



CLUB HANDBOOK

HISTORY

TAS Swimming Club was formed with the opening of the TAS Aquatic Centre on June 30, 2000 under its first Director of Swimming Mr Adam Luscombe. At its inception the Club was known as “Cairns Trinity Aquatics” (CTA) and its emblem was a Trojan warrior. The first meeting of the club was on 23 September 2000 where Adam was elected as the first President.

Reflecting Adam’s interest in swimmers with disability, the Club had a very strong SWD contingent many of whom went on to break regional, state and even world records in their class.

In May 2003, TASAC hosted the Telstra Grand Prix. The swim club played a pivotal role in the success of this premium Australian Swimming event, both in providing man power and contributing its fundraising success.

In June 2003, Adam left Cairns to take up his new role as Director of the Melbourne Aquatic Centre.

Andrew Howard was appointed as the new Head Coach.

The second Telstra Grand Prix was hosted in June, 2004 and again the club played a significant role in the running of this major event for Australian Swimming.

The beginning of the 2004/5 season saw the Club re-badge as TAS Swimming, symbolizing a closer relationship with our chief sponsor, Trinity Anglican School.

A new emblem, the Sea Eagle, was selected to symbolise the future direction of the club. The Club retained its original constitution and code of conduct.

At the end of July 2005, Andrew Howard resigned as the Head Coach and the school and the club forged a new direction. With the state-of-the-art swimming facility at TAS it was obvious that the next five years should see the Club becoming one of the power houses in the state and within Australia.

With this in mind the School/Club appointed in August 2005 a highly qualified and experienced Gold Licence Head Coach, Mr Michael Ursu.

With lots of hard work and support from the members of the club, the Head Coach has turned the fortunes of the Club around and the results have been outstanding.

2005/2006 season saw an unprecedented growth in the Club, both in numbers and in strength and depth of the swimming activities. Membership grew by 250% and for the first time, the Club began to win regional carnivals and medals at State level.

In 2006, the development of the Club continued with the school and club focusing on consolidating its growth by building junior squads and supporting the strong learn-to-swim program both at White Rock and Marlin Coast.

In August 2006, the school hired an additional coach for the junior program, Silver Licence Coach, Jackie Stewart.

The results of the team continued to improve to better than expected levels:

1. Short Course State Championships:
10 Gold medals; 7 Silver Medals; 4 Bronze Medals
Country Swimmer of the meet, Danica Ziviani
2. Queensland State Long Course Championships
12 Medals
Positioned 22nd club out of 165.
3. 2006/2007 winning (by a large number of points) the regional competition as the most successful club in the regional interclub competition.
4. 2007, Australian Age National Championships; The team of 5 swimmers qualified in 8 finals, collecting 1 bronze medal.
5. 2007 (8 & 9 September), Short Course State Championships, in Brisbane. TAS Swimming team brought home 62 medals, including 21 gold, 26 silver and 15 bronze. Danica Ziviani was named outstanding female swimmer of the Meet. This was a great honor, and also a fantastic result for the team.

The Club scored the best team results of the Meet.

In December 2007, Jackie left TAS to take up a new challenge in the banking industry.

6. 2007, Long Course State Championships in Brisbane the club scored the best result in its short history positioned 7th out of approximately 200 clubs competing and became the number one club outside the metropolitan area. Kotuku Ngawati won a silver medal and the club two bronze medals at National Competition in April 2008.

Consequently Kotuku was selected to represent Australia as part the flippers team against New Zealand.

7. 2008 State Championships Short and Long Course, the Club continued to shine among the best clubs in Australia with many more medals and consolidating its position of one of the best clubs in the state.

In January 2008 the School/Club appointed a highly qualified and experienced Silver Licence Coach, Jemma McClafferty

8. April 2009 Age Nationals, The club swimmers swam in 10 Finals, being rewarded with two bronze medals (Kotuku Ngawati).

For the future the Club hopes never to lose the friendly but professional community atmosphere that has characterised its members from its beginnings.

Past and Present Presidents of TAS Swimming Club:

2000: Mr Adam Luscombe

2001: Mrs Marie Chong

2002: Mrs Sue Roach

2003: Mr. Rod Punshon

2004: Mr. Rod Punshon

2005: Mr Alan Donald

2006: Mr Rod Punshon

2007: Mr Rod Jackson

2008: Mr Kevin Byrne

A CLUB'S SUCCESS is directed by its philosophy. Therefore it is our intention to convey these philosophies to you in an effort to provide clarity and an understanding of how we wish to become a successful club.

