

Bowling Federation Saskatchewan
Long Term Athlete Development Plan

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Executive Summary

The Bowling Federation of Canada (BFC) with its members adopted the philosophy of Long Term Athlete Development (LTAD) and created a model to meet the developmental needs of their athletes. BFC believes that the implementation of the LTAD model offers clear pathways to train athletes reaching for medals and support recreational-level players throughout all the stages of the sport and life. The LTAD model takes into account the developmental age vs chronological age of participants, focusing on the needs of the athletes at their current stage of development.

The Board of Directors Bowling Federation of Saskatchewan (BFS) adopted the LTAD philosophy and the model created by BFC. The Board then agreed to start to plan the implementation of the model and with the financial assistance from Sask Sport Inc. a LTAD implementation team was formed.

The purpose of the planning for implementation project was to examine all aspects of the BFS programs to ensure that we are providing the best environment (including training, competition, equipment, volunteers, coaching) to optimize athlete development. By aligning the programs with the LTAD model, BFS and member s will maximize the potential development and enjoyment for all participants. This plan is a reflection of all the work that has been done and what needs to be done in the following areas:

Stages	Focus Area for Each Stage
<ul style="list-style-type: none">• Active Start	<ul style="list-style-type: none">• Athlete
<ul style="list-style-type: none">• Fundamentals	<ul style="list-style-type: none">• Coach
<ul style="list-style-type: none">• Learn to Bowl	<ul style="list-style-type: none">• Official
<ul style="list-style-type: none">• Train to Perform	<ul style="list-style-type: none">• Facilities
<ul style="list-style-type: none">• Train to Compete	<ul style="list-style-type: none">• Leadership
<ul style="list-style-type: none">• Train to Win (Nationals)	<ul style="list-style-type: none">• Parents
<ul style="list-style-type: none">• Train to Win (International)	<ul style="list-style-type: none">• Competition

The implementation team followed a systematic process as follow:

Step 1: Assessment of the Current Saskatchewan Bowling Sport Development System

- The Planning team reviewed the sport delivery in terms of LTAD stages.
- Created a picture of the current sport development and delivery system with respect to all programs, services and projects and current roles and responsibilities of the various partners within the sport delivery system

Step 2: Undertook a Gap Analysis

- Compared the assessment picture with the LTAD model
- Identified the Gaps and Overlaps
- Reviewed the 10 Key Factors of LTAD

Step 3: Developed the Action Plan

- Identified Key Areas of Emphasis from the Gap Analysis
- Set Goals and Objectives
- Establish Priorities
- Determined Action Steps

Implementation Plan Overview

Priority 1

Goal: To align the athlete development programs with the LTAD model recommended Training to Competition Ratio

	Task	Assigned To	Start	End	Cost
Objective: Increase practice time dedicated to skill development					
1	Develop & Implement Athlete Training Program	5 Pin/Ten Pin/Course Conductors	15/09/2013	15/04/2014	Member Organizations
1.1	Schedule Practice times	Coaches	01/10/2012	Ongoing	N/A
1.1.1	Additional time with coach	Coaches	15/09/2012	Ongoing	N/A
1.1.2	skill development on open lanes	Coaches	15/09/2012	Ongoing	Bowl Sack
Objective: Increase physical development opportunities					
1.2	Develop Fitness Program	5 Pin/10 Pin/Course Conductors	01/01/2013	30/05/2014	Member Organizations
1.2.1	Work with SMSC to develop fitness program for all stages	5 Pin/10 Pin/Course Conductors	01/01/2013	30/05/2014	Member Organizations
1.2.2	coaches implement fitness program by partnering with other sports and or incorporate sessions into weekly training	Coaches	15/09/2013	Ongoing	Member Organizations

