

Strategic Plan

Report



Wrestling
Nova Scotia

Introduction

Strategic planning is a process that a Provincial Sport Organization (PSO) undertakes to set priorities, allocate resources, focus energy, and ensure that stakeholders are working towards common goals. It provides a framework for making decisions on how a PSO can achieve its objectives and fulfill its mission in a challenging and changing amateur sport landscape. Wrestling NS worked closely with the Sport Nova Scotia Organizational Effectiveness (OE) department to facilitate this process to ensure outcomes align with the Sport Nova Scotia Sport Development Tool (SDT) to capitalize on performance and funding opportunities.

Key Components:

Environmental Scan & SWOT Analysis: Strategic planning requires a thorough understanding of both internal factors (such as strengths and weaknesses) and external factors (such as opportunities and threats). Techniques like **SWOT Analysis** (Strengths, Weaknesses, Opportunities, Threats) and **Environmental Scans** (inter provincial PSO's & National Sport Organization's) are essential and were followed as part of the framework in creating this plan.

Goal Setting: Clear and specific goals are established, aligning with the PSO's budget and operational capacity. These goals must be Specific, Measurable, Achievable, Realistic and Time Bound (**SMART**), and were followed as part of creating this plan.

Implementation: The finalized strategic plan needs to be actioned with the appropriate resources assigned. Once the plan is approved, Sport Nova Scotia's OE department will connect the PSO to each of the SDT Pillar Leads to ensure support is provided such that progress can be monitored.

Progress & Evaluation: Continuous monitoring of the plan by the PSO is essential. Updates at board meetings and AGM's will be required. Regular evaluations allow PSO's to adapt to changing circumstances and make necessary adjustments to their plans.

Conclusion:

Strategic planning is a critical roadmap that ensures that PSO's are working towards clear and strategically aligned goals to maximize their development in between funding cycles. For reference, SDT 2.0 Funding Allocation for Wrestling NS is detailed below:

2024-2027 Funding Allocations: Wrestling Nova Scotia

Source	YEAR 1	YEAR 2	YEAR 3	YEAR 4
	2023-2024	2024-2025	2025-2026	2026-2027
Core	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
Participation	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
Excellence	\$ 18,000.00	\$ 18,000.00	\$ 18,000.00	\$ 18,000.00
Total	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00



Strategic Planning Framework





ORGANIZATIONAL EFFECTIVENESS

Initiative	Description
<p>1.1 Business Planning</p>	<p>Goal: Policy Review</p> <p>Specific: Update current policies as necessary by adhering to the review dates on each current policy</p> <p>Measurable: Create a “checklist” with current policies and each specific review date. Present proposed changes to the Board for review and approval</p> <p>Achievable: Key drivers are OE Director, OE Committee & PSO Admin Coordinator</p> <p>Relevant: High priority – Direct alignment with Sport Development Tool</p> <p>Time-Bound: Spring - Annually</p>
<p>1.2 Business Planning</p>	<p>Goal: Communication Strategy</p> <p>Specific: Establish a communication committee and recruit members to develop a strategy to distribute information to members via social media accounts and the contact database generated from the 2023/2024 season</p> <p>Measurable: Recruit 2-3 members to create quarterly newsletters to the membership that includes upcoming events, Team NS information, and any organizational updates or opportunities. This committee would also create at least 1 post a week on our Meta account (Facebook & Instagram)</p> <p>Achievable: Key drivers are the OE Director & Vice-President</p> <p>Relevant: Medium priority – Direct alignment with Sport Development Tool</p> <p>Time-Bound: January 2025</p>



