



TOWNSHIP OF EDWARDSBURGH CARDINAL INFORMATION ITEM

Committee: Community Development Committee

Date: October 2, 2023

Department: Recreation

Topic: Summer Programs Report 2023

Background: Below you will find a summary report for our Summer Day Camp and Aquatics programs.

Summer Day Camp

This year's summer camp was very well attended in both Cardinal and Johnstown locations. This summer our Cardinal camp was extended to eight weeks: two, 2-week sessions held at Ingridion Centre, which had 30 campers and three staff; and four weeks at the Cardinal Fire Hall, which had 25 campers and three staff. Johnstown camp had 40 campers and four staff for all four sessions of camp.

Drop off began at 8am and ended 9am, camp activities and games started at 9am and ended at 4pm and pick-up began at 4pm and ended at 5pm.

Overall, in Johnstown we had 97 different campers and 58 different families over the four sessions of camp and in Cardinal we had 61 different campers and 36 different families over the four sessions of camp. Special thanks to Chief Moore for allowing us to utilize the Cardinal Fire Hall.

Successes:

Overall, camp had a very successful summer. This year camp themes (Arts & Crafts, Animals, Camp and Summer Blast) were well received by staff and campers through fun games, activities and crafts. Campers also received a swimming lesson and an opportunity to take part in our new Jr. Lifeguarding program three times a week. Campers enjoyed the addition of this program. Campers especially enjoyed the Jr. Lifeguard Competition put on by pool staff at the end of summer.

Lastly, the Fire Department made an appearance at both camp locations during the last week of summer to educate campers about the importance of fire prevention. The kids enjoyed this immensely.

Camp Challenges:

One of the biggest challenges encountered at the Cardinal Day Camp was that the campers were much younger (Age 5-7 years old). This provided challenges as campers needed more one to one attention to complete the some of the simplest tasks, as well as they struggled to follow the routine of the camp each day.

A second challenge faced was the lack of support for campers who had demonstrated a variety of behavior challenges (children on the spectrum, ADHD and other behavioral challenges). The program is seeing a rapid increase in these behaviors in both the camps. These challenges kept the staff busy, and learning as the summer went on. It is important to note that the township is seeing a huge increase in these different needs, and the young staff must learn to adapt as they go.

Staff:

Staff took part in 2 training days; training took place early spring, one evening and one full day. During these training sessions staff learned rules, expectations, policies, and procedures. It is imperative that all staff be properly trained and have an opportunity to complete team building activities and have an opportunity to ask questions. Staff should be hired in early spring to ensure that additional training can be done before the end of June. Camp staff had to complete their Standard First Aid as well as the Safeguard Course. This summer there was seven full time camp counselors and two part-time camp staff.

Successes:

Staff took part in one evening training with the all-summer staff including our Leaders in Training. For this training the fire chief and some fire fighters were also part of the training as staff worked through situations on what to do. This is important training, as it gave staff the opportunity to work together, with both pool and camp staff.

Staff Challenges:

One of the biggest challenges the Township had this summer was how young the camp staff was and how inexperienced staff was in dealing with the variety of behavior needs. It is imperative that the township adds special training on strategies in how to deal with these different types of behaviors that are now apparent in camp.

Leaders in Training (LIT)

This summer the Township started a LIT program that worked in conjunction with the summer camps. LITS are individuals ages 12 to 14 interested in working with children, and looking for volunteer hours.

LIT'S were an integral part of the summer day camp program this summer. Both camps had 5 LIT'S through-out the eight weeks of camp; without them the programs would not have been as successful.

These individuals helped with running small group activities, getting campers to and from swimming lessons on time and ensured the new pool ratios were met (the ratio is 1:2 for children 5 years and under (this ratio cannot be combined with any other ratio). 1:4 when campers cannot pass the swim test and are ages 6-9, 1:8 when campers can pass the swim test. Campers over the age of 10 who can pass the swim test are free to swim on their own but for those swimmers aged 10 and older who do not pass they must be in a 1:4). Ensuring their safety when moving kids from one activity to another.

It is important to note that even though the camp ratio is 1:10, in order to run an effective program, more help is required. Campers are changing and come to camp with new challenges that young counsellors are not equipped to handle with this ratio. It is important that the Township re-evaluate the staffing ratio and encourage young people to volunteer in the hopes that down the road they may become lifeguards or camp counselors.

Recommendations for Summer 2024:

- More camp staff to support challenging behavior of campers and the younger camp attendance
- More staff training to support children with special behavior needs
- Grow Cardinal camp to 40 campers for session 1 & 2 and 25 for session 3 & 4
- Continue with the LIT program to encourage more 12–14-year-olds to become lifeguards and camp staff

Pool Year End Report 2023

During the off season the township took the opportunity to explore additional training and education for the leadership within the aquatic operations, including Aquatic Manager, Aquatic Supervisor, Trainer certifications, etc. When moving through these certifications we learned that there were areas that operations were excelling but also areas where we were falling behind. As a result of this learning, changes were implemented throughout the summer to ensure compliance with regulations and standards as well as enhance program delivery.

