



ICE SKATING AUSTRALIA INC
(ISA)

Annual Operational Plan

April 2018 – April 2019

SPORT DEVELOPMENT

Participation and Opportunity

Strategic Priority	Action	Responsibility	Timeframe	Performance Targets	Status
Aussie Skate Increased numbers of athletes in the Aussie Skate program and improved service to consumer	On-going development of Aussie Skate web-page and on-line registration via web- page	Sport Development Committee	Ongoing	User friendly and informative Aussie Skate Website.	Q1 Aussie Skate web-page & on-line registration live. Q2 Q3 Q4
Aussie Skate Rebrand and updating of Aussie Skate and the Aussie Skate curriculum	Implementation of 2 year Aussie Skate Strategic Plan	Sport Development Committee	April 2019	Rebranded Aussie Skate product with streamlined curriculum allowing faster completion of the Aussie Skate program	Q1 Ongoing. Q2 Q3 Q4
Adult Athletes Increased numbers of Adult Athletes in events	Development of clear transitions and pathways Contact made with State Associations and Clubs to encourage inclusion of Adult events in the competitive and development events	Sport Development Committee	31 st December 2018	Transition and pathway document for Adult skating developed and published on website Increased opportunities at all levels for Adult skaters.	Q1 Ongoing. Q2 Q3 Q4
School Sport Programs Inclusion of Ice Skating as part of the sporting curriculum by Recreation and Education Departments	Working group established to contact State Recreation and Education Departments to assess possibility of having Ice Skating added to the sporting curriculum	Sport Development School Curriculum Committee	31 st December 2018	Ice Skating included in School Sporting curriculum.	Q1 Ongoing Q2 Q3 Q4
Theatre On Ice Increased awareness of the discipline	Theatre On Ice information updated on the ISA website	Sport Development Committee	Ongoing	Current Theatre on Ice information available on ISA website.	Q1 Ongoing Q2 Q3 Q4

ATHLETE DEVELOPMENT – SINGLES, PAIRS & DANCE
Planning, Management & Policies

Strategic Priority	Action	Responsibility	Timeframe	Performance Targets	Status
Revision of the Novice A, Basic Novice B, Intermediate Novice and Advanced Novice events.	Selection Policy for international competitions established	Athlete & HP Development	30 ¹ June 2018	Selection Policy for International Basic Novice A, Basic Novice B, Intermediate Novice and	Q1 RESOLVED.
Review of benchmark score required or Basic Novice A, Basic Novice B, Intermediate Novice and Advanced Novice level athletes to be included in the International Pool.	Minimum benchmark scores reviewed	Athlete & HP Development Committee	30 ^m June 2017	Benchmark scores required for inclusion in the International Pool for Basic Novice A, Basic Novice B, Intermediate Novice and Advanced Novice level athletes determined and published.	Q1 RESOLVED.
Review of the policy to determine payment of International competition entry fees	Policy for payment of entry fees to International competitions for Basic Novice A, Basic Novice B, Intermediate Novice and Advance Novice athletes reviewed.	Athlete Development Committee	30 th June 2018	Policy reviewed and published. Entry fees paid for eligible athletes.	Q1 RESOLVED.

ATHLETE DEVELOPMENT – SINGLES PAIRS & DANCE

Athlete Development

<i>Strategic Priority</i>	<i>Action</i>	<i>Responsibility</i>	<i>Timeframe</i>	<i>Performance Targets</i>	<i>Status</i>
Establishment of a Winter Youth Olympic Games Squad (WYOG Squad).	Review of the selection criteria for age eligible athletes to the WYOG Squad. Identification of the age eligible athletes from protocols from Benchmark events	Athlete Development Committee	End of 2018 AFSC	2108 WYOG age eligible athletes identified formally advised. 2018 WYOG squad announced.	Q1 Eligible athletes from Benchmark events identified. Q2 Q3 Q4
Organization of the 2019 ISU Oceania International Novice Competition.	Local Organizing Committee to be established to organize the 2019 Oceania International Novice Competition	Athlete Development Committee	June 30 th 2018		Q1 Ongoing. Q2 Q3 Q4

