



USA Swimming Workshop
April 21-24, 2022, Denver CO
General Chair's Report

Friday, April 22

LSC Leaders Meeting - The purpose of this meeting was to share ideas about problems/challenges faced by LSC Leadership. Some of the topics discussed were:

- Athlete engagement - how to get athletes involved and stay involved
- How to better serve underserved areas and populations in the LSC
(in PVS this includes DC and Prince George's County)
- Nominating Committee - needs to start early to identify needs and candidates
Should be by personal contact, not by blast email
- Better entry level experience - e.g. shorter meets (give clubs incentives for this)
- Recruiting - partner with local organizations (e.g. schools)
Advertising strategies
Translate summer league/high school enthusiasm to USA_S
Focus as much on the base of the pyramid as the elite athletes
- Communication - platforms for communication, inc. website, email, social media

A question that occurred to me was if the dual role Governance/Nominating Committee is working most efficiently for PVS. Since this committee is relatively new, it is too early to tell

A four-part strategy for dealing with problems was presented.

1. Framing the problem
2. Clarify the problem (5 Why's)
3. Identify potential solutions
4. Short and vote (How - Now - Wow)

Introduction to SWIMS 3.0

Meeting Recording: <https://youtu.be/-lfEfwJ-IQE>

PVS Mission Statement

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PVS Vision Statement

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Current SWIMS is more than 20 years old (ancient by technology standards). 145 million times have been loaded into SWIMS

SWIMS 3.0 will be cloud-based

Allow better Safe Sport requirements and compliance tracking

Online Member Registration - better contact information updates, easier club transfers

Member Services - clubs have more and better control

Staff management, Club Recognition Program, Safe Sport Recognition Program.

Swim-a-thon, OME

Future Adaptability - as requirements change

Some other SWIMS 3.0 Features:

Will be able to enter LSC Time Standards

Sanctioning requests - will list upcoming meets

Improved Online Meet Entry

Data Security - ID no longer includes Personal Identifying Information

Deck Pass will be replaced with a USA Swimming app

Coach Education/Certification - This section was an introduction to the new training/certification program to coaches to be implemented in the Fall of 2022.

This includes certification and continuing education - online and in person; for all coaches

The concept is "micro learning" which is multiple short modules instead of one lone course

New coaches will be required to complete two modules before being on deck (replacing Foundations of Coaching) - Welcome to USA Swimming & Quality Coaching Framework (QCF)

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SWIMS 3.0 - Times

There will be the ability in SWIMS 3.0 to add meets before they occur. Clubs will be able to search for meets across all of USA Swimming. This may lead to more competition opportunities outside the LSC.

Uploading of meet results will be faster, and have better athlete matching.

In preparation for this transition to SWIMS 3.0, all current holding tanks will be cleared on June 1, 2022.

Athlete/Non-Athlete Collaborative Goal Setting

Erik Collins and I attended this session with our three athlete representatives. The first task was to do a SWOT (strengths, weaknesses, threats, opportunities) analysis of our LSC.

Strengths: lots of swimmers, good reputation,
- cover different regions (DC, MD, VA)

Weaknesses: very large, so information sometimes slips through the cracks
- struggling to get volunteers
- cosmopolitan area (may actually be a strength not a weakness)

Threats: hard to reach all our members
- tough to get significant in-person attendance at BOD meetings

Opportunities: lots of places for athletes to go
- experienced board members
- serve our smaller club teams

The task was then to list goals. Some that our athletes come up with were:

- increase participation within the AthleteS Committee
- complete the Athlete Wellness Initiative

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- open water project on the Potomac (environmental based)
- disability athlete engagement and inclusion
(meet with disabled athletes to find out how we can help)
- officials recognition from the athletes
- have more coach-to-athlete conversions
- increase our social media presence

The athletes were then to select one project with a defined goal and time frame. The PVS athletes chose an Open Water Initiative. The goal was completion by June 2023 and JP would take the lead on this effort.