Priority 2

Goal: To increase the number of sessions with qualified coaches

	Task	Assigned To	Start	End	Cost
Objective: Develop Standards for coaching in Saskatchewan					
2	Coach Development	Ten Pin/MBAS/5 Pin/Course Conductors	15/09/2012	Ongoing	MBAS/Ten Pin/5 Pin
2.1	Develop and Implement Standards	Ten Pin/MBAS/Course Conductors	01/01/2013	Ongoing	MBAS/Ten Pin/5 Pin
2.1.1	Develop tools for parents to coach in the sport	5 Pin/10 Pin/MBAS/Course Conductors	15/09/2012	15/09/2014	Member Organizations
2.1.2	Develop & Implement Professional Development	5 Pin/10 Pin/MBAS/Course Conductors	15/09/2012	Ongoing	MBAS/Ten Pin/5 Pin
2.1.2.1	Advancements in Technology	NSO's	01/09/2012	Ongoing	Member Organizations
2.1.2.2	Implement Mandatory maintenance	NSO's & PSO's	15/09/2012	Ongoing	Member Organizations
2.1.2.3	Refresher courses every 3 seasons	MBAS/Ten Pin/5 Pin	15/10/2012	Ongoing	MBAS/Ten Pin/5 Pin
2.1.2.4	Develop and advance introduction module	Ten Pin/ MBAS/5 Pin/Course Conductors	15/10/2012	15/09/2014	MBAS/Ten Pin/5 Pin
Objective: Develop and implement Coach Education program in Saskatchewan					
2.2	Increase # of Coaches	Ten Pin/MBAS/Member Organizations	01/10/2012	Ongoing	Ten Pin/MBAS
2.2.1	Increase # of courses	Ten Pin/MBAS/Member Organizations	01/10/2012	Ongoing	Ten Pin/MBAS
2.2.2	Develop association to build guidelines	Ten Pin/MBAS/Member Organizations	01/02/2013	15/10/2014	Member Organizations
2.2.3	Assist coaches in developing yearly plans and goals	Ten Pin/MBAS/5 Pin/Course Conductors	06/03/2013	Ongoing	Member Organizations

Priority 3

Goal: To develop and implement programs that meet the developmental needs for Bowl 4 Life and High Performance Athletes

	Task	Assigned To	Start	End	Cost
Objective: to offer programs that meet the needs for participants in the Active for Life Stream					
3.1	Bowl For Life	Bowl Sask	15/09/2012	Ongoing	Bowl Sask
3.1.1	add .5 hr skill development before league with coaches	Bowl Sask/Member Organizations	07/11/2012	Ongoing	Member Organizations
3.1.2	Develop and Implement standardized athlete assessment tools for coaches	5 Pin/10 Pin/MBAS/Course Conductors	15/10/2012	15/10/2014	Member Organizations
Objective: to offer programs for athletes who wish to advance to National and International stage					
3.2	High Performance	Course Conductors/Coaches	10/01/2013	Ongoing	Member Organizations
3.2.1	set practice time for skill development with coaches	Coaches/athletes	10/01/2013	Ongoing	Bowl Sask
3.2.2	implement skill development program	National /Coaches	15/10/2013	Ongoing	Member Organizations
3.2.3	develop and implement a monitoring system for training programs	National/Course Conductors/Coaches	15/10/2013	30/01/14	Member Organizations
3.2.4	provide shadowing services for coaches	Course Conductors/Coaches/Bowl Sask	01/02/2013	Ongoing	Member Organizations

Priority 4

Goal: To increase the number of active Officials in Saskatchewan

	Task	Assigned To	Start	End	Cost
Objective: Promote officials program					
4	Officials Development	5 Pin/ 10 Pin	01/06/2012	Ongoing	5 Pin/10 Pin
4.1	increase involvement opportunities at local level	5 Pin/ 10 Pin	15/10/2012	Ongoing	5 Pin/10 Pin
4.1.1	deliver information about officials program at local level	Bowl Sask/S5PBA	15/10/2012	Ongoing	Member Organizations
4.1.2	complete needs assessment	5 Pin/10 Pin/Bowl Sask	31/10/2012	30/05/2013	5 Pin/10 Pin
Objective: Deliver officials programs in Saskatchewan					
4.2	deliver more courses	5 Pin/10 Pin	01/11/2012	Ongoing	5 Pin/10 Pin
4.2.1	teach scorekeeper & judge of Play	5 Pin/10 Pin	01/11/2012	Ongoing	5 Pin
4.2.2	deliver 10 pin certification course	10 Pin	30/11/2012	Ongoing	10 Pin

