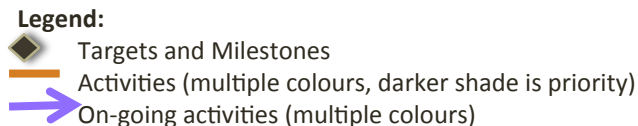


# 2020-2023 High Level Plan - SNF

- These slides provide a very high level view of the activities, timelines, and milestones for the upcoming three year cycle for Sport North Federation.
- In order to present the information as concisely as possible, and to reflect the forecast nature of the plan, it is not detailed. Details for how activities will be performed will be provided in the Annual Business Plan, to be overseen and monitored by SNF Board's Strategic Planning Steering Committee. (Additional details on proposed activities can be found in the accompanying report prepared for membership.)
- This plan should be considered a rolling plan which is revised annually to ensure it continues to show updated milestones and activities are based on more recent information.
- The legend for reading the slides is:



- This is one document that outlines the direction, strategies and plans of Sport North Federation. These strategies and plans are highly reliant on the participation of Members in identifying and executing relevant activities in support of the three year plan.

# 2020-2023 High Level Plan SNF (continued)

- The following documents work together to provide a picture of SNF direction, strategies and plans from the highest level, down to execution details:
  - **2019 Strategic Planning Process Summary Report** – Overview of how we have come to understand what SNF Stakeholders, Staff and Board Members envision for the future over the coming years. Can be updated if significant changes have happened in the external and internal environment (e.g. – completion of SPAR logic model and framework).
  - **The 2020-2023 High Level Strategic Plan** – indicating activities and timelines to achieve the targets for the 2020 to 2023 period – identify “how” the targets will be achieved. This plan is a rolling plan and should be updated annually to reflect a three year window. It will need an added performance measurement framework.
  - **The Annual Business Plan** – to be produced annually from January 2020 to identify the specific projects and activities to achieve the targets identified in the three year plan and further defines the activities and timelines illustrated in the 2020-2023 plan.

# (1) Community and Territorial Level Strategic Goal:

## Accessible sport opportunities for all community members

Outcome	Activities 2020	Activities 2021	Activities 2022	Activities 2023
1.1 SNF's has built on its successful history and experience with games management	Ongoing games delivery and management			
	Expand multisport gaming into NWT games		Successful community hosts NWT Games	
1.2. SNF acts as an advocacy organization for specific objectives	Work to replace excel NT – high performance games preparation	Implemented HP games preparation program		
	Select departments in government and targeted goals for advocacy; design approach e.g. physical literacy	Ongoing connection and recognition with community members through prizes or social media recognition to volunteers, coaches or athletes		
		Secure long-term funding agreements for current and new programs – using Canadian Sport 4 Life to promote participation		
1.3 SNF works collaboratively with other groups to understand and clarify roles within the sport sector	Influence conversation on government sport policy, in collaboration with members		Target: Draft of NWT sport policy in place	NWT sports policy implemented
		Integrate the Red Deer Declaration on Safer Sport, related activities		
	Prepared to submit funding applications aligned with MACA's new SPAR framework		SNF has increased capacity to submit funding applications	
1.4 . SNF takes a client-centered (direct consultative) approach to program and service development for communities		Identify sports of interest by region, demographics, need, potential for growth, and resources needed		Targeted programs selected, implementation with partners
	SNF conducted baseline assessment with the support of community members e.g. one possible method – community trainee trained and implements the “Collective Impact 3.0 approach”			

# (1) Community and Territorial Level Strategic Goal:

(Continued) Accessible sport opportunities for all community members

Outcome	Activities 2020	Activities 2021	Activities 2022	Activities 2023
<p>1.5 Effective integration of sport opportunities into schools, classrooms and curriculum development</p>	<p>SNF staff member designated to work on physical literacy education and integrating sports into the education system (early leadership development)</p> <p>Travelling sport fair in at least one region to visit communities, in partnership with schools, to promote physical literacy and sports of interest in that community</p>	<p>Coach education offered through schools to high school students</p>	<p>Physical literacy in schools: mandatory physical education for K-12 in NWT is being phased in by grade level</p>	
<p>1.6 Review internal structure and roles definition of SNF staff</p>	<p>Complete review and comparison of roles with what staff needs are going forward; based on this, create new roles and reorganize staff accordingly</p>		<p>Provide capacity building and professional development opportunities for Sport North staff in areas identified where additional skills are needed for new responsibilities.</p>	
<p>1.7 Increased Indigenous and rural represented in SNF's leadership, staff, programming, language of strategic plan, policies, and monitoring and evaluation activities</p>	<p>Review and incorporate the TRC recommendations into Sport North planning and programs, formal acknowledgement and endorsement of TRC Calls to Action.</p> <p>SNF monitoring and evaluation tools feature Indigenous inclusiveness</p>	<p>Use of banners acknowledging TRC calls to action at all Games and NWT sport events</p>	<p>Work with partners to ensure Sport North policies, procedures and activities are carried out through a decolonization lens, are inclusive and represents all territorial communities</p>	