Summary: Begin with developing a schedule of open water training opportunities. Work on regional open water opportunities. Get coaches and safety personnel involved. This effort would culminate in an open water meet, using some TBD qualification criteria.

Objectives: Find open water venues, begin practices, set requirements, hold a meet

Needs: safety protocols, coaches, and open water areas

Friday, April 23

Legislative Review

Copy of the Presentation:

https://drive.google.com/file/d/1xiefsdKYLYLzsD6nT6WNvVz0e34tXA_x/view?usp=sharing

Meeting Recording: <https://youtu.be/qiOggOEBPrC>

This was an informal review of some of the legislation that had already been submitted for the 2022 HOD in September.

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105.5.2 - make it more clear that the referee can make whatever necessary accommodations are required

102.10.3 & 102.10.4 - require a minimum of two marshals, one of each gender

202.4.1 - require meet announcements to have a description of the medical supervision at the meet.

202.4.11 - "follow quality control system approved by the US Center for Safe Sport". This includes comparing all volunteers against the Safe Sport Center's list. Use the USA Swimming [Meet 360 Guide](#).

203.3 - The athletes are proposing changes to this archaic rule. There was much discussion of how this hurts athletes who have legitimate reasons for transfers. Several options were discussed and the legislation request will be refined prior to the May deadline.

Article 4 - remove National Board of Review information from the rule book and put in the Operating Policy Manual

LSC Bylaws Template - require LSC HOD reps to be members of USA Swimming. Also, clarify that only members in good standing can hold and maintain office

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Zone Directors Council

A presentation of a draft Sectional Manual. This would be a guideline to help those meet hosts new to the Sectional Meet process. It is not guidelines for the Sectional meets, just information.

There was discussion of whether to move the Zone Elections and Legislation from the fall to the spring to coincide with the workshop. Each zone will discuss and the goal is to have all the zones do the same thing.

Next year's workshop will have tracks for Safe Sport and Officials Education

Summary

This was a worthwhile workshop and having all three of our athlete board members attend was great to get them excited and for them to meet and collaborate with other athlete representatives. We should attempt to bring all three athletes every year.

Tim Husson
General Chair
GeneralChair@pvswim.org

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**USA Swimming Workshop
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Athlete's Report (Sophie Elliott)**

As an athlete, the USA Swimming Workshop was incredibly transformative. Starting from the time I stepped into the hotel, I was immediately greeted by welcoming athletes and we began to get to know one another and our projects for our respective LSCs.

The next day was filled with incredibly educational events. We started with a DEI Meeting presented by Leland Brown, where I began to feel a part of the community and got to see what my time on the National DEI committee could hopefully entail. Next we went to an athlete leadership workshop, where USADA spoke with us about the importance of using safe supplements, medicine, etc. We also got to hear from AEC about what we could be doing for our LSCs and how to reach out to them with information. Later, we got to meet Schuyler Bailor and were even able to ask several questions. As an athlete, this forum was vital for me to understand the struggle for the LGBTQ+ community in our sport. Following this, we did another LSC athlete project planning where Tim Husson and Erik Collins came in to work with us. We did a SWOT analysis of our LSC and highlighted several projects we had moving forward. We ended the day with a dinner alongside the Maryland LSC, which allowed us to grow closer with more athlete representatives.

The third morning we spent discussing legislation, much of which was focused on shortening the 120-day rule for being unattached when switching clubs. The lunch that followed this was definitely one of the highlights of the trip. Awards were given out to really amazing members of USA-S which inspired me to look for ways to do more. We also got to meet Rowdy Gaines and Missy Franklin. After this, I sat in on the AEC committee meeting. And to end my meetings for the day, I attended and took part in the DEI committee meeting as a member. I gave a proposal for the athlete influencer toolkit I am developing with several other athletes and was able to receive valuable feedback that I can use moving forward. The rest of the night was spent in athlete bonding, which was great to make friendships with people all over the country.