These policies must be understood by all club members so that they may conduct themselves in a manner that is compatible with the club's goals, objectives, and image.

SQUAD:

1. Coaching Philosophy – Trinity Anglican School Swimming Club

At TAS we aim to provide for the requirements of all swimmers in an environment where each child can train and compete to their own level of ability.

2. Each training squad is designed to provide for the specific capabilities and competition demands of the swimmers in the group.

To achieve personal satisfaction and success at all levels attention is paid to the following details:

- For swimmers to participate effectively in a number of training sessions per week it is necessary for them to develop self-discipline, enabling them to get enough sleep, complete their homework, perform at school and follow a healthy diet.
- External disciplinary factors, which are applied by the coaches throughout the squads, are reinforced by common rules - a necessity when dealing with groups of athletes in training and competition situations, which are performance (success) oriented.

Some of the main rules, which apply, are as follows:

- Swimmers must bring to training the following equipment in good condition. Fins, 2 pairs of goggles, pool buoy, kick board, paddles and band. (Please name all equipment).
- Swimmers are expected on the pool deck 10 minutes minimum prior to the starting time in order to prepare and stretch out.

- Swimmers are required to attend as many training sessions as possible.
- Swimmers are required to follow the directions of the coach without delay.
- Club uniform is to be worn at all swim meets where the club is being represented. The uniform consists of club swim costume, club swim cap; club T-shirt and tracksuit or shorts.

These rules are simple and necessary to provide an environment which will foster the development of successful swimmers incorporated in a well organised and successful program.

Parent/Guardian Guidelines- Guidelines for Swimming Parents and Guardians

Swimming parents all have one thing in common – they want the best for their children.

Your child's swimming experience should be an enjoyable one, which builds confidence and self-esteem.

Your involvement is vital to this experience, and can be enhanced by observing the following guidelines:

The Parent / Athlete / Coach team

Each person within this 'team' has a specific role to play. Overlapping the roles becomes confusing and often detrimental to the swimmer.

- The parent provides emotional and practical support for the athlete.
- The coach provides technical expertise, and motivation in the form of structure, vision and challenge.
- The athlete brings the raw material and the desire to succeed.
- Allow the coach to do the job you pay them to do. Realise what is being done with your child now is part of a plan for the long-term development of your child's swimming career.

Swimming is something your child chooses to do.

- 'There is nothing heavier than great potential' – avoid putting expectations on your children (even in the form of 'motivation')
- Separate your child's achievements from their value as a person (and your value as a parent) – love the person, not the swimmer
- Measure performances against your child's personal goals
- Allow your child to take responsibility for their swimming involvement, their 'successes' and their 'failures'.

What can you do?

You are a role model for your children – your behavior in the swimming environment never goes unnoticed. Deal with outcomes and experiences in a mature, controlled manner.

- Show your support for your children's choice of sport by becoming involved in the running of the club and of competitions you attend.
- Allow motivation to come from the enjoyment – extrinsic rewards (e.g. payment) are always detrimental in the long run.

PARENT – COACH LIAISON

It is important for coaches and parents to be in regular contact regarding the swimmers progress. All coaches are available to talk with parents – this could be an informal chat following training or you may prefer to arrange a suitable meeting time.

The coaches contact details have been provided on the squad information sheet to all swimmers.

If you have concerns regarding your child's progress or the manner in which your child is being coached then initially you should take up the matter with your child's coach at a mutually convenient time.

Please allow a few weeks and dialogue between the two of you to assist the coach to address your concern. If you still have major concerns please contact the TAS Club President.

OBSERVATION OF TRAINING

We request that parents wishing to remain at or observe their children training do so on the grandstand side of the pool.

Parents are asked to sit out of eye contact with their children, as the child will often modify their behavior because of the parent's presence. They also become distracted from the tasks they are being set by the coach.

Parents are asked NOT to bring stop watches to work outs and time their children. Times at training often bear no relation to competition. Training times are only an indication to the coach of the input required from the swimmer.

GENERAL OBSERVATIONS WITH RELATION TO PERFORMANCE

For many reasons performances of individuals will vary over a career and within a season. Swimmers may stagnate, regress or improve.

It is common to observe stagnation or regression in female athletes post-puberty because, for many, the natural hormonal activity dictates major changes to their body shape and metabolism and may no longer be as streamlined as they were previously.

