

SOFTBALL IN TASMANIA STRATEGIC AND OPERATIONAL PLAN 2023 - 2026



Mission

- Reframing the Future of Softball in Tasmania 2023-2026

Our Values

- Families | Inclusion | Leadership | Fair Play
Our Volunteers | Teamwork

Vision

- To have more people positively connecting with softball, in more places, more often!

STRATEGIC AND OPERATIONAL PLAN 2023-2026

THIS FOUR-YEAR PLAN HAS BEEN DRAFTED BY SOFTBALL TASMANIA FOR MEMBERS AND STAKEHOLDERS TO PROVIDE CLEAR DIRECTION FOR THE FUTURE OF THE SPORT. THE PLAN MAKES A SERIES OF STRATEGIC STATEMENTS ABOUT SOFTBALL IN TASMANIA THAT ARE ALIGNED WITH THE PRIORITIES OF SOFTBALL AUSTRALIA'S STRATEGIC PLAN.

ALL MEMBERS ARE ENCOURAGED AND INVITED TO BE A PART OF OWNING AND BRINGING THIS PLAN TO LIFE. TO ACHIEVE THE GOALS SET DOWN IN THE PLAN, THE SOFTBALL TASMANIA BOARD WILL MONITOR AND REGULARLY REPORT ON PROGRESS. THE PLAN WILL BE REVIEWED ANNUALLY AND ACTION PRIORITIES ADJUSTED TO ACCOMMODATE FOR UNEXPECTED CIRCUMSTANCES. SOFTBALL TASMANIA WILL DELEGATE THE NECESSARY RESOURCES TO COMPLETE EACH ACTION.

THERE IS IMPLICIT UNDERSTANDING THAT NOT ALL ACTIONS WILL BE ENACTED IN THE FIRST YEAR OF THE PLAN.

SOFTBALL TASMANIA STRATEGIC PLAN 2023-26

CONTENT OF THE STRATEGIC PLAN

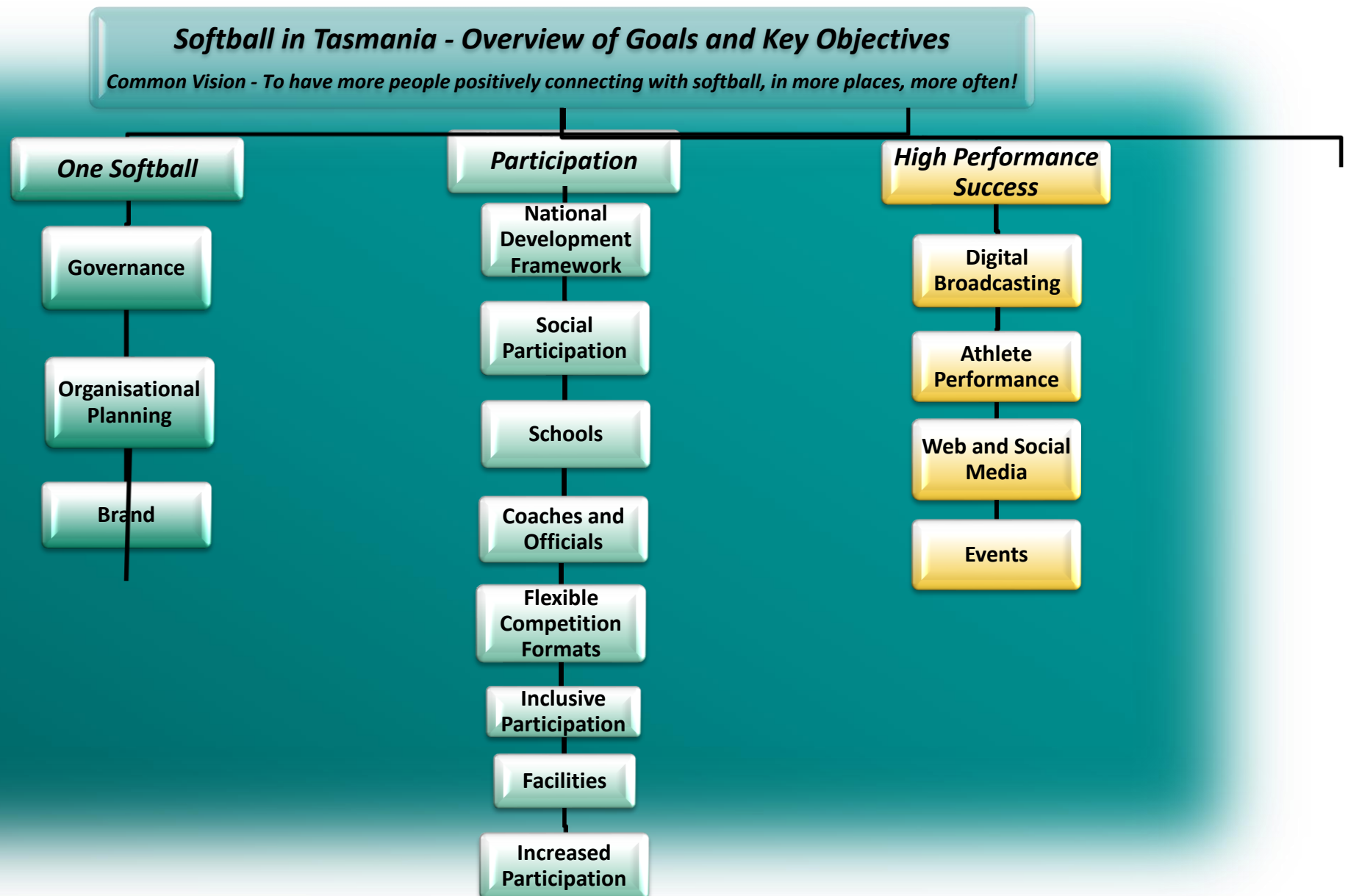
- Statements that provide clear direction on Softball Tasmania's mission and vision.
- Values that the organisation is prepared to promote.
- A chart that provides an overview of Softball Tasmania's goals and objectives for 2023-2026.