The last morning was spent at the Eastern Zone meeting and the closing meeting. All in all, this trip was a great experience to not only educate myself on the inner workings of USAS, but also foster friendships and connections with those around me to better my work for PVS.

USA Swimming Workshop Report @ PVS Board Meeting (April 25)

Erik Collins, Age Group Chair

The USA Swimming Conference in Denver this past weekend was an excellent opportunity to meet in person with fellow coaches and LSC officers from around the country. Thanks to the PVS LSC for the opportunity to attend and trade notes with the other LSC's. USA Swimming put on a great event with interesting topics to discuss & dissect. Here are some of the highlights and lowlights (from my perspective):

HIGHLIGHTS:

Coach Certification: there will be a new Coach Certification program ("Coach Education Program") broken down into new & existing coaches. The foundation of the program revolves around the "Quality Coaching Framework" (QCF) for both tracks and includes four components: Core, Age Group, Senior & Head Coach. All four of these components lead to "Continuing Education Units" (CEU). The current Foundations of Coaching course & its test for new coaches will be phased out once this program is up & running next Fall.

Age Group Development Committee- great meeting that focused on the National Development Meets for 12&U athletes (three ten week seasons, with meets that last no longer than 2 hours). The Age Group Development Committee will continue to focus on this topic at its meetings through the next few months. The goal of this idea was to help smaller LSC's with a general format to help younger athletes who are new to the sport have a positive experience as they started with swimming. I'm not sure there needs to be anything too specific, as most clubs have the ability to set up something a little less overwhelming than a three day meet for their younger, newer athletes. I'll be on those AG Dev Cmte meetings & can give an update later this Summer on where things stand with this initiative;

Good enthusiasm for the conference from attendees, and by USA Swimming in general. I wound up speaking at length with Dana at the airport on Sunday about that National Development Program for 12&U athletes ("Development Competition Concept," or DCC)- she was positive, genuine & engaged, even after four days of dealing with people nonstop.

LOWLIGHTS:

There doesn't appear to be a whole lot of experience on the USA Swimming staff anymore. The average age of the people presenting at the conference had to be around 25 years old; and, one of the most experienced people within USA Swimming (Lindsay Mintenko) was there, but not all that involved (I only saw her in a corner in the lobby. All weekend, that's where I saw her, with her computer out doing something. But I'm not sure if she spoke at all);

Keynote Speech- John Mann; just didn't strike a chord with me. I don't think anybody needs an elaborate keynote speech or presentation to know that collaboration is likely to generate more ideas and ways to attack problems than sitting alone at the pool (or in an office).

The whole "focus on 12&U athletes" is not really being helped along if the EZ can't come up with a host for the AG Zone Meet this summer.

Things that I didn't get:

The "Sectional Manual" by Dale Ammon- seemed pretty adversarial & confrontational to me; all the hype regarding the SWIMS 3.0- that's going to be a mess;

Things that stood out to me:

10&U Championships- as a standalone meet (w/conversation with Dana)- many LSC's are incorporating a standalone meet for the 10&U's at the end of the SCY season.

Overall, this was a fantastic experience and a wonderful opportunity to trade ideas & talk shop with other LSC AG Chairs and LSC Board members. I appreciate the PVS Board for making this opportunity available to us, and USA Swimming for their thorough four day program & the enthusiasm that was evident throughout the Workshop.

EC

USA Swimming Workshop
April 21-24
Denver, CO
Jessica Fry-Mack – PVS DEI Chair

Thursday, April 21

Welcome/Keynote w/ John Mann & Workshop Social

- I missed the keynote and workshop social due to a four-hour flight delay.

Friday, April 22

DEI 101 – The Who, What, How – Helping Boards and Communities Understand DEI w/ Leland Brown

- This was my first time meeting Leland Brown and he is amazing. He brings a passion for DEI that you don't see every day and I am excited to learn more from him.
- Leland explained that DEI is all about connection. He challenged us to think about what that connection means to us and to our LSC and beyond. We also talked about how to put it into action (asking people for help and assigning tasks, expanding social media presence, etc. Being able to speak with others at the table about how to connect with others in our LSC was extremely beneficial.

