2018 EVALUATION

REPORT CARD

+ ORGANIZATIONAL SUMMARY

ISSUED DECEMBER 14, 2018

BC ATHLETICS

viaSPORT BRITISH COLUMBIA

UNDERSTANDING YOUR REPORT CARD AND ORGANIZATIONAL SUMMARY

Thank you for participating in the 2018 Evaluation Process. This **Report Card** reflects your organization's performance and that of the B.C. sport sector as a whole. Building off of the raw scores provided in your Scorecard, the report card will help share insights gathered through comparisons, graphics, and data visualization while also helping to demonstrate where your scores have progressed compared to the 2015-2016 evaluation. We have also outlined some areas of strength and suggested priorities for development. While your organization's strengths and priorities won't provide a specific roadmap as each organization is unique, we hope you can use this information to highlight areas that your organization has done well in and to also point you in the right direction as you work to improve your organization over the course of the next funding cycle.

The raw scores from your Score Card have now been weighted based on the priorities of the Ministry of Tourism, Arts and Culture, the relative merit or one question over another and data validity. Although raw scores will not be weighted equally, weightings are fairly and consistently applied to all organizations. The **organizational summary** within this document, demonstrates how your weighted scores compare with those of the sector.

Organizations were then ranked according to their weighted score totals and separated into four tiers within each category using a formula. Ranging from 4 to 16, cumulative evaluation matrix scores indicate your organization's level of development compared to the sector.

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GUIDE TO INTERPRETING DATA

In this section, we review and provide some context and explanation on the visuals found in your report card.

SCORE COMPARISON

Throughout the Report Card, you will see bar graphs comparing your organization's 2018 score with that of 2015-2016 as well as the sector averages (if the question was used in 2015-2016) from both evaluation cycles. This will provide you with an idea of how you performed relative to others in the sector. For example, if you received a low score but were on par with the sector average, this likely indicates that it is an area currently being developed by all organizations, or a more recent area of focus.

1 Membership Growth and Retention Strategies

These comparisons show how your organization's membership levels have changed over time. The sector's growth has remained relatively constant over the past few years, with some rates of higher growth (7.64%) overall. Looking at the ways in which your organization's growth has defied or aligns with that trend can help better understand your organization's growth trajectory. This data set was extracted through the BC Activity Reporter database.

2 Non-Member Servicing

This graphic compiles information your organization has submitted in terms of new participant recruitment. While organizations have the option to identify which under-represented population they are working with, many organizations indicate that their recruitment activities do not target any population specifically. The rate of outreach can be helpful in identifying how and where to reach potential new participants. While it is difficult to determine how many new participants recruited through an outreach event become members, it is assumed that the greater the exposure of your organization, the more likely you are to attract new members. This data is extracted through the BC Sport Information system.

3 Provincial Distribution

This graphic shows the distribution of your membership base across BC Games zones. For the sector as a whole, Zone 5 – Vancouver Coastal is the most populous, followed by Zone 4 – Fraser River. Zone 2 – Thompson-Okanagan had the highest rate of growth when comparing 2015-2016 to 2016-2017 (4.3%), before leveling out within the last few years. This data set was extracted through the BC Activity Reporter Database, and only entries with valid postal codes can be recognized by the system for this calculation.

4 Developmentally Appropriate Programming

This graphic helps better visualize your organization's membership broken down by age group. In the context of providing developmentally appropriate programming, this information could help your organization better understand growth patterns, and in turn help better prepare for programming demands and to understand how age group distribution could potentially impact factors like drop out.

5 Gender Inclusive Programming

These four graphics provide different perspectives on the participation of women and girls. The sector overall has remained constant in terms of gender distribution, with 41.6% of PSO members identifying as female. This has remained constant since 2010-2011, fluctuating as high as 42.24% in 2010-2011 and as low as 38.82% in 2012-2013. This number differs from the overall population of BC, which is 50.4% female, and raising women and girls' participation in sport remains a key priority of not just the province, but across the country.

SCORE COMPARISON – Adaptive and Para-Sport Programming

For the 2018 Evaluation, we took a different approach to how your organization engages with persons with a disability. In 2015-2016, we attempted to ask all organizations the same questions, which wasn't fair for many organizations and led to scores that we felt were not truly reflective of organizations that are doing great work in this area. For sports that are not a part of the Paralympic program, there are different expectations for how your organization should be open to, and able to engage with persons with a disability. For other organizations, which serve as a primary pathway for developing athletes with a disability as they progress onto high performance stages, how that organization engages with other partners and how programming is embedded into the organization becomes paramount. We also wanted to create a way to recognize the work that disability-focused organizations are operating within the sector. Even though there are currently 7 DSOs in the province, these organizations tend to serve a multitude of sports or even serve a slightly different role in providing support to athletes with sensory impairments that could potentially compete in a range of sports. In this score comparison section, you will only see the sector averages on the questions that you were also asked. For example, adaptive organizations will only see the score averages for 9a. This project has been greatly informed by and working in conjunction with the viaSport-UBC partnership supported through the Social Sciences and Humanities Research Council of Canada.

10 BC Athletes on Canadian National Teams

The rate of athletes from B.C. progressing on to Canadian national teams has been used in the past as an indicator of an organization's success in high performance. This data, collected through CSI-Pacific, helps identify where there are B.C. athletes on a range of national teams. The data used in this visualization is highly dependent on the quality and completeness of the data submitted. Without full sets of data, it is challenging to review things such as athlete retention or to compare on progress across years.

11 Athlete Conversion

This graphic takes into account the level of development of carded athletes as well as their training location. Gaining better understanding of how athletes are progressing and receiving Sport Canada cards is useful in determining where and how to target high performance programming. This data is comprised of targeted athlete list information submitted through CSI-Pacific.

24 Professional Development

This graphic uses data extracted through the BC Sport Information system that is indicated as Non-NCCP or certification activity. We use this as an indication of how professional development opportunities are being deployed throughout the province.

26 Officials Education

This graphic uses information on officials training collected through the BC Sport Information system. Reviewing the breakdown of participants by gender in the context of your organization's membership is similarly useful in identifying ways to make your sport more representative by gender.

41 Self-Generated Revenue

These graphics use financial information entered into the BC Sport Information system, broken down into standardized categories. We use percent reliance on government funding to identify risk thresholds. For example, if an organization has 50% or more of its operational budget coming from government sources, we consider it to be a high risk organization where any changes to funding would likely have a significant impact. Percent reliance between 26-49% is considered a medium risk as that organization could likely remain solvent using resources beyond the government's support. Low risk organizations are those well supported by self-generated revenue, having less than 25% of its revenues coming from government sources. Note: the provincial sources of revenue include annual contribution funding and enhanced excellence funding; gaming grants and any other viaSport grants are not included in the calculation.