CONTENT OF THE OPERATIONAL PLAN

- Goals, Key Objectives, Strategies and Actions.
- Priorities
- Action Status
- Resources
- Responsibility



SOFTBALL TASMANIA STRATEGIC PLAN 2023-26



SOFTBALL TASMANIA STRATEGIC PLAN 2023-26

Planning Grid							
Goal Area	One Softball						
Key Objective	Governance						
Strategies What	Actions How	Priority L/M/H	Status One-off Ongoing	Time Frame Due date to complete the action	Resources Human Material Financial	Responsibility Who	Action Completed ✓Date
Active Tasmania relationship	Apply to AT for annual funding through the Active Tasmania Grants program .	H	Ongoing	Annually by due date	<ul style="list-style-type: none"> Board Affiliates 	- ST Dev	
	Promote AT workshops and forums in Governance, MPIO, Complaint Handling and Finance Training to softball networks.	H	Ongoing		<ul style="list-style-type: none"> PBTR online courses /workshops 	- Board & - Affiliates	Information forwarded as received
KPI One Softball*	KPI Liaise with Softball Australia (SA) to develop a suitable One Softball Financial Agreement specific to Tasmania.	H	One-off	2023	<ul style="list-style-type: none"> SA CEO, ST Finance Manager SR Projects Officer 	- Board & Finance Manager - SA	2023 ongoing
	KPI One Softball agreement signed off	H	One-off	2023	<ul style="list-style-type: none"> SA CEO ST Board 	- Board - SA	

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Audited Financial Reporting	Produce an audited annual financial report to present at the AGM in compliance with Softball Tasmania's (ST) constitution.	H	Ongoing	Annually	<ul style="list-style-type: none"> Softball Tas Finance Manager 	- Board/Finance Mgr	2023 completed
Strengthen the capabilities of the Board	KPI Maintain Gender Equity on Board and encourage Affiliates to do likewise.	H	Ongoing		<ul style="list-style-type: none"> Members Board 	- Board	2023 completed
	KPI ST Board Members to complete the on-line ASC "The Start Line- Directors Education Course".	H	One-off	June 2024	<ul style="list-style-type: none"> 	-	
	Identify and appoint a member to the Softball Tasmania board with experience in communication and marketing.	M	One-off	2024	<ul style="list-style-type: none"> Board 	- Board	
Document Development and Upgrade	Develop and adopt the 2027-30 Operational Plan	H	One-off	2026 AGM	<ul style="list-style-type: none"> ST Board & Affil 	- Dev/Board	
	Develop a Succession Plan for ST	H	One-off	2024	<ul style="list-style-type: none"> NTSA Succession Plan SA resources 	- Board	
	Review and update Softball ST constitution to comply with One Softball and post on the web.*	M/H	One-off	2024	<ul style="list-style-type: none"> SA 	- Board - Web/Media Officer	

