

Technical Official Development Plan 2017-2019

Aim

Provide a sustainable triathlon technical development plan for the ACT region with an emphasis on recruitment, retention and recognition.

Alignment to 2017-19 Strategic Objectives

Overarching Objective - Enhance the capability of clubs and coaches so that, where appropriate, all engagement, access and pathway programs are delivered through them.

Access - Develop retention, reward and recognition strategies for participants, clubs, coaches, volunteers and technical officials.

Pathways - Develop, promote, articulate and support a developmental continuum for athletes, coaches and officials, in conjunction with clubs.

Pathways - Provide education, mentoring and development opportunities for Technical Officials (TO's) in the ACT.

TO Accreditation

- Ensure officials have access to high quality TO accreditation courses in the ACT, if not available then source a course interstate.
- Provide support and regular follow up to ensure that course completion rates exceed 66% per course.
- Regularly monitor and update the TO contact and certification database, on a biannual basis.
- Work with Triathlon Australia (TA) to ensure that Continual Professional Learning (CPL) is monitored and supported, once it is aligned to maintaining TO accreditations.

TO Education

- Provide a LTO/L1 course when required that will cover the current Race Competition Rules and enable the TO's to attain the next accreditation level.
- Provide a RTO/L2 course when required that will cover the current Race Competition Rules and enable the TO's to attain the next accreditation level.
- Recommend a list of TO's who are eligible to attend an ATO/L3 course when required.

TO Development

- Where expertise is available in the ACT, all TO's will be observed while officiating at triathlon events once a year. Observations and feedback will be provided to each TO and kept on file to support the TO's development.
- ACT Technical Officials are required to travel interstate to maintain their TA TO Accreditation, due to the limited number of events held in Canberra. Where financial resources are available Triathlon ACT (TACT) will contribute a minimum total financial contribution of \$1,000 a year to be shared among approved TO applicants, in recognition and support of ACT TO capability and contribution to the TACT triathlon community. An ACT TO contribution policy is required to ensure a transparent approval process, and the amount available per individual TO.

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TO Mentoring

- A mentoring program is encouraged for each LTO/L1 applicant at the LTO/L1 course. The LTO/L1 applicants can approach the presenters from the LTO/L1 course or seek their own Mentor from their Triathlon Club or other sources including current and past TO's.
- Additional mentoring programs are encouraged for all TO's and will be developed to support the CPL. This will provide a support network around all TO's development.
- To ensure the quality of the mentoring program, where funds are available, a Mentor course will be conducted and made available to those TO's who are interested in making a difference to the development of a TO.
- Establish a Mentor Database, to assist with the matching of candidates with mentors.

TO Reward & Recognition

- Outstanding contributions to the ACT community through TO's will continue to be acknowledged at the Annual Awards, with all finalists being recognised and congratulated on stage in front of their peers and members.
- TO's will be acknowledged, if known, when their results and achievements are noted in press releases, website latest news and social media posts.

TO Communication

- All TO's will receive a Technical Newsletter, via email, from TA which will include updates on Rule Changes, relevant activities in relation to TORC, Training and Development Updates, ITU Updates, and links to Events of National Significance (EONS) information, on a monthly basis.
- A Rules Update forum will be delivered to inform TO's of important Rule Changes and provide an opportunity for discussions, questions and feedback on the Rules and other related topics
- At least once a year hold a meeting of Canberra TOs (for CPL purposes) to pass on TO's experiences and lessons learnt, as well as recognition of achievements and qualification attainment.

TO Development Plan Timeline

Scope – July 2017

Develop – August 2017

Implement – September 2017

Review – March 2018, 2019