



**BSA VIRTUAL
NATIONAL AQUATICS
CONFERENCE 2020**

BUILDING AN AQUATICS STAFF

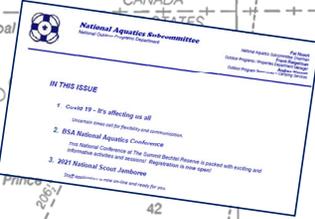
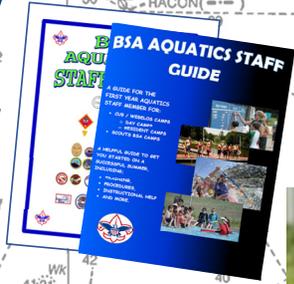
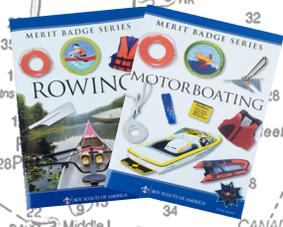
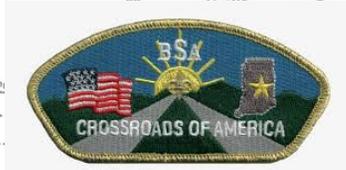
... a long-term process



Steve Terrell



- Indiana
- Crossroads of America Council
- Retired High School Engineering Teacher
- Summer Camp Aquatics
- National Camping School
- National Aquatics Subcommittee
- SME for Rowing MB & Motorboating MB
- Aquatic Staff Guide(s)
- Aquatics Newsletter
- De facto liaison between Councils and Subcommittee



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Building an Aquatics Staff

- Do you have an annual rush or even “panic” in trying to land an aquatic director for your camp?
- What’s the problem?
- The first point of every problem-solving model is to “Identify the problem”.
- Why is it so difficult?



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What's the problem? . . .

It's like an onion . . . Many layers . . .

You must consider:

- Training
- Experience
- Leadership
- Personality
- Availability

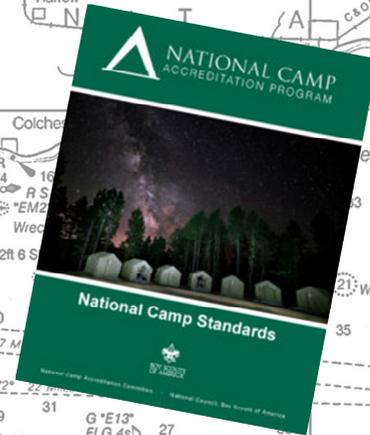




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TRAINING

SO WHAT IS REQUIRED?



AQUATIC DIRECTOR

- 21 YEARS OLD
- LIFEGUARD (BSA LG or ARC LG)
- AQUATICS INSTRUCTOR BSA (NCS)
- FIRST AID AND BASIC LIFE SUPPORT FOR HEALTH CARE PROVIDERS

AQUATIC STAFF

- 50% OF AQUATIC STAFF MUST HAVE:
- LIFEGUARD (BSA LG or ARC LG)
- BASIC LIFE SUPPORT FOR HEALTH CARE PROVIDERS

SUPERVISOR FOR SEPARATED AQUATIC AREAS

- 18 YEARS OLD
- LIFEGUARD (BSA LG or ARC LG)
- ARC FIRST AID AND BASIC LIFE SUPPORT FOR HEALTH CARE PROVIDERS
- PLUS FOR SWIMMING AREA:
 - AQUATICS INSTRUCTOR BSA (NCS) or ARC LIFEGUARD MANAGEMENT
- PLUS FOR BOATING AREA:
 - AQUATICS INSTRUCTOR BSA (NCS) or BSA PADDLERAFT SAFETY or INSTRUCTOR RATING FROM ACA OR OTHER NATIONAL BOATING ORGANIZATION

TRAINING

SPECIALIZED
LG AND AI COURSES
HAVE SKILL-BASED
PRE-REQS

EXPENSIVE
AQ DIR WILL HAVE
SPENT \$500 - \$1000

**TIME
CONSUMING**
AQ DIR WILL HAVE HAD
90 – 100 HOURS OF
TRAINING

EXPIRES
THIS TRAINING
EXPIRES AFTER AS
LITTLE AS TWO YEARS.