ORGANIZATIONAL EFFECTIVENESS

Initiative	Description
1.3 Business Planning	<p>Goal: Club Support</p> <p>Specific: Create a “how to” guide on effectively running a wrestling club with resources, policies, procedures</p> <p>Measurable: Document is distributed to registered wrestling club head coaches at Coaches Conference. OE Lead or Executive member/qualified volunteer will perform a club “check-in” to assess the needs of each club on an annual basis. Identify specific resource requirements and provide support where necessary</p> <p>Achievable: Key drivers are the OE Director & Sport NS Regional Sport Consultants</p> <p>Relevant: Medium priority – Direct alignment with Sport Development Tool</p> <p>Time-Bound: September/October, 2024 (check-ins to start in January 2025)</p>
1.4 Business Planning	<p>Goal: Multi Year Budgeting</p> <p>Specific: Adopt a multiyear budgeting process to align with current four-year funding cycle of 2024/2025 – 2026/2027</p> <p>Measurable: Implement a budget that covers 2025/26, & 2026/27 (remaining years in the funding cycle) and include annual revenue & expenses along with fund allocation for different programs and projects</p> <p>Achievable: Key drivers are the NSAWA Board Executive (President, VP, Treasurer, Secretary)</p> <p>Relevant: High priority – Direct alignment with Sport Development Tool</p> <p>Time-Bound: April 2025</p>

PARTICIPATION & OFFICIATING

Initiative	Description
2.1 Club Development	<p>Goal: 200 Athletes across 15 Clubs</p> <p>Specific: Increase our membership through promotion and the implementation of enhanced competition delivery strategies, including club dual meets, skills programs, and well-organized tournaments</p> <p>Measurable: Have 200 registered athletes participating with 15 registered clubs</p> <p>Achievable: Key drivers are WNS Board of Directors</p> <p>Relevant: High priority - Direct alignment with Sport Development Tool</p> <p>Time-Bound: April, 2027</p>
2.2 Programming	<p>Goal: Resource Inventory</p> <p>Specific: Develop and implement a tracking tool to monitor NSAWA inventory such as mats, equipment, coaches, officials, across all affiliated club and school wrestling programs</p> <p>Measurable: Annual inventory “check in” to be conducted annually at the Coaches Conference</p> <p>Achievable: Key driver is the WNS Participation Director</p> <p>Relevant: Medium priority – Direct alignment with Sport Development Tool</p> <p>Time-Bound: Tracking to begin November 2024</p>
2.3 Programming	<p>Goal: “Try It” Wrestling programs</p> <p>Specific: Host “Try It” wrestling events to recruit new members to the sport in an inexpensive, commitment-free way</p> <p>Measurable: Utilize funding from WCL to host at least 4 “Try It” wrestling events in at least 3 regions across Nova Scotia attracting at least 20 participants per event</p> <p>Achievable: Key driver is the WNS Participation Director</p> <p>Relevant: High priority – Direct alignment with Sport Development Tool</p> <p>Time-Bound: Waiting on WCL Funding – 2026 (pending)</p>

PARTICIPATION & OFFICIATING

Initiative	Description
2.4 Programming	<p>Goal: Beach Wrestling Clinic & Event</p> <p>Specific: Host a Beach Wrestling clinic & event to introduce and educate the community on this new style of wrestling</p> <p>Measurable: Utilize funding from WCL to host at 1 Beach Wrestling clinic & event and attract 100 participants</p> <p>Achievable: Key driver is the WNS Participation Director</p> <p>Relevant: Medium priority – Direct alignment with Sport Development Tool</p> <p>Time-Bound: Reliant on WCL Funding – 2027 (pending)</p>
2.5 Officials Training & Certification	<p>Goal: Officials Training & Certification</p> <p>Specific: Organize a series of training & certifying sessions to recruit new officials to the sport</p> <p>Measurable: Provide at least 2 training & certifying sessions for new officials with the hopes of recruiting 2-4 new officials per fiscal</p> <p>Achievable: Key driver is the WNS Officiating Director</p> <p>Relevant: High priority – Direct alignment with Sport Development Tool</p> <p>Time-Bound: Effective by end of fiscal 2024/2025</p>
2.6 Officials Retention	<p>Goal: Officials Professional Development</p> <p>Specific: Provide professional development opportunities for our current officials to expand their knowledge to help with retention</p> <p>Measurable: Provide at least 1 professional development opportunity for current officials per fiscal</p> <p>Achievable: Key driver is the WNS Officiating Director</p> <p>Relevant: High priority – Direct alignment with Sport Development Tool</p> <p>Time-Bound: Effective by end of fiscal 2024/2025</p>