Our 2023 summer program was very successful; the township continues to be able to offer strong programming. This year programming started back in early spring with our Standard first aid & CPR C and Safeguard courses being offered. Both programs were well attended. The Safeguard course was new this year and was offered both in-person and on-line. This course is geared towards camp staff, and our Leaders-in-training as it prepares them for their responsibilities when it comes to the pool and their campers.

Spring Courses

Course	Number of Participants	Current Staff
Safeguard	14	9
Standard First Aid and CPR-C	9	5

The township continues to build on providing leadership courses for our own employees and to local municipalities. By offering these courses to our own staff, the township is also helping other municipalities with current staffing shortages. The new course the township offered this June was the Aquatic Supervisor course. This course focused on getting deck-level supervisors with the knowledge, skills, and tools required to effectively guide fellow staff members in the safe delivery of the aquatic programs. We had 4 employees attend this course. They have been mentored and have had a chance to demonstrate these skills. We also had four staff from Kemptville, Prescott, and the Brockville YMCA join us.

Leadership Program

Course	Number of Participants	Current Staff
Lifesaving Society Swim Instructors	8	8
Lifesaving Society Instructors	4	3
***NEW Aquatic Supervisor Course	4	4

Bronze Program

Course	Number of Participants	Current Staff	Total Participants
Bronze Star	2	0	2
Basic First Aid	2	0	2
Bronze Medallion	10	1	11
Emergency First Aid	9	0	9
Bronze Cross	5	1	6
Standard First Aid	7	0	7
National Lifeguarding Course	9	4	13
National Lifeguarding Recert	9	2	11

Aquatic Team

This team consisted of 21 different individuals working a variety of hours to delivery approximately 60 hours a week of full programming at both pools.

Profile of The Aquatic Team

The community pools are operated by hard-working part-time team members with a variety of experiences and range of ages.

First Year Lifeguard/Instructors	7 (15 years of age)
Second Year Lifeguard/Instructor	6 (16 and 17 years of age)
Third Year Lifeguard/Instructor	2 (18 years of age)
Adults	6 Adults

Hours of Operations

Programming	Number of Staff	Rational
Adult Lane Swim (2 days a week at each pool)	2 staff	
Morning Lessons 9am -12pm	5 staff, and would like a deck supervisor throughout	Keeping our ratio down to an average of 1:4 ratio throughout most of our classes.
1:00-3:00 Public Swim	7 staff	To meet both the public swim ratios, as well as the camp ratio
3:00-4:30 Public Swim	Depending on the night it would be either 4 or 6 for Cardinal or 4 or 3 for Johnstown depending on lessons	
4:30- 5:30 Swim Team	3 staff needed	2 coaching and 1 guarding (Cardinal) 2 guards (Johnstown, as the team is coached by a SERA volunteer)
5:30 to 7:00 Lessons Two nights a week	6 staff in cardinal and 4 staff in Johnstown	We need to add a deck supervisor to evening lessons
6:00 – 7:00 Aquafit	3 Staff	1 Instructing and 2 guarding through rotation
7:00-8:00 Public Swim	2 Staff	2 guards going through rotation

Success

Overall, this team had a very successful summer. One of the biggest successes the team experienced would be the opportunities that our first-year staff had, which was the opportunity to build their confidence, skills, and delivery of lessons in a safe environment with an adult mentor. During these sessions the mentor was responsible for reenforcing the importance of safety during a lesson, working through lessons plans, and adding appropriate stroke drills to their lessons. This practice in return made for more successful lessons.

To maintain the success we have had this summer with our campers, it is important to make note that all 21 employees were imperative in the success of us meeting our 1 to 25 ratio we had for public swimming, as well as the day care policy for ratio set out by the Ontario Regulations. The ratio is 1:2 for children 5 years and under (this ratio cannot be combined with any other ratio); 1:4 when campers cannot pass the swim test and are ages 6-9; and 1:8 when campers can pass the swim test. Campers over the age of 10 who can pass the swim test are free to swim on their own but for those swimmers aged 10 and older who do not pass they must be in a 1:4 ratio. With Cardinal camp being young, it was necessary to use the lifeguards to meet these ratios along with the LIT's.

Challenges

One of our biggest challenges with staff this year was the changes in how youth participate in the workforce throughout Canada but was all very evident within our community as well. Staff not wanting to work as many hours as in the past, requests for time off, expectations shifting, etc., all impacted our ability to manage the teams' requests against the operations requirements. At least half of the staff took at least one week off for holidays, and the other half requested an average of 10 days off throughout the summer, making it a challenge to run our full programs at times.