BC Athletics

2018 EVALUATION REPORT CARD

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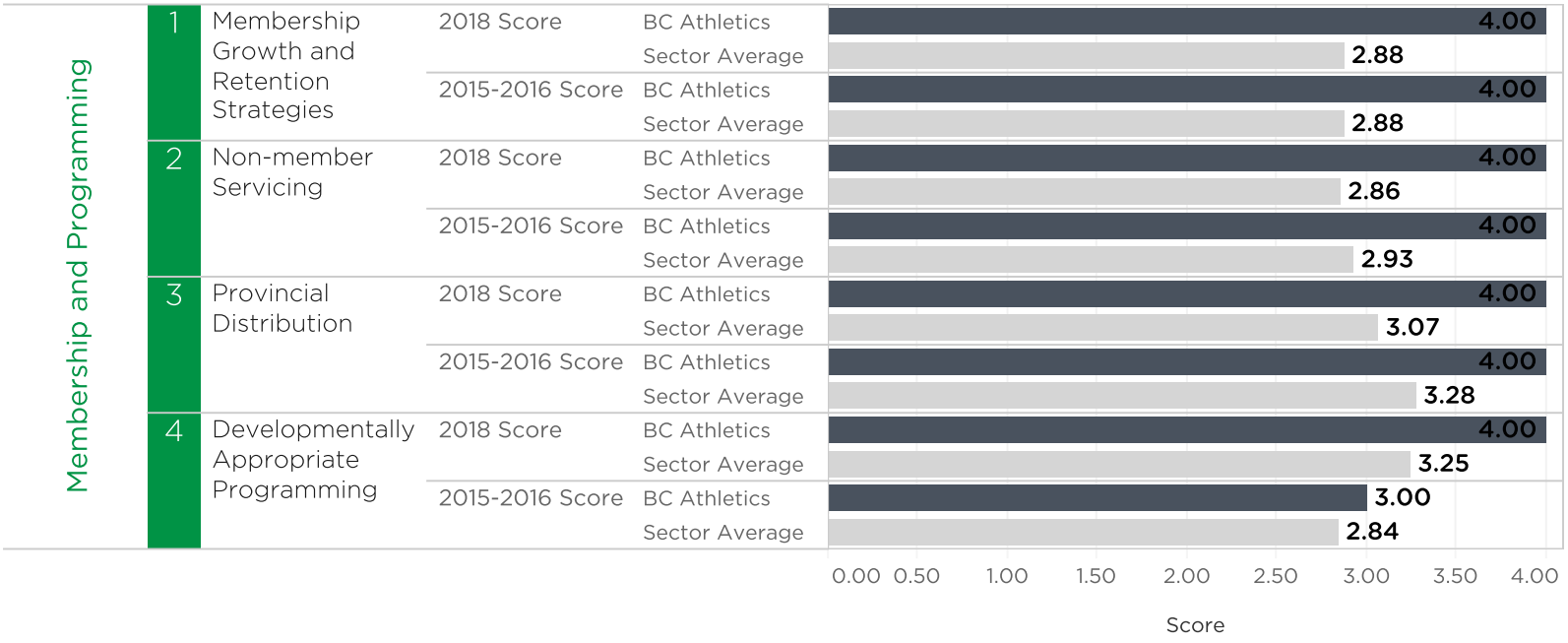
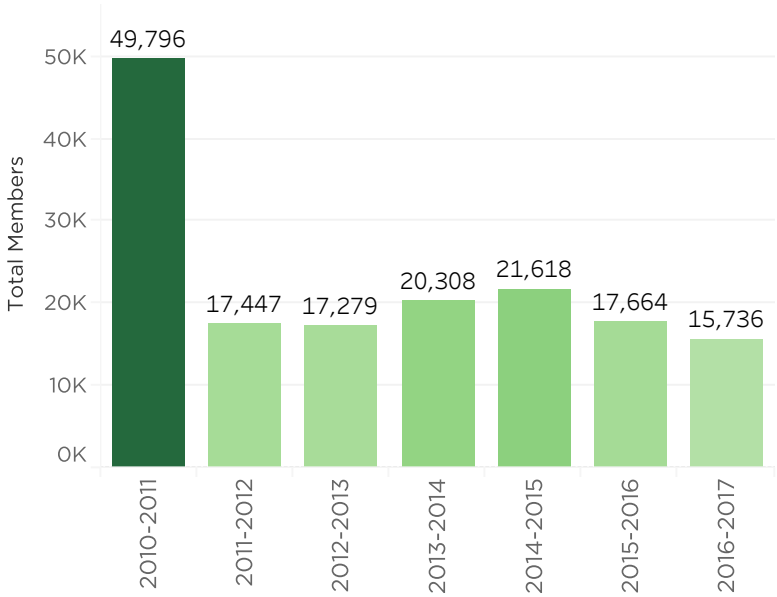
SPORT FOR LIFE