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TRAINING

LIFEGUARD SHORTAGE

HIGH SCHOOL AND COLLEGE STUDENTS HAVE A LOT OF DEMANDS ON THEIR TIME

- **SPORTS (SUMMER PRACTICE AND SPORTS CAMPS)**
- **MUSIC (BAND)**
- **COLLEGE STUDENTS OFTEN ARE EXPECTED TO COMPLETE INTERNSHIPS IN THEIR PROFESSIONAL FIELD.**

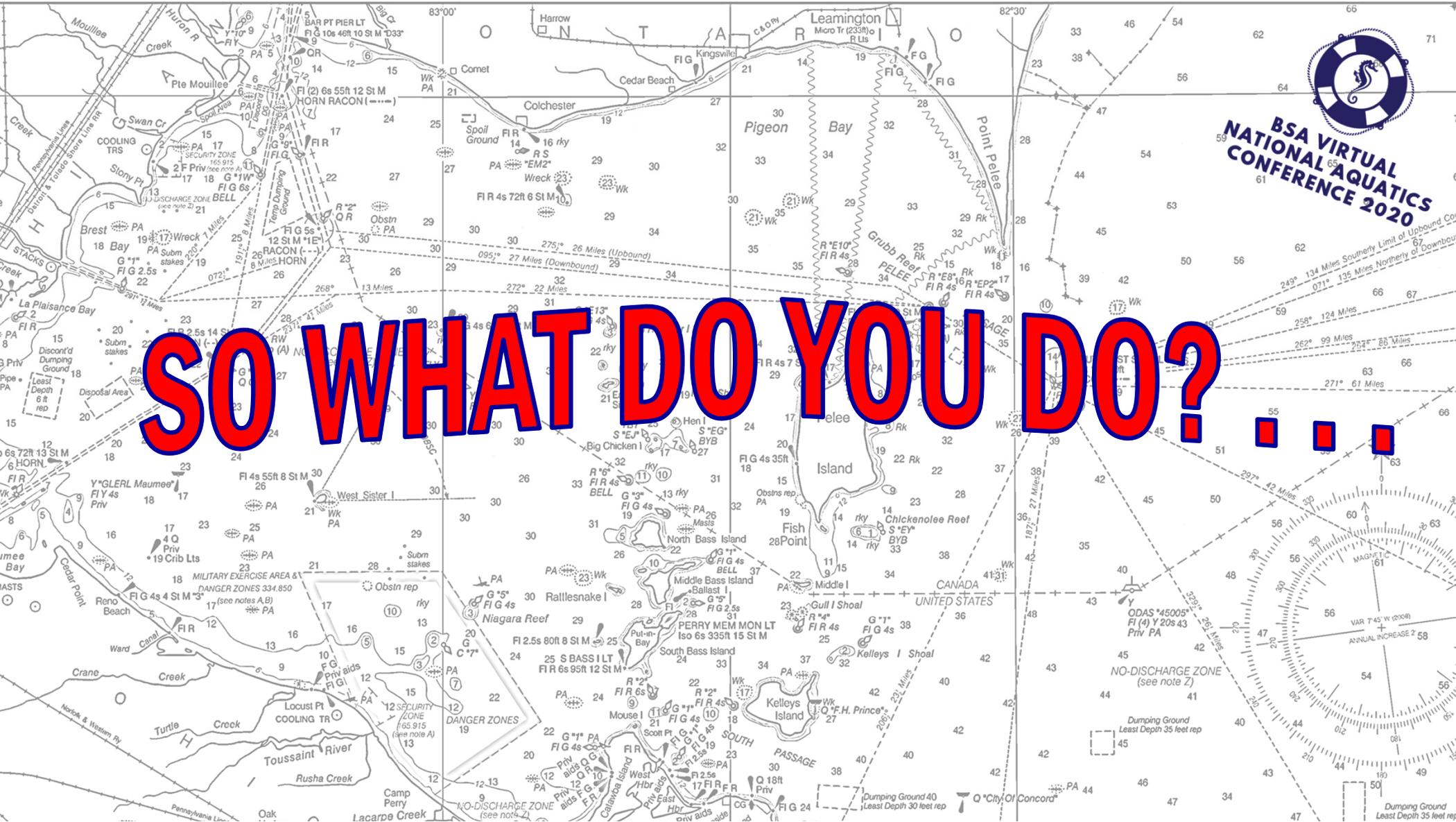
**IT'S REAL
IT'S NATION-WIDE
IT'S PROBABLY HERE
TO STAY**

**\$\$\$\$
MOST HIGH SCHOOL AND COLLEGE STUDENTS CAN EARN MORE BACK HOME THAN AT CAMP, EVEN IF THEY HAVE LG TRAINING.**



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SO WHAT DO YOU DO?

