

# **Judo Nova Scotia Strategic Plan 2021-2024**



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## Introduction

Judo Nova Scotia is a non-profit Provincial Sport Organization (PSO) registered in the province of Nova Scotia. Judo Nova Scotia is the governing body for the sport of Judo in Nova Scotia and is an affiliated member of Judo Canada

## Mission & Vision

**Mission:** Our mission is to promote the growth, principles and teachings of the sport of Kodokan Judo throughout Nova Scotia.

**Vision:** Our vision is to use Judo to create inclusive opportunities to positively impact Nova Scotian communities.

## Core Values

- Through the diligent practice of judo, a judoka will improve mentally, physically and morally. The judoka will become both able and motivated to contribute to their community. Communities make up society and a better society will improve humanity.
- Judo is the way by which one can make the best use of one's mental and physical energy and put that into to use for the good of society.
- **The Core Values of Judo:**
  - Mutual prosperity for self and others
  - Maximum efficient use of one's energy
  - Dr. Jigaro Kano (founder of Judo)

## Priorities

Our priorities include Provincial Association Capacity and Growth/Organizational Effectiveness; Athlete Development; Coach Development; Officials Development; and High-Performance Athlete Identification and Development. Additionally, we recognize that retention is a priority across all aspects of our sport, from athletes to coaches to officials.



## Organizational Effectiveness

- Operating with bylaws approved at the Registry of Joint Stocks
- New Website developed
- Fundraising strategies and plans developed
- All Judo NS policies are reviewed and scheduled to be updated on a 2-year cycle
- Structure and Development package which includes Judo NS policies, handbook, and orientation
- Communications Plan with club owners
- Effective Committees and Work Structure established
- Orientation for all Board and Committee members
- Registration procedures and policies

## PSO Capacity & Growth

- Write and maintain clear job descriptions that identify key responsibilities, scope, and time commitment for:
  - President
  - Vice President
  - Secretary
  - Treasurer
  - Fundraising Coordinator
  - Communications Coordinator
  - Event Coordinator
  - Club Liaisons
- Fill and maintain all board positions by identifying the value and incentive for members to join the Board of Directors.
- Solicit and maintain volunteers to help run committees for the implementation of Judo Nova Scotia policies, plans, and activities, including (but not limited to):
  - Referee Committee
  - Grading Committee
  - Fundraising Committee
  - Communications Committee
  - Events Committee

## Athlete Development

- Increase awareness of Judo
  - After/In School Programs (support) – Introduction to Judo Program
  - Plan and execute public demonstrations
  - Plan and execute marketing/media strategy
  - Plan and execute recognition programs
- Plan and Execute Inclusive Judo events

- Tournaments
- Training camps
- Try-it events
- Inter-disciplinary events

## Coach Development

- Develop and maintain pool of Master Coach Developers in-province
- Provide education and development for existing coaches and all club coaches who either obtain or are in progress of obtaining NCCP level training.
- Work with existing and new clubs to develop succession plans for coaching capacity.

## Officials Development

- Establish and maintain referee committee overseen by an engaged referee chair. The committee is responsible for:
  - Development of upcoming referees/younger referees (identification/call for interest)
  - Soliciting referees for tournaments held in-province
- Foster and develop referee resources through
  - Provision of refereeing seminars
  - Financial support for Provincial A referees seeking National certification
  - Establishing mandatory referee compensation at provincially sanctioned tournaments

## High Performance Athlete Development & Identification

- Judo NS needs to recruit, identify, and hire a Provincial Coach, reporting to the Judo Nova Scotia Board, whose primary responsibilities will include:
  - High-performance athlete identification
  - Evaluation and recommendation of athletes to Provincial Team (selection by Executive Board or by a High-Performance Committee)
  - Training plan development for Provincial Team members
  - Management of NSPPI and other high-performance funding
  - Coaching Provincial Team at identified tournaments
  - Supervising Provincial Team at identified training camps
  - Identification and development of Coaching capacity in the Province
- Growth is the primary strategy for increasing our capacity to field competitive athletes at the Regional and National level. Such growth includes:
  - Increased number of clubs in the Province
  - Increased number of training opportunities
  - Increased number of participants

