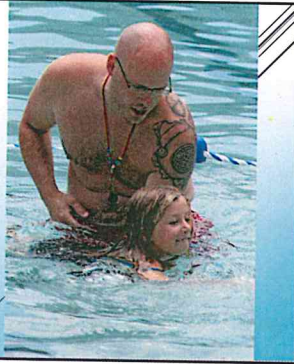


MOTIVATING AND EQUIPPING SWIM INSTRUCTORS



- ▶ Swim Instructor- 44 years
- ▶ Coaching 42 years – Age group, high school, college, masters, Olympic Trial Athletes (ASCA Level 3, MISCA Coach of Year)
- ▶ Physical Educator, Recreation Director, Aquatic Director
- ▶ Red Cross and American Heart Instructor
- ▶ Aquatic Facility Operator

TWO PASSIONS LED ME TO TODAY

- ▶ Passion>Analyzing stroke technique>"Stroke Doctor"
- ▶ Underwater Box – The Coaches Window
- ▶ Passion>"Growing my staff"



TOOL KIT

- MODEL
- MENTOR
- MANAGEMENT SUGGESTIONS
- TRAIN
- SUPPORT
- ENCOURAGE and MOTIVATE
- RETENTION
- TIPS FOR SWIM INSTRUCTORS
- APPS AND OPPORTUNITIES
- LESSON CRITIQUE



THE LEVEL OF SUCCESS THAT YOUR PROGRAM ACHIEVES WILL BEGIN AND END WITH YOU

- Your passion
- Your attitude
- Your management skills
- Your organization skills
- What YOU MODEL for your employees



- ▶ YOU and YOUR BEHAVIOR are the gold standard for your employees.
- ▶ Train and model the behavior you want to see in your staff
- ▶ Don't ask your staff to do anything that you are not willing to do or even lead in doing
- ▶ Lead by example...always

TOOL KIT
MODEL



- ▶ It's ok when your instructors see that you're not perfect...and even more powerful when you admit your mistakes and right your wrongs
- ▶ Practice humility, serve and take care of your staff, be their #1 resource, have an open door policy.
- ▶ **Never stop learning.** Be open to change, new ideas, a better or different way of doing something.
- ▶ EVERYONE has some new idea to offer


HUMILITY IS NOT THINKING
less of yourself,
but thinking
of yourself less.
-C.S. Lewis

TOOL KIT
MODEL

▶ It's important to teach your instructors that it's not "just a swimming lesson"

TOOL KIT MODEL


- ▶ **Swimming is a Vehicle...**to teach character, discipline, sacrifice, perseverance, work ethic, build confidence, build self esteem, give an opportunity to feel and be successful, learn to trust yourself and others, learn a lifesaving skill...etc, etc, etc



- ▶ An instructor will have an impact...either positive or negative
- ▶ An instructor's impact on a student will affect how a student feels about **themselves, the sport, teachers, and trusting people** etc. etc.
- ▶ ...bottom line,

It's Not "Just a Swimming Lesson"


TOOL KIT
MODEL



CHOOSE YOUR INSTRUCTORS WISELY


- ▶ Not everyone will be a great swim instructor
- ▶ Be careful to invest in the right people-don't waste time investing in those who don't have the skill set to be the instructor that your organization needs

TOOL KIT
MANAGE




- ▶ A person who is not a good "fit" as an instructor, does a lot of damage to your program but, more importantly, can negatively impact a child for a lifetime.
- ▶ Never fill a class with a "warm body" vs an awesome instructor (better to not teach at all)
- ▶ The wrong "fit" isn't worth the risk to your organization or to the welfare of a child.

CHOOSE YOUR INSTRUCTORS WISELY




- ▶ Evaluate and reassign instructors as necessary
- ▶ Spend less time in your office and more time talking to your instructors. The more engaged you are, the more engaged your staff will be.

TOOL KIT
MANAGE




- ▶ Develop high standards for your program and make it everyone's responsibility to maintain them.
- ▶ Be consistent with your staff...Make sure that the exception doesn't become the rule
- ▶ Schedule staff meetings that are informative, fun and team building. (Feed them!)