HIGH PERFORMANCE – SINGLES, PAIRS & DANCE

Planning, Management and Policies

Strategic Priority	Action	Responsibility	Timeframe	Performance Targets	Status
Review & publication of National Squad criteria for athletes	Revision of the National Squad Policy.	High Performance OD & Junior Development Committee	30 th June 2018	Revised National Squad Policy approved by ISA Board and published on the website	Q1 RESOLVED. Q2 Q3 Q4
Review of Selection Criteria for International ISU Championships and Competitions for Junior & Senior Athletes	Revision of Selection Criteria	High Performance Committee	30 th June 2018	Revised Selection Criteria approved by ISA Board and published on the website	Q1 RESOLVED.
Review of minimum benchmark scores required for Junior & Senior athletes to be included in the International Pool	Up-dating of minimum benchmark scores	High Performance Committee & Athlete Committee	30 th June 2018	Minimum benchmark scores for Junior and Senior athletes published on the website	Q1 RESOLVED.
Review of Seasons Ranking Policy	Seasons Ranking Policy reviewed	High Performance OD & Athlete Development Committee	30 th June 2018	Seasons ranking policy reviewed & published on website	Q1 RESOLVED.
Review of funding policy	Funding Policy reviewed	High Performance Committee	30 th June 2018	Funding policy reviewed & published on website	Q1 RESOLVED.
Review of the policy to determine payment of International competition entry fees.	Policy reviewed for payment of entry fees to International competitions for Junior and Senior athletes	High Performance Committee	30 th June 2018	Policy reviewed and published. Entry fees paid for eligible athletes.	Q1 RESOLVED.

HIGH PERFORMANCE – SINGLES, PAIRS & DANCE

Junior & Senior Athlete Development

Strategic Priority	Action	Responsibility	Timeframe	Performance Targets	Status
Liaison with Coaches & athletes regarding current rules & regulations	Passing on of current information and knowledge regarding new and updated technical and competition requirements	High Performance Committee	ongoing	Coaches & athletes up to date with latest technical & competition requirements	Q1 Ongoing Q2 Q3 Q4
Increased participation in international competitions and championships	Encouraging increased participation in international competitions and championships	High Performance Committee	ongoing	ISA sends athletes to all the competitions or championships to which we are invited during the 2018-2019 season	Q1 Ongoing Q2 Q3 Q4

SYNCHRONIZED SKATING

Planning, Management and Policies

Strategic Priority	Action	Responsibility	Timeframe	Performance Targets	Status
Review of Policy for Nomination Criteria for International ISU Championships & Competitions	Review and updating of policy – including review of benchmark scores	Synchronized Skating Committee	Beginning of 2018/19 season	Revised Nomination Criteria for International ISU Championships & Competitions approved by Board and published on website	Q1 Ongoing. Q2 Q3 Q4
Review of all other policies pertaining to Synchronized skating	All Policies reviewed and amended if necessary	Synchronized Skating Committee	Beginning of 2018 season	Reviewed Policies published on website	Q1 RESOLVED. Q2 Q3 Q4

ORGANISATIONAL DEVELOPMENT

Governance, Operational and Financial Viability

<i>Strategic Priority</i>	<i>Action</i>	<i>Responsibility</i>	<i>Timeframe</i>	<i>Performance Targets</i>	<i>Status</i>
Ensure organisation is operating to all Requirements of the Associations Incorporations Act	Review requirements of the Associations Incorporations Act.	Board	ongoing	Organization meets the requirements of the Associations Incorporations Act	Q1 Annual Report lodged with Access Canberra. RESOLVED. Q2 Q3 Q4
Compliance with requirements of the Australian Sports Commission (ASC)	Submission of President's Report and Financial Statements to ASC	Secretary	31 st May 2018	Organization maintains the requirements of the ASC to retain status as a recognized Non-National Sporting Association	Q1 Ongoing. Q2 Q3 Q4
Quarterly reporting on outcomes of Operational Plan	Operational Plan updated quarterly	Standing Committees and Board	ongoing	20178/2019 Operational Plan current and a living document	Q1 RESOLVED. Q2 Q3 Q4
Completion of ISU Development Funding acquittals	Relevant acquittals completed	Standing Committee Committees, and	ongoing	ISU Funding acquitted and funding received	Q1 Acquittals up to date. Q2 Q3 Q4

ORGANISATIONAL DEVELOPMENT

Planning & Policies

<i>Strategic Priority</i>	<i>Action</i>	<i>Responsibility</i>	<i>Timeframe</i>	<i>Performance Targets</i>	<i>Status</i>
Maintain and promote Australia's interest at an International level	Delegates attend the 2018 ISU Congress	ISA Board & Delegates	30 th June 2018	Delegates attend ISU Congress Delegates provide a written report to ISA Board	Q1 RESOLVED. Q2 Q3 Q4
Child Protection Policies are current and in accordance with legislation	Review of current Child Protection Policies	appointed Committee	ongoing	Review current policy Disseminate all Child Protection Policies to all affiliates, clubs and members	Q1 RESOLVED. Q2 Q3 Q4
Member protection policy is in place	Member Protection Policy reviewed	Appointed Board Member	ongoing	Member Protection Policy & published on website	Q1 RESOLVED. Q2 Q3 Q4

