Athletics NS Club Development Chart

	Green	Yellow	Red	Club Self-Evaluation (Green, Yellow or Red)
Organizational Effectiveness				
Club Philosophy, Values and Goals	Club has a clear vision of what they want to be as a club. This is stated and shared with anyone involved with the club and on any media they may use	Club has a stated vision but it is rarely revisited and not the driving factor your club is trying to achieve	Club does not have a philosophy or vision	
Board of Directors	All board positions filled. Board members are active, engaged and work together with the goal of your club closer to established vision with regular meetings	Some or all board positions are filled. There is some engagement but more is needed for club to get closer to their end goal. The board does meet sporadically	There is no board in place or on paper only with no operational items being accomplished by the board	
Club Organizational Structure	A club organizational chart which includes the hierarchy of your club, all of the programs you offer and how they fit together	Programs and strrture are based on the resources we have at a given time. There is no pathway for athletes to progress through different age groups	Programming is made up as we go on a month to month basis	
Financial	Your club has sounds finances with adequate revenues, finances are not a limiting factor for your club to achieve its goals	Finances are tracked and your club is able to cover all of its recurring expenses, however, if more financial resources were available, it would be easier for your club to meet its stated objectives	Your club operates on a month to month basis with no financial plan and somewhat unknown revenues and expenses	

Marketing and Communications	Your club has a comprehensive communication strategy in order to promote yourself within your community. This includes a website, common social media accounts which are actively updated. Local opportunities are also taken advantage off in order to promote your club	Your club has an electronic and community presence but could be more active in ensuring you are a known fixture in your community	Your club does not market itself electronically and primarily continues via world of mouth through existing members	
Policies and Procedures	Your club has comprehensive policies and procedures or adheres to Athletics NS policies and procedures that are well known to all members. They are strictly followed on all occasions	Your club has follows some policies and procedures laid out by the club or Athletics NS.	Your club does not follow or have policies or procedures in place.	
Participation				
Membership Numbers	Membership in the club is growing year over year.	Membership numbers are staying the same	Membership numbers are declining.	
Membership Growth Strategies	Club has detailed membership growth strategies to ensure their long term viability	Club focuses on retention only - no plans in place for growth.	Club has no plans for membership growth or retention.	

Long Term Athlete Development Programming	Your club has embraced the Long Term Athlete Development model and all of yours clubs programming fits within the model including competition events and distances. Coaches are inline with these expectations and athletes are aware of what LTAD is.	Long Term Athlete Development is recognized as being important by the club and LTAD principles are generally followed	Long Term Athlete Development is not something that is discussed when programming is arranged	
Community Engagement	Your club is an active part of the community and generally a known entity. Most athletes, parents and other organizations in sport or looking to become involved in sport would know your club is operational and where to get more information. You consistently attract new members through word of mouth	Your club has some presence in the community and regularly attract new members because you are known within the community	Your club has little community presence and most parents, athletes and groups do not know you exist. You have little growth through your community presence	
Event Hosting	Your club is actively hosting events on an annual basis. These may include full track meets, mini or twilight track meets, coaching course, coach professional development or athlete development sessions	Your club has hosted some events but they are ad hoc and not part of formal club strategy or planning	The club has no intention of hosting events, small or large	

Inclusivity Policy	Athletes who are unable to pay are welcomed into the club in a discrete manner, yet widely known this is the club policy	Athletes who are unable to pay are accommodated but it is not well communicated	No accommodations are generally made or it has not been discussed within the club	
Under Represented Groups	Club has clear priorities in place to target and include under represented groups in their programs	Club is working to include representation from all groups, but it is not a priority.	Club does not make it a priority to target under represented groups.	
Coaching				
Coaching Roles and Responsibilities	Club has a clear and concise list of roles and responsibilities for each program your club offers.	Coaches are active but no clear roles and responsibilities identified.	Coaches are not following any coaching plans.	
Coach Recruitment	Club has a coach recruitment strategy to bring in new coaches, ensuring there are no gaps in coaching available to each group	Club is generally able to find coaches to support all programs offered but no formal method of recruitment	Club does not have a coaching strategy and operates based on who shows up and wants to coach	
Coach Onboarding	New coaches brought into the club have a onboarding process including which may include such items as being mentored by another club coach, internal coach education program, general support to ease transition	New coaches have access to existing coaches if they have questions or want help with programming for their group.	Coaches are left on their own to become accustomed with club and develop program for their group.	
Safe Sport	All Coaches must be fully compliant with the Athletics NS Safe Sport Policy in order to be able to coach and it is communicated that a see sporting environment is a high priority for the club	Coaches are encouraged to comply with Safe Sport requirements but coaches continue to coach although requirements are not complete	Coaches are able to coach without completing Athletics NS Safe Sport requirements	

Coach Training Requirements	All coaches at the club must be certified at their particular context within X months of starting with the club. I.e.. Coaches working with the 6-12 year old group must be Run Jump Throw Certified	Combination of trained and certified coaches within the club.	Not all coaches have received training.
Coach Professional Development	Club requires coaches to participate in professional development opportunities. Promotes existing opportunities, brings PD to the club and supports financially	Club promotes all existing opportunities and supports financially in some cases	Club does not require or promote professional development opportunities
Performance			
High Performance Programming	Programming is offered that your club believes is adequate to give athletes to opportunity to become a Top 5 ranked athlete, nationally, in their respective age group. Athletes are meeting the recommended training hours/week and months of training/year as recommended by the Athletics Canada LTAD model	The programming offered may be adequate to produce performance athletes but it is not a guiding principle when club programming is developed. Athletes are close to meeting recommended training hours/week and months/year as recommended by Athletics Canada LTAD model	Club programming is not aimed at high performance athletes and any athlete that developed into a performance athlete was by chance or coincidence. Athletes are not meeting the recommended months/year or hours/ week training as recommend by Athletics Canada LTAD model

Athlete Contact/Training Hours	Athletes are meeting the recommended training hours and training weeks/year at each stage of development as recommended by the Athletics Canada LTAD model	Some athletes are meeting the recommended training hours/weeks per year at each stage of development as recommended by the Athletics Canada LTAD model and this is a priority to bridge the gap for remainign athletes	Athletes are not meeting the recommended training hours/weeks per year at each stage of development as recommended by the Athletics Canada LTAD model and this is not a priority for your club	
Coach Support	Coaches are trained at an appropriate level, providing the required training environment in order to develop athletes to a Top 5 finish Nationally. Coaches are both encouraged and supported financially to participate in training and certification and professional development opportunities	Coaches are strongly encouraged to enhance their education and opportunities are shared but no financial resources are provided	Coaches are on their own to complete high performance training, certification and it is not strongly encouraged/required by the club in order to coach with the club	
Provincial Team or National Performance Targets	Your club sets goals for the number of athletes they will put on a provincial team, compete at a Top 8 level Nationally or some other performance metric. When goals are not met, a analysis is done to inform future programming	Goals are loosely set or talked about but are informal and no analysis is down if goals are not met to inform future programming	There are no club targets or goals for athlete performance	

Event Group Coaches	Clubs take advantage of all opportunities from Event Group Coaches with athletes and coaches attending sessions that are available	Clubs are aware of the Event Group Coach Program, but only athletes participate. Coaches are not activley engaged with event group coaches	Clubs are not participating in any Event Group Coach programming.	