TOOL KIT
MANAGE


- ▶ Empower your staff...words are powerful, they have the power to uplift or tear down... "I trust you", "I trust your _____ (judgement, decisions, etc)" are powerful phrases
- ▶ Together you and your staff are a TEAM...they need to believe that!
- ▶ Get rid of finger pointing->"We" instead of "you"



TOOL KIT
MANAGE

- ▶ Value them and make sure they feel valued
- ▶ Be passionate about taking care of your staff; be the launch pad that they can spring from
- ▶ Care about them as people, not just as employees
- ▶ Have their backs and make sure that they know and believe that you have their back

we got your back!




TOOL KIT
MENTOR

TOOL KIT
TRAINING, TRAINING AND MORE TRAINING
4 Hour New Employee Orientation

- Paperwork – emergency contacts, signature pages, financial paperwork, etc
- Photo
- Concussion Training
- Blood borne Training
- OSHA Hazard Communication Training with test
- Orientation PowerPoint with test (317 Slides)


TOOL KIT
TRAINING, TRAINING AND MORE TRAINING

- ▶ Initial Department Training
- ▶ Time with other experienced instructors/Job Shadowing
- ▶ Continued Education and Training – In services. Staff meetings
- ▶ Train in time management, organizational skills, teaching skills, problem solving skills



Job Shadowing

- ▶ Train instructors how to make a lesson plan
- ▶ Teach instructors the correct skills and have the expectation that they always teach correct skills
- ▶ Teach instructors the importance of teaching the skill the right way the first time...



Lesson Plans

Short on Time?

Use video, PowerPoint, etc to train them OR promote a veteran staff member to train them.



SET YOUR INSTRUCTORS UP FOR SUCCESS

- ▶ Train...observe...train...observe... evaluate
- ▶ Observe their lessons and give them feedback
- ▶ Allow for individual teaching styles-every teacher has different strengths-use all their different strengths to develop and grow the best program that you can



- ▶ Instructor **Brain Storming** Sessions
- ▶ Instructor **Blog**
- ▶ Instructor **Resource Center** in Aquatic Office
- ▶ List of Instructor **Online Videos**

TOOL KIT
TRAINING, TRAINING AND MORE TRAINING



- ▶ Provide a **Swim Lesson School** for Instructors
- ▶ Provide **practice sessions** using the children in your childcare program
- ▶ **Get in the water** WITH your instructors and a crying child and show them how its done
- ▶ Train using **videos** of yourself or others teaching – point out the best and the worst

TOOL KIT
TRAINING, TRAINING AND MORE TRAINING



- ▶ Junior Lifeguard Program
- ▶ Starfish Program

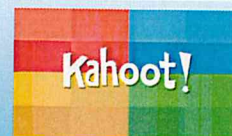
...Training and learning should never come to an end




TOOL KIT
TRAINING, TRAINING AND MORE TRAINING

LINKS

- ▶ Polleverywhere.com
- ▶ Quizizz games can also be assigned as homework, extending its fun experience to out-of-class work.
- ▶ Kahoot Tips
<https://techieteacherstricks.com/2014/05/21/kahoot/>




TOOL KIT SUPPORT



- ▶ Give your instructors **time to plan**-the best lessons are planned in advance, not "on the fly". Expect them to plan ahead and communicate this.
- ▶ Provide your instructors with a **"toolkit" of items** including a Lesson Plan Template, Skill Progression List, List of video links etc
- ▶ Post an Instructor **Lesson Tip of the Week**


- ▶ **Encourage**...."You have what it takes to be an amazing instructor and this is why..."
- ▶ **Empower**....Trust your instructors. They need to know that it's ok to stumble, fall and fail at times because you'll be there to pick them up
- ▶ **Equip**...Get your instructors what they need in terms of equipment, water temp, etc
- ▶ **Believe** in your instructors = personal growth and progress




TOOL KIT SUPPORT

TOOL KIT SUPPORT AND ENCOURAGE

- ▶ **Got your back**/"We" can successfully solve anything that you will ever face = Foundation on which to grow, develop and be amazing
- ▶ Mistakes are often our best teachers
- ▶ **Be Available**...On call 24/7....even if you are in a tight spot and you need a ride home. (It shows you care and that you're available)

