

Provincial Sport Organization Annual Outcomes

Reporting year: April 2022- March 2023

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 28, 2022**, the final outcomes are due March 31, 2022.

Name of organization:	Squash Nova Scotia		
Name of person submitting report:	Dave Thomson		
Contact information:	Dthomson@Fairleystevensford.com		
Date reviewed by Board:			
<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:

- S**pecific
- M**easurable
- A**chievable
- R**elevant
- T**ime-bound

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

6. Deadlines

February 28 2022	Submission of draft 2022/23 outcomes into your google drive, PSOs are to use this outcome sheet provided - do not upload separate file
March 15 2022	CCH consultants will provide feedback
March 31 2022	PSO reviews feedback and submits final outcomes

2022-23 Outcomes - Organizational Effectiveness Pillar							
Ranking	2022-23 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 2022) progress report	Final report (March 2023)
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.	OE #2	Requires approval of the strategic plan and year one objectives at the a special AGM in fall 2022	Approval of the Strat Plan and year one objectives in Sept 2022			
2	Create work-plan (board responsibilities) to implement Squash NS Strat plan when approved.	OE #1 / #2	Requires approval of the strategic plan and year one objectives a special AGM in the fall or 2023 AGM in June	Meet timelines identified in the Strat plan.			
3	Better establish committees.	OE #1	Work plan and assigned responsibilities to board members	Selected committees up and running by Dec 2022.			
5	Negotiate the new MOU with Sport NS.	OE #8	New MOU guidelines and timeframe for approval	MOU re-negotiated by the deadline set by Sport NS.			
6	Complete the screening of volunteers in accordance with the Squash NS screening policy.	O&E #3	Internal resources	All Board members, Coaches and Officials are screened per the Squash NS Screening Policy by Dec 31 2022			
7	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.	OE #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			
8	Continue to build resilience in the sport of Squash by supporting clubs with program development and access to federal and provincial funds.	OE #4	Federal and Provincial grants	Share funding opportunities with Clubs within 10 days of its identification.			

2022-23 Outcomes - Participation Pillar

Ranking	2022-23 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 2022) progress report	Final report (March 2023)
	indicate the level of priority this outcome has as it relates to the other outcomes in this pillar.	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 creation of a new club in Michelin (South Shore)	OE #4, Participation #1					
2	Take action to increase Squash NS membership, focussing on enrolling recreational players at clubs by: 1. Building the case for registration and differentiating between Free (non-voting) and Paid (voting) membership benefits to the player and to the sport. 2. 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. 3. Work with clubs to support their use of the Club management Software Club Locker to support club activities and support enrolment by players.	Participation #1, 2, 11 and 12	Board engagement. Change in Squash NS fund generation model. MGRS from 2020-21 Outcomes.	1-2. By 31 Mar 2023, Paid Membership grows by 40% from the 31 Mar 2021 baseline of 152 and Total registered participants in the sport (paid and unpaid) grows by 50% from the 30 Mar 2021 baseline of 378.			
3	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.	Participation #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 2023. 2. By 30 Aug 2022, 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.			
4	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.	Participation #1 and 2	Funding for a 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.			
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2022-23 Outcomes - Excellence Pillar

Ranking	2022-23 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 2022) progress report	Final report (March 2023)
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.	Excellence #3a	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 2022 Atlantic Regional Championships and at least one regional and one provincial summer training camp. Support attendance at Junior nationals.			
2	Junior tournament tentatively for May 2022.	Excellence #5a					
3	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.	Excellence #5a	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) Universites (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.			
4	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.	Excellence #2b	Internal budget, host facilities, volunteers, favourable covid restrictions.	Support the following competitive events in 2021-22: No Frills, SMU Open, CHP Team, one tourney 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.			