

SWIMMING PROGRAM PHILOSOPHY

1. Barwon Sports Academy Overview

The mission of the Barwon Sports Academy is to identify, support and nurture regional athletes, coaches and families through education, elite training and pathway integration, enabling success in sport and life.

We will achieve this by.

- Delivering leading edge pathway support
- Focus on holistic sport and education growth
- Promotion of behaviours aligned with leadership and success
- Encouraging athlete responsibility and resilience

We are one of six regional academies in Victoria supported by the Victorian Institute of Sport and partner with state sporting associations to provide rich environments for regional athletes to flourish. Each sporting partnerships requires a Program Manager and Head Coach who work with the BSA team to develop and deliver our programs.

2. BSA Values

- **Excellence** - We strive for high standards in everything we do — planning, preparation, delivery, and outcomes. We pursue continuous improvement and hold ourselves accountable to deliver quality experiences for athletes, coaches, and partners
- **Integrity** - We act with honesty, fairness, and respect, always prioritising safety and doing what's right. We foster a culture of trust where decisions are made ethically, transparently, and in the best interests of all involved.
- **Inclusion** - We create a welcoming and caring environment where all people feel valued, respected, and safe. We celebrate equality and diversity and work to remove barriers so everyone can thrive in sport, regardless of background and circumstances.
- **Collaboration** - We work together with our community, clubs, coaches, families, and partners to build a stronger sporting community. Success is

shared and value open, respectful communication and meaningful partnerships.

- **Care** - We are committed, caring, and energised by the positive impact of sport. We nurture enjoyment, friendship, and personal growth.

3. Long term Athlete Development (LTAD) Framework

Developed by Swimming Australia in collaboration with the Australian Institute of Sport (AIS), the ASF serves as a comprehensive guide for athlete and coach development.

SFTEM Model Structure:

- **F – Foundations:** Focuses on basic movement skills and water safety, typically for children and beginners.
- **T – Talent:** Identifies and nurtures swimmers with potential through structured training and competition.
- **E – Elite:** Supports high-performance athletes preparing for national and international competition.
- **M – Mastery:** Represents sustained excellence at the highest level, including Olympic and World Championship performance.

4. The role of Swimming program in our region's pathway

The BSA Swimming program aims to support junior swimmers in our region who have reached either Tier 1 and Tier 2 level according to our selection criteria. The BSA will do this by working to provide our regions swimmers with sports specific related skills and understandings that can assist them to reach their full potential.

The BSA aims to help the Barwon region swim clubs to identify and develop their talented athletes. We wish to work with an advisory group, a Program manager and Head coach to plan and deliver a holistic development program that includes elite coaching opportunities for its athletes.

5. What is the goal of the Swimming program?

The goal of the program is to assist the swimmers, coaches and families so that more swimmers in our region can advance into Junior talent squad, Marlins squad, Flippers squad, all abilities squad and eventually the Horton squad within the Swimming Victoria pathway. The BSA recognise both the Swimming Victoria pathway and the Barwon region pathway opportunities in existence. Please see the attached document highlighting these.

The goal of the BSA Swimming program is ultimately that more athletes establish themselves in state or national development squads and compete at Australian Championships for eligible team selection.

6. Key Swimming component

We aim to provide a holistic balanced program that includes technical, tactical and competitive experiences.

a. Progressive Development Stages

- Foundation Level: Focuses on basic swimming skills, water safety, and early competition exposure (e.g., club nights, local meets).
- Emerging Talent: Identifies promising swimmers through benchmarks like the Junior Excellence (JX) Program and regional championships.
- Development Squads: Offers targeted training, performance support, and education to refine technique and race strategy.
- Elite Pathway: Prepares athletes for national teams (e.g., Dolphins Swim Team) and international competition through high-performance environments.

b. Skill Development and Learning

- Technical Mastery: Emphasis on stroke mechanics, starts, turns, and finishes.
- Tactical Awareness: Race planning, pacing strategies, and competition mindset.
- Performance Support Education: Includes sports psychology, nutrition, physiology, and strength & conditioning.

c. Competition Experience

- Tiered Competition Structure: From club meets to state and national championships.
- Benchmark Programs: Like JX and Flippers, which recognize and motivate young swimmers based on performance metrics.
- International Exposure: For top-tier athletes, including camps and overseas meets.

d. Coach and Environment Alignment

- Coach Education: Ensures coaches are trained to support athletes at each stage.
- Daily Training Environment (DTE): Enhances the swimmer's regular training with expert input and resources.
- Learning Partnerships: Collaboration between clubs, state bodies, and national organizations to streamline development.

e. Athlete Wellbeing and Management

- Athlete Management Systems (AMS): Tracks progress, training load, and health.
- Wellbeing Programs: Focus on mental health, motivation, and life balance.
- Virtual Support Tools: Online resources and calendars to manage training and competition.

7. Holistic education (Sport specific)

- Goal setting
- Nutrition for training and competition
- Injury prevention (Understanding your body, MSK, loads, recovery)
- Mindset (Psychology involved in swimming)
- Performance pathway selection criteria
- Swimming program ambassadors sharing insights & Q & A

8. Selection

Athlete selection will be at the discretion of the advisory panel: the Barwon Sports Academy and an advisory person with experience in selection.

Please see Tier 1 & Tier 2 Selection criteria and closing dates via

<https://barwonsportsacademy.org.au/swimming>

9. Questions please contact

CEO Cameron Loftus cameron@barwonsportsacademy.org.au

“Empowering Barwon’s sporting community to shine on the world stage—sustainably, innovatively, and together.”

2025/26 Performance Pathways Program & Selection Criteria

Swimming Victoria is pleased to present the 2025/26 Victorian Performance Pathways Program and Selection Criteria. The Swimming Victoria Performance Pathways Program underpins Swimming Australia (SA) and the Victorian Institute of Sport (VIS) to provide an integrated pathway for successful athlete and coach development within the State, and on the National & International stage. The Pathway is first and foremost designed to assist our state talent to thrive in their home training environments.

