Safe Sport 2.0

Turning the corner into healthy team culture

January, 14, 2015
Introductions

- Susan Woessner, Director of Safe Sport
- Elizabeth Hoendervoogt, Safe Sport Coordinator
- Maggie Vail, Safe Sport Education Specialist
- Dr. Roch King, Professor of Coaching Education, University of West Virginia
Agenda

- Where did we come from? 2010-2015
- Where would we like to go?
- A case study in positive culture
- Safe Sport 2.0: What to expect in 2015
- Preview of the 2015 Safe Sport Leadership Conference
Moving the Needle

- Recognition of a Systemic Problem
- Education and Awareness
- Tools and Motivation
- Local-level Sustainability
- Crisis
Where did we come from? 2010-2014

- Leadership Driven, Locally Rooted

- 2010-2014 Focus: Leadership Driven
  - Strong national approach
  - Complaints management
  - Broad strokes education

- 2015-Forward Focus: Locally Rooted
  - Positive sport culture
  - Accessible tools & education
Carmel Swim Club: A case study

- What does positive culture look like?
- How is it achieved?
- What are some tools that can help other clubs?
Carmel Swim Club and Positive Culture

- Culture is always a work in progress.
- Move toward the current team culture started in 2006 when Chris Plumb took over as Head Coach and Ian Murray came in as Head Age group coach.
- Established “Continuous Improvement” in all areas of the club as a core value.
- Heavy emphasis on Common Language
  - Started with vocabulary for technique and teaching
  - Brought in Vern Gambetta to help develop program and vocabulary for dryland
  - Brought in Positive Coaching Alliance to provide tools and vocabulary for continuing to develop a Positive Culture for entire club (coaches, athletes, leadership, and parents)
- Attract and Hire Coaches who will champion the culture and give them the tools to do so.
Common Language

- Atmosphere that balances a very high level of competition without using a “scarcity mentality”
- Everyone contributes to Continuous Improvement
- FTT (For The Team)
- The Highest Honor is to be seen as a Triple Impact Competitor
  - Striving to Make Yourself Better
  - Striving to Make Your Teammates Better
  - Striving to Make the Sport Better
Key Practices

• Well-organized, high energy, high focus, positive, practice sessions
• Just Right Challenge
• Winners Circle
  • Train athletes to “catch” their teammates doing something great
  • Train athletes to fill each others’ emotional tanks
• Closing Ritual
  • Hi-five, hand-shake, etc.
• Goals for Cleanest Team Area
• Goals for Best Meet Host
When things go wrong

- Policies put in place before there is a problem
- Use Teachable Moments
- Move Fast and Move Slow
  - Acknowledge and correct minor breaches of team culture quickly, but in a calm manner.
  - When a major violation has occurred take the time to collect information and follow procedures, but when time to act, act decisively.
Safe Sport and Positive Culture

- A positive culture of Safe Sport is one in which negative behaviors are so inconsistent with the culture of the club that the behaviors stick out, and individuals are empowered to address the behaviors effectively.
Safe Sport and Positive Culture

- Positive culture means...
  - Boundaries are clearly defined
  - Environments and interactions are open, observable, and transparent
  - Parents are appropriately involved
  - Issues are handled promptly and with compassion
Communication Wheel

- Club Leadership
- SAFE SPORT CULTURE
- Coaches
- Athletes
- Parents
Safe Sport in 2015

- Overhaul of the Athlete Protection Training
  - General course for first-time members (2015)
  - Overview review course (2015)
  - Continuing education model (2016)
  - Topic-specific modules (managing conflict, bullying, locker room conduct, social media, bystander awareness) (2016)

- Webinars
- Article series
- Resource library
- @SwimSafeSport
Local engagement is a necessity!

- Small changes can make a big difference!
  - Print Safe Sport ads in heat sheets
  - Talk about Safe Sport in parent meetings
  - Get together with other local clubs and host a training
  - Take 5 minutes each week to talk about a different topic with your swimmers
  - Post signs about the different Safe Sport policies

- If you have questions, contact your Safe Sport chair or the national office.
- Be involved!
Bag tags
Signage for pools and locker rooms

**NO**

**NO CELLPHONES**

**NO**

**NO CAMERAS**

**OR OTHER RECORDING DEVICES**
Caps
Magnets
Ads for heat sheets

SAFE SPORT
Increase Awareness to Reduce the Risk
Learn more at USAswimming.org/protect

SAFE SPORT
PROMOTING A SAFE ENVIRONMENT
Learn more at USAswimming.org/protect

SAFE SPORT
PROMOTING A SPORTS ENVIRONMENT FREE FROM ABUSE
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2015 Safe Sport Leadership Conference

February 8-9, 2015

*Bonus session February 10

Colorado Springs Marriott

Agenda:

• Hiring best practices
• Managing conflict and reducing bullying
• Facility safety
• Club governance panel
• Bystander awareness
Contact Information:

USA Swimming Safe Sport
safesport@usaswimming.org

Susan Woessner
swoessner@usaswimming.org

Elizabeth Hoendervoogt
ehoendervoogt@usaswimming.org

Maggie Vail
mvail@usaswimming.org