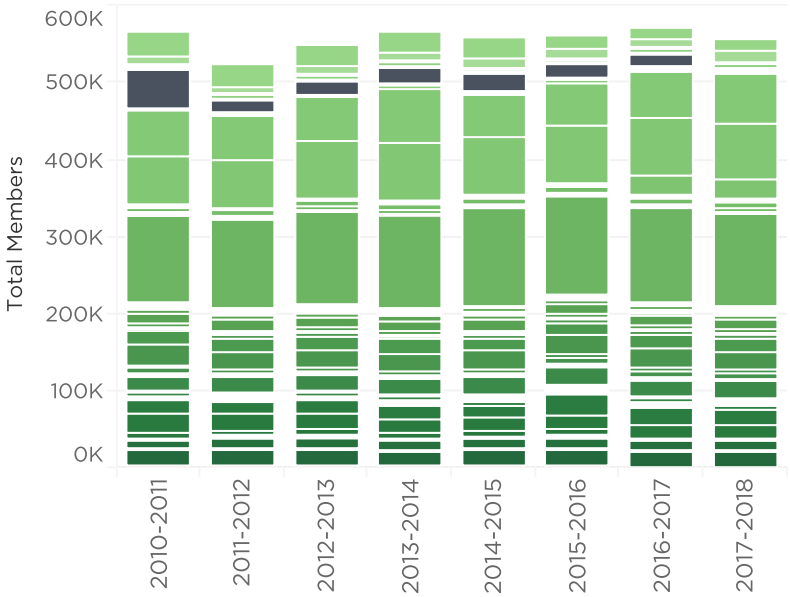


1 MEMBERSHIP GROWN AND RETENTION STRATEGIES

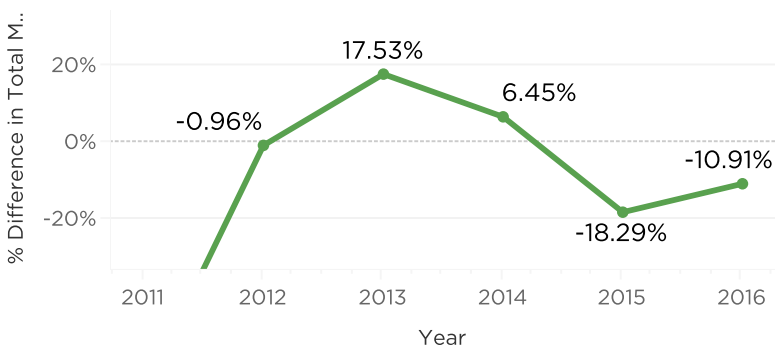
BC Athletics Membership Growth



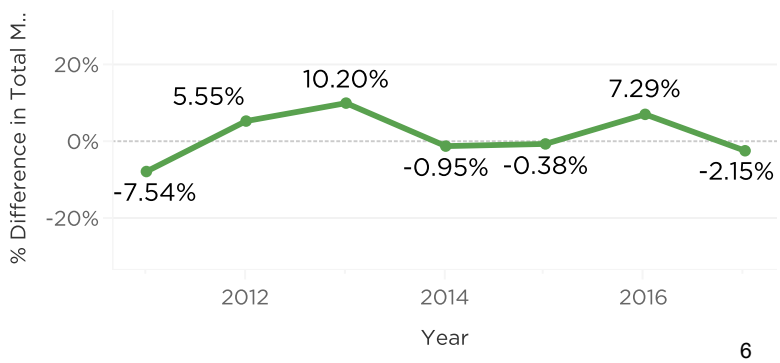
Sector Growth



BC Athletics Percent Growth

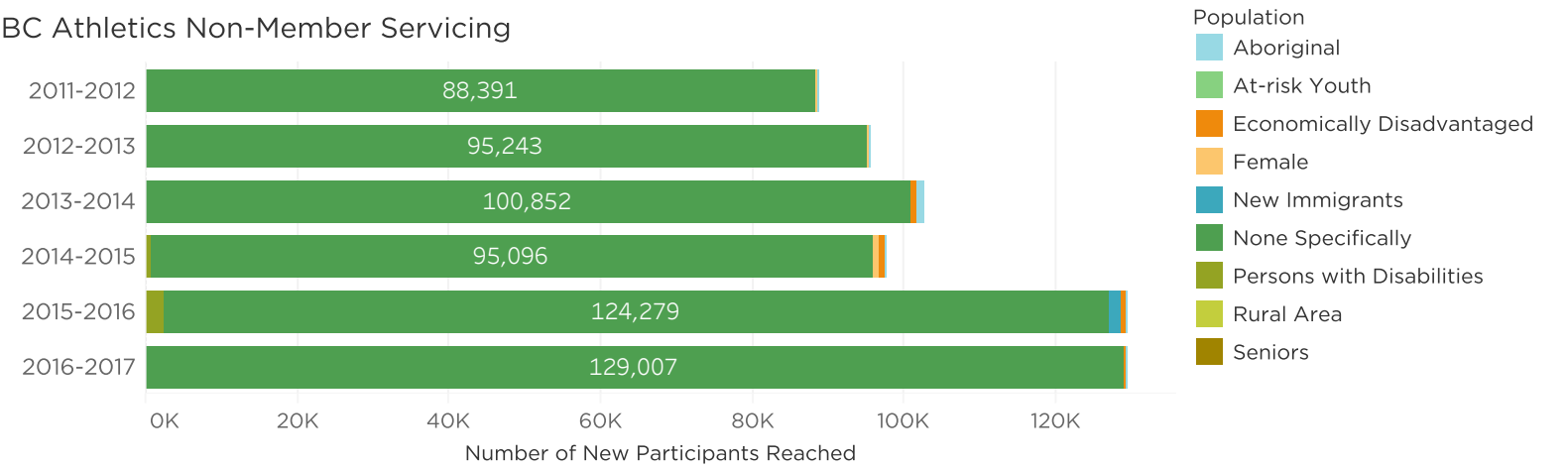