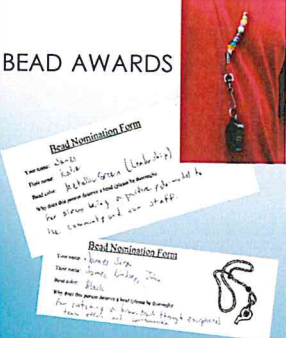


TOOL KIT ENCOURAGE AND MOTIVATE



- ▶ **Bead Awards**
- ▶ **Evaluations**
- ▶ Develop a **Star Instructor Teaching Program** with different levels to complete and awards associated with each level
- ▶ **Prize Basket Raffles**-put one LG in charge of putting names into raffle each week for shifts picked up, # of fitness sessions, perfect attendance, parent surveys, etc...any behavior you want to encourage in your staff. Draw at staff meeting each week.
- ▶ Pay Attention to Generational Differences

BEAD AWARDS



Read Nomination Form

Name: [blank]
 Reason: [blank]
 Why do you think this person should be recognized?
 (be specific and use staff name)

Read Nomination Form

Name: [blank]
 Reason: [blank]
 Why do you think this person should be recognized?
 (be specific and use staff name)

Lifeguard Beads

- **Royal Blue - Lifeguard Water Rescuer Award** - Lifeguard made a save or assisted in a save
- **Light Blue - Lifeguard Team Player Award** - Lifeguard was nominated by another lifeguard or aquatic staff member for their role as an awesome "team player"
- **Pearl Blue - Lifeguard Advanced Certification Award** - Lifeguard completes advanced certification (ie AFD, CPO, etc)
- **Green - Lifeguard Community Collaboration Award** - Lifeguard led in bringing new programming and/or training opportunities to WMC by collaborating with other community organizations or individuals
- **Orange - Lifeguard Superior Staff Award** - Lifeguard displayed an attitude that is for both staff. (Close friend of the community of every staff member)
- **Dark Green - Lifeguard Leadership Award** - Lifeguard shows leadership and initiative among the staff, either through an encouragement to another lifeguard about something that they try. Consistently exhibits a positive attitude and/or makes exceptional decisions or choices
- **White/Gold - Lifeguard Fiscal Responsibility Award** - Lifeguard practices fiscal responsibility on a regular basis and, as a result, the aquatic staff is more aware of the importance of reducing or eliminating wastefulness and needs to do so
- **White/Gold - Lifeguard Superior Staffer Award** - LG and receives positive written feedback from a person or WMC staff member.
- **White/Gold - Lifeguard Recruitment Award** - Lifeguard is directly involved in the recruitment and securing of new WMC Aquatic team members
- **Red - Lifeguard Service Award** - Volunteer or served in the community or at the Center. It may be done out for a lifeguard's participation in a boat drive
- **Blue - Lifeguard Performance Award** - Lifeguard did exceptionally well on an adult evaluation (score of 4 or higher) or staff vote
- **Pink - Lifeguard Performance Award** - Lifeguard stepped up to a performance level that was above and beyond their regular job duties. ie stayed late, used break to perform extra duties, worked an actual task, took normal job duties to a new level
- **Orange - Lifeguard Team Award** - Lifeguard was directly responsible for awarding someone "win a lot" via normal program awards, the aquatic staff vote, schedule, etc, and/or public praise.
- **Yellow - Lifeguard Light Blue Award** - Lifeguard has never created a suggestion or idea that was implemented long term
- **Green - Lifeguard Guardian Angel Award** - Lifeguard goes above and beyond in ensuring the safety and caring differences in the life of a staff or top point of personal concern
- **Black - Lifeguard Machine Award** - Lifeguard led in the clean up of "down time" or other "messy" circumstances. Lifeguard completed the necessary requirements for dealing with the "messy" situation, and completed and handed all necessary reports or forms
- **Blackboard - Lifeguard Absentee Care Award** - Lifeguard is responsible for using Lifeguard skills to help someone in distress during an emergency outside of WMC
- **Blackboard - Lifeguard Absentee Care Award** - Lifeguard creates a list of staff and their quality through track and this you always have my back. Thank you
- **Blackboard Yellow L.A. Employee Award** - Awarded to honor all of the WMC lifeguards of Lifetime Award - Awarded to an aquatic staff member when they have worked at WMC for 12 or more seasons

EVALUATIONS

WMC Aquatics Employee Evaluation

Name: _____ Position: _____
 Name of Evaluating Team Member: _____ Date: July 2017

Area of Evaluation: _____
(Use one area for Learning, Skill, and Job History. There is a 5 scale criteria for each area of evaluation)

2 Performance: 1 2 3 4 5
(1 = Not Meets Expectations, 2 = Meets Expectations, 3 = Exceeds Expectations, 4 = Outstanding, 5 = Exceptional)

