

Provincial Sport Organization Annual Outcomes

Reporting year: April 2021- March 2022

PSOs are required to identify outcomes each year and to report on them annually in accordance with your PSO assessment tiering. Please use the templates in each tab. **The first draft is due February 15, 2021**, the final outcomes are due March 31, 2021.

Name of organization:	Squash Nova Scotia Association		
Name of person submitting report:	Phil Jourdeuil		
Contact information:	Philjourdeuil@gmail.com		
Date reviewed by Board:	February 2021		
<i>If you wish further support with the development of your outcomes, please contact your Sport Consultant:</i>			
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Guidelines:

1. The annual outcomes must link to the four pillars of the Sport Development Tool and should be based on your reports, scoring and follow up meetings with the pillar leads and consultants.

2. The annual outcomes must identify specific actions taken to impact an identified pillar and SDT question(s).

3. PSOs should consider their resources and capacity when submitting outcomes, while space is provided, PSOs are **not** required to submit 5 outcomes per pillar. PSOs should provide a minimum of 4 outcomes total and have at least one outcome in three of the four pillars.

4. PSOs are asked to rank outcomes within each pillar based on priority to their organization

5. Outcomes are follow the "SMART" framework:

Specific
M easurable
Achievable
Relevant
Time-bound

Note: A guide to writing SMART outcomes has been placed in your outcomes folder

6. Deadlines				
February 15 2021	Submission of draft 2021/22 outcomes into your google drive, PSOs are to use this outcome sheet provided - do not upload separate file			
March 15 2021	CCH consultants will provide feedback			

2021-22 Outcomes - Organizational Effectiveness Pillar							
Ranking	2021-22 Identified Outcomes (Priority - Action)	How was this outcome identified? Please indicate SDT indicator that this outcome addresses	Resources and supports needed to achieve this outcome	Timeline	Consultant feedback (on draft submission)	6 month (Fall 2021) progress report	Final report (March 2022)
indicate the level of priority this outcome has as it relates to the other outcomes in this pillar.	These are your core priority or actions for the year. These need to follow the SMART format. Outcomes should be brief and clear with measurables.	What indicator of the SDT does this outcome impact, what strategic goal of the organization does this outcome support?	Does this outcomes require project funding to occur, does it need budget allocation or staff / volunteer time to be accomplished.	Be specific, when does your organization plan to impact this outcome?	Please incorporate this feedback into your final outcomes submission	Is the outcome on track? does it need to be refined?	Were you able to achieve the stated outcome? What was the key result or learning from this outcome?
1	Develop a new strategic Plan for Squash NS based on the Sport Development Tool assessment and coordinated with the Squash Canada Strategic Plan.	SDT 2	Requires engagement by the board, a facilitator, a one day planning session and access to the SC Strategic Plan and the revised SDT assessment criteria.	Squash NS 2023-2028 Strategic Plan approved by the board by 31 mar 2022 and ratified by the membership at the AGM by 30 Jun 2022.	The date of this probably needs to be in 2021	Discussions have begun and board engaged in production of SP.	No, delayed.
2	Negotiate the new MOU with Sport NS.	SDT 5 to 8	New MOU guidelines and timeframe for approval	MOU re-negotiated by the deadline set by Sport NS.	The MOU is with Sport NS not CCH	No dates set yet by Sport NS.	No dates set yet by Sport NS.
3	Continue to build post COVID resilience in the sport of Squash by supporting clubs with program development and access to federal and provincial funds.		Federal and Provincial grants	Share funding opportunities with Clubs within 10 days of its identification.	Accepted	Target being met and opportunities are being shared.	Target being met and opportunities are being shared.
4	With Squash Canada and Sport NS, maintain the policy base necessary to regulate the sport and the safe sport environment by developing, modifying and implementing policies as required to meet mutual policy objectives.	SDT 3	Squash Canada and Sport NS Policies.	New or amended policies approved within 90 days of changes to SSC or Sport NS approving changes that have an impact on Squash NS policies. Develop and approve new policies to meet identified policy objectives within 6 months of the approval of the policy objective by the board/AGM.	Accepted	Target being met. SC onboard with strat plan assistance	Target being met. SC onboard with strat plan assistance
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2021-22 Outcomes - Participation Pillar

