

Group Promotion Process

Armada has developed our group promotion process from years of experience. This has been continually developed and adapted with the growth of the team. This year we further adapted our process to work around the challenges of today. We continue to evolve our process and will continue to work on developing an effective way of graduating kids on to the next stage of their swimming journey.

An important note on terms; we avoid terms that imply elevation above another, or that one group is better than another. We do not call this process “moving up” rather “moving on”. This is a continuum that moves forward horizontally, and can take turns in one direction or another. Each group on Armada has equal value and each swimmer has their own swim journey and path toward their goals.

1. Promotion Periods: We have three times each year that we move swimmers on and they coincide with the ending of each training cycle and the short course and long course seasons.

- Fall- end of the season in Dec,
- Winter/Spring end of season in May
- Summer- end of season in July.

We want to avoid moving swimmers mid-season so that they can fully experience the training cycles and skill progression we follow in our plans for each season. Mid-season moves are rare, but will consider moving a swimmer if the swimmers' needs are not being met in their current group.

2. Coaches Discussion: The current coach of the swimmer and the coach of the next group discuss the swimmer's potential to move on. The criteria we consider are as follows:

- Swimmers with a high attendance record
- Swimmers who attend meets or practice meets and have shown improvement.
- Swimmers who are attentive listeners & apply stroke corrections.
- Swimmers who have achieved the skills taught in their current group.
- Swimmers who have the drive and desire and put forth the effort in practice.

We also consider if a swimmer is ready for the added commitment the next swim group will require. A swimmer's age and individual growth may impact when we decide to move a swimmer on. We are very conscious of age and physical growth and if they are ready for the next level of training and more challenging workouts. We want the swimmer to be compatible with the group, and not struggle to keep up with the group. Every child is different and matures at a different rate. As such, we must be very

conscious of each athlete's needs.

The Armada coaching staff firmly believe that we would be doing a child a disservice by moving them on if they are only marginally ready, or because the child and parent are very eager to move them on to the next group. This is not to say that you can't express interest in moving, or ask what is needed to get to the next group. But we often have to remind swimmers and parents that our sport and group structure is a progression and it's not unusual for a swimmer to be in the same group for more than a year.

Our group's structure is skill based so swimmers don't get to move on just because of their age or because they have been in a group for a year. They must demonstrate that they are capable of performing the skills needed for the next group on a regular basis.

3. Group Visits: This step in the group promotion is not possible with the challenges of today. We want to limit exposure from group to group with Covid still on our radar. Instead we use skill assessments, test sets or timed swims to target group readiness.

4. Promotion: Once the swimmers have achieved the skills or timed test set the coaches review each swimmer's potential for moving on. If a swimmer is ready it should be an easy decision for both coaches. We will inform the swimmer in person and the parents via email of the new group practice time and if there is any new equipment needed.

We understand that there will always be discussion among the swimmers of who is moving and who isn't, but by educating everyone on our process and consideration we hope that this will be as positive an experience as possible.