SOFTBALL TASMANIA STRATEGIC PLAN 2023-26

Planning Grid							
Goal Area	One Softball						
Key Objective	Organisational Planning						
Strategies <i>What</i>	Actions <i>How</i>	Priority <i>L/M/H</i>	Status <i>One-off Ongoing</i>	Time Frame <i>Due date to complete the action</i>	Resources <i>Human Material Financial</i>	Responsibility <i>Who</i>	Action Completed <i>✓Date</i>
Accounting platforms	Investigate a single electronic accounting platform for ST*	M	One-off	2024	<ul style="list-style-type: none"> ST - Funds Finance Manager Board SA & SR 	<ul style="list-style-type: none"> ST Finance Manager Affiliates, Clubs 	
	Encourage Affiliates to move to a single electronic accounting platform and investigate subsidising their initial program	L		2024	<ul style="list-style-type: none"> 	-	
Policy Development and SA National Integrity Framework	Continue to adopt and develop common policy documents that align with SA National Integrity Framework (Integrity, Child Safeguarding and Member Protection).	H	Ongoing		<ul style="list-style-type: none"> Softball Australia Board 	-	

SOFTBALL TASMANIA STRATEGIC PLAN 2023-26

	Provide affiliates with up-to-date information about SA & ST Policies and the National Integrity Framework	M	Ongoing	Following AGM	<ul style="list-style-type: none"> SA & ST Policies NIF 	-	
	Review policies annually	H	Ongoing		<ul style="list-style-type: none"> 	-	
Member Protection Information Officers (MPIOs)	Maintain at least one MPIO in each region with a focus on increasing northwest representation. Post MPIOs contact details on the ST website	M	Ongoing		<ul style="list-style-type: none"> MPIO online course MPIO Face-to-Face course 	<ul style="list-style-type: none"> - Board - Affiliates - Clubs 	2023 completed
Working with Vulnerable People registrations	Continue to update affiliates of WWVP requirements.	H	Ongoing		<ul style="list-style-type: none"> Board 	-	
	Maintain and update annually ST's database of coaches, official's and volunteers Working with Vulnerable People registrations.	H	Ongoing	Oct/Nov each year	<ul style="list-style-type: none"> ST Database WWVP website Affiliates & Clubs 	-	
Strategic Planning	Draft and adopt the 2023-26 Strategic & Operational Plan for softball in Tasmania. Post finalised plan on the ST website.	H	One Off	2023	<ul style="list-style-type: none"> Board CSR Project Coordinator 	- ST Board	July 2023 commenced
	Update the Strategic plan Tick Chart at each board meeting to monitor progress. Record progress at board meetings, in minutes and in the President's annual report	H	Ongoing		<ul style="list-style-type: none"> ST Board 	- ST Board	July 2023 added

SOFTBALL TASMANIA STRATEGIC PLAN 2023-26

	Share the common vision of SA and seek guidance on aligning ST direction with the NSO’s national strategy.	H	Ongoing		○ SA & SR	- ST Board	
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SOFTBALL TASMANIA STRATEGIC PLAN 2023-26