Priority 5

Goal: To align the LTAD program with the facility proprietors in Saskatchewan

	Task	Assigned To	Start	End	Cost
Objective: to facilitate the introduction of the LTAD programs within Sask.					
5	Leagues, Clubs, Facilities	Course Conductors/ Member Organizations	15/10/2012	Ongoing	Member Organizations
5.1	complete needs assessment of affiliated and non-affiliated centers	Member Organizations	15/09/2012	30/05/2013/ Ongoing	Federation/Member organizations
5.2	assign qualified technical directors to educate and provide programs specific to their needs	Member Organizations	15/09/2012	Ongoing	Federation/Member Organizations
5.3	offer proprietors resources re: efficient operation of their business and program services for their bowlers	5 Pin/10 Pin/ Bowl Sask	01/11/2012	Ongoing	Bowl Sask
5.3.1	maintenance of lanes	5 Pin/10 Pin/Bowl Sask	15/09/2012	Ongoing	5 Pin/10 Pin/Bowl Sask
5.3.2	league operations	5 Pin/10 Pin	15/11/2012	Ongoing	5 Pin/10 Pin
5.3.3	open play	Bowl Sask	15/11/2012	Ongoing	Bowl Sask

Monitoring and Evaluation

Goal: To determine if the organization has achieved the goals and objectives set in this document

	Task	Assigned To	Start	End	Cost
Objectives: 1. To follow through on the tasks and timelines as created in this document 2. To document results and progress					
6	Monitor Progress	Member Organizations/ Federation	01/02/2013	Ongoing	Federation/ Member Organizations
6.1	Develop monitoring tools to evaluate implementation progress	5 Pin/10 Pin/Federation	15/01/2013	Ongoing	Member Organizations
6	Evaluate Progress	5 Pin/10 Pin Federation	01/02/2013	Ongoing	Member Organizations
6.2	Develop milestones of 6 months and 1 year to formally review the plan	5 Pin/10 Pin/Federations	15/02/2013	01/06/2013	Member Organizations

Communication

Goal: To develop a communication plan (see Appendix B)

	Task	Assigned To	Start	End	Cost
Objective: To create a communication program that promotes awareness, education and buy-in of the LTAD implementation in Saskatchewan					
7	Communication	Federation/Member Organizations	15/10/2012	Ongoing	Member Organizations
7.1	Develop Implementation awareness process for members	Federation/Member Organizations	15/10/2012	30/05/2014	Member Organizations
7.2	Develop an education process about LTAD for members and stakeholders	Federation/Member Organizations	15/09/2012	15/01/2013	Member Organizations
7.3	Develop a Feedback system for members to the BFS about LTAD and Implementation	Federation/Member Organizations	01/02/2013	31/05/2013	Member Organizations

Recommendations:

1. An implementation Champions is identified and retained to oversee the process
2. Identify the roles and responsibilities of the members and stakeholders during the implementation process

Conclusion:

This resource is intended to guide the Bowling Federation of Saskatchewan in the implementation of the actions and directions outlined in the National Long Term Athlete Development model. Through monitoring and evaluation the organization will be able to adjust the priorities, goals and objectives for a successful transition

Appendix A

Gap Analysis

#1

Stage	Focus	Gap	Ideas
Fundamentals Learn to Bowl	Athlete	Standardized Assessment Tool	<ul style="list-style-type: none">• Adopt a standard diagnostic tool
Train to Perform	Athlete	Standardized Assessment Tool	<ul style="list-style-type: none">• provide additional training opportunities• utilize services with Sport Medicine and Science Council develop• Stat Guide• HP - 40%• ball remains on lane 60%• complete 6 games• spare 15-20%• strikes 10%
Train to Compete	Athlete	Standardized Assessment Tool	<ul style="list-style-type: none">• successful completion of CAC Intro to Competition• access to additional training• utilize services with Sport Medicine and Science Council• Stat Guide• HP - 50%• ball remains on lane 90%• complete 6 games• spare 50%• strikes 20-30%

#2

Stage	Focus	Gap	Ideas
Fundamentals Learn to Bowl	Athlete	Lack of Practice	<ul style="list-style-type: none">• YBC mentorship league• Scheduled practice times during the week• Adult• earlier start for coaching• intro/L2B program for all adults
Train to Perform	Athlete	Lack of practice	<ul style="list-style-type: none">• Scheduled practice times (with coaching) during league - skill development on open lanes
Train to Compete	Athlete	Lack of practice	<ul style="list-style-type: none">• Elite leagues to practice competition• loud noise environment• head to head competition