## (2) Organizational and Institutional Level:

Safe, Transparent, Effective and Inclusive Sport Delivery and Management Where Sport North is Accountable to Members

Outcome	Activities 2020	Activities 2021	Activities 2022	Activities 2023
2.1 SNF acts as consultant or advisor to TSOs and individuals	<p>Provide support services to TSOs in areas they have identified as needs e.g. board governance, submitting funding application and others</p> <p>SNF has identified a TSO liaison from staff to lead this initiative and work with TSOs to determine needs</p> <p>SNF hosts drop in days and office space use days for TSOs with needs</p>		<p>SNF provides vetted list of grant professionals to TSOs wanting to pursue fund development</p> <p>SNF hosts lunch and learn series for TSOs on topics like preparing grant applications, or other needs</p>	
2.2 SNF contributes to a sustainable sport community and fills SPAR framework gaps	<p>With TSOs, SNF develops initiatives focussed on mentorship and apprentice programs for coaches linked to participation in SNF programs or multi-sport games to improve sustainable coach and athlete development</p>	<p>Finalize initiative</p>	<p>Coach apprenticeship initiative implemented</p>	
2.3 TSOs are provided with guidelines and online resources that are easily accessible	<p>SNF provides education and support to TSOs to manage bullying, harassment or appeal complaints in line with new standards - independent complaint handling required by Sport Canada</p> <p>Identify supports and education needed</p>	<p>Complaints handling services implemented</p>	<p>Convene opportunities for TSOs to share athlete/coach development best practices</p>	
2.4 SNF uses a client centered approach to program and service development and implementation for TSOs	<p>Based on TSO needs identified in 2.1, SNF organizes trainings on themes like women in sport, people with disabilities, elder involvement volunteer management, diversity and inclusion based on semi annual input from TSOs</p> <p>Budgets prepared and assigned for trainings</p>	<p>Implemented and evaluated initial trainings</p> <p>Trainings can make up part of annual coaching/TSO conference weekend</p>		

## (2) Organizational and Institutional Level:

Safe, Transparent, Effective and Inclusive Sport Delivery and Management Where Sport North is Accountable to Members

Outcome	Activities 2020	Activities 2021	Activities 2022	Activities 2023
2.5 SNF expands on successful history of NWT Sport Hall of Fame		<p>Secured funding for project, possible funders in cultural heritage sector</p>	<p>Launch of physical hall of fame exhibit in existing infrastructure e.g. Legislative Assembly or Prince of Whales Museum</p>	
2.6 Annual update provided to TSOs through a panel discussion, increasing clarity about roles between sport sector organizations		<p>Host annual panel discussion that shares how each organization can support TSOs and clarify each organizations' roles, provides updates on particular programs and activities of each organization. First panel hosted by end 2020.</p>		

### (3) Individual Level:

## Quality Opportunities for Athlete and Coach Development Pathways Across All Sports from Community to Elite Level

Outcome	Activities 2020	Activities 2021	Activities 2022	Activities 2023
<p>3.1 Provide guidelines and resources for coaches and athletes</p>	<p>Work to provide sport excellence services in partnership with provincial/national bodies for provision of athlete and coach development or services e.g. sport nutrition, psychology, strength training and sports science, as part of Games and championship preparation</p> <p>Successful NWT Games hosted (see 1.1), used as a coach and athlete recruitment approach</p> <p>Providing online resources on policies, procedures and guidelines for coaches that have situations where athletes may be experiencing violence or other harmful situations outside the sport arena.</p> <p>SNF providing resources online to assist with funding applications for athletes and coaches</p>	<p>Successful NWT Games hosted (see 1.1), used as a coach and athlete recruitment approach</p> <p>Offer coaching modules online (when content available from Coaches Association of Canada)</p> <p>SNF subscribes to a grants website allowing access by member TSOs to support this.</p> <p>Implementation of monthly social media feature complete</p>	<p>Convene elite athletes and/or coaches across sports preparing for games or championships through learning series with experts on sports psychology, nutrition, sport science, strength training and other cross sport topics of interest</p> <p>Offer coaching modules online (when content available from Coaches Association of Canada)</p>	<p>Convene elite athletes and/or coaches across sports preparing for games or championships through learning series with experts on sports psychology, nutrition, sport science, strength training and other cross sport topics of interest</p>
<p>3.2 Develop a more direct, personal connection to high performance athletes</p>		<p>Social Media feature or online recognition on SNF's website and communication channels, on a monthly or bimonthly basis for high performance athletes.</p>		