- Our focus will be to identify high-potential athletes at the U14, U16, and U18 age groups.
- Performance goals are to be identified for key regional/national tournaments
  - Atlantics, Eastern Championships, Ontario Open, Quebec Open

## Strategic Goals, Objectives, Tactics & Performance Indicators

- Judo Nova Scotia has outlined various goals, objectives, tactics and performance indicators to assist with the implementation of this plan over the next four (4) years. There is an understanding that these measures are fluid, as this plan is a living, breathing document.
- The performance measures outlined for each committee will be reviewed and created on an annual basis at the Board of Directors Planning Meeting. The purpose of these is to support the over-arching objectives of this strategic plan at a micro level. Without the ability to manage, evaluate and achieve the measures at the committee level, there is an acknowledgement that it will be difficult to completely fulfill the potential at the macro level of this plan.

## Membership Growth Strategy

<p><u>Membership growth</u></p> <p>Grow membership to 600 members by 2022</p>	<p><u>Plan</u></p> <ol style="list-style-type: none"> <li>1. Create a promotion strategy for the clubs to recruit members.</li> <li>2. Create a “come try” or “open house” plan for clubs to get members to come try for a class or 2 for free without commitment.</li> <li>3. A minimum of 4 school visits per year</li> <li>4. A minimum of 2 non school demonstrations (ex. Malls, Milk fair)</li> </ol>
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<p><u>Increase number of paid staff</u></p> <p><b>HP coach or After-School program coach</b></p> <p><b>Support Staff</b></p> <p><b>Executive Director</b></p>	<p><u>Plan</u></p> <ol style="list-style-type: none"> <li>1. Hire Staff as necessary to reflect increase in membership.</li> <li>2. Hire Staff as necessary to reflect our numbers in HP athletes.</li> <li>3. Evaluate all job descriptions of paid staff to minimize volunteer burnout and place proper workload/tasks on office staff rather than volunteers.</li> </ol>
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**Conduct a needs assessment to members**

**Create a survey to prioritize the current and future needs of members/club owners.**

**Plan**

1. Create a focus group or club owners to gain feedback on a questionnaire.
1. Conduct a questionnaire and evaluate the results at the end of 2021 season. Have a plan in place by the 2022 season to implement changes to help with the current needs of membership.

## Participation & Recreation Development Strategy

**Recreation plan**

**Review/Evaluate existing programs that would be targeted more for recreational Judo**

**Plan**

1. **Evaluate existing programs to ensure that they are meeting the needs of current members.**
2. **Create a strategy to encourage participation by recreational athletes (ex. Training camps, referee clinics, etc)**

**Increase Female Participation in Judo**

**Plan**

1. Identify needs and strategies that encourage participation by females.
2. Create an all-female training camp once per year.
3. Encourage and help financially dojos to create all female classes.

**Introduce Judo in Schools**

**During and After-School Programs**

**Plan**

1. Mentor coaches to establish commercial Judo activity in schools (focus on private schools).
2. Educate coaches to teach Judo in schools and to retain students in our sport after the program is finished.

**Communication Releases (OE)**

**New Website and Social Media**

**Plan**

1. Create an event calendar (ex. tournaments, training camps, courses, ets)
2. Create post such as Athlete of the month, Coach of the month, Dojo of month

## High Performance Strategy

<b>Identify Athletes to create a provincial team.</b>	<b>Increase communication with club coaches will help identify athletes with skill sets.</b>
<b>Increase communication and interactions between club coaches and provincial coach</b>	Develop a yearly plan for club coach development or involvement. Hold Annual coaching retreats. (Ex. Peter Gardiner)
<b>Increase communication with provincial coach and Athletes</b>	Create training reports and logs for athletes
<b>Improve club coach skills for competitive training.</b>	Develop a mentoring program for club coaches or a shared learning group
<b>Provide a tool to give feedback to club coaches about their athletes.</b>	Send feedback to club coaches. Develop a report card of the Athlete for feedback.
<b>Increase interactions between out of province athletes.</b>	Send Athletes to camps or seminars out of province.
<b>Increase interactions between provincial coaches and out of province coaches and Athletes.</b>	Send coaches to National camps to see national level coaches work with athletes, and for collaboration.