3 Safety: 1 2 3 4 5
(1 = Not Meets Expectations, 2 = Meets Expectations, 3 = Exceeds Expectations, 4 = Outstanding, 5 = Exceptional)

4 Reliability and Work Ethic: 1 2 3 4 5
(1 = Not Meets Expectations, 2 = Meets Expectations, 3 = Exceeds Expectations, 4 = Outstanding, 5 = Exceptional)

5 Team Work: 1 2 3 4 5
(1 = Not Meets Expectations, 2 = Meets Expectations, 3 = Exceeds Expectations, 4 = Outstanding, 5 = Exceptional)

6 Ethics: 1 2 3 4 5
(1 = Not Meets Expectations, 2 = Meets Expectations, 3 = Exceeds Expectations, 4 = Outstanding, 5 = Exceptional)

Signature of Employee: _____ Date: _____


Signature of Evaluating Member: _____ Date: _____

Signature of Supervisor: _____ Date: _____

Supervisor Signature: _____ Date: _____

- ▶ Peer Evaluation
- ▶ Your Evaluation of them
- ▶ Their evaluation of YOU

GENERATIONAL DIFFERENCES




Generations - how are we different...

- ▶ Motivators are different for each generation
- ▶ Preferred Work Environment is different for each generation
- ▶ Generations> Different in how they want help from employer
- ▶ Generations> Different in how they want to be rewarded
- ▶ <http://www.wmfc.org/uploads/GenerationalDifferencesChart.pdf>

ENCOURAGE AND MOTIVATE
GENERATIONAL DIFFERENCES

GEN Z (1998-PRESENT) AND MILLENNIALS (1981-1997)




GENERATION Z
CONNECTED FROM BIRTH.
Born mid-1990s to 2010s.

- ▶ Gen Z seeks **knowledge** and **education**
- ▶ They grew up in an educational system that focused on **mainstreaming** and **diversity**. As a result they are **collaborative team players** that want to be collaborated with and want to collaborate with others.
- ▶ They **want to be part of a team/** a staff that has a "family feel".

INSTRUCTOR TOOL KIT
RETENTION

GEN Z (1998-PRESENT) AND MILLENNIALS (1981-1997)



Visual Connected Technology Social Realists Education


GENERATION Z

- ▶ They want their work to **have meaning**. Gen Z is determined to "make a difference" and "make an impact". Include a social cause in their work that they can fight for. (It's more than a swim lesson...)
- ▶ They want to be engaged at work and moving forward. ("They can't feed me fast enough")

INSTRUCTOR TOOL KIT
RETENTION

GEN Z (1998-PRESENT) AND MILLENNIALS (1981-1997)

- ▶ Relay all of your communications in such a way that they can use their phones. These generations **want to do EVERYTHING on their phones**.
- ▶ Communicate more frequently with them in "**bite size**" pieces.
- ▶ They **process information quickly** but getting and keeping their attention is challenging.

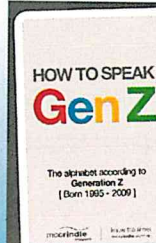


GENERATION Z

INSTRUCTOR TOOL KIT
RETENTION

GEN Z (1998-PRESENT) AND MILLENNIALS (1981-1997)

- ▶ Your best form of communication with them is the communication tool of their choice. Don't use email much.
- ▶ Speed of communication is important to them.
- ▶ Communicate to them in symbols and images-emojis, symbols, pictures, videos.




HOW TO SPEAK Gen Z
The alphabet according to Generation Z (Born 1995-2009)

INSTRUCTOR TOOL KIT
RETENTION

GEN Z (1998-PRESENT) AND MILLENNIALS (1981-1997)

- ▶ They gravitate toward **live streaming media** such as Twitch and Upstream. Two way streaming and video conferencing (think Skype and Facetime) are their preferred ways of communication.
- ▶ Don't talk "down" to them...**talk to them as adults**.
- ▶ For them **respect is earned**, it is not simply given or assumed.



INSTRUCTOR TOOL KIT
RETENTION

GEN Z (1998-PRESENT) AND MILLENNIALS (1981-1997)

- ▶ Assume they have opinions...they are already influencing family decisions and purchases and are constantly using their phones as a research tool.
- ▶ They want a quality 2-way relationship with their potential manager.