#3

Stage	Focus	Gap	Ideas
Fundamentals Learn to Bowl	Coach	Standards	<ul style="list-style-type: none">• sport training for parents• Learn to Bowl book for parents is available
Train to Perform Train to Compete	Coach	Standards	<ul style="list-style-type: none">• Advancements in Technology 10 & 5 pin• implement mandatory maintenance• Professional Development: refresher course (every 3 seasons)• advanced Intro module• communication• change coach assignments regularly•

#4

Stage	Focus	Gap	Ideas
All	Coach	Lack of Coaches: Wanting to Coach Involvement commitment	<ul style="list-style-type: none"> • Communication • Availability of training • familiarity of athletes • lack of maintenance • develop association to build guidelines • put all coaches on same page as athletes • develop yearly plan & goals

#5

Stage	Focus	Gap	Ideas
Fundamentals Learn to Bowl Train to Perform Train to Compete	Official	Not meeting the standards 10 pin (not mandatory) 5 pin (mandatory)	<ul style="list-style-type: none"> • offer more courses • 10 pin: have someone teach scorekeeper & judge of play • have someone teach 10pin certification course

#6

Stage	Focus	Gap	Ideas
Fundamentals Learn to Bowl Train to Perform Train to Compete	Official	Lack of Officials: 10 pin Prov wide 5 pin some areas	<ul style="list-style-type: none"> • 10 pin • L1 - entice them to complete form • increase involvement at local level • L2 - encourage provincial to fill out application • deliver information to locals • L3 - make mandatory • 5 pin • complete needs assessment

#7 (Ties in with Gap #2)

Stage	Focus	Gap	Ideas
Fundamentals Learn to Bowl	Athlete	Lack of Fitness training: Lack of directive	<ul style="list-style-type: none"> • work with Sport Medicine and Science Council to develop fitness program for all stages • coaches implement fitness program by partnering with other sports and incorporating sessions into weekly training
Train to Perform	Athlete	Fitness frequently ignored	
Train to Compete	Athlete	Fitness frequently ignored	

#8

Stage	Focus	Gap	Ideas
Fundamentals Learn to Bowl Train to Perform Train to Compete	Athlete	Bowl for Life Vs High Performance All training is the same Missing monitoring component Missing bench marks	<p>Bowl For Life</p> <ul style="list-style-type: none"> • 1/2 hour practice session before league with coaches on site • more basics with coaching • learn to bowl for an open play • assessment by coaches • increase in average throughout year <hr/> <ul style="list-style-type: none"> • High Performance • set practice time for 1 hour with coaches • more detailed coaching with techniques • more one on one coaching • monitor a training program • offer more clinics at each location • offer shadowing services

