**Provincial Women’s Softball Association of Ontario**

**Strategic Plan**

**2020 – 2024**



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# Document Control:

## Change Record

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| --- | --- | --- | --- |
| Date | Author | Version | Change Reference |
| March 6, 2020 | Janet Gray-Baker | Draft | Initial draft |
| March 16, 2020 | Janet Gray-Baker | 0.1 | Revision to document per feedback from:   * Debbie Malisani, P.W.S.A., President * Lynda Turton, P.W.S.A., Past President |
| March 21, 2020 | Janet Gray-Baker | 1.0 | Final Approved |
| November 4, 2020 | Janet Gray-Baker | 1.1 | Extend PWSA Strategic Agreement from 2020 – 2023 to 2020 – 2024 due to COVID year |
| April 14, 2023 | Janet Gray-Baker | 2.0 | Update Reviewers to reflect 2023 Board of Directors  Page 7 – Pillar 2: Excellence d) replace 2021 and 2025 to ‘next two cycles’  Page 7 – Major Initiatives – Roles 2) remove U22 |

## Reviewers

|  |  |
| --- | --- |
| Name | Position |
| D. Malisani | P.W.S.A., President |
| R. Alderton | P.W.S.A., Vice President |
| L. Turton | P.W.S.A., Past President |
| C. Bilinski | P.W.S.A., Treasurer |
| J. Gray-Baker | P.W.S.A., Secretary |
| T. Coleman | P.W.S.A., Board Member |
| B. Rooney | P.W.S.A., Board Member |
| R. Lasalandra | P.W.S.A., Board Member |

## Distribution

|  |  |  |
| --- | --- | --- |
| Copy No. | Name | Location |
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# Vision:

*Develop leadership, teamwork and programming for female Fastpitch players in the Province of Ontario. Through volunteer and coach education, programs such as Respect in Sport, NCCP coach education and significant governance policies and principles, provide competent mentors and role models for our athletes. Provide athlete skill development through programming such as Skills camps, Colour your Dream camps, High Performance camps and Academies. To prepare athletes to compete at the Canada Summer Games, National and International level of competition.*

# Mission Statement:

*To promote and foster the game of Fastpitch softball for female athletes in the Province of Ontario.*

# Operating Principles:

*• To improve and promote the game of softball for women in Ontario;*

*• To provide opportunities for athletes to develop their potential;*

*• To offer programs that will enhance and develop playing/coaching;*

*• To encourage athletes to strive to excel in softball;*

*• To ensure that all participants are treated equally and given the*

*opportunity to achieve their full potential;*

*• To annually declare Ontario Champions in each classification as outlined in the Provincial Women’s Softball Association’s Operating Rules.*

# Values:

*To provide a safe, respectful and fun environment and culture within our game for volunteers, coaches and especially our athletes.*

# Pillars of the Plan:

## Pillar 1: Participation

*A significantly higher proportion of Ontarians from all segments of society are involved in quality softball activities at all levels and in all forms of participation.*

## Pillar 2: Excellence

*The pool of talented Ontario players has expanded and Canadian National players and teams are systematically achieving world class results at the highest levels of International competition through fair and ethical means*.

## Pillar 3: Interaction

*The components of the softball system are more connected and coordinated as a result of the committed collaboration and communication amongst the stakeholders.*

## Pillar 4: Capacity

*The essential components of an ethically-based, player/participant centered development system are in place and are continually modernized and strengthened.*

# Pillar 1: Participation

## Success Measures:

1. *Increase the number of registered participants (players and coaches).*
2. *Increase the number of trained and certified coaches.*
3. *Increase the number of female coaches.*
4. *Enhance volunteerism across the Ontario softball community.*

## Major Initiatives – Roles

1. *Measure yearly participation rates against the baseline for all P.W.S.A. affiliated teams, players, and coaches.* ***(P.W.S.A. Treasurer)***
2. *Create learning opportunities for coaches to obtain & maintain coaching certification.* ***(P.W.S.A. LTPD Committee)***
3. *Promote coaching as a softball pathway for girls and women by using Provincial/National High-Performance players to showcase softball****. (P.W.S.A. LTPD Committee)***
4. *Develop targeted mentorship programs that tie into Equity Policy.* ***(P.W.S.A. LTPD Committee & P.W.S.A. Strategic Planning Committee)***
5. *Promote volunteer appreciation events and activities.* ***(P.W.S.A. Board of Directors, P.W.S.A. Hall of Fame Committee & P.W.S.A. Awards Committee)***
6. *Target the involvement of new volunteers in smaller, project-based volunteer activities.* ***(P.W.S.A. Board of Directors, P.W.S.A. Hall of Fame Committee & P.W.S.A. Awards Committee)***