INSTRUCTOR TOOL KIT
RETENTION

GEN Z (1998-PRESENT) AND MILLENNIALS (1981-1997)

- ▶ They want to see a realistic path toward advancement
- ▶ They want to be experts in their field...constant training and personal growth are important to them



INSTRUCTOR TOOL KIT
RETENTION

GEN Z (1998-PRESENT) AND MILLENNIALS (1981-1997)

They want real perks: health insurance, a competitive salary and a boss that they can respect (Monster study of 2000 people)

What is the most important employee benefit that you expect from your employer?

Benefit	Gen Z (%)	Gen Y (%)
Health insurance coverage	38%	35%
Paid vacation time	9%	17%
Work flexibility	17%	11%

INSTRUCTOR TOOL KIT
RETENTION

MY EXPERIENCE WITH MILLENNIALS AND GEN Z

- ▶ They want to feel **valued**
- ▶ They want to be **empowered**, have a part in setting policy, procedures, etc. The pool deck is "their world"
- ▶ They want to feel **trusted** to do their job
- ▶ They want to know that you are **confident** in them and **believe** in them
- ▶ They want to be able to use their creativity, they like to develop/make things/**entrepreneurialism**.

INSTRUCTOR TOOL KIT
RETENTION


MY EXPERIENCE WITH MILLENNIALS AND GEN Z

- ▶ They want to feel cared about. A positive, supportive relationship with you and their coworkers is very important. Relate to them as people AND as employees...care about them as people
- ▶ YOU need to be their biggest cheerleader/support.
- ▶ FEED THEM! This generation is REALLY into food!



INSTRUCTOR TOOL KIT
RETENTION

- ▶ Investing in your instructors takes time and energy
- ▶ When you invest in them, they will invest in your program and do their best for you
- ▶ And then when you find the best people and invest in them, do whatever it takes to keep them!
- ▶ Be flexible in scheduling.



CEO: What if we invest in our people and they leave?

CEO: What if we don't and they stay?

INSTRUCTOR TOOL KIT
RETENTION

SUGGESTIONS FOR SWIM LESSON MANAGEMENT



- ▶ Develop a program that uses the strengths of all. Look for the positive in everyone and use each persons strengths for the betterment of your program/organization.
- ▶ Let lead instructors have a part in managing their own swim lessons-scheduling, marketing, customer relations...give them practice in business. This is what this generation wants. They are extremely entrepreneurial in nature = Tap into this = retention!

SUGGESTIONS FOR SWIM LESSON MANAGEMENT

- ▶ Set your instructors up for success
- ▶ Match instructors with the age group that they work best with and are the most passionate about teaching
- ▶ Instructor A may work better with "Johnny" than Instructor B does



SUGGESTIONS FOR SWIM LESSON MANAGEMENT

- ▶ **Low Ratios**=foundation for success
- ▶ **Private** 1:1 lessons are best and parents are willing to pay the price for 1:1 lessons at all levels of swimming.
- ▶ Maximum ratio 1:4



- ▶ WMFC Swim Lesson Parent Packet
- ▶ Grace passes



SUGGESTIONS FOR SWIM LESSON MANAGEMENT

WMFC Swim Lesson Parent Packet

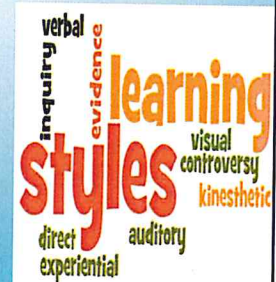
- Parent Swimming Lesson Policies Signature Page
- Pool Rules
- Aquatic Brochure
- Swimming skill level sheets
- Junior Lifeguarding Program Information
- Safe Swimming Brochures
- List of Safe Swimming Online Videos
- Water Watcher Training Notes
- Dry Drowning Information




SUGGESTIONS FOR SWIM LESSON MANAGEMENT

TIPS FOR SWIM INSTRUCTORS

- ▶ Students learn in many different ways
- ▶ Use as many **different teaching methods** as possible: Visual, Tactile/Touch/Kinesthetic, Hearing/Verbal, Written Instruction,
- ▶ An instructor has to be an expert in all methods of learning




TIPS FOR SWIM INSTRUCTORS



- ▶ Set a **goal** for each lesson
- ▶ Keep your eyes on the goal of each lesson, don't let the child distract you from achieving the goal.