Ranking	2021-22 Identified Outcomes (Priority - Action)	How was this outcome identified? Please indicate SDT indicator that this outcome addresses	Resources and supports needed to achieve this outcome	Timeline	Consultant feedback (on draft submission)	6 month (Fall 2021) progress report	Final report (March 2022)
Indicate the level of priority this outcome has as it relates to the other outcomes in this pillar.	These are your core priority or actions for the year. These need to follow the SMART format. Outcomes should be brief and clear with measurable.	What indicator of the SDT does this outcome impact, what strategic goal of the organization does the outcome support?	Does this outcomes require project funding to occur, does it need budget allocation or staff / volunteer time to be accomplished.	Be specific, when does your organization plan to impact this outcome?	Please incorporate this feedback into your final outcomes submission	Is the outcome on track? does it need to be refined?	Were you able to achieve the stated outcome? What was the key result or learning from this outcome?
1	Take action to increase Squash NS membership, focussing on enrolling recreational players at clubs by: 1. Streamlining membership categories and reviewing pricing structure. 2. Building the case for registration and differentiating between Free (non-voting) and Paid (voting) membership benefits to the player and to the sport. 3. Working with clubs to encourage all squash players to register on the National membership management platform Club Locker and associating themselves with Squash NS and their home club.	SDT 1, 2, 11 and 12	Board engagement. Change in Squash NS fund generation model. MGCRS from 2020-21 Outcomes.	1. Reduce membership categories from one unpaid and two paid to one unpaid and one paid by 31 Mar 2022. 2. Distribute Membership package to Clubs by 30 Aug 2021. 3. By 31 Mar 2022, Paid Membership grows by 20% from the 31 Mar 2021 baseline of 152 and Total registered participants in the sport (paid and unpaid) grows by 30% from the 30 Mar 2021 baseline of 378.	Accepted	Overall, the board has been taking more opportunity to have clubs share where they currently stand 1. Membership categories reduced to Competitive (paid) and Associate (Unpaid) at AGM. 2. Paused. 3. Began collecting membership in Aug. 110/152 memberships have been renewed to date. Paid and unpaid membership is up 30% to 493 from 378, largely based on the addition of new unpaid memberships at KCSC (57) and DAL, SMU, CBS and CHP (58) and expiry of existing paid memberships not renewed yet (42).	Memberships fees were lowered, free for those who wish to not play competitively. Membership has grown. Final numbers Assoc 327, Paid 159, Pending renewals 57 (216) 42% increase, total 543 (43% increase).
2	Work with clubs and coaches to develop programming aimed at introducing the sport to women, girls, aboriginal, disadvantaged, BIPOC, disabled and new-comers by: 1. Conducting clinics for women and/or girls only and offering women's divisions in tournaments. 2. Advertising clinics in locations that reach BIPOC and newcomer communities. 3. Encouraging clubs to offer subsidies for club programs and offering subsidies for provincial programs to disadvantaged people to support inclusivity.	SDT 5 to 9	Support from SC for programming for women and girls including access to funding.	1. Support the running of at least one clinic for women and girls in each of the Central and Valley regions by 31 Mar 2022. 2. By 30 Aug 2021, identify venues that are prepared to display material and/or promote squash to BIPOC, newcomer and disadvantaged communities. 3. By 30 Aug establish a policy on subsidizing programming for disadvantaged participants.	Accepted	1. Several coaches have applied for funding to run specialty programming for women/girls from SC.	James - Afro-centric in the Valley. Female-only divisions for adults and girls in tournaments. Drop-in female-only coaching opportunities (SMU). Janet women and girls only programming in the Valley
3	Develop publicity materials to promote the sport by: 1. Formulating a campaign to support registration in Club Locker. Expand distribution of promotional material to schools and community centres.	SDT 1 and 2	Funding for the equipment and tools necessary to kick off a school squash program. Internal budget Resources from the SC Resource hub. Support from PSO Coord.	Distribute prepared promotional materials to expanded list of recipients outside of the squash community on a regular basis starting 1 Sep 2021.	Can you indicate the supports required to achieve this outcome	Social media has started its revamp	At this time, schools has not happened (private clubs). Promotion through social media on a club-level.
4	Continue to provide direction and support COVID related back to play initiatives by: 1. Working with clubs to implement plans to permit play to the level authorized by the province. 2. Extending membership discounts if warranted.	SDT 1 and 2	Direction from NS Public Health and Sport NS	1. Changes to COVID related health guidelines are promulgated within 5 days of being released by the province and agreed to by clubs. 2. Membership extensions are processed as warranted by the return to play schedule.	Can you indicate the supports required to achieve this outcome	Ongoing and on time.	Extended memberships due to no-play during COVID. Continued to adjust covid restrictions based on provincial health guidelines in accordance with the standards.
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2021-22 Outcomes - Coaching and Officiating Pillar