Weight can sometimes become a problem for girls at this stage requiring them to be vigilant with respect to their diet.

Normal growth spurts can have a detrimental effect on training and performance; often swimmers need to have their workload reduced or be completely rested at these times.

Illness also has obvious effects on swimmers, although they can train with many medical problems, constant observation must be maintained.

Schooling in the latter years becomes a problem for training but education must come first. With careful planning and organization, training can be maintained at a level high enough to ensure improvement.

Lack of interest and enthusiasm will also result in waning performances. Often swimmers in this state will not want to take on the responsibility of making the decision to withdraw from training and will develop many reasons as to why they are not swimming well.

It can be difficult to admit that their heart is no longer in it, or that, they may not be able to swim any faster.

Training loads

Many parents go into shock when they are confronted with the time involvement of swimming compared to other sports like basketball, football, netball and many other sports.

The reason for this contrast is that the young body is in a foreign environment in the water, where it has to master many difficult skills unrelated to land based activities.

Motor skills, fitness and strength improvements need to be developed concurrently and at intervals frequent enough to maintain a steady adaptation to the stimulus, hence the need for multiple training sessions per week.

The training volumes and intensities vary from squad to squad depending on the age, experience, ability and competition requirements of the individual.

Our coaches are experienced in assessing the requirements of the individual and will increase or decrease the swimmer's load according to how they are adapting.

Progression

The coaches determine progression within the squad system, both objectively and subjectively.

Obviously certain objective criteria must be met in order to train in specific groups, but it is important also for the coach to have the opportunity to make a subjective judgement regarding the admission or withdrawal of a swimmer in a particular squad.

For example, we could have a swimmer who easily meets the time standard of a strong squad but may not be prepared to make the training commitment expected from that particular group.

In this case it would be pertinent for the coach to allocate the swimmer to a group which requires a less rigorous routine.

Training for Swimming and its Effects

There are many reasons why people train for swimming, but the three most important ones are:

- (1) To improve competition performances
- (2) To be involved in a disciplined exercise regime
- (3) To be a member of a group with common interests and a desire to achieve.

One of the above reasons will be the main reason for a swimmer's involvement, as individuals have differing needs.

For example; one particular individual may have a far greater personal need to be involved in a disciplined routine than to improve their competitive performances, whereas, on the other hand, competitive performances may be a priority to someone else.

It is vital for us to understand that there is great physical and psychological diversity in the human race. This diversity or variability is carried through to the individual's capability to train.

Some people are able to train hard for long periods, whereas others are not as resilient.

Coaches are skilled at recognising a person's training capabilities and under the ideal condition will subject them to the appropriate routine.

It is important that the parent has confidence in the coach's judgement on these matters. Too much training or not enough training can lead to the same result - poor performance.

The squads at TAS are structured in such a way as to allow for and satisfy the individual differences stated above.

Training to improve one's swimming performance is no simple process but there are some basic rules, which must be observed to gain the optimum response.

The body's adaptation to training depends on the following factors:- Frequency, Duration, Volume, Intensity and a combination of these.

The principle underlying these factors is "Progressive Overload".

Progressive Overload is the term used to describe the gradual increase in the training components to stimulate a positive adaptation process on the body with the ultimate goal of improved performances.

When a swimmer begins training they may come twice a week for 45 minutes, then 3 times a week for 1 hour, then 4 times per week totalling 6 hours, and so on. Over a period of time the volume of swimming completed and the intensity of the training increases.

Usually, when swimmers are young (8-12 years) and training relatively few sessions per week, their performances will improve, mainly due to improvements in their physical fitness, technique, general skill development and natural growth.

As the training load increases substantially, the immediate competition performances can be impaired due to fatigue from work outs.

Swimmers in this situation are usually involved in squads, which are geared to a number of main competitions per year requiring hopefully a best, or near to best, performance at each one.

To achieve this, the athlete is placed under a substantial training overload which forces the body to adapt, but is rarely allowed to recover completely so the adaptations continue to take place.

As the major event approaches, the load is gradually lightened allowing major adaptation to occur, and with it, top performances.

Most events in swimming contain a majority aerobic component and a minority anaerobic component (sprinting for 25-50m).

From this breakdown we can deduce that the greatest gains can be made by training the aerobic energy systems of the body which involves substantial, frequent doses of short rest interval and distance training (to a lesser degree).