Planning Grid							
Goal Area	One Softball						
Key Objective	Brand						
Strategies <i>What</i>	Actions <i>How</i>	Priority <i>L/M/H</i>	Status <i>One-off Ongoing</i>	Time Frame <i>Due date to complete the action</i>	Resources <i>Human Material Financial</i>	Responsibility <i>Who</i>	Action Completed <i>✓Date</i>
Marketing	Investigate development of generic TV advertisement to promote Batter Up T- Ball, FastPitch, Social 7s and the new Home Run Heroes (HRH) junior program	L	One-off	2024	<ul style="list-style-type: none"> Marketing companies SR & SA resources 	- Board	2023 commenced
	If viable, progress to production stage	L	One-off		<ul style="list-style-type: none"> SR Grant Funds 	- Board	
Sponsorship, Promotion and Brand recognition	Continue to promote all versions of Softball and T-Ball within the community and schools through media and activities.	H	Ongoing		<ul style="list-style-type: none"> Community radio, flyers, social media established networks Schools 	- Board	
	Make use of SA & AT resources, on-line and logos to market all versions of Softball and T-Ball within the community and schools through media and activities.	H	Ongoing		<ul style="list-style-type: none"> SA & ST resources SR Grant funds 	- Board	
	Utilise the Softball Tasmania vision and values as branding on official documentation and digital platforms.	H	Ongoing		<ul style="list-style-type: none"> ST & SA Resources 	- Board	

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	Develop a generic brochure that ST and Affiliates can update annually to reflect current Softball Tasmania and Affiliates information, to promote Softball/T-Ball variations and programs to schools and at community events.	M	Ongoing	Annually - September	<ul style="list-style-type: none"> ○ SA & ST resources ○ Sp Schools coaches ○ Affiliates 	- Dev	2023 commenced
	Utilise ST website, Facebook and other media means to promote sponsors.	M	Ongoing		<ul style="list-style-type: none"> ○ Communication & Marketing ○ Web Admin 	-	
	Encourage and assist Affiliates to seek sponsorship signage for erection around their home ground	L	Ongoing		<ul style="list-style-type: none"> ○ Board 	<ul style="list-style-type: none"> - Comms & Marketing - Web Admin - Affiliates 	

SOFTBALL TASMANIA STRATEGIC PLAN 2023-26

Planning Grid							
Goal Area	Participation						
Key Objective	National Development Framework						
Strategies <i>What</i>	Actions <i>How</i>	Priority <i>L/M/H</i>	Status <i>One-off Ongoing</i>	Time Frame <i>Due date to complete the action</i>	Resources <i>Human Material Financial</i>	Responsibility <i>Who</i>	Action Completed <i>✓Date</i>
Rewards and recognition	Nominate clubs and Affiliates for local, state and national sporting awards	M	Ongoing	Annual	<ul style="list-style-type: none"> Board & Affiliates 	- Board	
ASC -Sports Aust Game Plan	Encourage Affiliates and clubs to use the Game Plan resources on the ASC. Website.	M	Ongoing		<ul style="list-style-type: none"> ASC PBTR Board Affiliates Clubs 	- Dev	
Softball Australia and Softball Tasmania communications	Softball Tasmania to provide timely responses to all communications initiated by Softball Australia	H	Ongoing		<ul style="list-style-type: none"> Admin Pres 	<ul style="list-style-type: none"> Pres Admin 	
	Support Softball Australia in its strategy to implement its proposed one management governance structure *	H	Ongoing		<ul style="list-style-type: none"> Board 	- ST Board	

SOFTBALL TASMANIA STRATEGIC PLAN 2023-26

Planning Grid							
Goal Area	Participation						
Key Objective	Social Participation – Juniors and Masters						
Strategies What	Actions How	Priority L/M/H	Status One-off Ongoing	Time Frame Due date to complete the action	Resources Human Material Financial	Responsibility Who	Action Completed ✓Date
<ul style="list-style-type: none"> Alternative versions of the game 	Continue to market all versions of the game including Fully Loaded versions, in Fast Pitch, Slow Pitch (Social 7s), Masters, Modified Junior Softball, T-Ball and Home Run Heroes within the community, disability sector and schools through community radio, flyers, social media and established networks.	H	Ongoing		<ul style="list-style-type: none"> SA Participation staff & resources SR Grant funds Board 	<ul style="list-style-type: none"> - Dev & Affiliates 	
	KPI Support NTSA to deliver the annual Launceston Masters	M	Ongoing		<ul style="list-style-type: none"> Board NTSA 	<ul style="list-style-type: none"> - NTSA 	
	KPI Encourage and assist Affiliates to deliver Social 7's competition in their region and investigate feasibility of an annual State Social 7s Day .	M	Ongoing		<ul style="list-style-type: none"> Dev Affiliates SR Grant funds 	<ul style="list-style-type: none"> - ST Dev & 	Commenced June 2023 -met with BSA & USA NTSA roster underway Nov
	Increase number of Affiliates running structured Social 7s from one to two.	M	One-off	Jun 2024	<ul style="list-style-type: none"> Dev Affiliates AT Grant funds 	<ul style="list-style-type: none"> - Dev 	-May 2023 STSA completed