Summer Programming

Swimming Lessons

Basic swimming ability is a fundamental requirement in any meaningful attempt to eliminate drowning in Canada. There are 5 modules in the Lifesaving Society Swim for Life Program

- Parent & Tot for children 4 months to 3 years of age
- Preschool for children 3-5 years of age
- Swimmer for children 5 years or older
- Adult lessons for people over 16 years
- Fitness Swimmer for people of any age who want to improve their overall physical fitness.

This summer we ran four of these programs along with the Swim Patrol Program. Our lessons were run at both pools, with the options of day or evening lessons. Saturday lessons were only offered in Johnstown.

Success of the Program

	Overall Day Lessons	Evening Lessons	Saturday Lessons	Total 2023	Total 2022	Total 2021	Total 2020	Total 2019
Cardinal	246	102	Not offered	348	206	146	Covid	180

Johnstown	225	63	16	304	310	104	Covid	235
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Evening lessons were for either 30 minutes or 1.5 hours, 2 days per week for 1 month. Lessons were well attended, especially the parent and tot and preschool classes.

Cardinal saw the biggest growth in its evening lessons, which went from 66 to 102, and day lessons went from 184 to 246. Two important things to note are that 90 swimmers of the 348 in Cardinal took more than one lesson and that camp kids in Cardinal made up 54% of our day lessons only.

Johnstown day lessons had a slight decline from last year, going from 243 to 225, but it is important to note that camp made up 75% of these lessons. Johnstown did have a slight growth in evening lessons going from 51 to 63. Saturday lessons remain the same at 16 participants.

Challenges

One of the biggest challenges with lessons this summer was not having a deck supervisor throughout the entire summer. The deck supervisor is an integral part of having successful and well-organized lessons. This employee is responsible for making sure lessons run smoothly for both the swimmer and the instructor.

A second challenge we had this summer was ensuring parents respected the rules to remain off the pool deck during lessons. This was a constant point of emphasis and created a hinderance and distraction for staff.

Lastly, and maybe the biggest challenge for the Aquatic director, was educating staff and the work that was completed around changing the philosophy of how we were going to administer our lessons this summer which is having them within their own quadrants and completing widths instead of lengths.

Pool Attendance

	2023 Total # of Swimmers	2022 Total # of Swimmer	2021 Total # of Swimmer	2020 Total # of Swimmer	2019 Total # of Swimmer
Cardinal Pool	2673	2481	1859	Covid	3393
Cardinal Lane Swim	27	54		Covid	
Cardinal Baby Pool	631	347	73	Covid	

Cardinal Aquafit (3nights)	247	84		Covid	
Johnstown Pool	2921	2935	2578	Covid	4295
Johnstown Lane Swim	176	188		Covid	
Johnstown Aquafit (2nights)	160	55		Covid	

Deck Supervisor

Recommended staffing standards from the Lifesaving Society indicate that when there are 40 or more people participating in lesson programming in the pool environment that there be a lifeguard present to ensure safety. In addition, it is recommended that a deck supervisor is present on the pool deck for all instructional blocks of time to support instructors, assist parents and participants and provide safety supervision. This summer one of our main focuses was to implement a deck supervisor, however with staff shortage this was not possible for the entire summer. It is important to note we were able to offer it for the 4th session only in both pools. This is a very important role in ensuring our facility is safe. It also ensures that every employee in our environment is alert to the risk to both employees and young families. This individual also provides support and guidance to lifeguards and instructors who are supporting our swimmers and families. These individuals completed the Aquatic Supervisor course and worked through a mentor opportunity throughout the summer with the Aquatic Director. We have been working towards this standard for our operation with some success.

Other Programming

The role of Coaches and Aqua fitness instructors is unique in the aquatic environment. The participant ratios and space allocation are not the same as in swimming lessons where the instructors are able to provide focused safety supervision. Coaches and Aqua fitness instructor, due to the role that they play, are not able to adequately provide strong safety supervision. For this reason, we have implemented a lifeguard on all swim team practices, Jr. Lifeguard and during Aqua fitness, ensuring our customers are provided with a safe environment to participate in.

Aquafit

Aquafit was offered at a new time this summer from 6pm to 7pm at both pools, for a total of five times per week. Participants were very excited to have their new time, as well as their fitness instructor back. The instructor has built a great relationship with the participants and has provided a variety of workouts. Overall, this program continues to grow. We had 70 participants register and an average of 12-15 participated each night. Some of these participants have since registered for the fall fitness class.

Swim Team

Both swim teams had a successful summer. Cardinal continues to build their team, having 15 swimmers in total this summer, with many of them participating in at least one swim meet. Cardinal participated in a total of 4 swim meets over the course of the summer.

