



# Strategic Plan

[Adopted September 12, 2018]

On November 6th, 2017, Bangor Area Wrestling (BAW) became incorporated with the State of Maine and became a 501 (c) (3) nonprofit organization through the IRS with the long-term goal of fostering thriving varsity high school wrestling teams in the greater Bangor Area. At the time of organizational inception, there were no school supported programs in the greater Bangor area.

The purpose of Bangor Area Wrestling is to provide resources for stakeholders (wrestlers, coaches, families, and school administrators) wishing to develop the wrestling skills of K-12 grade students that will attend high school in Bangor/Brewer/Hampden/Old Town/Orono/Hermon, Maine. The organization supports entities and activities that are in alliance with the vision of Bangor Area Wrestling. Emphasis is placed on activities that support student growth as athletes and responsible citizens as well as coach development. Bangor Area Wrestling fosters a supportive community for all to enjoy the sport of wrestling.

In an effort to meet the long-term goal defined above and in order to fulfill our mission, Bangor Area Wrestling will look to experts in youth sports development and coach training to ensure that programs and systems supported by Bangor Area Wrestling are in alignment with the changing developmental and competitive needs of our wrestlers.

**Youth wrestlers (grades pre-K through 5):** BAW programs will prioritize physical literacy as described by The Aspen Institute Project Play: *Sport for All, Play for Life, A Playbook to get Every Kid in the Game (2015)*. Physical literacy is defined on page 8 of the Playbook as seen below:

**The goal of our model is for every child in America to be physically literate by age 12. That is, every 12-year-old should have the ability, confidence, and desire to be physically active for life.**

**1. ABILITY** refers to competency in basic movement skills and an overall fitness that allows individuals to engage in a variety of games and activities. This outcome is achieved through a mix of informal play and intentional teaching of movement skills, among them running, balancing, gliding, hopping, skipping, jumping, dodging, falling, swimming, kicking, throwing and a range of skills that require general hand-eye coordination.

**2. CONFIDENCE** is knowing that you have the ability to play sports or enjoy other physical activities. It is the result of programs and venues that are inclusive of people with differing abilities, and the support and encouragement from parents, guardians, coaches, administrators, teammates and peers throughout the development process.

**3. DESIRE** is the intrinsic enthusiasm for physical activity, whether in organized or unstructured formats, in traditional or alternative sport. This result is achieved through early positive experiences that are fun and motivate children to do their best.

**Middle School wrestlers (grades 5-8):** BAW programs will align with the philosophy of the Pine Tree Middle School League where our middle school team(s) compete. *The Pine Tree Wrestling League believes in fostering an environment for Middle School Wrestlers to learn the proper sportsmanship that will lead them throughout their lives. Secondary to this end, this league is a place to learn the fundamentals of wrestling while passing through a feeder program*

*School aged athletes wishing to wrestle will have resources and support to thrive on and off the mat.*

*into future levels of competition. Throughout this process, the league wants the wrestlers to have fun and not concentrate on winning as the main goal.*

**High School wrestlers (grades 9-12):** BAW will seek to offer guidance and advocacy for wrestlers in the greater Bangor area that wish to compete. High school programs are under the jurisdiction of the Maine Principal's Association (MPA). To that end, BAW will seek to act as a liaison for wrestlers, school administrators, and the MPA when applicable.

**Long-term Goal:**

By the 2020-2021 school year, the greater Bangor area will be home of at least one Class A and one Class B high school varsity wrestling programs.

**Short-term Goals:**

***Wrestlers:***

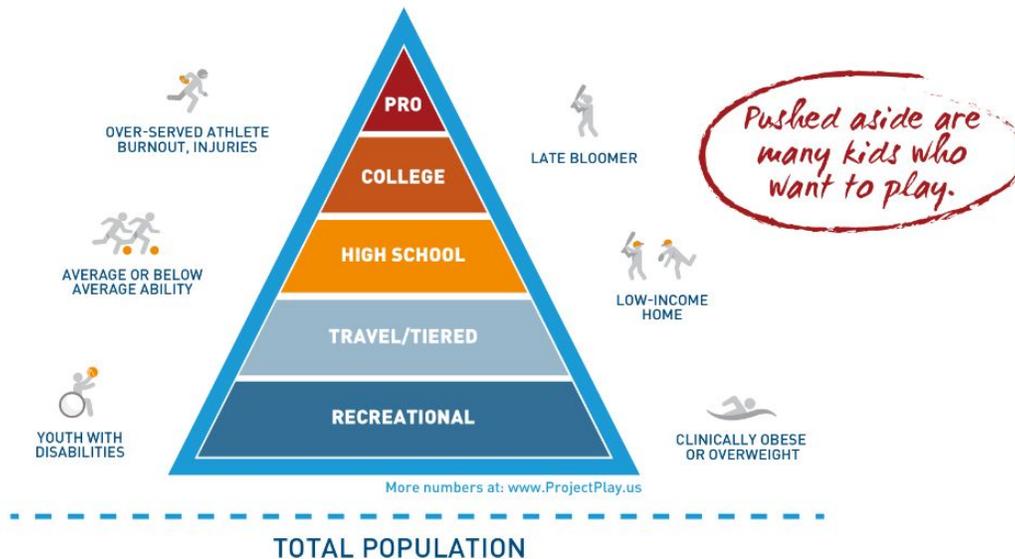
In order to demonstrate emphasis on growth as students, athletes, citizens, and successful creation of supportive environment, the following will be measured:

- 1) 98% of middle school wrestlers will be academically eligible as defined by passing all classes throughout the wrestling season.
- 2) 80% of middle school wrestlers will participate in a BAW sponsored or individually initiated volunteer activity of at least 2 hours between wrestling seasons.
- 3) 85% of eligible middle school wrestlers will return to wrestle with the team (retention & grit).
- 4) Wrestlers in our middle school program will demonstrate improved wrestling skills as measured by family response to end of season survey to the statement "coaches were knowledgeable and my wrestler's skills improved throughout the season." In addition, coaches will provide a written report of overall trends of the team.