## Officials Development Strategy

<b>Increase the number of provincial level referees</b>	
<b>Host regional referee sessions</b>	
<b>Encourage younger athletes and recreational athletes to referee at regional competitions. Create a mentorship program</b>	
<b>Pull referees from the retired athlete list.</b>	
<b>Develop a strategy to financially compensate referees</b>	
<b>Increase the number of National level referees</b>	
<b>Send provincial referees to out of province tournaments to get exposure.</b>	
<b>Promote refereeing as a way to stay in the sport after competition.</b>	
<b>High level referee clinics in the Province</b>	Bring high level referees to our province to host clinics to learn new rule sets.



<b>Create a referee policy or update old one</b>	Revamp or renew our referee policy
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## Coach Development Strategy

<b>Raise the level of club coach knowledge</b>	
<b>Promote attendance and recognition at coaching clinics.</b>	
<b>Increase amount of NCCP clinics for DA, DI</b>	
<b>Use HP knowledge or experience to help train coaches.</b>	
<b>Promote the LTAD program</b>	
<b>Create a mentorship program</b>	
<b>Create more Coaching retreats in our province</b>	Bring in HP level coaches from other provinces or countries
<b>Attendance at provincial training camps</b>	Distribute training manuals, or video for club coaches.

## Performance Indicators & Timelines

<b>Provincial association growth and capacity.</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>Grown membership to 500 members by 2022, and 700 members by 2024.</b>	505	297				
<b>Increase number of paid staff</b>	2	1				
<b>Complete a review of Judo NS governance Structure.</b>		1				

<b>Athlete development and Participation (Provincial tournament)</b>	135	N/A				
<b>High Performance Athletes in The Pathway</b>	2	0				
<b>Increase female participant</b>	134	95				
<b>Release newsletter/communication, update website.</b>	0	1				
<b>Introduce Judo into schools</b>	3	2				
<b>NCCP Courses offered</b>	1	1				

## Committee Development

- Referee committee
- Grading committee
- Female Participation committee
- NCCP Committee
- COVID-19 Committee

## Officials Committee

- Create referee committee
- Number of Officials committee meetings
- Number of active refs in NS
- Number of candidates evaluated at a provincial level
- Number of candidates evaluated at a national level
- Number of candidates evaluated at a international level
- Number of Officials introduced to refereeing at clinics or regional tournaments

## Grading Committee

- Number of black belts gradings
- Create more kata clinics
- Create kata teams to compete at a national level.
- Distribute new national grading syllabus to all clubs

## Female Participation Committee

- Committed to increase women participant by 20%

- Create an active women's only committee
- Help to fund and promote women only club initiatives
- Create women only training camps and retreats

## NCCP Committee

- Number of DA in the province
- Number of DI in the province
- Number of NCCP courses delivered per year
- Certified learning facilitators in the province

## 2021-22 Targets for Completion

- In order to move towards achieving our 2024 success, we will endeavor to achieve the following targets in Year 1 of the plan
  1. Strategic Priority Area: **Organizational Effectiveness**
  2. Bylaws are approved and on file at the Registry of Joint Stocks
  3. All policies are dated for last revision and a review schedule is established to ensure all policies are reviewed within a 4-year period
  4. Establish effective committees and Sub-committees in 4 main categories. (Referee committee, Coaching Committee, Grading committee, Female leadership committee)