

Our mission – Providing a network and resources to support the success of LSC leaders.



LSC Development Committee Meeting Minutes

March 23, 2021

5:30pm PDT/8:30pm EDT

1. Welcome! Shelly opened the meeting at the bottom of the hour by reading the mission statement. The agenda was approved as presented. **Attendance: (Bold indicates present): Shelly Rawding (Chair), Bob Crunstedt, Lamar DeCasseres, Wade Heggie, Kim O'Shea, Annika Ruelicke, Katelyn Smith, Eric Stimson, Mary Ellen Tynan, Kile Zeller, Jess Cooper (Guest), Cherita Gentilucci (Guest), Jane Grosser (Staff Liaison).**
2. **Announcements and Kudos:** Our next meeting will be our open meeting in conjunction with the Zone Workshop. Kudos to Annika and Katelyn for developing a great presentation for the LSC Governance Series: Athlete Engagement in the LSC.
3. **Team building** – It is National Chip & Dip Day! Share your favorite crunchy snack with us.
Shelly- Nut Thins!
Maggie: Pretzels!! Dip 'em top 'em, etc.
Kile: Red Doritos/French Onion Dip!! Super healthy
Bob: Angry Tomato salsa dip with blue tortilla chip
Kim: Pretzels dipped in crunchy peanut butter
Wade: any flavor Doritos
Katelyn: Cheeze it snack mix!
Annika: Hippeas!!
Lamar: Guacamole chips!!
Mary Ellen: Trader Joe's Cheese puffs!!
Eric: Chips and Guac!!
Jess: Sweet Potato Tortilla chips and what everyone else listed
Cherita: BBQ Fritos!!
Jane: Cheese popcorn all day long- new favorite is flaming flavor
4. February 23 [minutes](#) were approved as presented.

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5. Coach Education Platform (30 mins) – Maggie gave an overview of the Coach Certification Program to the committee. Highlights include: two years in the works. This is professional development for coaches, hosted on the Canvas platform. Blended learning online and in person will be incorporated moving forward. The overall goal is member retention, families, athletes benefit from having coaches with excellent professional development. Several other NGB's and industries were consulted to bring the best of everything into this program. Adult learning elements were incorporated, and coaches were consulted about what they wanted to see in the program. Coaches wanted USA Swimming to take a position on some issues and they also wanted to learn from their peers through a mentorship relationship. Ongoing education opportunities was important as well. The guiding frameworks for the coach education platform includes the USPOC's Quality Coaching Framework as well as the American Development Model (ADM). Staff leads on this project include Maggie Vail and MJ Truex as well as other staff. Other team members include adult learning specialist, curriculum expert authors, reviewers, eLearning company, SME's. This will be rolled beginning in September of 2021 in cohorts, soliciting feedback along the way. The full launch will be September of 2022. The LSC Development Committee will want to pay attention to this to enable LSCs to assist in the effort as well as incorporate some of the methodologies into our presentations moving forward. Maggie and MJ are available to answer questions and there will be a link of the website in the coming weeks.
Questions from the committee members: Shelly asked about who would be included in the cohorts- the first set of courses will be targeted toward brand new coaches. Katelyn commented on her excitement about the launch of the program as she will begin her own coach training. Kile asked about using this to train a staff of coaches- it will be very useful in that regard to focus everyone on the same page. Kile asked about the technical aspect, drills, skills, etc.- Go Swim will be utilized to address that aspect. Shelly asked if this would replace foundations of coaching 101 and 201- yes it will. Lamar asked if the curriculum includes an aspect for outreach. This will be part of the head coach curriculum and team leaders as well. Eric asked how this will be tracked. Everything will be tracked through SWIMS 3.0 and through the new iteration of "Deck Pass". Bob asked if certifications would need to be renewed or life long? Once certification is earned, a coach will have 3 years to maintain it. CEU's will be available from the initial requirements will be available to expand and build on the knowledge gained initially.
6. Shared Goals
 1. 2021 Committee Project Worksheet [link](#)
 2. [DEI](#) – Eric- legislation was sent last week to LSCs. Our committee along with DEI and AEC committees following up individually with selected LSCs. We are waiting for DEI letter of support to be received. Shelly will follow up with them to check on the status. In terms of integration Eric shared a Matrix for LSCs to utilize that allows them to "score" their DEI competency.
 3. Shared Services – Bob
 - Call with Mighty 2500's March 16th : Bob gave an overview of the call to the committee. 5 Mighty 2500 LSCs were represented, SR, IE, MW, NM, ME. Barriers discussed included geography, finances, volunteer resources, and identity/traditions. Opportunities center around Administrative support, events, and competition. LSCs all shared a concern for

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opportunities for senior athletes recognizing the need for a higher level of competition to motivate faster swimming in these LSCs such as training opportunities, competitions but they would like a seat at the table during the planning versus fitting into “their” event as a visitor.

- Zone workshop outline [Link](#) a panel discussion will be the focus of the workshop highlighting several LSCs process and journey with different aspects of administrative, event and competition partnerships. Highlighting how barriers were overcome in the process and what success looks like with LSC partnerships. All 90 minutes will be utilized to present the information. Athletes will be utilized as a reminder that regardless of barriers it’s about providing better opportunities for them. They are not concerned about the “why not’s.”

7. LSC Governance Series Support

1. March & April - Athlete/BOD Engagement – Annika, Katelyn- A great session was presented. 36 people were in attendance. Annika commented-that she enjoyed doing the presentation and it went well. For the follow up thoughts at this point will be to build on the activity of building a pool. Katelyn commented that she enjoyed doing the presentation as well. For the follow up she is interested to see if the athletes perceive a change in their level of engagement during the month ahead. Eric suggested that the athlete mentor link posted by Jake Simmons during the presentation should be distributed to all the athletes through the zone athlete reps. Everyone from the committee agreed it was a fantastic presentation!

8. Mighty Quad Focus: It was decided to center our efforts around Committee function and effectiveness across the LSC to include the following aspects:

- BOD level understanding of committee functions and use
- One Pager on being an effective Committee member
- Committee Structure/Function
- Embedding DEI in each of the LSC committees

Upcoming Meeting Schedule - 4th Tuesday of the Month

April 27th – Zoom Call – 5:30pm PDT/8:30pm EDT

May 25th – Zoom Call – 5:30pm PDT/8:30pm EDT

June 29th – Zoom Call- 5:30pm PDT/8:30pm EDT

Governance Series

April 27th 3pm PDT/6pm EDT – Athlete/BOD Engagement follow up session (Annika)

Saturday May 1st – LSC Shared Services Session during Zone Workshop (Bob)

May 25th 3pm PDT/6pm EDT – Shared Services follow up session (Bob)