TIPS FOR SWIM INSTRUCTORS

- ▶ Who is running the lesson? Don't negotiate, Don't ask the student what they want to do.
- ▶ Don't let tears become a distraction – stay focused on the objective
- ▶ Trust>Earn it and keep it!



TIPS FOR SWIM INSTRUCTORS


- ▶ Forget the floaties...
- ▶ Teach the Skills of the "Olympians"
- ...streamline
- ...body position
- ...add kick
- ...add arms
- ...and then add breathing



TIPS FOR SWIM INSTRUCTORS



Muscle MEMORY

- ▶ Build Muscle memory from Day 1
- ▶ Teach a feel for the water with sculling
- ▶ Swimming is a sport where the athlete can't see what they are doing for the most part, they can only feel it.
- ▶ Change your words... "It will feel like...."



TIPS FOR SWIM INSTRUCTORS


- ▶ Progression
 - Full Assistance
 - Partial/Minimal Assistance
 - Perceived Assistance
 - No assistance
- ▶ 2 Areas of Focus that are critical to swimming success:
 1. Body Position/Streamline
 2. Kick

TIPS FOR SWIM INSTRUCTORS

TIPS FOR SWIM INSTRUCTORS


- ▶ PUSH the student out of their comfort level a little bit every lesson.
- ▶ Focus on verbally acknowledging the positive that you want your swimmers to repeat. Ex: "I love the way the Johnny is doing his streamline! Nice and flat on the water with his head down!"



► Recipe for Correction>Sandwich your correction between two positives


► Keep focused on the skill that you are working on. It's not fair to be critical of skills that the student is not working on at that moment.

Sandwich Feedback Technique



TIPS FOR SWIM INSTRUCTORS


► Repetition, repetition, repetition in class – promotes security, trust, a platform for learning and success, a platform for success during every lesson and an opportunity to practice



TIPS FOR SWIM INSTRUCTORS

TIPS FOR SWIM INSTRUCTORS


Get excited when they overcome a fear or are able to perform a new skill! They need to see it on your face, hear it in your voice and be given a high five!



TIPS FOR SWIM INSTRUCTORS


► Reward your students....

► Ex: Five minutes free time at end of lesson if goals for lesson are accomplished. That is THEIR time to do what they want to do. Don't fill up their time with things that you or their parent wants them to perform or work on.




TIPS FOR SWIM INSTRUCTORS

Make sure to share the swimmers successes with his/her parents IN THE SWIMMERS PRESENCE.



SWIMMING INSTRUCTOR TOOL KIT INGREDIENTS



- Skill Progression Checklist
- List of Swimming and Instructor Videos
- Lesson Plan template
- For Advanced/Competitive Swimmers>Coaches Window – Patent Pending

LIST OF SWIMMING VIDEOS TOPICS

- ▶ Water Safety
- ▶ Shallow Water Blackout
- ▶ Drowning Videos
- ▶ Lifeguard Training Videos
- ▶ Swimming Stroke Videos
- ▶ Pool and Swimming Safety

Swimming, Pool Safety and Lifeguard Training Videos List

Preventive Swimming Videos

Water Safety

Shallow Water Blackout

Drowning Videos

Lifeguard Training Videos

Swimming Stroke Videos

Pool and Swimming Safety

LESSON PLAN TEMPLATE

Print the progression checklist or list of skills on the back of every lesson plan template