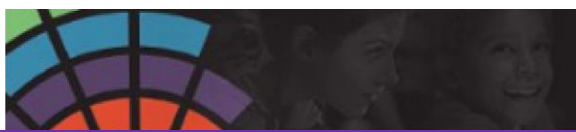


PARTICIPATION & OFFICIATING

Initiative	Description
2.7 Female Official Development	<p>Goal: Provincially Ranked Female Referee</p> <p>Specific: Have one full-time female referee, provincially ranked by providing targeted development opportunities for current female officials</p> <p>Measurable: Effective by end of fiscal 2026/2027</p> <p>Achievable: Key driver is the WNS Officiating Director</p> <p>Relevant: Medium priority – Direct alignment with Sport Development Tool</p> <p>Time-Bound: Effective by end of fiscal 2026/2027</p>

COACHING

Initiative	Description
3.1 Coach Education	<p>Goal: Coaches Conference</p> <p>Specific: Plan and host an annual preseason coaches conference that gives attendees an opportunity to obtain PD points and collaborate with others. Eg: practice schedules, camps & clinics, tournament planning, sport science</p> <p>Measurable: Host one coaching conference per fiscal</p> <p>Achievable: Key driver is the WNS Coaching Director</p> <p>Relevant: High priority – Direct alignment with Sport Development Tool</p> <p>Time-Bound: September/October annually from 2024-2027</p>
3.2 Coach Mentorship	<p>Goal: Coach Mentorship</p> <p>Specific: Establish and implement a coach mentorship program to guide new wrestling coaches in achieving their coaching goals effectively. Identify and pair mentee and mentor coaches by the start of the Coaches Conference. Utilize the Coaches Conference as a platform for mentee and mentor coaches to review PD and understand the new pathway for training and certification through WCL</p> <p>Measurable: Mentor coaches will provide ongoing support and answer questions for the mentee coaches throughout the season. Conduct quarterly check-ins between mentor and mentee coaches to assess progress and address any challenges</p> <p>Achievable: Key driver is the WNS Coaching Director</p> <p>Relevant: Medium priority – Direct alignment with Sport Development Tool</p> <p>Time-Bound: September/October annually 2024-2027</p>