Sector Percent Growth



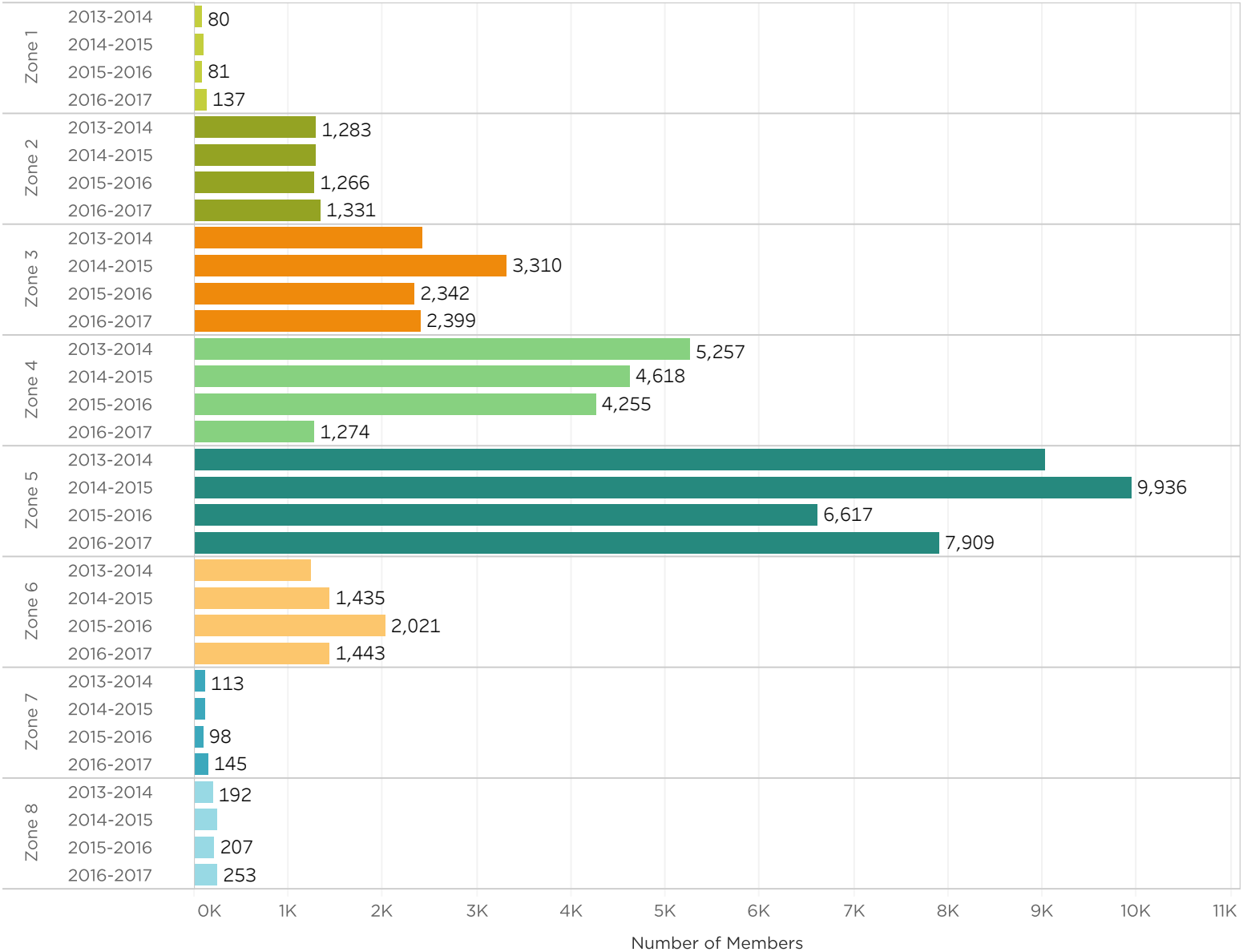
2 NON-MEMBER SERVICING

BC Athletics Non-Member Servicing



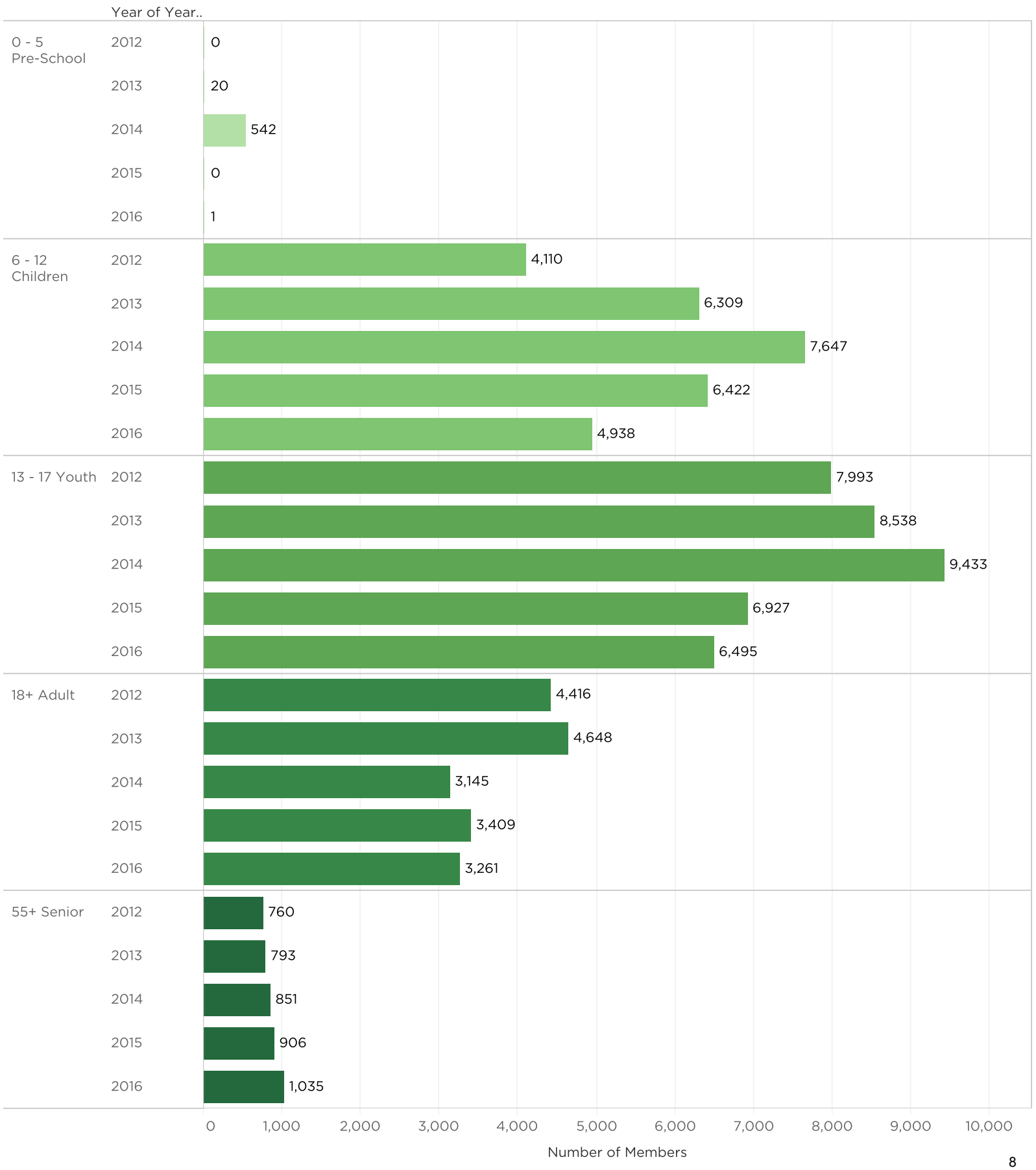
3 PROVINCIAL DISTRIBUTION

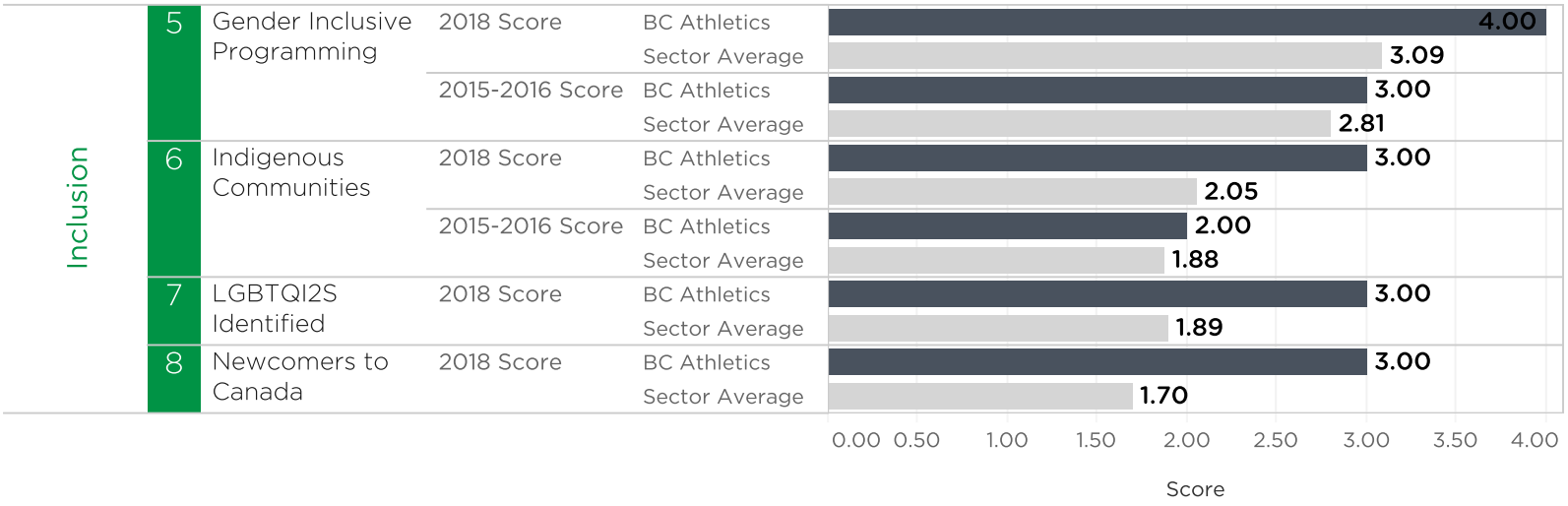
BC Athletics Membership Distribution by Zone



