



Sean McKinnon
PHOTOGRAPHY



SKATE ONTARIO
SKATECANADA

STRATEGIC PLAN 2020 - 2023



In 2020-2023 Skate Ontario will focus on the continued development of a healthy and sustainable provincial system where:

1

Our sport development programs for skaters, coaches and officials are best-in-class across the province.

🇨🇦 This includes execution and alignment with the Skate Canada Long-Term Development (LTD) sport and physical activity framework and delivery of programs in our various roles as a leader, a supporter of Skate Canada, and a supporter of our Members (skating clubs and skating schools).

2

Our Members are equipped for current and future challenges.

🇨🇦 Examples include challenges in volunteerism, changing demographics in the province, new legislative requirements and best in class standards around Safe Sport.



3

Our organization is effective in our role as a recognized Provincial Sport Organization (PSO).

🇨🇦 This includes our membership model and relationship with stakeholders, including clear roles and responsibilities, and integrating new legislative requirements.

🇨🇦 We demonstrate alignment within the national sport system including Skate Canada as well as our provincial sport partners.



VISION



Be **leaders** for **growth** and **development** of skating across Ontario.

MISSION

We are dedicated to **lifelong participation** in skating for **fun, fitness** and **achievement** by delivering and supporting programs and events.



VALUES

SKATE ONTARIO IS COMMITTED TO SUPPORTING A **SAFE, INCLUSIVE AND RESPECTFUL** SKATING ENVIRONMENT ACROSS THE PROVINCE. OUR **CORE VALUES** ARE:



Sean McKinnon
PHOTOGRAPHY

LEADERSHIP

We ensure that the interests of the skater are at the centre of all our activities and aspire to be a positive role model.

EXCELLENCE

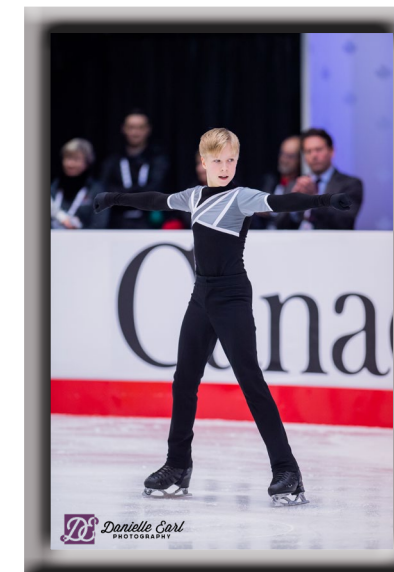
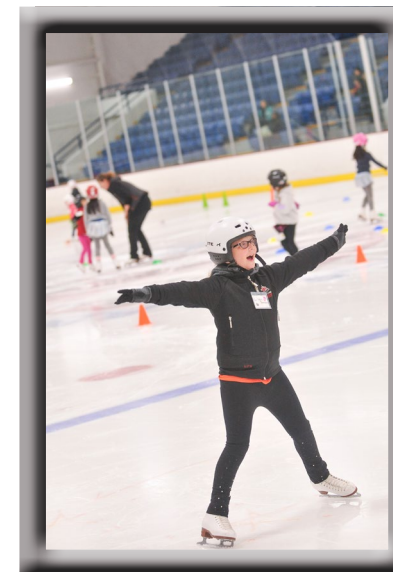
We inspire the continued achievements of all our stakeholders through best-in-class initiatives.

ACCOUNTABILITY

We are transparent and deliver on our commitments.

COLLABORATION

Our success depends on the collective energy, innovations and contributions of all our stakeholders.



