



# Pick 1: Because Kids Matter

Kids matter, so safety matters. What will you do this month to increase the safety of the kids in your club? Each month a different safety principle will be highlighted. There are five areas where clubs can take action and several different suggestions of things to do. Pick one (or more) of the following action items or, choose your own, and do it this month.

The goal: **DO SOMETHING MEANINGFUL** this month to increase the safety of the kids in your club.

Principle of the Month: Good athlete and coach leadership help build a positive club culture.		
Take Action This Month!		Actions Items: Pick 1 and Do it How will your club develop good hiring practices and/or help athletes step up to fulfill positive leadership roles this month?
1	 <p>Policy Development &amp; Understanding</p>	<ul style="list-style-type: none"> <li>• <b>Does your club ever hire coaches?</b> As a USA Swimming member club you get FREE access to <a href="http://www.swimstaffselect.org/">http://www.swimstaffselect.org/</a></li> <li>• <b>Why is this important to remember and use?</b> <ul style="list-style-type: none"> <li>▪ You'll get the best hiring and HR tools.</li> <li>▪ You can create job descriptions and applications, interview scripts, and reference check forms AND electronically store hiring records on a password protected site.</li> </ul> </li> <li>• <b>USA Swimming has rules that must be followed when hiring coaches. Do your current team policies reflect this?</b> If not, update them this month. See <a href="http://www.swimutah.com">www.swimutah.com</a> &gt; Registrations for more, or <a href="#">click here</a>.</li> </ul>
2	 <p>Policy Integration &amp; Use</p>	<ul style="list-style-type: none"> <li>• <b>Did your club send an Athlete Rep, or Reps, to last month's House of Delegates meeting?</b> If yes, way to go! The sport is better when athletes participate in governance. If not, what can be done to help prepare one (or more) to attend next year? Athlete representation matters.</li> <li>• <b>Does your club have a governing board? If so, is there an Athlete Rep on it?</b> If not, consider getting one (or more!) "on board." 😊</li> <li>• Does your team have youth <b>Team Captains</b>? Here is one idea on how to get them: <a href="http://www.janssensportsleadership.com/resources/janssen-blog/create-a-job-description-for-your-captain/">Create a Job Description For Your Captain</a>. (<a href="http://www.janssensportsleadership.com/resources/janssen-blog/create-a-job-description-for-your-captain/">http://www.janssensportsleadership.com/resources/janssen-blog/create-a-job-description-for-your-captain/</a>)</li> </ul>
3	 <p>Meetings and Other Communication With Team Leadership</p>	<ul style="list-style-type: none"> <li>• <b>Does your club have more than one coach?</b> Communication between coaches is vital. It's especially challenging when clubs hold workouts at more than one time, or facility. How do your coaches communicate? How often? Consider starting a weekly, or monthly, coaches meeting, email, or other form of regular communication. Share information from this "Pick 1" newsletter each month.</li> <li>• If your club has a Board, share "Pick 1" info with them each month.</li> </ul>
4	 <p>Communication with Swimmers and Parents</p>	<ul style="list-style-type: none"> <li>• Continue to do <i>Safe Sport Monday</i> discussions on your team. These regular, short conversations about different team – and Safe Sport – related issues can strengthen a club's values &amp; open up communication.</li> </ul>
5	 <p>Additional Resources/ <b>SHARE!</b></p>	<ul style="list-style-type: none"> <li>• Share what's worked for your club and help keep even more kids safe! Email Utah Swimming Safe Sport Chair.</li> <li>• Additional resources: <a href="http://www.usaswimming.org/protect">http://www.usaswimming.org/protect</a> &gt; <b>Club Toolkit</b></li> </ul>