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• Junior participation	Maintain an ST web site link to SA Home Run Heroes web site to ensure access to updated information is available.	H	Ongoing		<ul style="list-style-type: none"> Web Admin SA resources 	- Web Admin	2023 completed
	KPI Use the new Home Run Heroes Junior entry program to introduce participants to T-Ball and Softball.	H	Ongoing		<ul style="list-style-type: none"> Dev Affiliates 	- Dev	
	Using Home Run Heroes, Slow Pitch and Fully Loaded Softball, work with Affiliates to develop a pathway plan for participants through T-Ball and Softball to transition to club based teams.	H	One-off	2024	<ul style="list-style-type: none"> SA staff ST Dev Affiliates SR Grant funds 	<ul style="list-style-type: none"> ST Dev Affiliates 	
	Actively promote and deliver at least two junior carnivals annually (U12s, U14's or U16s) using a venue rotation system.	H	Ongoing		<ul style="list-style-type: none"> Members Affiliates 	- Champ Sub-Committee	2023 completed

SOFTBALL TASMANIA STRATEGIC PLAN 2023-26

Planning Grid							
Goal Area	Participation						
Key Objective	Schools						
Strategies <i>What</i>	Actions <i>How</i>	Priority <i>L/M/H</i>	Status <i>One-off Ongoing</i>	Time Frame <i>Due date to complete the action</i>	Resources <i>Human Material Financial</i>	Responsibility <i>Who</i>	Action Completed <i>☑Date</i>
<ul style="list-style-type: none"> Sporting Schools program KPI 	Target volunteers who are available in school hours and provide coach training to meet the demand for delivery of Sporting Schools.	H	Ongoing		<ul style="list-style-type: none"> Dev SR Grant funds 	- Dev	June 2023 1 Coach recruited
	Register coaches and coaching providers on the <u>Sporting Schools</u> website (target at least one coach per association)	H	Ongoing		<ul style="list-style-type: none"> Dev 	- Dev	2023 July 1 new coach registered (USA)
	Maintain a Softball Tasmania website link to the ASC Sporting Schools program and SA Home Run Heroes webpages to ensure schools and Affiliates have access to up-to-date information about the programs.	H	Ongoing		<ul style="list-style-type: none"> Web Admin Dev 	- Web Admin	2023 links updated
	KPI Identify participating schools and deliver the Sporting Schools program using ASC approved Softball Australia HOME RUN HEROES to a minimum of two schools across each affiliate.	H	Ongoing	Annual	<ul style="list-style-type: none"> Dev SS Coaches 	- Dev	

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<ul style="list-style-type: none"> Primary school relationships 	Assist clubs to become involved with schools in their area to develop a connection to actively recruit students to their club.	H	Ongoing		<ul style="list-style-type: none"> Dev Affiliates AS Grant funds 	- Dev & Affiliates	2023 BSA&USA commenced
	Investigate feasibility of school s participation in U12 Carnival.	L	Ongoing		<ul style="list-style-type: none"> Champ Sub-com & Dev ST Grant funds 	- Dev & - Champ Coord	

Planning Grid							
Goal Area	Participation						
Key Objective	Coach and Officials						
Strategies <i>What</i>	Actions <i>How</i>	Priority <i>L/M/H</i>	Status <i>One-off Ongoing</i>	Time Frame <i>Due date to complete the action</i>	Resources <i>Human Material Financial</i>	Responsibility <i>Who</i>	Action Completed <i>✓Date</i>
Develop opportunities for	Maintain the links, on the ST website with information on events/courses on the accreditation pages on the Softball Australia web	H	Ongoing	Annually-Sept	<ul style="list-style-type: none"> St web admin 	- Coaching, Scoring, Umpiring Coord-	

