



# 2024-25 AOA KEY PRIORITIES



# PTSO ROLES AND RESPONSIBILITIES



**Ontario's Sport Recognition Policy** sets out the mandatory requirements provincial sport organizations and multi-sport organizations must meet to be recognized by the province.

## PSO RESPONSIBILITIES

- ✓ developing their sports
- ✓ providing a competitive pathway for athlete development
- ✓ selecting provincial teams
- ✓ recruiting and training coaches, officials and volunteers
- ✓ conducting provincial championships
- ✓ ensuring they operate within their National Sport Organization (NSO) rules

## FOR THE PUBLIC, A PROvincially RECOGNIZED PSO/MSO PROVIDES

Assurance the organization operates in a safe and effective manner

- follows national standards when developing and offering a sport
- offers high quality programs to their members
- has certified coaches and officials
- has established risk management policies (discipline, harassment, anti-doping, screening for volunteers etc.)
- is working to promote participation from under-represented populations in Ontario



# WHAT HAVE WE SET OUT TO DO?



## VISION

**A THRIVING SKI COMMUNITY FOR ALL**

## MISSION

**LEAD, SUPPORT, AND PROMOTE THE JOYS OF SKI RACING WHILE DELIVERING A TRUSTED PATHWAY TO PODIUMS, COMMUNITY, COMPETITIONS, AND CAREERS**

## CORE VALUES

**RESPECT, INTEGRITY, PASSION, ACCOUNTABILITY, INCLUSIVITY**

**ONTARIO UNITED** – A PLACE OF BELONGING THROUGH POSITIVE EXPERIENCES FOSTERING GROWTH, INCLUSIVENESS, AND COLLABORATION



# STRATEGIC PLAN – KEY PRIORITIES



As an organization we must drive forward with resolve and agility, understanding that our tactics and progress will be continuously assessed, adjusted and improved. A good plan is simply just the beginning.

The AOA strategic plan interval report is aimed to help showcase progress against the priorities set forth in our 2023-2028 strategic plan.

## AREAS OF FOCUS



## PRIMARY OBJECTIVES

- I. A growing ski racing community that embraces inclusiveness and belonging
- II. A trusted growth and development pathway that delivers value and performance success
- III. AOA supporting coach and officials development across the province
- IV. Commitment to excellence in governance, financials and operations

STRAT PLAN ADVISORY GROUP



29 KEY ACTIONS



# ONTARIO UNITED - ALPINE ONTARIO ALPIN STRATEGIC 2023-2028



A PLACE OF BELONGING THROUGH POSITIVE EXPERIENCES FOSTERING GROWTH, INCLUSIVENESS, AND COLLABORATION

## 2024-25 KEY PRIORITIES

### Inspired Community

Identify and support the diverse needs among clubs and athletes to provide programming that fosters participation and retention.

Proactively safeguarding participants through robust Safe Sport policy and promoting safe and inclusive environments.

### Athletic Development

Enhance Skill Development and physical preparation by offering turnkey tools and resources aligned with ACA and accessible to all clubs and levels.

Increase access & exposure to SX and Super-G environments.

### Coaches + Officials

Education and mentorship opportunities to develop and advance high performance coaches.

Increase recognition, valuing and belonging amongst officials & coaches within the community.

### Organizational Excellence

Strengthen Alpine Ontario governance practices and align with current strategic plan.

Establishing clear roles, responsibilities and lines of communication to ensure the achievement of AOA's vision.

# ACTION PLAN ITEMS UPDATE



1

Identify and support the diverse needs among clubs and athletes to provide programming that fosters participation and retention.

STATUS | 24/25  
FOCUS

## BENEFITS

- A community that provides programming for varying skill, development, and performance levels across all divisions
- New models of access and entry to ski programs

## CURRENT ACTIVITIES

- ☐ Host second annual Canadian University Championships
- ☐ Schedule U18 events that unite racers and offer an alternative to FIS
- ✓ Integrate team racing component in SCUP series (SOD)

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Proactively safeguarding participants through robust Safe Sport policy and promoting safe and inclusive environments.

STATUS | 24/25  
FOCUS

## BENEFITS

- A growing ski racing Community that embraces Inclusiveness and belonging

## CURRENT ACTIVITIES

- ☐ Developing new safe sport policy suite
- ✓ Securing independent third-party Safe Sport case manager
- ✓ Safe Sport training for participants



# ACTION PLAN ITEMS UPDATE



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Enhance Skill Development and physical preparation by offering turnkey tools and resources aligned with ACA and accessible to all clubs and levels.

STATUS | 24/25  
FOCUS

## BENEFITS

Programs supporting “Healthy Humans” addressing performance, fitness, mental health, and educational requirements for athletes and coaches

## CURRENT ACTIVITIES

- ☐ Train club/division reps on ACA smart-a-base fitness combine uploads
- ☐ Provide Fitness Combine guidelines and benchmark standards

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Increase access & exposure to SX and Super-G environments.

STATUS | 24/25  
FOCUS

## BENEFITS

- Pathways and programs that allow Ontario athletes to progress to the highest level of the sport.

## CURRENT ACTIVITIES

- ☐ Develop annual plan of SX and SG camps and comps
- ☐ Collaborate with ON Snowboard to offer SX race series
- ☐ U16 SG Camp in Quebec/USA

# ACTION PLAN ITEMS UPDATE



22

Education and mentorship opportunities to develop and advance high-performance coaches.

STATUS | ON TRACK

## BENEFITS

Clear pathways to elevate and maximize the potential of Coaches and Officials

## CURRENT ACTIVITIES

- ☐ Engage HP consultant to attend summer fall camps as mentor
- ☐ Operate *CoachUp* opportunities with OST
- ☐ Develop summer camp Interface opportunities with OST/ODST/HPP

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Increase recognition, valuing and belonging amongst officials & coaches within the community.

STATUS | 24/25 FOCUS

## BENEFITS

- Valued and engaged coaches across the province

## CURRENT ACTIVITIES

- ☐ New Coach facilitator awards integrated in OSRA
- ☐ New Coach facilitator and officials jackets





# ACTION PLAN ITEMS UPDATE



25

Establishing clear roles, responsibilities and lines of communication to ensure the achievement of AOA's vision.

STATUS

24/25  
FOCUS

## BENEFITS

Clearly define roles and responsibilities amongst contributors

## CURRENT ACTIVITIES

- ☐ Ministry Tracked KPIs
- ☐ Implement Action Plan tracker

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Strengthen Alpine Ontario governance practices and align with current strategic plan.

STATUS

24/25  
FOCUS

## BENEFITS

- Stable and sustainable best-in-class athletic leadership and programming

## CURRENT ACTIVITIES

- ☐ Bylaws update in alignment with ONCA
- ☐ Code of Conduct policy update and Club/Division policy review
- ☐ Division MOU updates