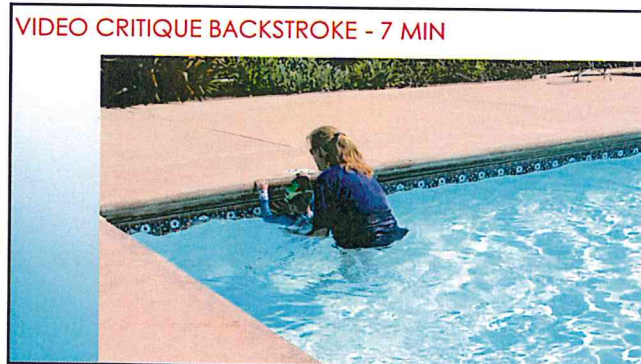
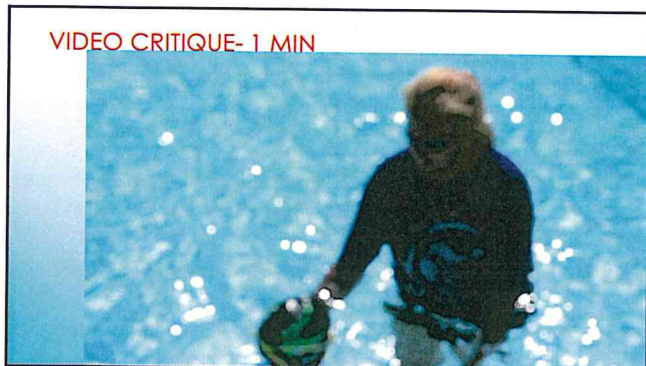
Swimming Lesson Plan			
Name of Instructor:	Date of Class:	Time of Class:	Level of Class:
1. Lesson Objectives:	2. Class Objectives:	3. Class Objectives:	4. Class Objectives:
5. Class Objectives:	6. Class Objectives:	7. Class Objectives:	8. Class Objectives:
9. Class Objectives:	10. Class Objectives:	11. Class Objectives:	12. Class Objectives:
13. Class Objectives:	14. Class Objectives:	15. Class Objectives:	16. Class Objectives:
17. Class Objectives:	18. Class Objectives:	19. Class Objectives:	20. Class Objectives:
21. Class Objectives:	22. Class Objectives:	23. Class Objectives:	24. Class Objectives:
25. Class Objectives:	26. Class Objectives:	27. Class Objectives:	28. Class Objectives:
29. Class Objectives:	30. Class Objectives:	31. Class Objectives:	32. Class Objectives:
33. Class Objectives:	34. Class Objectives:	35. Class Objectives:	36. Class Objectives:
37. Class Objectives:	38. Class Objectives:	39. Class Objectives:	40. Class Objectives:
41. Class Objectives:	42. Class Objectives:	43. Class Objectives:	44. Class Objectives:
45. Class Objectives:	46. Class Objectives:	47. Class Objectives:	48. Class Objectives:
49. Class Objectives:	50. Class Objectives:	51. Class Objectives:	52. Class Objectives:
53. Class Objectives:	54. Class Objectives:	55. Class Objectives:	56. Class Objectives:
57. Class Objectives:	58. Class Objectives:	59. Class Objectives:	60. Class Objectives:
61. Class Objectives:	62. Class Objectives:	63. Class Objectives:	64. Class Objectives:
65. Class Objectives:	66. Class Objectives:	67. Class Objectives:	68. Class Objectives:
69. Class Objectives:	70. Class Objectives:	71. Class Objectives:	72. Class Objectives:
73. Class Objectives:	74. Class Objectives:	75. Class Objectives:	76. Class Objectives:
77. Class Objectives:	78. Class Objectives:	79. Class Objectives:	80. Class Objectives:
81. Class Objectives:	82. Class Objectives:	83. Class Objectives:	84. Class Objectives:
85. Class Objectives:	86. Class Objectives:	87. Class Objectives:	88. Class Objectives:
89. Class Objectives:	90. Class Objectives:	91. Class Objectives:	92. Class Objectives:
93. Class Objectives:	94. Class Objectives:	95. Class Objectives:	96. Class Objectives:
97. Class Objectives:	98. Class Objectives:	99. Class Objectives:	100. Class Objectives:

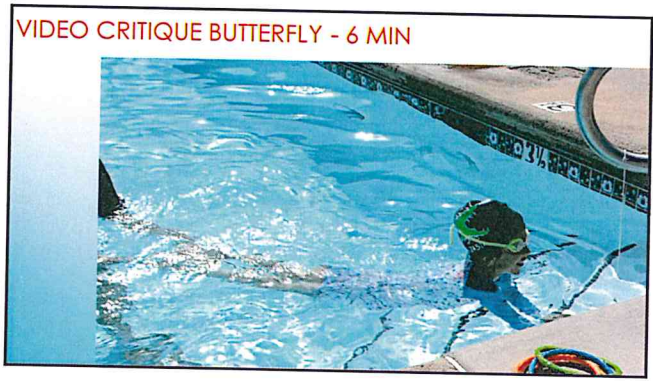
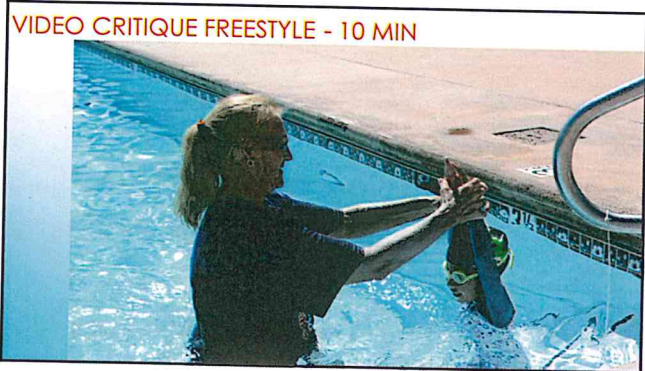
LESSON PLAN EXAMPLE