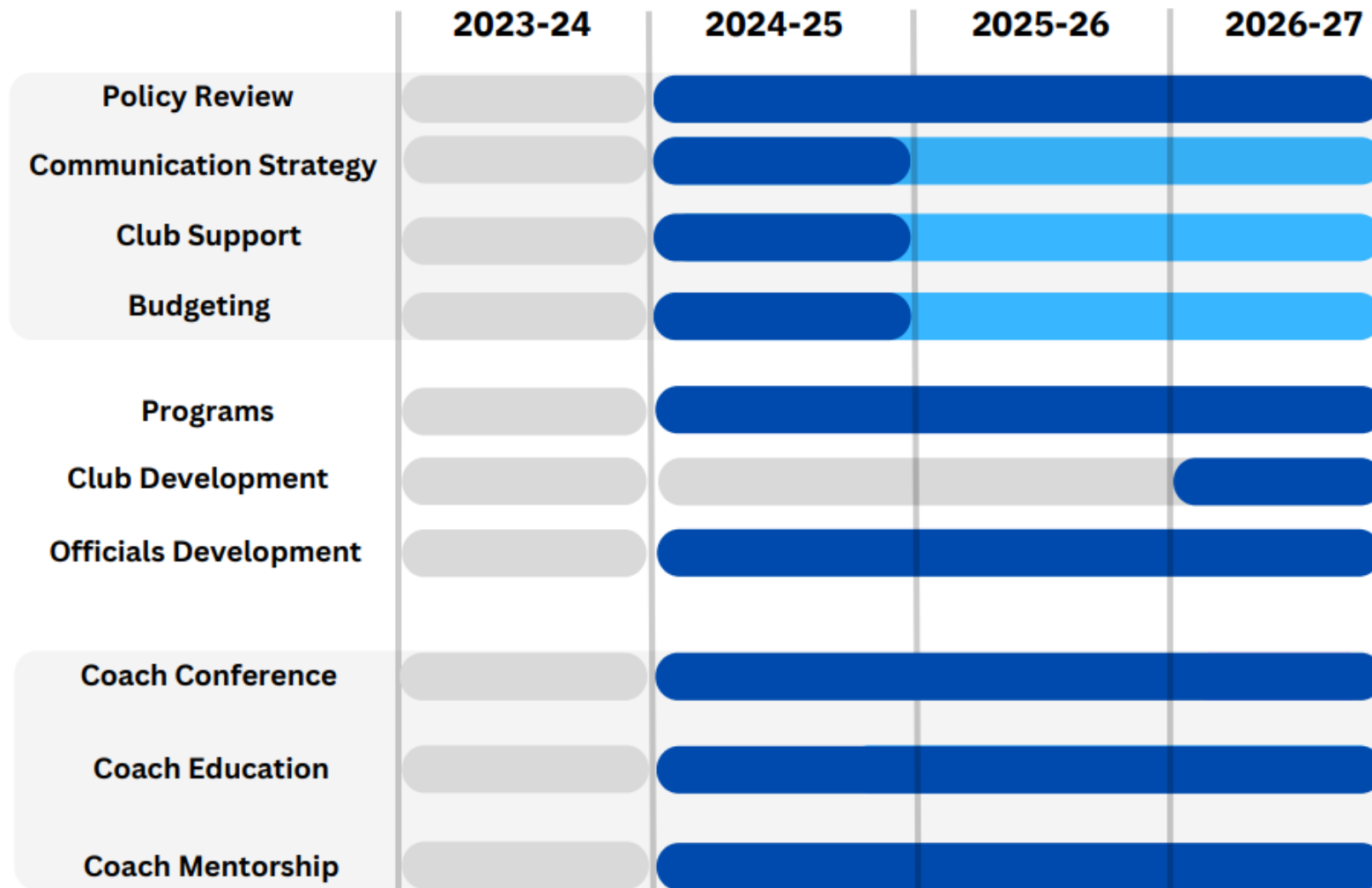





COACHING

Initiative	Description
3.3 Coach Education	<p>Goal: Coach Training</p> <p>Specific: Ensure we train 4-6 new coaches in Part A & Part B Competition Introduction by identifying and recruiting new coaches from school programs</p> <p>Measurable: It will be tracked as coaches complete their courses and register with NSAWA</p> <p>Achievable: Key driver is the WNS Coaching Director</p> <p>Relevant: Medium priority – Direct alignment with Sport Development Tool</p> <p>Time-Bound: Spring 2025</p>
3.4 Coach Education	<p>Goal: Coach Certification</p> <p>Specific: Ensure we certify 4-6 coaches in Part A & Part B Competition Introduction by identifying eligible candidates and coordinating with facilitators to certify participants</p> <p>Measurable: It will be tracked when the coaches complete their courses and register with NSAWA</p> <p>Achievable: Key driver is the WNS Coaching Director</p> <p>Relevant: High priority – Direct alignment with Sport Development Tool</p> <p>Time-Bound: Spring 2026</p>
3.5 Coach Education	<p>Goal: Certify 2-4 coaches in Comp. Dev leading into the 2029 Canada Games cycle</p> <p>Specific: Identify and recruit eligible candidates and coordinate with training providers</p> <p>Measurable: Successfully certify 2-4 coaches in Comp. Dev. Monitor and track the progress of each candidate throughout the process</p> <p>Achievable: Key driver is the WNS Coaching Director</p> <p>Relevant: Medium priority – Direct alignment with Sport Development Tool</p> <p>Time-Bound: Spring 2027</p>



Calendarized Priorities



-  PLANNING & RESOURCING
-  PRIORITY EXECUTION
-  MAINTAIN, REVIEW & REVISE