In fact, most of the world's great swimmers have a strong aerobic background in their age group training years.

Our muscles are made up of basically two different types of fibres:- sprint fibres and endurance fibres.

The proportions of these fibres varies from person to person, but, obviously the more sprint fibres you have the better you will perform over the shorter, faster events.

The sprinter type swimmers often have difficulty in performing the volumes or short cycles that endurance people do, because their muscles cannot assimilate as much oxygen.

These people are encouraged to do as much work in this zone as possible, usually at slower speeds to enhance their aerobic power.

These swimmers often appear (unjustly) to be poor trainers, but in actual fact may be trying very hard.

Psychological Aspects

The experiences in the sport of swimming can in many aspects be positive or negative depending on how objective or philosophical we want to be.

As parents most of us have come to realise that child rearing is a complex task and sometimes we have difficulty being objective with our children's actions and reactions in certain situations.

In most situations we will find that children will generally try to please because they usually receive a favourable response from their parent, teacher, coach or peers.

In stressful situations however, this predictable behaviour often becomes unpredictable, as the pleasing response the child may be trying to evoke is not as easy to manifest.

For instance, a child swims an event resulting in a performance which does not live up to expectations, they then feel that they have failed and they become frustrated.

The child may feel inadequate, and may react in a number of ways - they will avoid the people they were hoping to please and receive recognition from, they may speak uncharacteristically rudely, they may be aggressive towards inert objects or accept that these types of performances are normal on occasion and resolve to do better next time.

It is important for parents, athletes and coaches to understand the realistic capabilities of the athlete, without being restrictive of ambition.

Swimming is a sport where you can be compared to other individuals and their performances as well as the athletes own individual performances over a period of time, the latter being the recommended option.

This is particularly true for age group swimming because of the huge physical, skill, and psychological discrepancies of development in adolescent people.

The abnormally brilliant young age-grouper is rarely abnormally brilliant when they reach the open age groups.

Ambition can be a source of motivation or a source of destruction for the young athlete. It is our role as parents and coaches to help guide our children to achieve their ambitions and not employ them as an instrument to fulfil our own.

We have to constantly remind ourselves that the children are in the sport for their enjoyment and we are there to support them.

This does not mean, however, that they are not expected to give it their all or shirk the commitment that is expected of them by the parent, coach and club.

The pressure, which we place on athletes and athletes on themselves, can have far reaching effects on performance and self-esteem.

Pressure arises out of risk taking in one form or another. In swimming, the pressure comes from committing yourself to the risk of failure.

An individual's perception of failure is the non-achievement of goals set by themselves, coaches, parents or peers.

The person most singularly qualified to assist in setting goals or reaffirm goals that are realistic, is the coach.

Parents can sometimes be helpful in setting goals but are likely to be less accurate than the coach.

Sometimes it is appropriate to set goals in relation to the opposition, and sometimes in relation to the swimmer's past performances.

Undue pressure on a swimmer to perform usually results in the competitor focusing on the final result of a race rather than how they should go about swimming the race to achieve the result they desire.

Sure signs of swimmers succumbing to pressure are excuses being made for a poor performance prior to the event.

This is particularly evident when swimmers believe they cannot achieve the goals, which have been set for them, fearing that they will be seen as a lesser person in the event of failure without a reason.

1. Competition Guidelines for parents.

- a. Parents should make every effort to get athletes to competitions on time.
- b. Every athlete must be at the competition site 15 minutes before the site opens for warm-ups.
- c. All team members must sit together as a team.
- d. Athletes are to stay in the designated team area as much as possible during competition.
- e. Athletes should wear TAS "T" shirts, caps, bathing costumes or suits at all competitions.
- f. If you want someone to cheer for your child, then you should cheer for theirs.
- g. Athletes are to talk with their coach 10 minutes before each of their events and immediately after they compete. Talking to a coach for a few "quick" minutes before or after the race may put the athlete in a different frame of mind.
- h. Athletes should wait until the last competitor finishes the race before leaving his lane.
- i. Athletes should shake some of their competitors' hands after the race.
- j. Swimmers must swim a swim down as prescribed by the coach after each race.
- k. Athletes are required to stay until the last team member completes his or her event.
- l. Relays are very important!! The fastest four athletes will compete on the "A" relay. The remaining athletes will be placed in relays according to ability and need.