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Coaches and Officials	Provide Coaches and Officials with pathways that enhance skill development and assist them to gain experience at club, regional and national events.	H	Ongoing		○ST Coordinators		
	Continue to foster relationships with interstate coaches, umpires and scorers to provide members with mentoring opportunities and guidance.	H	Ongoing		○Coordinators ○Dev ○St Pres		
Promote Coach and Officials development opportunities	KPI Promote SA Coaching, Umpiring and Scoring on-line accreditation courses and target and support members to complete on-line and face to face Umpire and Scorer courses to obtain and advance qualifications	H	Ongoing		○Board & Coordinators		
	KPI Promote the Green Shirt Umpire Training program for new umpires statewide and increase the number of Affiliates successfully using the program from one to two.	H	Ongoing		○Umpires Coordinator ○SA resources	- Ump Coord	NTSA successful program STSA currently revising
Coach Accreditation	Evaluate current Coach numbers and target members to complete/obtain qualifications at the levels required to meet projected demand.	H	Ongoing		○Coach Coord ○Board	- Coach Coordinator	
	Use the Softball Australia on-line Coach accreditation courses and support members to complete online SBU & Foundation level courses.	H	One-off	Mar 2024	○Coach Coord ○AT Grant funds	- Coach Coordinator	
	Two new coaches to complete Coaching Induction and three coaches to advance from Coaching Induction to Foundation Coach.	H	One-off	Dec 2023	○Coach Coord ○AT Grant funds	- Coach Coordinator	
	Encourage and support members to complete SA SBU & relevant Play By the Rules courses to present Home Run Heroes programs.	H	One-off	Mar 2024	○Coach Coord ○AT Grant funds	- Coach Coordinator	

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<ul style="list-style-type: none"> Officials Accreditation 	KPI Support one Green shirt umpire to gain Level 1 and two Level 1 to Level 2.	H	Ongoing		<ul style="list-style-type: none"> Umpire Coordinator AT Grant funds 	- Umpire Coordinator	
	KPI Deliver Level One scoring courses in the North, South and Northwest, and follow up the Level 1 scoring course held in the North to prepare members for Level 2.	H	Ongoing		<ul style="list-style-type: none"> Scoring Coordinator AT Grant funds 	- Scoring Coordinator	
	KPI Upgrade two Level 1 scorers to Level 2	H	Ongoing		<ul style="list-style-type: none"> Scoring Coord AT Grant funds 	- Scoring Coordinator	
<ul style="list-style-type: none"> Volunteer induction 	In consultation with Affiliates, develop a volunteers induction program that includes training and clear job descriptions	M	One-off	Mar 2024	<ul style="list-style-type: none"> AT&SA resources ASC on-line resources 	- Board	

Planning Grid							
Goal Area	Participation						
Key Objective	Flexible Competition Formats - Inclusive Participation - Facilities						
Strategies <i>What</i>	Actions <i>How</i>	Priority <i>L/M/H</i>	Status <i>One-off Ongoing</i>	Time Frame <i>Due date to complete the action</i>	Resources <i>Human Material Financial</i>	Responsibility <i>Who</i>	Action Completed <i>✓Date</i>
<ul style="list-style-type: none"> Flexible Rules and Bylaws 	Modify bylaws, rules and game formats to deliver rosters that fit the needs of targeted populations (e.g. removing barriers for the migrant and transgender communities to participate)	M	One-off	Dec 2023	<ul style="list-style-type: none"> Board Affiliates 	<ul style="list-style-type: none"> ST Board Affiliates 	2023 in place