DEI/LSC Leadership: Organizational Equity Building – Challenging Norms, Practices, Policies and Preparing for Organizational Change. A Conversation w/ Schuyler Bailar and Leland Brown (Part 1 & 2)

- Leland started the conversation with describing how DEI is all about connecting, accepting and providing.
- In the first discussion, Schuyler talked a lot about his experience through transitioning and how great his support system is.
- Meet people where they are when discussing difficult topics. This helps to
- Connect with others so they can see you as a person. It's important to ask questions about others lives to establish a bond. Schuyler believes connecting on a deeper level helps us to see one another as a person and provides a sense of empathy.
- Education is key when it comes to DEI.
- Conversation over confrontation.
- It is important to open the space to others to discuss their thoughts.
- Schuyler has created an educational platform called Lane Changer (<https://www.lanechanger.com>). This is an educational tool to use for teams, groups, classrooms, etc., to really learn about gender literacy. You can learn about the correct vocabulary, how to be an ally, etc.
- Schuyler's website is <https://www.pinkmantaray.com> for anyone looking to learn more about him and all the amazing work he is doing for transgender inclusion.

Saturday, April 23

LiveBarn Presentation

- LiveBarn is a streaming service where you can watch your favorite athlete and team anytime and anywhere.
- Subscribers can download, save and share short and/or long videos directly to their phones, tablets and computers.
- Tag highlights while watching live and they will automatically be emailed after the event has ended.
- Athletes and coaches can use downloaded videos to analyze plays and improve performance.
- Subscribers pay for the service. To learn more, visit www.livebarn.com.

Legislative Review Session

This was a review and discussion about legislation that will be submitted to the HOD later this year.

- 105.5.2 – change the wording so referees can make necessary stroke accommodations if a swimmer has a physical disability
- 102.10.3 – require two marshals for meets, one of each gender. Marshals need to be trained.
- 202.4.1 – require that meet announcements include a description of medical staff on site and available to attendees
- 202.4.11 – require that all meets follow the approved quality control system by the U.S. Center for SafeSport. LSCs will receive copies of the control system. In the future, there will be audits at the local level to make sure things are being done correctly.
- 203.3 – change the 120 Day Rule for transferring athletes. This became a lengthy discussion among athletes, coaches and officials. Swimmers believe that the current rule keeps them excluded from their new team while some coaches and officials shared their worries about club hopping and administrative issues.
- 207.6.2 – require that the Senior Development Committee will develop qualifying time standards for National meets ten (10) months in advance.
- Article 4 – remove articles 401-408 from the rulebook and place National Board of Review Procedures in the Operating Policy Manual.
- 501.4 (A)(5). – to permit the Chair of the Senior Development Committee to designate a member of the committee to serve as ex-officio to the National Team Steering Committee.

National DEI Committee Meeting

- Listened to the National DEI Committee discuss what they are currently working on. They want to provide engagement, education and empowerment.
- PVS Athlete Rep and National DEI Committee Board Member, Sophie Elliott, is working on a campaign to utilize athletes to become influencers of DEI. These athletes will post on social media about several different facets of DEI to help engage other athletes to become involved in DEI efforts.

- Develop three (3) resources for coaches, athletes and LSC boards
- Hold educational webinars.

Sunday, April 24

Eastern Zone Meeting

- This was an informal meeting in which members of the Eastern Zone spoke about a myriad of topics ranging from end of summer meets to SWIMS 3.0, etc.

Summary

I thought this was a great workshop coming out of COVID, but I do hope they will provide a larger track in the future for DEI advocates. The presentations in 2019 for DEI were amazing; I felt that the workshop this year was too short and didn't provide enough information on how to better our LSCs. Overall, it was a great experience and I am so grateful for the opportunity to attend.