4 DEVELOPMENTALLY APPROPRIATE PROGRAMMING

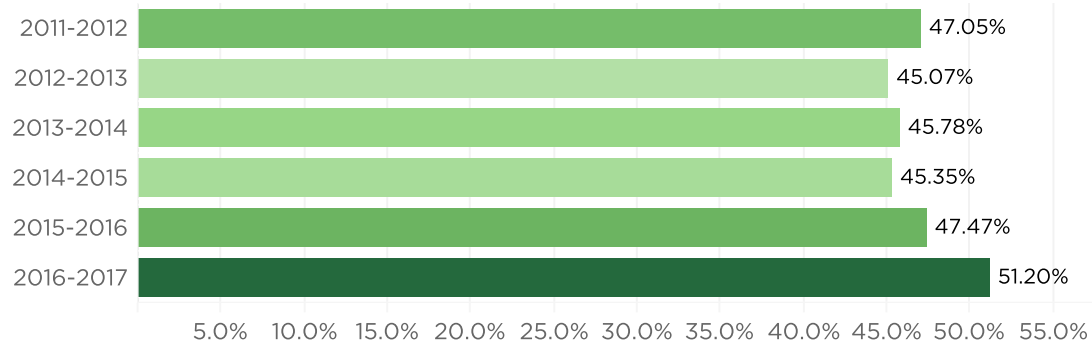
BC Athletics Age Group Distribution



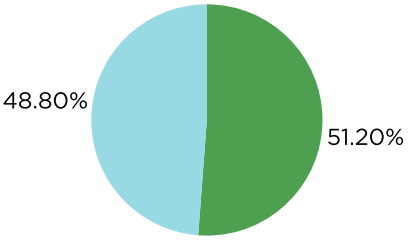


5 GENDER INCLUSIVE PROGRAMMING

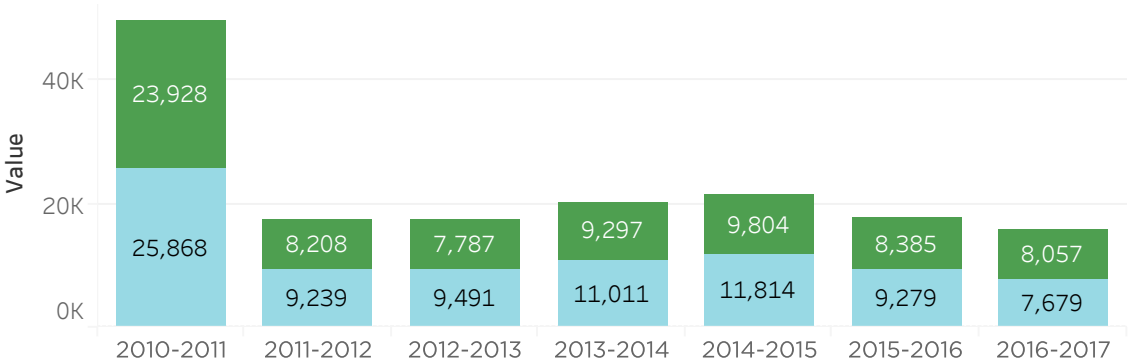
BC Athletics Percent Female



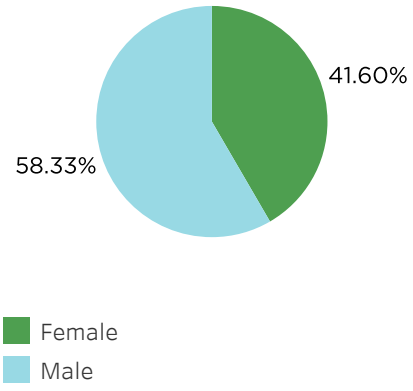
BC Athletics Percent Gender

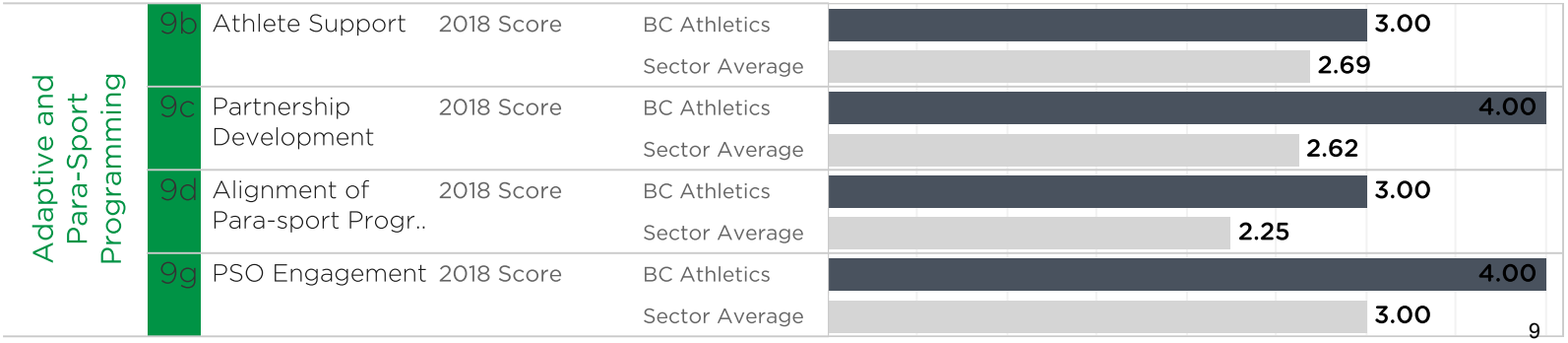


BC Athletics Gender



Sector Percent Gender





BC Athletics

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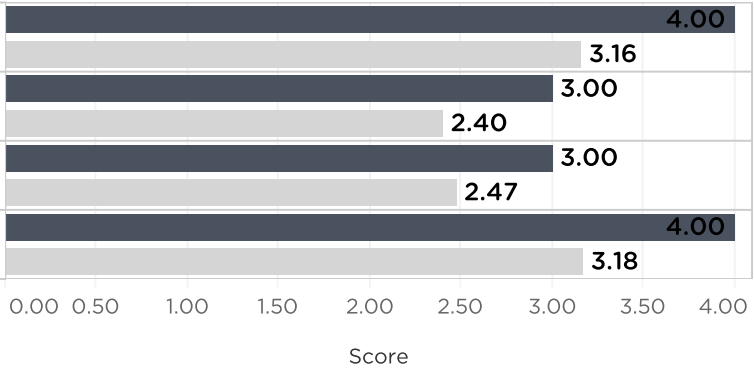
EXCELLENCE

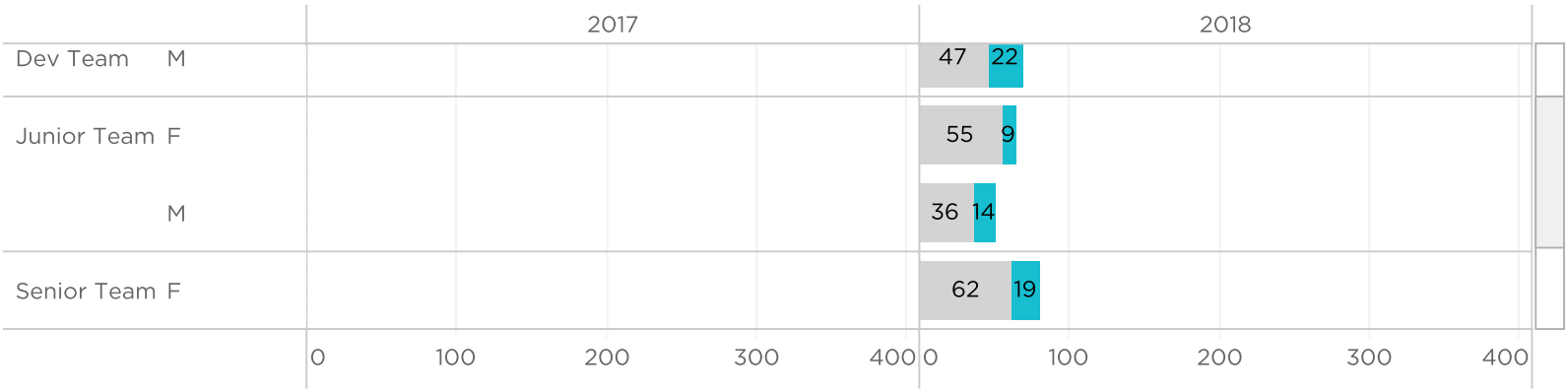
Results

10	BC Athletes on Canadian National Teams	2018 Score	BC Athletics	4.00
			Sector Average	3.16
		2015-2016 Score	BC Athletics	3.00
			Sector Average	2.40
11	Athlete Conversion	2018 Score	BC Athletics	3.00
			Sector Average	2.47
12	Provincial Team Selection	2018 Score	BC Athletics	4.00
			Sector Average	3.18



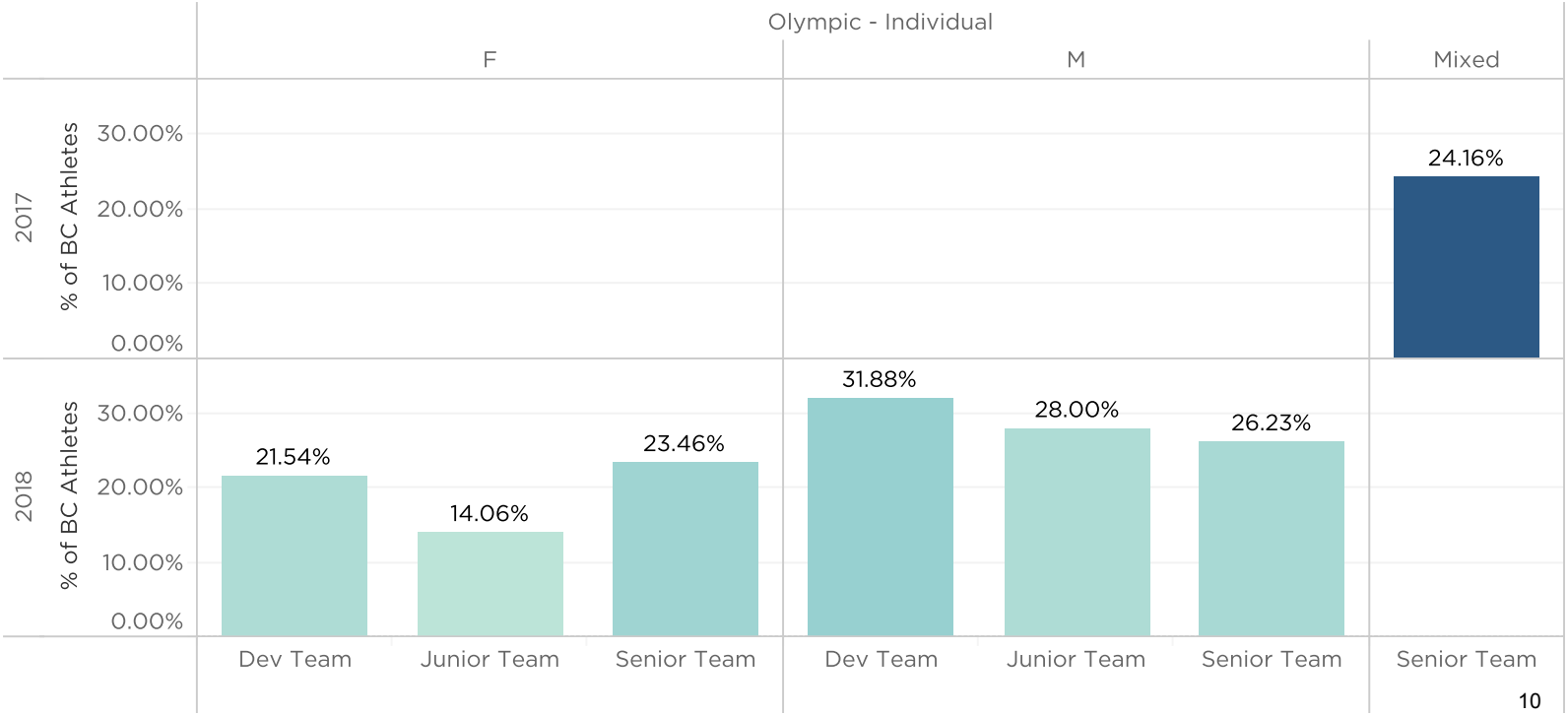
10 BC ATHLETES ON CANADIAN NATIONAL TEAMS