Ranking	2021-22 Identified Outcomes (Priority - Action)	How was this outcome identified? Please indicate SDT indicator that this outcome addresses	Resources and supports needed to achieve this outcome	Timeline	Consultant feedback (on draft submission)	6 month (Fall 2021) progress report	Final report (March 2022)
	indicate the level of priority this outcome has as it relates to the other outcomes in this pillar.	These are your core priority or actions for the year. These need to follow the SMART format. Outcomes should be brief and clear with measurables.	Does this outcomes require project funding to occur, does it need budget allocation or staff / volunteer time to be accomplished.	Be specific, when does your organization plan to impact this outcome?	Please incorporate this feedback into your final outcomes submission	Is the outcome on track? does it need to be refined?	Were you able to achieve the stated outcome? What was the key result or learning from this outcome?
1	Support the development of at least one Coach Learning Facilitator in each coaching stream (Currently Intro to Squash, Intro to Comp and Comp Dev)	SDT 1d and 2e	Support required from a CCH Capacity Grant application.	Throughout the year, goal to be met by 31 Mar 2022.	The support will come from a CCH Capacity grant application to achieve this outcome	One coach to be LF for Intro to Comp by end of October. Course and evaluation being run 22-24 Oct.	One coach to be LF. Coach Evaluator from Squash Canada to come to NS to complete evaluations in April 2022 (total 4 evaluations completed for Atlantic coaches).
2	Subsidize the cost of one Intro to Squash/Community Coach (8-12), and one Intro to Comp (8) course	SDT 1d and 2d	Internal budget	As can be scheduled with SC, LFs and COVID, Meet goal by 31 Mar 2022.	How many coaches will be targeted in this outcome	Intro to comp course being run 22-24 Oct and Squash NS coaches being subsidized by \$175 per person.	Community Coaching course held in October 2021 (NS and PEI coaches).
3	Certify all nationally competitive players to the Club Referee level. Support the certification of at least two local officials and one provincial official, certify one national official.	SDT 5a-c	Internal budget	By Dec 31 2021 all athletes planning to compete in a national championship require certification to be eligible. Remaining outcomes in this line by 31 Mar 2022, COVID dependant.	Accepted	Ongoing, currently in the process of onboard 2 members to a potential Officiating committee	Basic officials course conducted (online).
4	Support the development of one Master Coach Developer in NS.	SDT 4	Support required from a CCH Capacity Grant application.	Based on Scheduling of courses and availability of candidate show progress towards this goal by 31 Mar 2022	The support will come from a CCH Capacity grant application to achieve this outcome	Support being provided to one candidate as needed, Janet MacLeod	Evaluation scheduled for April 2022.
5	Encourage the professional development of coaches.	SDT 3a	PD Events hosted by Sport Centre Atlantic, SC and CAC, for existing coaches and the conduct of subsidized courses outlined in outcome # 2	Advertise Coach PD opportunities on the SNS website and social media, on an ongoing basis.	What are the supports required and how many PD events are you planning	PD events are being advertised as they are identified. Through tournaments we will be looking to provide seminars	Ongoing. Delays to running subsidized courses due to COVID restrictions.