- m. Every parent should assume that their child is in a relay until they are told otherwise.
- n. Parents are encouraged to talk to the coaches before warm-up about problems or concerns, not during the meet.
- o. ***Parents please do not tell your child how fast they should race to win.***
- p. Parents please do not tell your child how they are seeded in their events.
- q. ***Parents, please leave the coaching to the coaching staff.***
- r. Before each race the starter announces the event number and heat, however does not call each individual's name to the starting blocks. Parents may assist first time athletes to the blocks.
- s. If your child wins a race, remember that this does not necessarily mean that he or she won the event.
- t. If your child gets disqualified, accept it as a learning experience. Parents are not allowed to argue disqualifications with the officials, only the coaching staff can question the officials.
- u. **TAS Swimming Club Website**
Visit the Club's website www.tasswimming.com to read some great articles in our monthly magazine.

NOTE:

'AQUATIC CENTRE NO DIVE' POLICY

In order to provide the safest possible training environment for all swimmers, it has been decided to ban dives and all head-first entry into the shallow end of all training facilities used by the club.

Entry to the pool (at the shallow end) during training must be a feet first entry. Diving may still be undertaken during training provided it is at the deep end of all pools and is under the supervision of the squad coach.

This 'no dive' policy will be strictly enforced and we ask that all swimmers cooperate with their squad coaches.

SQUADS

.: National / State / Junior Development

Coach: Michael Ursu
Mobile: 0418626304
Email: michaelu@tas.qld.edu.au

Junior Development
Coach: Doug Telford
Coach: Don Christensen

Coach: Jemma McClafferty
Mobile: 0438088205

2009/10 SEASON TRAINING HOURS

| DAY | AM SESSION | PM SESSION |
|------------|---|-------------------|
| Monday | 6:00 - 8:00am: | 4:00 – 6:00pm: |
| Tuesday | 6:00 - 8:00am (Junior Gym 6:00 – 7:00am) | 4:00 – 6:00pm: |
| Wednesday | 6:00 - 8:00am: | 4:00 – 6:00pm: |
| Thursday | 6:00 - 8:00am (Senior Gym 6:00 – 7.00 am) | 4:00 – 6:00pm: |
| Friday | 6:00 - 8:00am: | 4:00 – 6:00pm |
| Saturday | 7:00-9:00am (Senior Gym 6:00-7:00am) | No training |
| Sunday | No training | No training |

PARENTS' PARTICIPATION POLICY

The Club “Handbook” is designed to present common policies that have proven successful in uniting non-profit swim organisations into successful programs.

The following areas of the TAS Club Handbook allows our members to understand from the beginning how the club runs its affairs.

FINANCIAL

The club levies annual membership fees at the AGM. In addition a voluntary “Club Development Levy” of \$100 per family is requested on an annual basis to be used exclusively for swimmer development programs. This money is to be quarantined from other club monies.

PARENT PARTICIPATION POLICY

A nonprofit, competitive swimming club relies on volunteer labour from its members to conduct its ongoing administrative and fundraising operations.

You will be called upon from time to time to assist the club management in the execution of tasks to do with inter-club carnivals and our own carnivals and club nights.

COMPETITION PARTICIPATION POLICY

Travel Policy

Our club competes locally, regionally and nationally. To promote team unity, it is best if the club members travel together as a group where possible.

Parents and athletes must provide their own transportation and accommodation for all competitions that are held within the club's local association area and externally at State and National events.

Travel Expense Policy:

To ensure support for its athletes, the club will subsidise the cost to send coaches and a manager (when 10 or more athletes travel). All reasonable travel, accommodation and meal expenses will be covered.

ATHLETE PERFORMANCE INCENTIVES

From time to time swimmers are selected by the coaching staff to attend State and National events where they qualify. There are from time to time funding sources available to assist in the athlete's attendance at these events (from Council, State and even Federal funding sources) and you will be notified of these as information is made available to the club.

The Club however is NOT obligated to provide any financial assistance to these swimmers. However from time to time, where financial resources are available, the club MAY make some assistance available.

Generally this assistance will be made on the following basis and the actual level will be determined at the time:

1. Where the swimmer has demonstrated continuous application, attendance and diligence to the agreed preparatory program for the particular meet, and
2. Where the swimmer has either improved their seed times or in the opinion of the coaching staff have performed to the best of their ability.

The CLUB DEVELOPMENT PROGRAM for which the non-compulsory levy is paid will be committed to other activities designed to improve the performance and broaden the activity program for other swimming related activities focused on all swimmers.