

**4-Year Plan for Recruitment, Training and Professional Development of Ontario Officials**

**2016 – 2020 (Updated October 2016)**

	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>
<b>Recognition</b>	<ul style="list-style-type: none"> <li>• Meet referee to email thank you to all participating judges after each meet</li> <li>• Official’s chair(s) to mail thank you letter to all participating officials at the end of the season</li> <li>• All registered officials to be listed on the Dive Ontario website along with their level</li> <li>• A Dive Ontario official’s shirt will be issued to each official every year hence as long as they are still active in the province</li> </ul>	<ul style="list-style-type: none"> <li>• Continue as in Year 1</li> </ul>	<ul style="list-style-type: none"> <li>• Continue as in Year 1</li> </ul>	<ul style="list-style-type: none"> <li>• Continue as in Year 1</li> </ul>
<b>Clinics</b>	<ul style="list-style-type: none"> <li>• Host Level 1 and Level 2 clinics (as needed)</li> <li>• Host former diver/coach clinic (as needed)</li> </ul>	<ul style="list-style-type: none"> <li>• Continue as in Year 1</li> </ul>	<ul style="list-style-type: none"> <li>• Continue as in Year 1</li> </ul>	<ul style="list-style-type: none"> <li>• Continue as in Year 1</li> </ul>
<b>Recruitment</b>	<ul style="list-style-type: none"> <li>• Recruit and start training 1 new Level I course conductor               <ul style="list-style-type: none"> <li>○ Must be a National Level Official</li> </ul> </li> <li>• Ongoing, constant recruitment of alumni coaches and divers into the officials program by the</li> </ul>	<ul style="list-style-type: none"> <li>• Recruit and train 1 new course conductor (if needed)</li> <li>• National Apprentice (if applicable)               <ul style="list-style-type: none"> <li>○ Create a program for mentorship for those selected to</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing, constant recruitment of alumni coaches and divers into the officials program by the board, coaches and all existing officials</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing, constant recruitment of alumni coaches and divers into the officials program by the board, coaches and all existing officials</li> </ul>

	board, coaches and all existing officials	the National Apprentice program		
		<ul style="list-style-type: none"> <li>Ongoing, constant recruitment of alumni coaches and divers into the officials program by the board, coaches and all existing officials</li> </ul>		
<b>Support</b>	<ul style="list-style-type: none"> <li>\$100 per day honoraria to meet referees (unless funded by DPC). A travel subsidy and accommodation for out of town meets</li> <li>Travel subsidy and accommodation for approved officials to Tier I provincials</li> <li>Travel subsidy and accommodations for officials to the out of town meets when needed (criteria: according to the Officials Policy &amp; Procedures)</li> <li>Per diem of \$41/day (\$8.50/\$9/\$23.50) (receipts not required)</li> </ul>	<ul style="list-style-type: none"> <li>Continue as in Year 1</li> </ul>	<ul style="list-style-type: none"> <li>Continue as in Year 1</li> </ul>	<ul style="list-style-type: none"> <li>Continue as in Year 1</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li><b>Mentoring</b> <ul style="list-style-type: none"> <li>On deck training at the home club with coaches</li> <li>Practice judging at the home club practices and in-club diving meets</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Continue as in Year 1</li> <li>Send one Age Group apprentice if out of province and two if in province if there are judges qualified to go</li> <li>Take advantage of any other opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Continue as in Year 1 &amp; 2</li> </ul>	<ul style="list-style-type: none"> <li>Continue as in Year 1 &amp; 2</li> <li>Send one Age Group apprentice if out of province and two if in province if we do not have 4 by this time</li> </ul>

- Shadow judging at meets along with participation in the discussions after each event
  - National Officials to mentor all new judges and make sure the event referee runs the event discussions
  - **Out of Province Judging Experience**
    - For two Level II officials to judge at a Group I qualifying meet in another province (provided funds are available)
  - **International Judging Experience**
    - For two National officials (not international) if the opportunity arises e.g. CAMO Invitational
- such as Provincial coaching camps and technical coaching courses
- Fund as many qualified officials to attend as the Official's budget will allow

### ***Goals of the 4-Year Plan***

Level I officials:        2 in Thunder Bay  
                                  3 in Ottawa  
                                  10 in Toronto and surrounding area\*

Level II officials:        1 in Thunder Bay  
                                  2 in Ottawa  
                                  10 in Toronto and surrounding area\*

National Officials:     4 in Ontario

\* Waterloo, Burlington, Etobicoke, Scarborough

### ***Retention Plan***

- Provide funded professional development opportunities as in 4-year plan
- Have one provincial officials dinner at one of the provincial meets each year and invite all officials
- Recognition and support each year as set out in the 4-year plan
- Mentoring program as set out in the 4-year plan

### ***Resources***

- Video – Ron O’Brian tape Diving My Way available to all but mainly for new Level 1 judges
- Video – National videos of World Championship and Olympic diving
- Coaching technical manual (Can Pam download performance analysis on website?)
- FINA website: [www.fina.org](http://www.fina.org)
- Diving Canada: [www.diving.ca](http://www.diving.ca)
- Every other year we do an officials symposium