2021-22 Outcomes - Excellence Pillar

Ranking	2021-22 Identified Outcomes (Priority - Action)	How was this outcome identified? Please indicate SDT indicator that this outcome addresses	Resources and supports needed to achieve this outcome	Timeline	Consultant feedback (on draft submission)	6 month (Fall 2021) progress report	Final report (March 2022)	
	Indicate the level of priority this outcome has as it relates to the other outcomes in this pillar.	These are your core priority or actions for the year. These need to follow the SMART format. Outcomes should be brief and clear with measurables.	What indicator of the SDT does this outcome impact, what strategic goal of the organization does this outcome support?	Does this outcomes require project funding to occur, does it need budget allocation or staff / volunteer time to be accomplished.	Be specific, when does your organization plan to impact this outcome?	Please incorporate this feedback into your final outcomes submission	Is the outcome on track? does it need to be refined?	Were you able to achieve the stated outcome? What was the key result or learning from this outcome?
1	Support the training of the 2023 Canada Games team, by Supporting the coach in attaining NCCP Comp Dev certification by fall 2022. Appointing a team manager and providing support for on and off court athlete training.	Building up the pool of Top ranked NS Athletes, SDT 4.3, 4.4, 4.6, 4.7	Canada Games participation funding, NSPPI, SNS funding, support by volunteer CG Coach and Manager and oversight by the Provincial Coach.	Identify potential candidates and train and develop them on and off court to prepare them for competition. Including participation in the NS Open, PEI Open, NB Open and NS Jr Open in the 2021-22 Season.	Level 3 is now Competition development can we change the wording to reflect the current NCCP requirements for Canada Games. I feel this may bbe two outcomes and the coach development can go in teh coaching pillar.	Cape Breton toumey completed. Coach and manager identified and in place. Training has begun. Coach has applied to challenge the Comp Dev qualification and is working on meeting requirements identified by SC.	Same as Fall report.	
2	Support Athletes competing in National and International Championships in accordance with the Athlete and Team Selection and Support Policy. Nominate up to three deserving athletes for Tier six Carding.	SDT 1 and 2	Internal budget law the Team selection and athlete support policy.	Participation in the SC Team Men's (4) and Women's (4) Team, Senior (3-5), Junior (3-5) Universities (2-3) and U23 (2-3) National Championships and the Canadian Junior Open (2-3) in 2021-22. Participation in all events is on a voluntary basis and depends on where in the country the nationals are held.	Can you indicate the supports required. How many athletes are you targeting to participate	No eligible competition held that was attended by Sport NS Athletes.	No eligible competition held that was attended by Sport NS Athletes.	
3	Provide an competitive environment that supports athlete development and preparation of athletes for Provincial, Regional, National and International competition by: Supporting the operation of local club leagues and tournaments; Operating Regional Leagues and Provincial tournaments; Absent Covid, the aim is to support the operation of at least 6 club tournaments, two leagues, a junior development circuit of four tournaments, a Junior and a Senior Provincial Open Tournament.	SDT Participation 2 and 3, Excellence 7b	Internal budget, host facilities, volunteers, favourable covid restrictions.	Support the following competitive events in 2021-22: No Falls, SMU Open, OHP Team, one toumey in the Valley or Cape Breton or Highland regions, Dal Open, RSM Classic, Halifax Squash League and premier league; Run the NS Open, NS Jr Open, NS Junior Circuit.	Please indicate the supports required. Consider putting this outcome in teh participation pillar.	Cape Breton toumey completed. SMU, Dal, KCCSC touneys and NS Open and Jr Open scheduled. Also hosting the Atlantics in 2022. HSL and PL in operation. Looking to add a Cape Breton squash league	Valley and SMU tournament completed. NS Open (March 2022) and Atlantic Open (April 2022) scheduled. Two leagues are running (HSL, PL). Junior divisions and tournaments for NS Atlantic.	
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