BC Athletics National Team Athletes



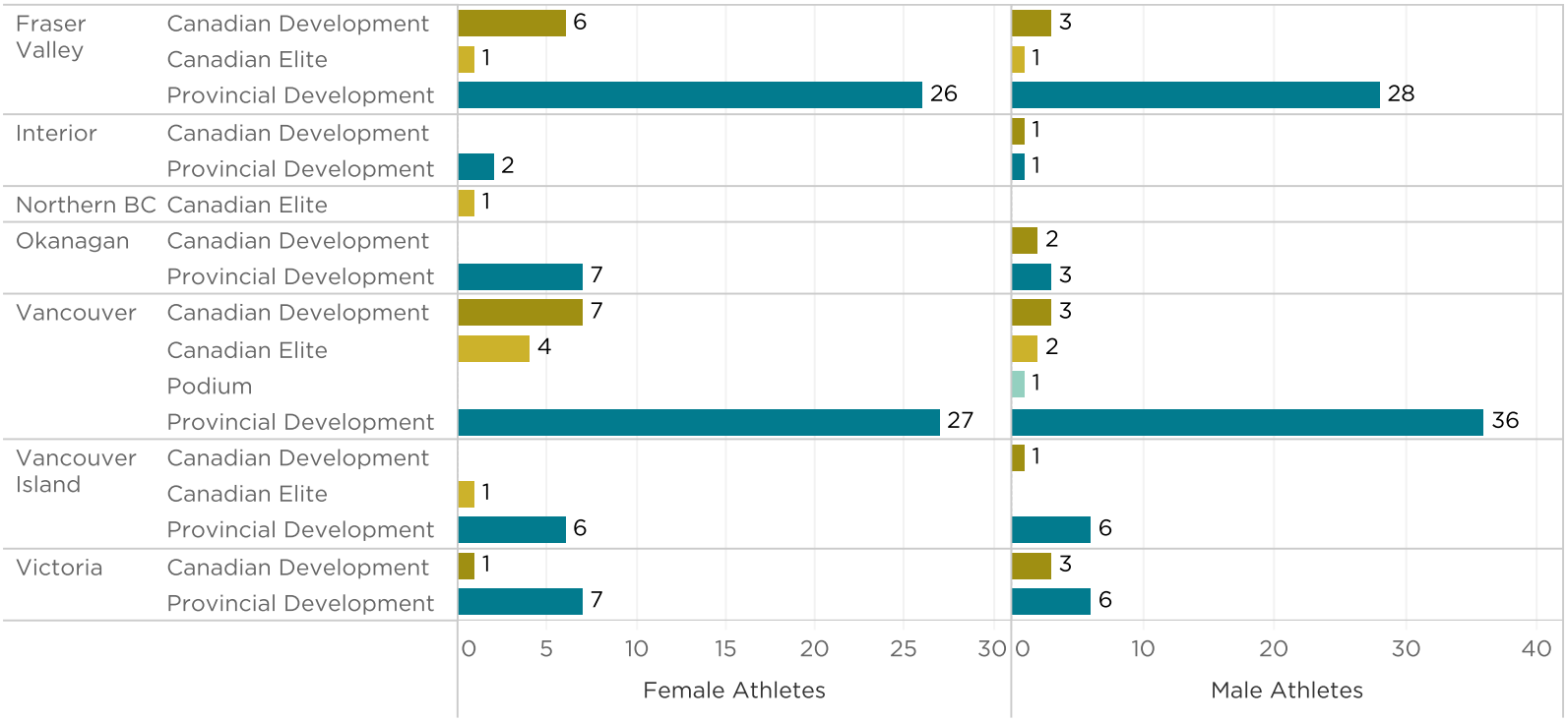
Measure Names
- # of BC Athletes
- Non-BC Athletes