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	Encourage Affiliates to change competition rules to allow teams that struggle to field a full team, to borrow players from other teams or play seven/eight-a-side with no absent batter.	M	One-off	Dec 2023	<ul style="list-style-type: none"> Board & Affiliates 	<ul style="list-style-type: none"> ST Board Affiliates 	2023 in place
<ul style="list-style-type: none"> Socially inclusive softball 	Increase softball's inclusion in Indigenous school activity days and youth programs.	H	Ongoing		<ul style="list-style-type: none"> Indigenous community 	<ul style="list-style-type: none"> ST Dev 	
	Target Aboriginal community members to participate in the Social 7's roster.	M	Ongoing	2023	<ul style="list-style-type: none"> Affiliates AT Grant funds 	<ul style="list-style-type: none"> ST Dev 	
	KPI Update the inclusion strategy to comply with SA policy & the NIF to give players with a disability a pathway to Social 7s and Junior programs.	M	One-off	Sept 2023	<ul style="list-style-type: none"> SA & AT resources 	<ul style="list-style-type: none"> ST Dev 	
	KPI Continually update Softball Tasmania's inclusion policy to meet the needs of the LGBTQ+ community.	M	Ongoing		<ul style="list-style-type: none"> SA & AT resources 	<ul style="list-style-type: none"> ST Board Affiliates 	
	KPI Support NTSA to run a days program for New Horizons.	M			<ul style="list-style-type: none"> NTSA New Horizons contacts 	<ul style="list-style-type: none"> NTSA 	
	KPI Liaise with Vic Softball and Casey association to investigate Wheelchair Softball/T-Ball.	M	Ongoing	Dec 2023	<ul style="list-style-type: none"> Vic Softball resources AT Grant funds 	<ul style="list-style-type: none"> ST Dev 	Jul 2023 contact made with Vic & Paraquad Tas Small event held Oct 23
Socially Inclusive Softball (cont.)							

SOFTBALL TASMANIA STRATEGIC PLAN 2023-26

• Softball facilities	Assist Affiliates to work with Local Councils to develop Risk Management Plan for their facilities.	H	Ongoing		<ul style="list-style-type: none"> ○ Affiliates ○ CSR Project Officer 	- ST Dev	
	Work with Affiliates to identify the risks at facilities that impact on the delivery of activities.	H	Ongoing		<ul style="list-style-type: none"> ○ Affiliates ○ Other sports ○ Local Councils ○ AT resources 	- Affiliates - Board	
	Join forces with other sports that share facilities to jointly advocate for infrastructure development and upgrades (e.g. soccer & baseball)	M	Ongoing		<ul style="list-style-type: none"> ○ Affiliates ○ Local Councils 	- Affiliates - Board	
	Share with local councils the risks identified at facilities that impact on the delivery of activities and discuss controls to manage the risks.	H			<ul style="list-style-type: none"> ○ Local councils ○ Affiliates ○ Board 	- Affiliates - Bioard	
	Update affiliates on grant opportunities. local government to plan, initiate and fund ground upgrade projects with support from AT Infrastructure Grant program.	M			<ul style="list-style-type: none"> ○ Board ○ Affiliates ○ SA ○ AT grants 	- Board	

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Planning Grid							
Goal Area	Participation						
Key Objective	Increased Participation						
Strategies <i>What</i>	Actions <i>How</i>	Priority <i>L/M/H</i>	Status <i>One-off Ongoing</i>	Time Frame <i>Due date to complete the action</i>	Resources <i>Human Material Financial</i>	Responsibility <i>Who</i>	Action Completed <i>✓Date</i>
Grass roots participation	Promote softball to the community and schools as a family-oriented sport that can create lifetime friendships (active promotion of Softball Tasmania's Values)	H	Ongoing		<ul style="list-style-type: none"> SA resources ST Brochures Social Media 	<ul style="list-style-type: none"> - Board - Affiliates 	

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	Deliver Gala Days focusing on non-competitive activities that include T-Ball (consider scheduling in conjunction with Social 7s)	M	Ongoing		○ Affiliates	- ST Dev	
	Encourage Affiliates to hold Junior Holiday programs to introduce participants to T-Ball and Softball.	M	Ongoing		○ Affiliates	- ST Dev	
Flexible payment options	Consult with Affiliates to provide a fee structure that offers discounts for families	M	One-off	Aug 2023	○ Board ○ Affiliates ○ Rev database	- Affiliates	2023 completed
Junior Participation	Assist Ulverstone and Burnie Affiliates to run HRH programs and establish sustainable T-Ball programs.	H	One-off	Dec 2023	○ Schools ○ Volunteers ○ Dev ○ AT Grant funds	- ST Dev - Affiliates	July /Sept 2023 commenced
	Support the Northern and Southern Associations to maintain and grow their T-Ball and Junior programs.	H	Ongoing		○ NTSA & STSA ○ Schools ○ Media ○ AT Grant funds	- Dev	
	Encourage Coaches to progress through coaching levels for accreditation to run Home Run Heroes programs.	H	Ongoing		○ Coach Coordinator ○ Dev	- Dev	
	Develop Junior players to a level they can participate in events in other states	M	Ongoing		○ Local & Mainland coaches ○ Junior clinics ○ Coach education	- Board - Coach Coordinator	
	Promote Fully Loaded T-Ball and Softball to Affiliates and trial a Fully Loaded junior event between 2 affiliates.	M	One-off	Jun 2024	○ SA resources ○ Affiliates ○ AT grant funds	- ST Dev	