Efforts to foster a supportive community for ALL to enjoy the sport of wrestling will include focusing on youth that are frequently "pushed aside" according to Aspen Institute, Project Play (page 7 of Playbook).

Fig. 4

## TODAY'S BROKEN MODEL PYRAMID DOES NOT MAKE ROOM FOR ALL CHILDREN



*Overserved athletes at risk for burnouts & injuries:* sports sampling and the importance of participating in a variety of sports/ training techniques will be encouraged.

*Average or below average abilities or youth with disabilities:* with their coaches, athletes will be encouraged to determine age and developmentally appropriate individual goals and small successes will be celebrated. Students with physical or intellectual and developmental disabilities will be provided opportunities to participate. Students with alternate learning styles, including attention deficit and autism have had success in our programs and other wrestling programs. Efforts will be made by BAW Board of Directors and Coaches to educate area guidance counselors and special educators to the opportunities for their students to become wrestlers.

*Late bloomers:* Outreach will include efforts to connect with 6th-12th grade students that have been “cut” from other sports, or who neglected to develop physical literacy, including “confidence” and “desire” as youth.

*Low income:*

50% of our wrestlers will be eligible for free or reduced lunches at their schools. Efforts will be made to seek community and foundation support to reduce registration fees and out of pocket costs for families (namely uniforms, gear, and transportation.)

*Clinically obese or overweight:* Wrestlers compete against opponents based on weight class. Weight management is closely monitored and strict guidelines promote healthy wrestler weight loss when appropriate.

**Families:**

In order to demonstrate perceived success on goals of wrestler growth as students, athletes, citizens, and the successful creation of supportive environment, the following will be measured:

95% of families of youth and middle school wrestlers will report on completed family satisfaction surveys that BAW programs to met or exceeded expectations.

98% of families of youth and middle school wrestlers will report on completed family satisfaction surveys that they would definitely or strongly recommend BAW programs to other families.

Efforts will be made to follow up with families of wrestlers that have registered for youth or middle school programs and missed a week or more of practice in order to better understand causes for any attrition.

**Coaches:**

Coach development needs and interests can vary from technical aspects of wrestling, to coaching methods, to safety. In order to demonstrate emphasis on coach development and success in fostering a supportive environment, the following will be measured:

85% of volunteer youth wrestling coaches will participate in individualized training as measured by pre and post season surveys (reviewed by and completed in partnership with the Board selected Youth Coach Coordinator). Coaches will document completed training (formalized or through mentorship).

90% of wrestling coaches will express satisfaction and a desire to coach wrestling with BAW in future season(s) as evidenced by an end of the season satisfaction survey.

100% of Middle School Coaches demonstrating a commitment to BAW for at least one year, will complete Copper or Bronze Certification, including SafeSport Certification through USA Wrestling.

**School Administrators:**

BAW will make efforts to provide education and resources for school administrators as requested in regards to current BAW programs as well as the possibility of hosting future wrestling programs through area school departments. BAW invites opportunities to collaborate with area school departments to help them meet their own strategic goals toward wellness, student engagement, and athletic success.

**Safety:**

In order to thrive, athletes must feel safe and be free from injury. BAW takes safety very seriously. Folkstyle wrestling is a contact sport, not a "collision" or "impact" sport. As with all sports, injuries can occur. An official is within arms reach during each match and may stop the match at any time for "potentially dangerous" conditions. Weight management is closely monitored and strict guidelines promote healthy wrestler weight loss when appropriate.

100% of coaches will undergo background checks and provide references.

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100% of middle school wrestlers and their coaches will participate in safety training, including recognition & prevention of concussions, second impact syndrome, and skin infections. All participants will complete a post training quiz.

100% of youth/ volunteer coaches will receive information about safety issues, including head injury & skin infection in writing periodically throughout the season.

**References & Resources:**

Aspen Institute, Project Play

<https://assets.aspeninstitute.org/content/uploads/2015/01/Aspen-Institute-Project-Play-Report.pdf>

USA Wrestling

<https://www.teamusa.org/USA-Wrestling/Coaches/NCEP-Certification>

Maine Principals' Association

<http://www.mpa.cc/index.php/forms-and-important-dates/90-individual-activities-new/wrestling>

Wrestling, A defense against ADHD

[https://www.newyorkwrestlingnews.com/news\\_article/show/652589-wrestling-a-defense-against-adhd](https://www.newyorkwrestlingnews.com/news_article/show/652589-wrestling-a-defense-against-adhd)

**Additional Coach Resources:**

Winning Youth Coaching

<https://winningyouthcoaching.com/home-2/>

Positive Coaching Alliance

<https://www.positivecoach.org/>

Train Ugly (Understanding the science of learning & performance)

<http://trainugly.com/>

CDC Heads Up to Youth Sports

<https://www.cdc.gov/headsup/youthsports/index.html>

Maine Principals' Association Weight Management Program

<http://www.mpa.cc/index.php/interscholastic-activities-and-committees/wrestling/weight-management-program>

National Athletic Trainers' Association Position Statement: Skin Diseases

<https://www.nata.org/sites/default/files/position-statement-skin-disease.pdf>