ORGANISATIONAL DEVELOPMENT

Communication, Technology & Business Systems

<i>Strategic Priority</i>	<i>Action</i>	<i>Responsibility</i>	<i>Timeframe</i>	<i>Performance Targets</i>	<i>Status</i>
Maintenance of website and social media	Website & social media updated	Webmaster	Ongoing	Website current and relevant	Q1 Up to date. Q2 Q3 Q4
Communication with members	Dissemination of information to membership	Administrator	ongoing	Information is passed on in a timely manner to all members	Q1 Up to date. Q2 Q3 Q4

JUDGES & OFFICIALS

Planning & Policies

<i>Strategic Priority</i>	<i>Action</i>	<i>Responsibility</i>	<i>Timeframe</i>	<i>Performance Targets</i>	<i>Status</i>
Presentation of Judging & Officials National Panels to 2018 AGM	Compilation of panels including promotions from 2017 AFSC	OD Judges & Officials	2018 AGM	Acceptance of National Judging & Officials Panels by ISA delegates at 2018 AGM	Q1 RESOLVED. Q2 Q3 Q4
Representation by Australian Officials at ISU Frankfurt examinations	Nomination of candidates	OD Judges & Officials	June 2018	Acceptance of nominees by ISU	Q1 RESOLVED.

JUDGES & OFFICIALS

Officials Development

<i>Strategic Priority</i>	<i>Action</i>	<i>Responsibility</i>	<i>Timeframe</i>	<i>Performance Targets</i>	<i>Status</i>
Recruitment & retention of Officials	Clear & simple development Pathway for Judges & Officials with an active Mentoring program.	Judging & Officials Committee	31 st December 2018	Simple development pathway published and mentoring program operational	Q1 Ongoing Q2 Q3 Q4
Additional of a judging Module to the Level 1 Coaching Course.	Liaison with APSA to include judging module in Level 1 course.	Judging & Officials Committee	31 st December 2018	Judging Module included in Level 1 Coaching Course.	Q1 Ongoing Q2 Q3 Q4
Ongoing Officials	Review of online training modules for Judging & Technical Officials	Judges & Officials Committee	30 th September 2018	Online training database available	Q1 Ongoing Q2 Q3 Q4
Ongoing Officials Development	Providing promotion opportunities at 2018 AFSC for Judges & Officials	Judging & Officials Committee	2018 AFSC	Judges & Officials have access to promotion opportunities	Q1 Ongoing Q2 Q3 Q4

TECHNICAL REGULATIONS

Planning & Policies

ISA Communications	Draft Communications Seek Board approval of Communications Implement Board changes/ Additions if required Upload to ISA Website Email advice of Rule Changes to ISA Administrator for distribution to Members.	Technical Regulations Chair <i>and in consultation with appropriate persons where required.</i>	When required	Stakeholders fully advised & informed	Q1 Ongoing. Q2 Q3 Q4
ISA Rule Changes	Draft By-Law Changes. Seek Board Approval of Rule Changes. Implement Board changes/additions as required. Upload to ISA Website. Email Administrator for notification of Members.	Technical Regulations Chair <i>and in consultation with appropriate persons where required.</i>	When required	Stakeholders fully advised & informed	Q1 Ongoing. Q2 Q3 Q4
ISU Rule Changes -	Implementation of ISU Rule changes as notified.	Technical Regulations Chair <i>and in consultation with: Susan Lynch Judges & Officials Chair</i>	When required.	Stakeholders fully advised & informed	Q1 Up to date. Q2 Q3. Q4
ISA Communications & Rule Changes 20178/19 As per ISU or ISA Changes.	Draft Communications as required. Draft Rule Changes as required. Implement Board changes /additions as required. Upload to ISA Website Email advice of Rule Changes to ISA Administrator for notification of Members.	Technical Regulations Chair <i>and in consultation with appropriate persons where required.</i>	Ongoing	Ongoing throughout 2018/19 season	Q1 Up to date. Q2 Q3 Q4
Technical Queries - Members	To assist with Member queries and escalate where required. Refer to Board for clarifications.	Technical Regulations Chair <i>and in consultation with appropriate persons where required.</i>	Ongoing	Ongoing throughout 2018/19 season.	Q1 Ongoing Q2 Q3 Q4

AFSC 2018 - Schedule 2018	Deliver Draft Schedule Amend Schedule to accommodate required changes Consult with LOC & ISA Board.	Technical Regulations Chair in consultation with LOC, ISA Board, Judges & Officials Chair, SYS Chair Regulations Chair	31 July 2018	Deliver of Draft 2018 AFSC Schedule to Stakeholders by 31 st July 201.	Q1 Draft Schedule drafted Q2 Q3 Q4
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