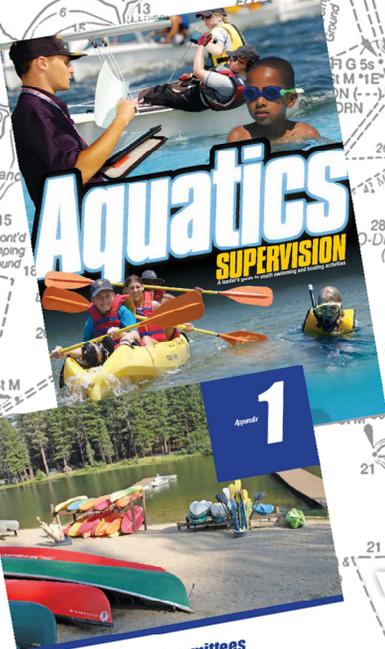


ROLE OF THE AQUATICS COMMITTEE



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- TRAINING
- PROGRAM
- ADVANCEMENT
- SAFETY
- ATTRACTION, DEVELOPMENT AND RETENTION OF AQUATICS LEADERSHIP



Council Aquatics Committees

Local BSA aquatics programming is enhanced when a council aquatics committee promotes activities, helps procure equipment, seek volunteers, and provides guidance to unit leaders and council professionals. Increased volunteerism should check with their local council service center. Some committees may not exist or may be inactive. In that case, we interested volunteers is needed to work with council professionals to generate sufficient interest to form an active committee. This following material is a guide to support committee organization, responsibilities and activities.

1

Attraction, Development, and Retention of Aquatics Leadership



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• Assist with sourcing qualified candidates.

**Camp Staff
Campers / Leaders
Roundtables
Other Training Groups**

**Colleges
High Schools
Swim Clubs**

**American Red Cross
American Canoe Association
JCC
YMCA
US Rowing
US Sailing**

Attraction, Development, and Retention of Aquatics Leadership



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- Assist with interviewing candidates to ensure necessary aquatics experience, training certificates, and aquatics leadership.



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Attraction, Development, and Retention of Aquatics Leadership

- Establish a succession planning process identifying the next aquatics leaders for key roles.***





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Attraction, Development, and Retention of Aquatics Leadership

- Establish a program to train, develop, and retain younger aquatics staff members to become aquatics leaders in the future. This includes staff for summer camp and year-round council- and district-led aquatics activities. The staff training process for summer camp staff ideally would begin in the January-to-April period each year to ensure that a well-trained aquatics staff exists before arriving at summer camp.*

SAMPLE STAFF PLANNING / TRAINING SCHEDULE

AUG - OCT

ASSESSMENT

NOV - DEC

PLANNING

JAN - APRIL

TRAINING

MAY - JULY

IMPLEMENTATION



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Attraction, Development, and Retention of Aquatics Leadership

- Develop and maintain enough qualified instructors, distributed throughout the council, to timely meet all local aquatics training needs.

HOW?

The same works for Aquatics Supervision



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An Aquatics Instructor BSA may teach either Swimming and Water Rescue or any of the Paddlecraft Safety courses.

Then the students who complete any of those courses may work toward becoming instructors for those awards.

Aq Supv Instructor . .
Also a three-step process

AQUATICS SUPERVISION COURSES

• SWIMMING AND WATER RESCUE

PADDLECRAFT SAFETY

- BASIC CANOEING
- BASIC KAYAKING
- RIVER CANOEING
- RIVER KAYAKING



1. Complete corresponding course
2. Assist in teaching a course under supervision
3. Organize and teach a course under supervision

