who	By When	Cost	Targets	Progress to date	Link to IWP Dev. Plan
Provide a planning model for Club training sessions, ensuring that Coaches understand what is required and to monitor delivery outcomes of the training plan in line with our LTAD.	1. Create an overarching training sessions framework as per LTAD	CC	08/17		Training framework in place		“The Water Polo player and competition pathway should provide a structured development route for participants from mini polo to senior competitive Water Polo”
	2. Within the training framework, develop a broad programme of session planning and make that plan available to all Coaches	CC	09/17		Sessions plan in place and implemented		
	3. Provide regular feedback opportunities for Coaches	CC	Ongoing		Regular coaching meetings		
	4. Introduce new training techniques and as advised by Coaching Comm.	C’s	Ongoing		Innovative & interesting training		
	5. Keep training sessions under review in terms of facility availability, content and squad allocation	CC	Ongoing		Optimum training being delivered to all squads		
	6. Deliver coaching in accordance with our Training Plan	C’s	Ongoing		Training Plan delivered		
	7. Monitor delivery of sessions plan	CC	Ongoing		Plan monitored		

Priority 2: Coaching & Team Management: Sourcing & Supporting Coaches & Team Managers

Objectives

<ul style="list-style-type: none"> • Qualifications audited for all coaches • Coaching courses sourced and coaches attend, as required • More parents involved in coaching 	<ul style="list-style-type: none"> • Coaches attend AccessNI & Child Welfare courses as required • Coaches & Managers appointed for 2017/18 Season • Head Coach links with National Development Manager to ensure all actions are consistent with National development planning
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Actions

Objective	Actions	Who	By When	Cost	Targets	Progress to date	Link to IWP Dev. Plan
Enable our Coaches & Team Managers to help deliver our coaching plan by providing them with all necessary support and encouragement	8. Ensure all teams have been allocated a lead Coach and Team Manager	CC	09/17		Each team has a lead Coach & Team Manager		<ul style="list-style-type: none"> • Ensure adequate coaching resource in place within the club to meet demands
	9. Undertake an audit of qualifications currently held by our Coaches & Team Managers	CC	12/17		Database of coaching & team manager qualifications compiled		<ul style="list-style-type: none"> • Target a minimum of one Level 2 coach per team in the club (long-term)
	10. Conduct an annual review of AccessNI and Safeguarding qualifications held by Coaches & Team Managers	Treas.	02/18		Annually review compliance with AccessNI & Safeguarding requirements		<ul style="list-style-type: none"> • Target a minimum of one Level 1 coach per team in the club (short-term) • Support and encourage coaches upskilling through CPD programmes

Priority 2....Contd.

Objective	Actions	Who	By When	Cost	Targets	Progress to date	Link to IWP Dev. Plan
Enable our Coaches & Team Managers to help deliver our coaching plan by providing them with all necessary support and encouragement	11. Provide access to Coaching and Team Manager qualification courses as required	Exec	Ongoing		Address any qualifications gap identified		"Water Polo in Ireland is dependent on a committed group of volunteers working tirelessly at club, regional and national level. This volunteer base will continue to be the driving force behind the sport and this long-term development plan."
	12. Liaise with National & Regional Development Managers on coaching plan	HOC	Ongoing		Clear liaison with National Development Manager		
	13. Provide an opportunity for parents to become involved in coaching/team management	DOC	01/18		More parents involved		
	14. Provide equipment necessary to deliver coaching plan	CC	09/17		No gaps in equipment provision		
	15. Provide T-shirts to Coaches to wear whilst undertaking coaching duties	CC	10/17		All Coaches wear shirts identifying them as Coaches		
	16. Review communication process around coaching & team managers	CC	11/17		Clear lines of communication established		
	17. Recognise contribution by coaches and team managers	CC	Ongoing		Contribution by Coaches & Managers is recognised		
	18. Provide constructive feedback to our Coaches & Team Managers on their performance	HOC DOC	Ongoing		Feedback to Coaches & Managers privately and generally at Coaching meetings		

Priority 3: Resources: Provide Equipment, Finance, Pool Time etc.