#9

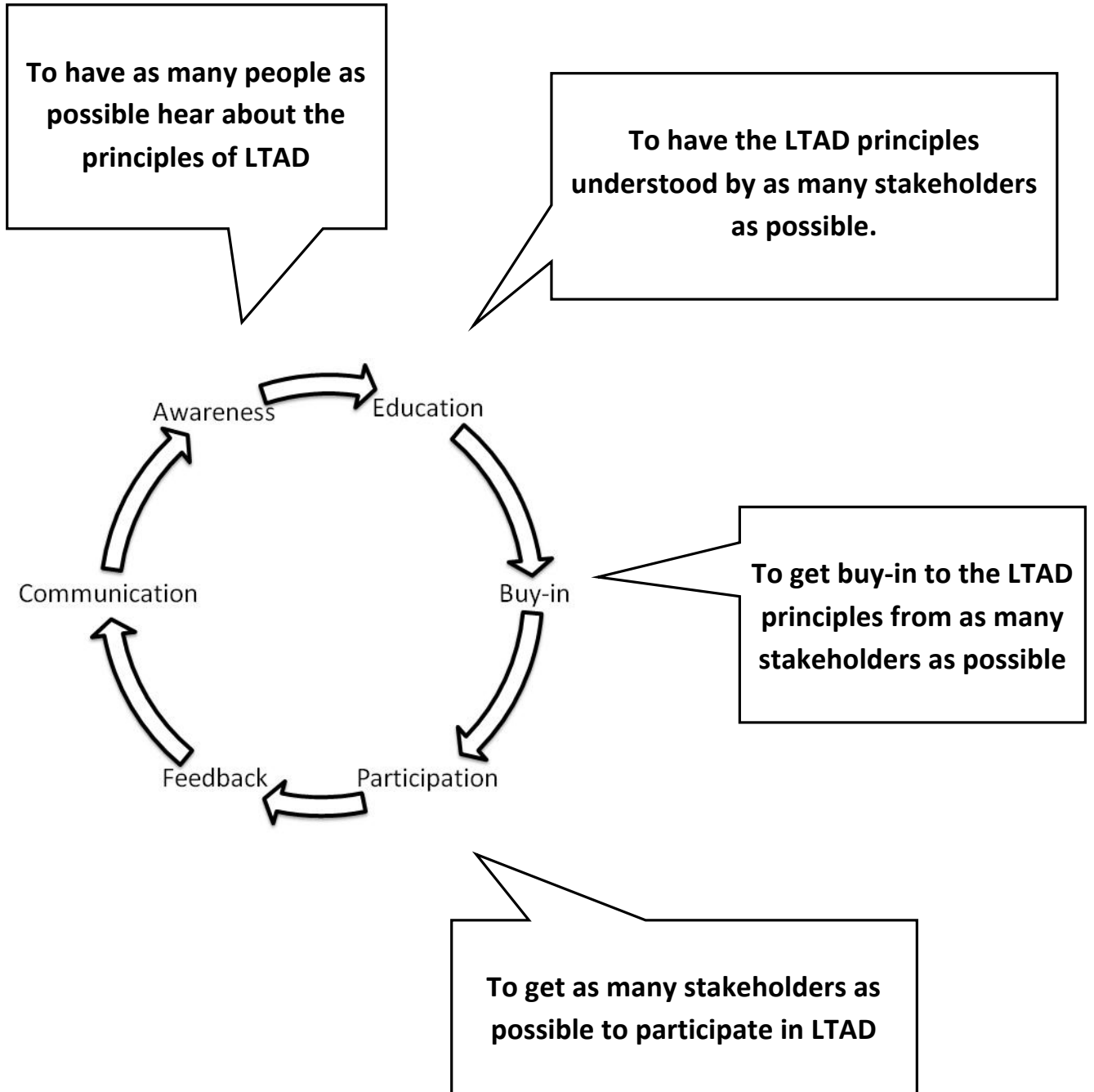
Stage	Focus	Gap	Ideas
Fundamentals Learn to Bowl Train to Perform Train to Compete	Leagues & Facilities	Lack of Leagues(Club) and Facilities	<ul style="list-style-type: none"> • complete needs assessment of affiliated and non-affiliated centers • assign qualified technical directors to educate and provide programs specific to their needs (ie Learn to Bowl clinics) • Coaching Sessions • offer proprietors resources re: efficient operation of their business and program services for their bowlers example: <ul style="list-style-type: none"> • maintenance of lanes • league operations • open play

Note: Gap Priority Ranking prioritized based on needs and logical flow of implementation