Swimming Lesson Plan			
Name of Instructor:	Date of Class:	Time of Class:	Level of Class:
1. Lesson Objectives:	2. Class Objectives:	3. Class Objectives:	4. Class Objectives:
5. Class Objectives:	6. Class Objectives:	7. Class Objectives:	8. Class Objectives:
9. Class Objectives:	10. Class Objectives:	11. Class Objectives:	12. Class Objectives:
13. Class Objectives:	14. Class Objectives:	15. Class Objectives:	16. Class Objectives:
17. Class Objectives:	18. Class Objectives:	19. Class Objectives:	20. Class Objectives:
21. Class Objectives:	22. Class Objectives:	23. Class Objectives:	24. Class Objectives:
25. Class Objectives:	26. Class Objectives:	27. Class Objectives:	28. Class Objectives:
29. Class Objectives:	30. Class Objectives:	31. Class Objectives:	32. Class Objectives:
33. Class Objectives:	34. Class Objectives:	35. Class Objectives:	36. Class Objectives:
37. Class Objectives:	38. Class Objectives:	39. Class Objectives:	40. Class Objectives:
41. Class Objectives:	42. Class Objectives:	43. Class Objectives:	44. Class Objectives:
45. Class Objectives:	46. Class Objectives:	47. Class Objectives:	48. Class Objectives:
49. Class Objectives:	50. Class Objectives:	51. Class Objectives:	52. Class Objectives:
53. Class Objectives:	54. Class Objectives:	55. Class Objectives:	56. Class Objectives:
57. Class Objectives:	58. Class Objectives:	59. Class Objectives:	60. Class Objectives:
61. Class Objectives:	62. Class Objectives:	63. Class Objectives:	64. Class Objectives:
65. Class Objectives:	66. Class Objectives:	67. Class Objectives:	68. Class Objectives:
69. Class Objectives:	70. Class Objectives:	71. Class Objectives:	72. Class Objectives:
73. Class Objectives:	74. Class Objectives:	75. Class Objectives:	76. Class Objectives:
77. Class Objectives:	78. Class Objectives:	79. Class Objectives:	80. Class Objectives:
81. Class Objectives:	82. Class Objectives:	83. Class Objectives:	84. Class Objectives:
85. Class Objectives:	86. Class Objectives:	87. Class Objectives:	88. Class Objectives:
89. Class Objectives:	90. Class Objectives:	91. Class Objectives:	92. Class Objectives:
93. Class Objectives:	94. Class Objectives:	95. Class Objectives:	96. Class Objectives:
97. Class Objectives:	98. Class Objectives:	99. Class Objectives:	100. Class Objectives:

APPS AND OPPORTUNITIES


- ▶ **First Touch App** for communications <http://www.firsttouchteam.com/#secondPage>
- ▶ **Coaches Eye** app \$5, videotape and analyze
- ▶ **Ipad Airplay** to TV using Apple TV
- ▶ **Go Pro** - underwater video
- ▶ Offer high level **private lessons** taught by local swim coach OR a retired swim coach. ****Note:** not all swim coaches know how to teach good stroke technique so choose wisely.
- ▶ Offer **SWIM CLINICS** to teach technique to large groups. (Age 7 and older). Need is very high and parents are looking for these opportunities



- 15 MINUTE ACTIVITY
- ▶ Make it Take It Tool Kit-share ideas within small groups
 - ▶ Make a list of the ideas that come out of your discussion and add them to your own tool kit
 - ▶ Share some of your ideas in the large group

QUESTIONS?



Renee Allen
West Midland Family Center
4011 W. Isabella Road
Midland, Michigan
989-615-6380

allen@wmlc.org
www.wmlc.org
capturememoriesbyrenee.com

Link to all presentations materials:
<http://www.wmlc.org/programs/AOAP/ploads2018.html>