Objectives

- Available resources meet coaching & player needs
- Required resources are affordable
- Resources are available when required
- Replacement of resources is planned in advance

Actions

Objective	Actions	Who	By When	Cost	Targets	Progress to date	Link to IWP Dev. Plan
To ensure optimum levels of resources i.e. equipment, pool time etc., are available to support our teams and their continued development	19. Identify equipment needs and purchase for season ahead	CC	09/17		No gaps in equipment provision		“It is essential for the long-term development of Water Polo that all activity is organised and presented in as professional a manner as possible. Even the ‘minor’ details - such as ensuring that the pitch measurement and markings are right, standards of equipment are maintained, officials uniforms are in order – need to be focused on to present the sport in the best light possible for all involved.”
	20. Review management of Club equipment e.g. responsibility for holding sets of caps, balls etc.	DOC	10/17		Clear responsibility for holding and making equipment available		
	21. Review available pool time in line with sessions review (Priority 1)	Treas.	09/17		Available pool time regularly reviewed		
	22. Ensure Club is financially stable with finances kept under review	Treas.	Ongoing		Clubs finances are well managed & effectively used		
	23. Review provision of Club Kit and action as required.	Treas.	10/17		Provision of Club kit is effectively managed		

Priority 3.....Contd.

Objective	Actions	Who	By When	Cost	Targets	Progress to date	Link to IWP Dev. Plan
To ensure optimum levels of resources i.e. equipment, pool time etc., are available to support our teams and their continued development	24. Introduce agreed new finance management processes e.g. receipt/lodgement books, Club cards	Treas.	09/17		New financial management processes are introduced and monitored for their effectiveness		<ul style="list-style-type: none"> • Ensure club has proper administration structures in place including club constitution, functioning committee, annual budget and club development plan • Use templates to support development of key documents • Provide representatives to the Regional structures
	25. Keep under review 'pay & play' cash collection at new FUNdamentals session	Treas.	Ongoing		Cash collection at FUNdamentals session is regular and effective		
	26. Undertake at least three fundraising activities during 2017/18, including a juniors fundraising event	Exec.	06/18		Possible events include a Quiz, Dinner and Junior sponsored swim or other similar event.		
	27. Provide relevant information in 'Membership Pack' at start of season, particularly for new & junior members	Exec.	09/17		Membership pack to all juniors and new members for 2017/18 season		

Priority 4: Events: Organising Club Events & Milestones

Objectives

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| <ul style="list-style-type: none"> • Events are scheduled well in advance • Volunteers assigned event responsibility & authority • Successes promoted via Club social media & website | <ul style="list-style-type: none"> • Clear aims identified for each event • Success & achievement is celebrated and recognised |
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Actions

Objective	Actions	Who	By When	Cost	Targets	Progress to date	Link to IWP Dev. Plan
Club events are proactively planned and promoted with all individual & team successes celebrated	28. Organise a Club Quiz Night and include an 'Awards' element	BM	11/17	Self-Financing	Successful Quiz Night delivered		
	29. Organise an end of season Club Dinner & Awards Evening	BM	05/18	Self-Financing	Club Dinner & Awards Night arranged (includes junior members & parents as appropriate)		
	30. Organise the annual Christmas Morning Swim	Exec.	12/17	Self-Financing	Successful Christmas Morning Swim		
	31. Club Gala – a 'Fun' event in May (Senior & Junior)	Exec.	05/18		Well supported Gala enjoyed by all		
	32. Deliver a Parents meeting at least once per season	CC	10/17		Important meeting with parents before season		
	33. Use Club social media to celebrate success and to recognize achievement	Treas.	Ongoing		Regular posts celebrating Club & individual successes		
	34. Club 'Challenge' event to raise funds & Club profile	Exec.	06/18		Innovative event arranged		

Priority 5: Competitions: Planning to Compete

Objectives

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| <ul style="list-style-type: none"> • Competition programme for the season ahead is clear and understood by all • Appropriate arrangements are made well in advance for events entered | <ul style="list-style-type: none"> • Parents are kept full advised of all relevant information e.g. team selection, travel etc. • Juniors are assigned a training squad appropriate to their ability |
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Actions

Objective	Actions	Who	By When	Cost	Targets	Progress to date	Link to IWP Dev. Plan
To compete in events which are compatible with and contribute to the overall competitive direction of the Club, as identified by Head Coach and Director of Coaching	35. Enter Clontarf Event (Jan)	DOC	01/18		Compete at Clontarf event		"Mini Polo is aimed at kids up to 12 years of age It provides basic instruction to the core elements of water polo There should be an emphasis on fun and enjoyment..."
	36. Review Ulster competitions and select events to enter	HOC	09/17 & Ongoing		Considered approach to UWP events		
	37. Plan Brugha Mini/Maxi tournament at Lisburn	DOC	12/17		Mini/Maxi event arranged		
	38. Identify and assign players for each playing squad – and keep under review	HOC	09/17 & Ongoing		Playing squads formed & reviewed as required		
	39. Planned run up to tournaments	CC	Ongoing		Tournament planning in place		
	40. Create programme of 'friendly' games	HOC	12/17		Training games arranged		
	41. Keep parents informed well in advance	CC	Ongoing		Good clear communication with parents		