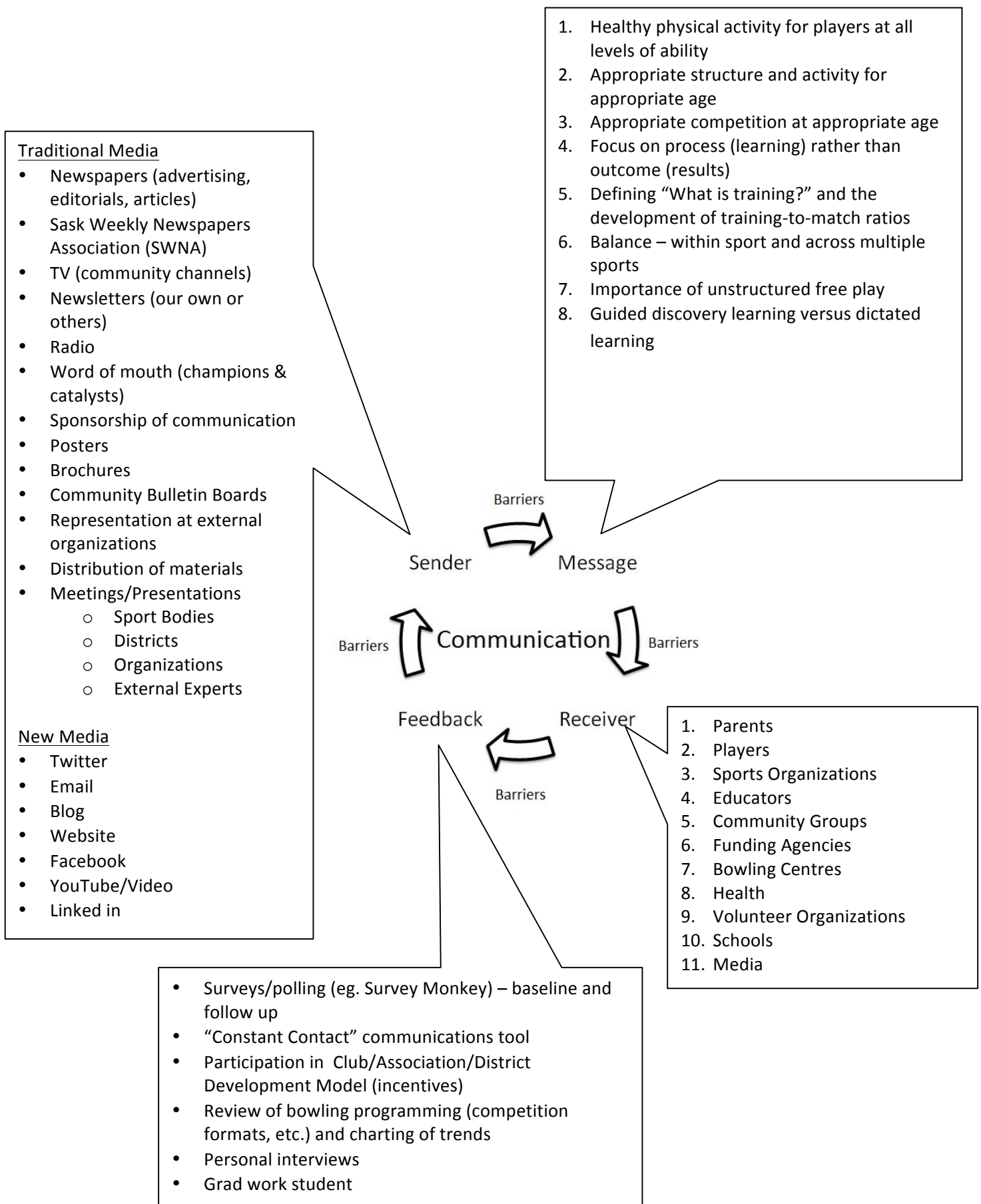
Gap	1	2	3	4	5	6	7	8	9
F & L2B		14	12						
T2P	35		16						
T2C									
All				35	53				
Rank	4	1	2	4	6	5		3	6

Appendix B

Communications Objectives:



Communication Pathways:



Example Action Plan:

Communication Type	Audience	Objective	Timeline	Responsibility	Cost
Posters	Facilities, Schools	Distribute LTAD posters to every school division in Saskatchewan (29) for forwarding and posting in every school Distribute LTAD posters to every bowling centre in Saskatchewan for posting	15/09/13 15/09/13	Committee/Member Organizations	\$200
Presentations	Parents, Players, Sports Organizations, Educators, Community Groups	Develop a standard overall LTAD promotional presentation Train presenters in delivery of this presentation	Immediate Upon completion of presentation	5 Pin/10 Pin/Course Conductors	\$300
Web Site	Parents, Players, Sports Organizations, Educators, Community Groups, Health Organizations, Volunteer Organizations	Develop a format and determine the regularity of a BFS LTAD Web site update.	15/10/12 For first release	5 Pin/10 Pin/Course Conductors	TBD
Blog	Parents, Players, Sport Organizations	Determine if Bowl Sask website can host blogs If yes, create LTAD Blog If no, create alternate blog host and linked LTAD Blog Determine blogger and introduce LTAD Blog Develop blog format and content	Determine if this is manageable 15/10/12	5 Pin/10 Pin/Federation	TBD
Facebook	Parents, Players, Sport Organizations	Determine what opportunities for LTAD promotion exist using this communication tools.	Determine if this is manageable	15/10/12	
Video / You Tube	Parents, Players, Sport Organizations	Determine what opportunities for LTAD promotion exist using these communication tools.	Determine if this is manageable	15/10/12	
Twitter / Linked In	Parents, Players, Sport Organizations	Determine what opportunities for LTAD promotion exist using these communication tools.	Determine if this is manageable	15/10/12	