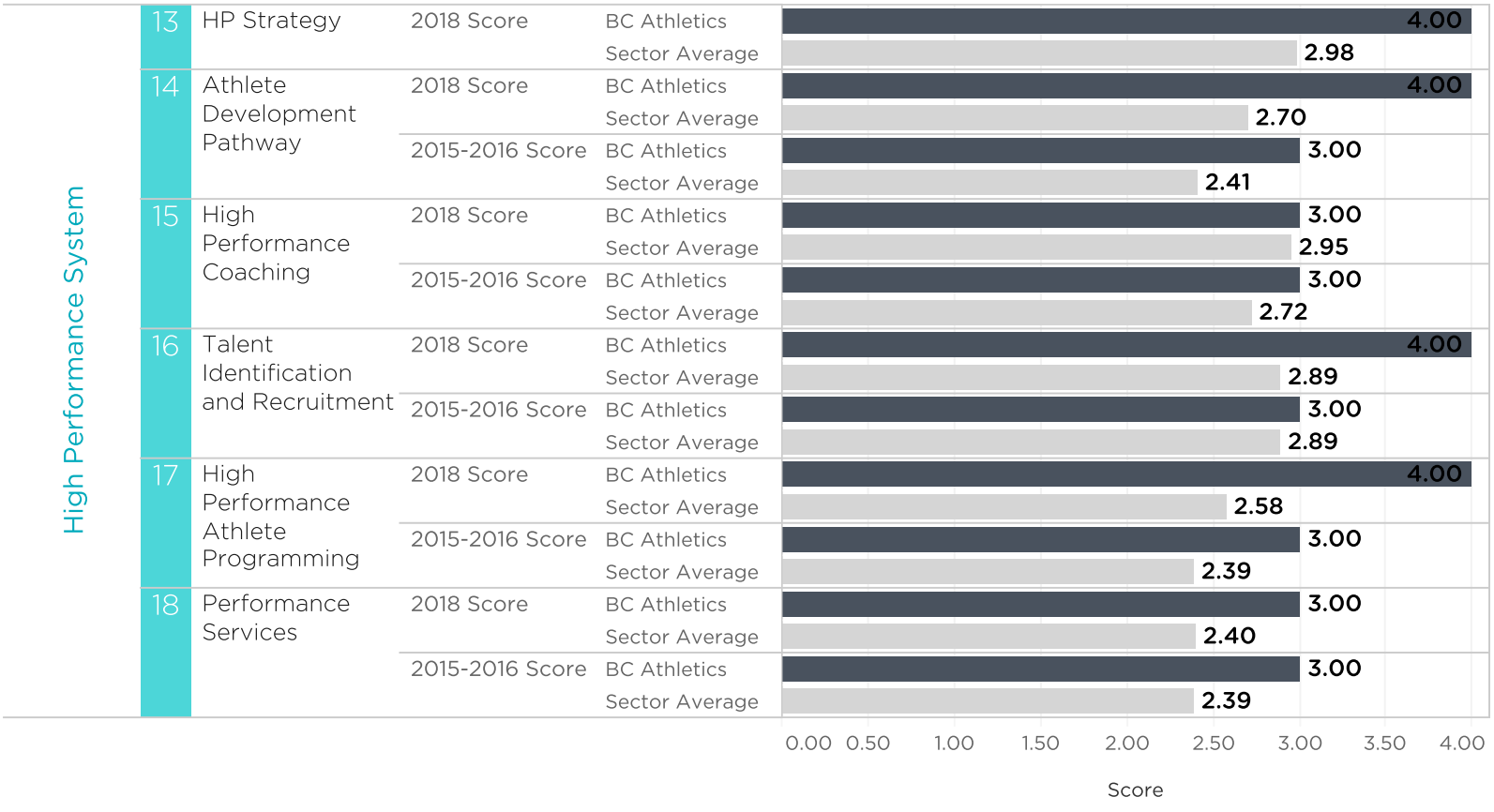
BC Athletics Percent National Team



11 ATHLETE CONVERSION

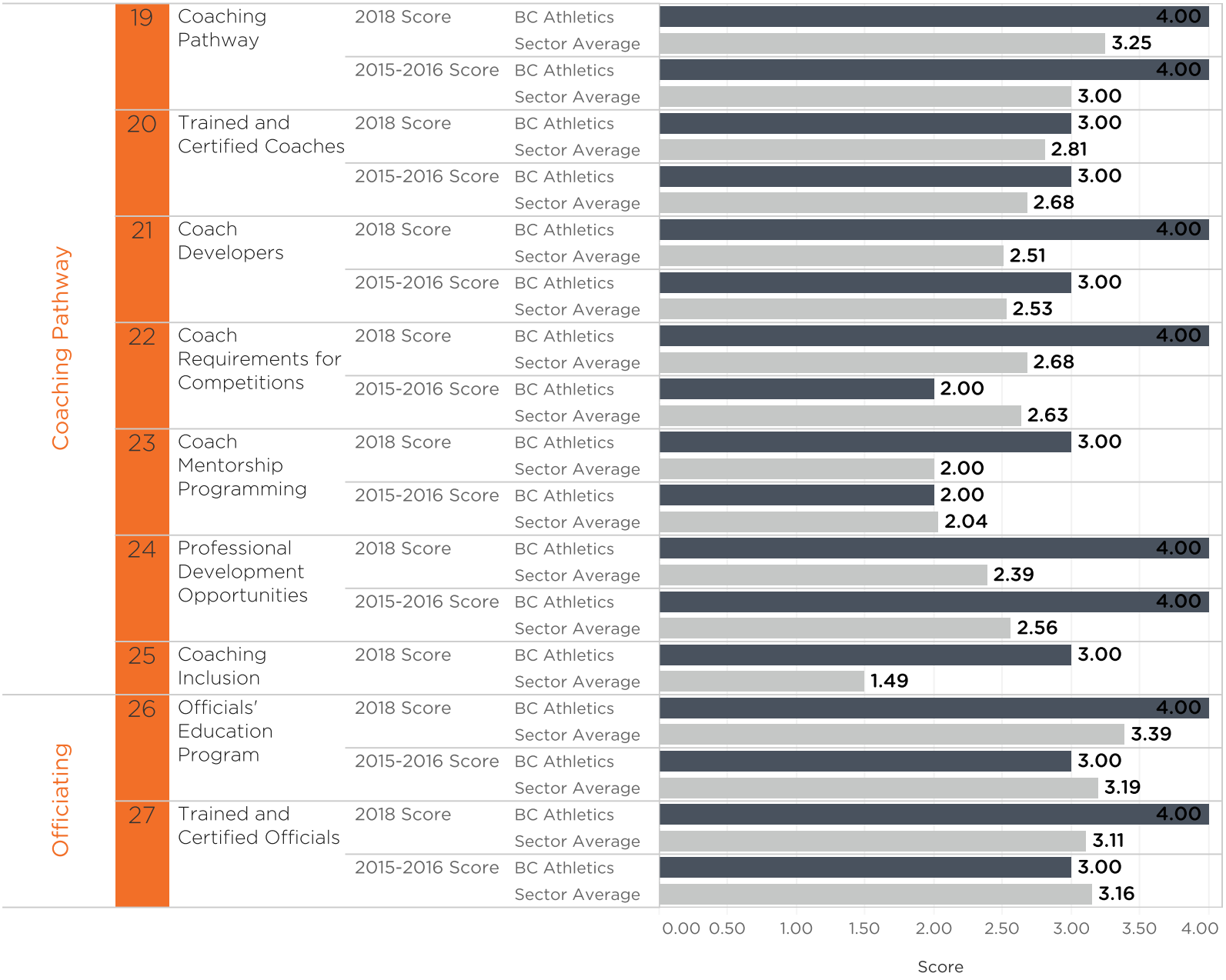
BC Athletics Targeted Athletes





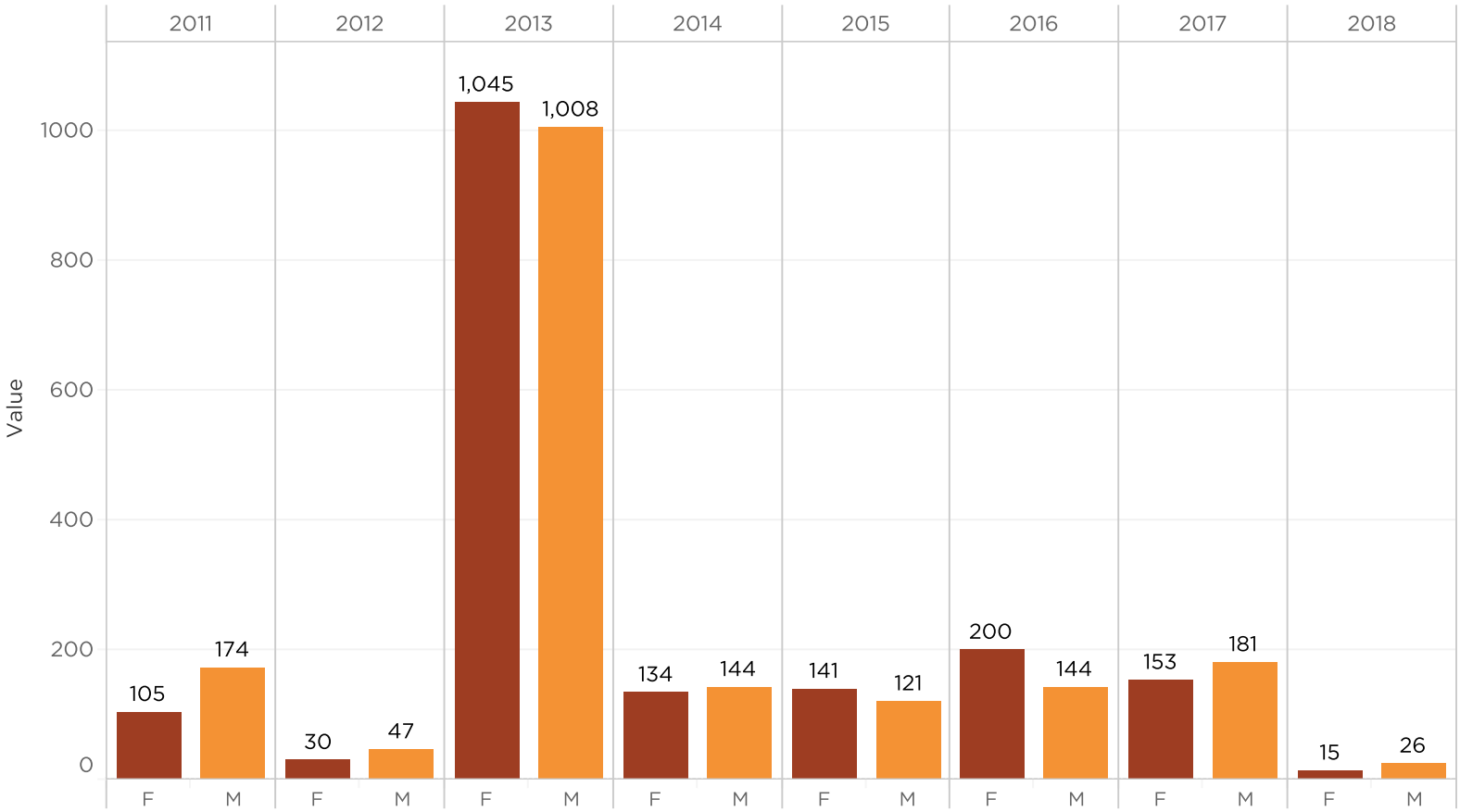
BC Athletics

COACHING AND OFFICIATING