Priority 6: Communications: All communication is effective and relevant

Objectives

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| <ul style="list-style-type: none"> Internal: Clear communication of relevant information to/from players, parents, coaches and Club officers | <ul style="list-style-type: none"> External: Clear process for communication to/from external bodies e.g., Governing Body, Councils etc. |
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Actions

Objective	Actions	Who	By When	Cost	Targets	Progress to date	Link to IWP Dev. Plan
Clear lines of communication are developed, implemented and regularly reviewed	42. Parents meeting in September to set out plans for 2017/18 season	DOC	09/17		Successful Parents meeting held		<ul style="list-style-type: none"> Ensure club has proper administration structures in place including club constitution, functioning committee, annual budget and club development plan Use templates to support development of key documents Provide representatives to the Regional structures
	43. Review 'Text' communication for Coaches & playing squads	HOC	10/17		'Text' communication tool is effective		
	44. Website/Facebook to continue to reflect up to date info.	Treas.	Ongoing		Clubs social media remains current		
	45. Publicise Club activities & successes in press/media	Exec.	Ongoing		Regular promotion of Cathal Brugha activities in media		
	46. Encourage improved attendance at Committee meetings and plan legacy replacements.	Exec	10/17		Improved attendance at Executive Committee meetings		
	47. Update Club Development Plan and publish on website	Treas.	09/17		Action Plan updated and published		
	48. Set up Young Players forum	Exec	12/17		Young Players Forum established		
	49. Undertake Club feedback survey - source 'new ideas'	Exec	01/18		Survey undertaken and analysed		

Priority 7: Squad Preparation: Squad system is effectively introduced

Objectives

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| <ul style="list-style-type: none"> • Squad system created and introduced for all players • Squad system explained to parents | <ul style="list-style-type: none"> • Coaches operate squad system • All relevant communication is managed effectively |
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Actions

Objective	Actions	Who	By When	Cost	Targets	Progress to date	Link to IWP Dev. Plan
Junior players assigned on merit to training squads and invited to training sessions which best match their playing standard	50. All players allocated a training squad and directed to training session(s) which best meet their needs	HOC DOC	09/17		Concept of player squads established and operated by all Coaches		<ul style="list-style-type: none"> • Set up a Junior section in the club, if it does not exist already • Establish links with secondary schools with access to pools • Aim to have Junior teams active in league and cup competitions
	51. Commitment from players/parents as to availability to compete/travel	DOC	10/17		Responsibilities explained to parents for season ahead		
	52. Early compilation of squads for each tournament & names published on Club website	CC	10/17		Playing squads for each tournament are published		
	53. 2017/18 Season 'Player List' to be developed	CC	09/17		Accurate list of all players compiled for 2017/18 Season		
	54. All on 'Player List' registered with SI and IWP	Exec.	10/17		All players on 'Player List' registered		
	55. Travel/Accommodation plans made early and send info to squad & parents	TM's	Ongoing		Players & parents informed of travel & accommodation plans in a timely manner		

Priority 8: New Players: Attract new players and look at new potential sources for players

Objectives

- Proactively seek out new players
- Build on relationships with potential providers of new players

Actions

Objective	Actions	Who	By When	Cost	Targets	Progress to date	Link to IWP Dev. Plan
Attract new players into Cathal Brugha from swimming only Clubs, schools etc.	56. Build upon current arrangement with Swimming Clubs to encourage Boys & Girls playing water polo for Brugha	CC	Ongoing		Provide an opportunity for young swimmers to play water polo at Brugha		<ul style="list-style-type: none"> • Start Mini Polo activity with the club • Enter Regional blitz events • Introduce Mini Polo to linked swimming clubs • Introduce Mini Polo to primary schools in the area • Provide coaching support to help deliver sessions in local schools • Create active links to swim clubs • Facilitate retiring swimmers transition to water polo to avoid losing them to aquatics participation
	57. Run water polo 'Come & Try It' sessions at Schools Galas	CC	06/18		Deliver 'Come & Try It' sessions at schools		
	58. Target school contacts e.g. teachers etc. to help introduce new players	CC	02/18		Select target schools and approach schools to promote water polo at Brugha		
	59. Advert on website inviting competent swimmers as new junior members	Treas.	01/18		Ensure a welcome for new players on Brugha website		
	60. Promote new FUNdamentals session as 'nursery' for future Brugha players, in line with our LTAD programme	CC	Ongoing		Promote FUNdamentals session and monitor uptake at the session		