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Planning Grid							
Goal Area	High Performance Promotion						
Key Objective	Digital Broadcasting- Events						
Strategies <i>What</i>	Actions <i>How</i>	Priority <i>L/M/H</i>	Status <i>One-off Ongoing</i>	Time Frame <i>Due date to complete the action</i>	Resources <i>Human Material Financial</i>	Responsibility <i>Who</i>	Action Completed <i>✓Date</i>
Media and Events	Appoint a Softball Tasmania media liaison officer to coordinate media engagement	M	One-off	2024	<ul style="list-style-type: none"> Board Members 	- Board	
	Build robust links with local radio in all regions and average one phone-in contact prior to each event during the softball season	M	One-off	2024	<ul style="list-style-type: none"> Board 	- Board - Affiliates	

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Planning Grid							
Goal Area	High Performance- Athlete Pathway- Senior Women						
Key Objective	Athlete performance- Events						
Strategies What	Actions How	Priority L/M/H	Status One-off Ongoing	Time Frame Due date to complete the action	Resources Human Material Financial	Responsibility Who	Action Completed ✓Date
Senior pathway to national level competition	Investigate proposal from a Qld coach to form a combined team of Qld and Tas players, to represent Tasmania at the 2024 Open Women's Nationals.	H	One-off	July 2023	<ul style="list-style-type: none"> Board Qld Coach 	- ST Pres	Oct 2023- Team entered in 2024 nationals

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	If viable, adopt and appoint Head Coach.	H	One-off	Jul 2023	○ Board	- Board	2023 completed July
	Institute a three-year Senior Development Program to prepare Tasmanian players for inclusion in the 2025 Open Women's team.	H	One-off	Jul 2023	○ Head Coach ○ Board	- ST Pres - Head Coach	July 2023 commenced
	Appoint a Senior Women's fitness coach to oversee a fitness program for Tas members of the team.	H	One-off	Aug 2023	○ Board	- Board	Aug 2023 appointed
	Review and update the Program in preparation for more Tasmanian based players to improve skills to a level that gives them the opportunity to gain selection in the 2025 team.	H	One-off	June 2024	○ Board ○ Head Coach	- St Pres - Head Coach	
	Increase the number of Tasmanian players in the 2026 team.	H	Ongoing		○ Board ○ Head Coach	- ST Pres - Head Coach	

Planning Grid							
Goal Area	High Performance- Juniors						
Key Objective	Junior Pathway						
Strategies What	Actions How	Priority L/M/H	Status One-off Ongoing	Time Frame Due date to complete the action	Resources Human Material Financial	Responsibility Who	Action Completed ✓/Date
	Develop a player pathway for under-age sides at regionals, interstate tournaments and nationals	M/H	One-off	June 2024	<ul style="list-style-type: none"> ST Dev Qld Coach 	○ ST DEV	

SOFTBALL TASMANIA STRATEGIC PLAN 2023-26

Junior pathways to events in other states	Institute a Junior Development Program to prepare Tasmanian players to compete in junior events in other states.	M/H	One-off	June 2024	<ul style="list-style-type: none"> ST Dev Qld Coach 	<ul style="list-style-type: none"> ST Dev 	
	Assess feasibility of sending teams to interstate carnivals that have higher levels of competition than the current carnivals members attend	M/H	One-off	June 2024	<ul style="list-style-type: none"> Board 	<ul style="list-style-type: none"> Board 	