# Pillar 2: Excellence

## Success Measures:

1. *Maintain a target of 40% of Ontario athletes on all National Teams (Junior & Senior combined).*
2. *Achieve a minimum of 1 Ontario team medaling in all 4 Canadian Championships.*
3. *Implement the Athlete Development Matrix (ADM) into all levels of Ontario softball programs.*
4. *Achieve a gold medal at the next two cycles Canada Summer Games.*
5. *Establish and enforce coaching certification standards across various levels of the game, including standardizing base level qualifications.*

## Major Initiatives – Roles

1. *Develop & deliver high performance pathway programs.* ***(P.W.S.A. Canada Summer Games/Talent I.D. Committee & P.W.S.A. Website Committee)***
2. *Provide elite competition opportunities for athletes identified in the talent pool.* ***(P.W.S.A. Canada Summer Games/Talent I.D. Committee)***
3. *Increase the number of athletes year over year named into the National team pool.* ***(P.W.S.A. Canada Summer Games/Talent I.D. Committee)***
4. *Maintain strategies to ensure Ontario representation at all Canadians.* ***(P.W.S.A. Canada Games/Talent I.D. Committee)***
5. *Establish communication plan to educate & promote ADM curriculum.* ***(P.W.S.A. LTPD Chairman & P.W.S.A. Website Committee)***
6. *Re-launch of Colour Your Dream program* ***(P.W.S.A. Colour Your Dream Committee)***
7. *Develop training programs that align to Softball Canada Skills Matrix (Gold Medal Standard).* ***(P.W.S.A. Canada Summer Games/Talent I.D. Committee & P.W.S.A. Website Committee)***
8. *Promote Softball Canada High Performance Camps & Skill Academies.* ***(P.W.S.A. Canada Summer Games/Talent I.D. Committee)***
9. *Coordinate the agreement of basic coaching standards.* ***(P.W.S.A. Board of Directors)***

***10.*** *Align the availability of coaching clinics with coach education needs that*

*arise from the new standards.* ***(P.W.S.A. LTPD Committee)***

# Pillar 3: Interaction

## Success Measures:

1. *Deliver and foster collaborative Safe Sport program in Ontario.*
2. *Conduct effective lobbying that includes being on the program for major events, hosting National & International events.*
3. *Enhance ongoing communication with members and partners.*

## Major Initiatives – Roles

1. *Lend support to Awareness Campaign (i.e. National Women/Girls Day in Sport, International Women’s Day, Bell Let’s Talk, National Bullying Day, International Coaches Week, Canadian Coaches Week).* ***(P.W.S.A. Strategic Planning Committee and P.W.S.A. Website Committee)***
2. *Adopt the Safe Sport Environment policy & procedure****. (P.W.S.A. Policy & Protocol Committee)***
3. *Host seminar/workshop on Safe Sport at the Ontario Softball Summit (incorporate PD Points).* ***(P.W.S.A. LTPD Committee & P.W.S.A. AGM Committee)***
4. *Develop reporting mechanism (and ensure accessible to all).* ***(P.W.S.A. Strategic Planning Committee)***
5. *Promote the benefits of hosting a National or International event in Ontario.* ***(P.W.S.A. Canada Summer Games/Talent I.D. Committee)***
6. *Develop a communication plan with best practices to interact with all members.* ***(P.W.S.A. Policy & Protocol Committee & P.W.S.A. Website Committee)***
7. *Develop features of our Ontario athletes in National Programs through P.W.S.A. platform(s).* ***(P.W.S.A. Policy & Protocol Committee & P.W.S.A. Website Committee)***
8. *Lead reform initiatives within umpire program.* ***(P.W.S.A. Board of Directors)***

# Pillar 4: Capacity

## Success Measures:

1. *Increase current and new revenue.*
2. *Effective organizational management/development.*
3. *Continue to adopt, deliver or enhance programming/tools (Board & Membership).*
4. *Increase the coaching pool within Ontario.*

## Major Initiatives – Roles

1. *Create & identify sources of revenue streams (e.g. Boots & Hearts, ShopPal, luggage tags).* ***(P.W.S.A. Fundraising Committee)***
2. *Provide a facility that suits the game, sport stream & age.* ***(P.W.S.A. Officers)***
3. *Review all policies and procedures every 2 years (unless annual review is indicated).* ***(P.W.S.A. Policy & Protocol Committee)***
4. *Provide board members PD opportunities.* ***(P.W.S.A. Officers, P.W.S.A. Committee Chairs)***
5. *Source new opportunities (i.e. hardware software, platforms).* ***(P.W.S.A. Website Committee & P.W.S.A. Board of Directors)***
6. *Promote Softball Ontario Programs & Mentorship Programs.* ***(P.W.S.A. LTPD Committee)***

# Addendum

## Strategic Plan Ratification (per Ministry)

P.W.S.A. has adopted the 2020 – 2024 Strategic and Operational Plan on April 14, 2023. The Strategic and Operation plan will be reaffirmed and ratified on an annual basis.

Policy Name: Strategic & Operational Plans

Ratification Date: April 14, 2023

Review Date: April 2024