2020 - 2023 STRATEGIC PLAN

SPORT DEVELOPMENT

- Club and Skating School Programs

STRATEGIC IMPERATIVES

SPORT DEVELOPMENT

ORGANIZATIONAL EXCELLENCE

PRIORITY AREAS

CLUB/
SKATING
SCHOOL
PROGRAMS

PROVINCIAL
PROGRAMS

HIGH
PERFORMANCE
PROGRAMS

CLUB/
SKATING
SCHOOL
OPERATIONS

SKATE
ONTARIO
OPERATIONS

FOCUS AREAS

WE WILL DESIGN AND DELIVER PROGRAMS IN ACCORDANCE WITH THE LTD MODEL

Our activities will support the development of skaters, coaches and officials

WE WILL CREATE AND SUPPORT HEALTHY INFRASTRUCTURE

Our activities will include good governance, sound fiscal practices, risk management and communication

WE WILL:

STRATEGIES

- Support consistent standards for the delivery and quality of Skate Canada programs across the province (CanSkate, CanPowerSkate)
- Develop enhanced initiatives, tools and networking opportunities (STARSkate, SynchroSkate, CompetitiveSkate, AdultSkate)
- Develop initiatives to support lifelong skating participation

TACTICS

- Continue implementation and evolution of the CanSkate Excellence program
- Determine metrics, tactics and tools to help clubs increase conversion rate from CanSkate to figure skating
- Develop an implementation plan for the CanPowerSkate program
- Design strategies for clubs and skating schools to develop and retain skaters at the level of their interest and development
- Continue to provide support to execute all aspects of STAR 6-Gold implementation across the province
- Help club and skating schools promote and support the growth of SynchroSkate
- Promote and support yearly planning for the skaters in alignment with the LTD framework
- Design strategies for clubs and skating schools to recruit skaters into coaching and officiating

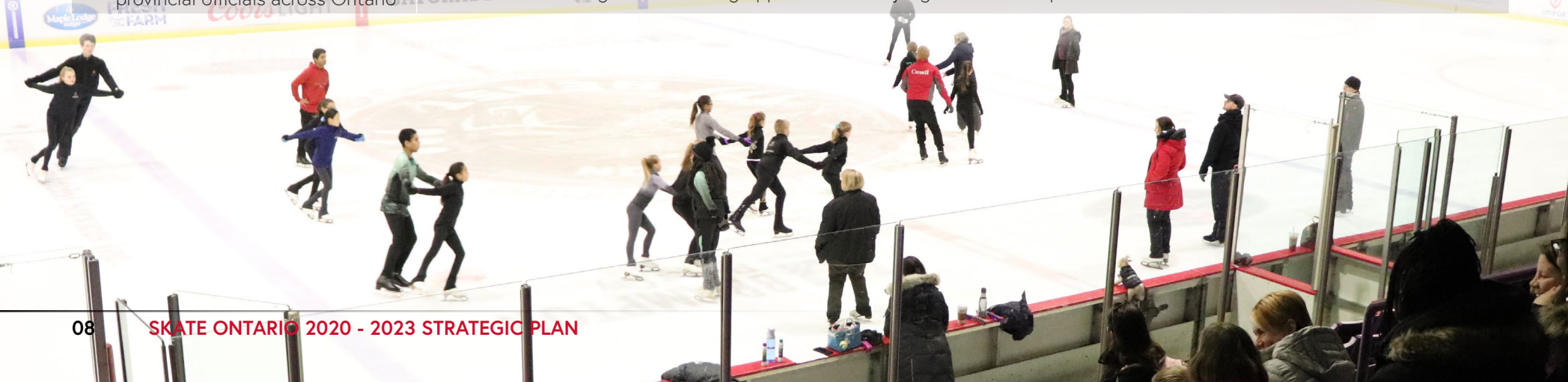


SPORT DEVELOPMENT

Provincial Programs

WE WILL:

STRATEGIES	TACTICS
1. Deliver figure skating events across the province in accordance with the LTD model	<ul style="list-style-type: none"> a. Complete a full review to ensure meaningful events are offered in alignment with Skate Canada LTD model b. Identify and implement initiatives to address recreational skating events across Ontario
2. Offer provincial programs to enhance skater experience and development opportunities	<ul style="list-style-type: none"> a. Deliver initiatives (training days, travel teams, monitoring opportunities, development camps and seminars) for skaters in all figure skating streams across the province b. Design and execute a SynchroSkate growth strategy leading up to and beyond the 2022 World Championships in Hamilton c. Provide resources and development opportunities aimed at supporting and increasing participation in AdultSkate programs and competitions d. Provide resources and opportunities through the Skate Ontario Pair Initiative that encourage the creation of new pair teams and support existing teams
3. Support coach development across Ontario in alignment with the LTD model	<ul style="list-style-type: none"> a. Identify gaps within current coaching education and develop tools and programs to provide coaches with useful, high quality coaching resources
4. Support officials development to ensure the quality and quantity of provincial officials across Ontario	<ul style="list-style-type: none"> a. Develop and implement a recruitment strategy to increase the number of skaters becoming officials b. Continue offering annual training opportunities for judges across the province to enhance skills as officials



SPORT DEVELOPMENT

High Performance Programs

WE WILL:

STRATEGIES	TACTICS
1. Develop and execute a new High Performance Management Plan	<ul style="list-style-type: none"> a. Engage industry experts to create and execute the plan
2. Continue to support and develop Ontario skaters on, and moving towards, the Podium Pathway	<ul style="list-style-type: none"> a. Develop and deliver programs that provide targeted Ontario athletes with resources and innovative developmental and competitive opportunities b. Ensure alignment of Skate Ontario programs and event calendar with Skate Canada LTD model
3. Enhance coach development opportunities	<ul style="list-style-type: none"> a. Develop and deliver mentoring programs, talent identification and other activities for coaches across Ontario
4. Enhance officials development opportunities	<ul style="list-style-type: none"> a. Develop and deliver mentoring programs, talent identification and other activities for officials across Ontario



ORGANIZATIONAL EXCELLENCE

- Club and Skating School Operations

OVER **350**
CLUBS & SCHOOLS
IN ONTARIO



WE WILL:

STRATEGIES	TACTICS
1. Develop and deliver resources and tools to support effective and sustainable organizational structures in clubs and skating schools	a. Create tool kits to support good governance, sound financial practices, risk management and Safe Sport
	b. Provide education and support compliance with legislative requirements
	c. Create enhanced tools to assist with the challenges in volunteerism
	d. Provide education and resource materials to support the maintenance of skating participation for girls and changing demographics
	e. Create tool kits to support management practices
2. Support club and skating school operational excellence across the province	a. Seek stakeholder feedback on effective delivery methods across the province
	b. Design and deliver solutions that can be utilized across the province

ORGANIZATIONAL EXCELLENCE

- Skate Ontario Operations



WE WILL:

STRATEGIES	TACTICS
1. Define and implement the Skate Ontario membership structure to execute our role as a recognized Provincial Sport Organization	a. Adopt governance structures, policies and procedures that will drive the effectiveness of our organization as the recognized governing body for skating in Ontario
	b. Implement membership agreements to provide clarity of roles and responsibilities of the organization and its members
	c. Take a leadership role advocating for sport funding in the province
2. Commit to effective communications practices to engage our members and other stakeholders	a. Maximize effective communication methods across the province
	b. Adopt consistent methods of stakeholder engagement in major projects
3. Adopt best practices to identify and mitigate organizational risk	a. Update and execute all policies and procedures related to Safe Sport
	b. Update and execute all policies and procedures related to organizational risk management
4. Seek and implement sponsorship, partnership and other revenue generation opportunities to support organizational sustainability	a. Develop and execute a targeted approach for potential partners and sponsors
	b. Secure agreements with identified partners and sponsors



 SKATE ONTARIO



 *Danielle Carl*
PHOTOGRAPHY



SKATE ONTARIO
SKATECANADA

skateontario.org

2605 Skymark Ave Unit 100, Mississauga, ON L4W 4L5

@SkateOntario    