Johnstown had a total of 25 swimmers. The club continues to be sponsored by SERA and coached by a volunteer. They participated in 5 swim meets this Summer. The township would like to thank SERA for their continued support.

Both teams hosted their own swim meets, with over 130 swimmers and 8 local teams. Both meets were a success and have picked dates for next year. Cardinal will host July 20th, and Johnstown will host July 28th.

Jr. Lifeguard Club

This was a new program this summer focusing on kids learning about lifesaving and lifeguarding skills. The program ran 3 days at each pool for 45 minutes. The program was free to the public. Kids participated in activities like those of real lifeguards in a safe, fun, and controlled setting. The goal is that kids will enjoy their experience and want to become lifeguards in the future.

The township had over 16 registered for the program online, as well as an average of 5 campers who joined in on the program each session. Johnstown was very successful in building their program throughout the summer averaging about 8 to 10 kids per day. Cardinal struggled a little to get the kids out consistently but had on average 2 swimmers per session.

The biggest success of the program was the year end trial run of a short Jr. lifeguard competition. Kids had a blast, participating in both team and individual events. The plan is for the township to run a full Jr. Lifeguard event next summer and invite all local municipalities. This event will run on August 11th.

Conclusion

This summer was a summer for change, growth and learning for all. Our programs overall saw growth and as a staff we continued to educate and bring drowning prevention awareness to our community.

Recommendations for the Aquatic Season of 2024

- Moving to a full-time deck supervisor, for ALL programming This will ensure instructors and lifeguards have the support they need, as well as a safe environment for all.

- Have the staff to run morning shift 9 to 3; evening shift 1 to 8; plus individuals willing to work weekends.
- Private lessons should be an option for families at a higher rate. This would target a new group of swimmers and add options to our program. These lessons would run at the same time as current lessons, but at a 1:1 ratio.
- If staff is available, working with South Edwardsburg Public School, to provide them with a swim program for the month of June.
- Aquafit starting in June, 2 nights a week.
- Jr. Lifeguard competition day August 11th
- Continue our work with drowning prevention with a greater focus on Drowning Prevention week (July 14th -July 20th 2024)

Courses for the 2023-2024 Season

September to August

Aquatics Manager Online

February 6th, 13th, 20th, 27th 530pm to 9:30pm

Cost \$160.00 plus materials

Standard First Aid and CPR-C HALL

Nov 4 and 5 9am to 5pm

April 27 and 28 9am to 5pm

Cost \$140.00 materials included.

Standard First Aid and CPR- C Hall Recertification Lifesaving society ONLY

May 11th 9am – 5pm

Cost \$90.00

Safeguard

April 19th 5pm to 9:00pm Online

May 16 5pm to 9:00pm In-Person HALL

Cost \$40.00

Aquatic Supervisor on-line

May 3 5pm-10pm

May 4 9:00am to 5:00pm

Cost \$140.00

National Lifeguard-course

May 8, 15, 22, 29 5pm to 9pm Johnstown Hall

June 6, 7, 5pm to 9pm Pool Johnstown Pool and Hall
June 8 and 9 9am to 5pm Johnstown Pool and Hall
Cost \$250.00 materials included

NL recert

June 11 3:30pm to 9:30 pm Johnstown Pool
Cost \$90.00

Lifesaving Swim Instructors Johnstown Pool and Hall

June 14 5pm to 9pm
June 15 and 16 9am to 5pm
Cost \$170.00 materials included

Lifesaving Instructors Cardinal Pool and Community Room

June 28 and 29 9am to 7pm
Cost \$170.00 materials included

Examiners Johnstown Hall and Pool

June 12 3:30 to 9:30
Cost: \$50.00 Plus materials

Special Dates

Staff training June 1 (9am to 4pm)
June 10th Johnstown pool 4-7pm (Deck Supervisors)
June 11th Johnstown Pool 4-7pm (Instructors teaching lessons/Deck Supervisor)
June 21 (fire department 4pm to 9pm) Cardinal pool
Johnstown pool party June 22
Cardinal pool party June 23
Cardinal swim meet July 20 (8am to about 4pm)
Johnstown swim meet July 28 (8am to about 4pm)
Jr. Lifeguard Aug 11 to be held in Johnstown. (9 am start)
Trike-a-thon Optimist Club Saturday July 6th 9-11am

Summer

Bronze Medallion and EFA and CPR-B

July 29th - Aug 2 Cardinal
Monday and Friday 9am -3pm Exam at 3pm

Cost \$225.00: Books included.

Bronze Cross and SFA and CPR-C

Aug 5th -Aug 9th

Monday to Friday 9am 3:00pm Exam at 3pm

Cost \$225.00 Books included.



Mike Spencer



Rachel Porter