

## Technical Official Development Plan 2020-23

### Aim

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

### Alignment to 2020-23 Strategic Objectives

**Overarching Objective** – Enhance the capability of clubs and coaches so that, where appropriate, all engagement, participation and pathway programs are promoted and supported through them.

**Participation** – 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 ACT based Technical Officials (TO's).

### 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 an LTO/L1 course, either on-line or face-to-face when required that will cover the current Race Competition Rules and enable the TO's to attain the LTO accreditation.
- Provide an RTO/L2 course when required that will cover the current Race Competition Rules and enable the TO's to attain the RTO accreditation. If no course is available in the ACT, then source a course interstate and required funding to send participants.
- Recommend a list of TO's who are eligible to attend an ATO/L3 course when required.
- Provide opportunities for TOs to attend courses for World Triathlon/ ITU accreditation.

### 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.

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- 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.
- Promote ACT TOs for TA centralised development courses and/or conferences.
- Support TOs with most up to date safety and technical information for events and interaction with Event Organisers.

### **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 by 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. If unable to hold an update forum, then a summary of the Rule changes will be emailed to all ACT TOs for their information. TA is also developing a RCR Test for all TOs to complete before officiating in their first event of the season.
- 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 qualifications attainment.

### **TO Development Plan Timeline**

Review – March 2023

Implement any changes – June 2023