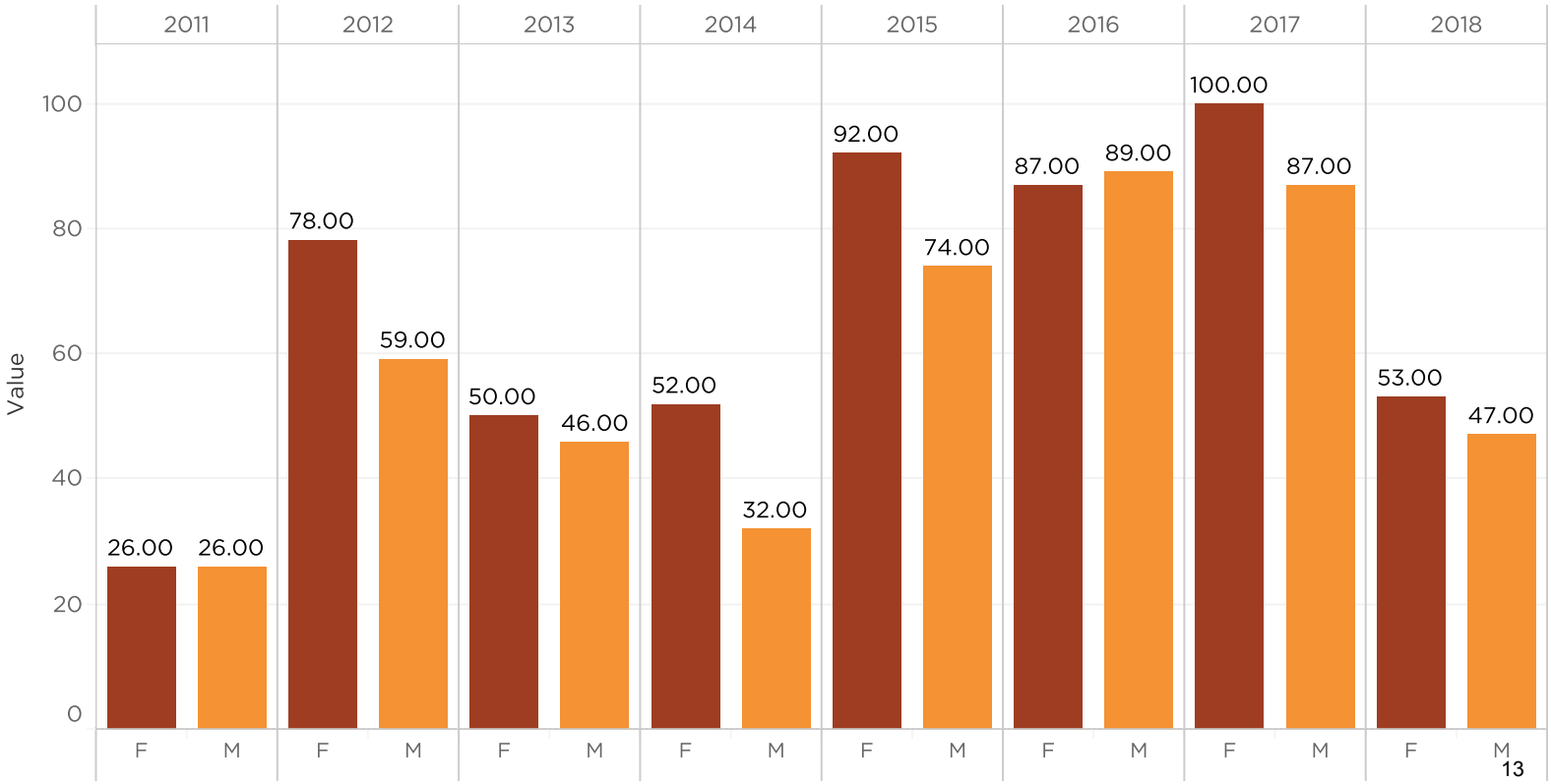
24 PROFESSIONAL DEVELOPMENT

BC Athletics Non-Certification Coaching Education



26 OFFICIALS EDUCATION

BC Athletics Officials Development



BC Athletics

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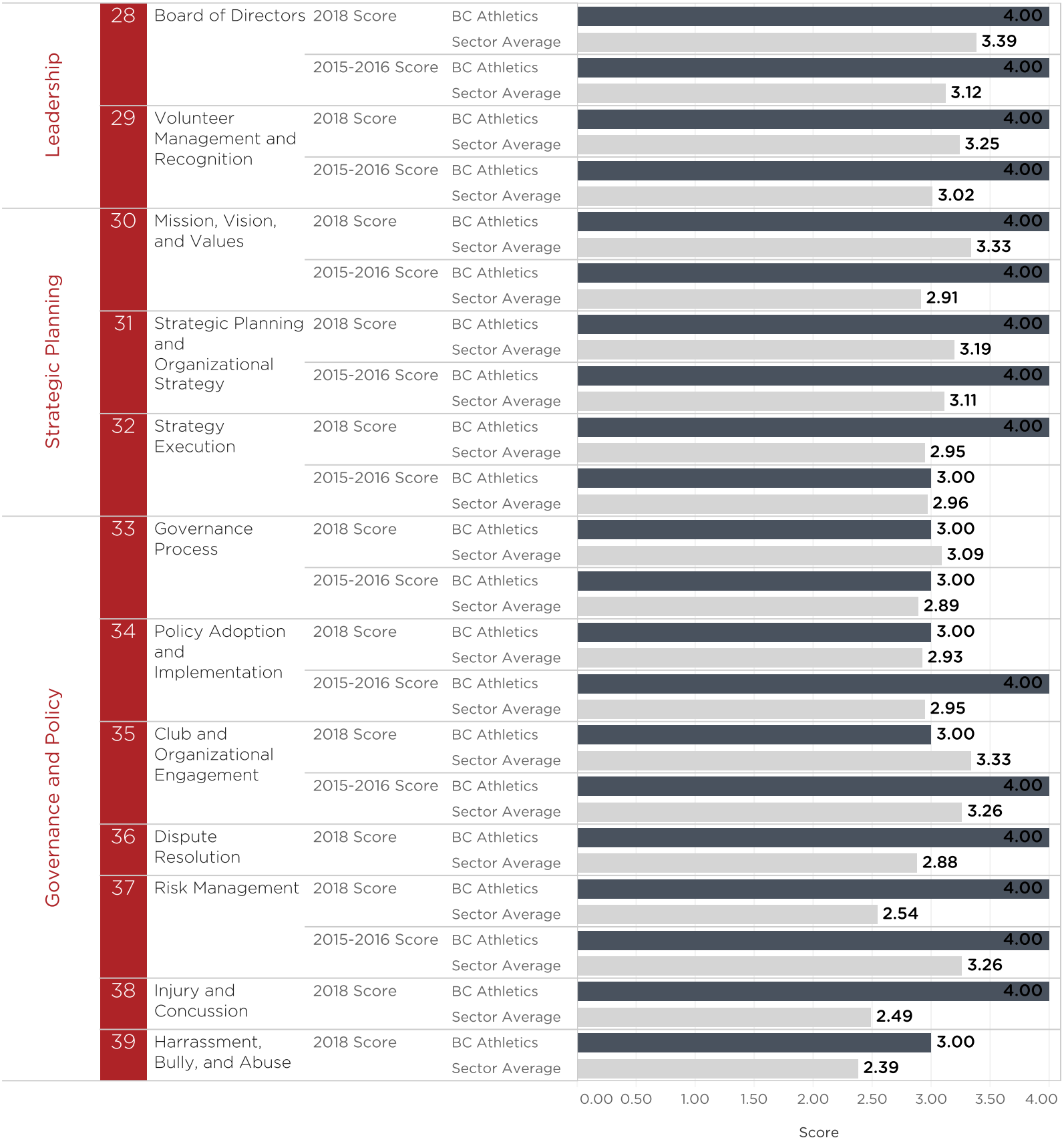
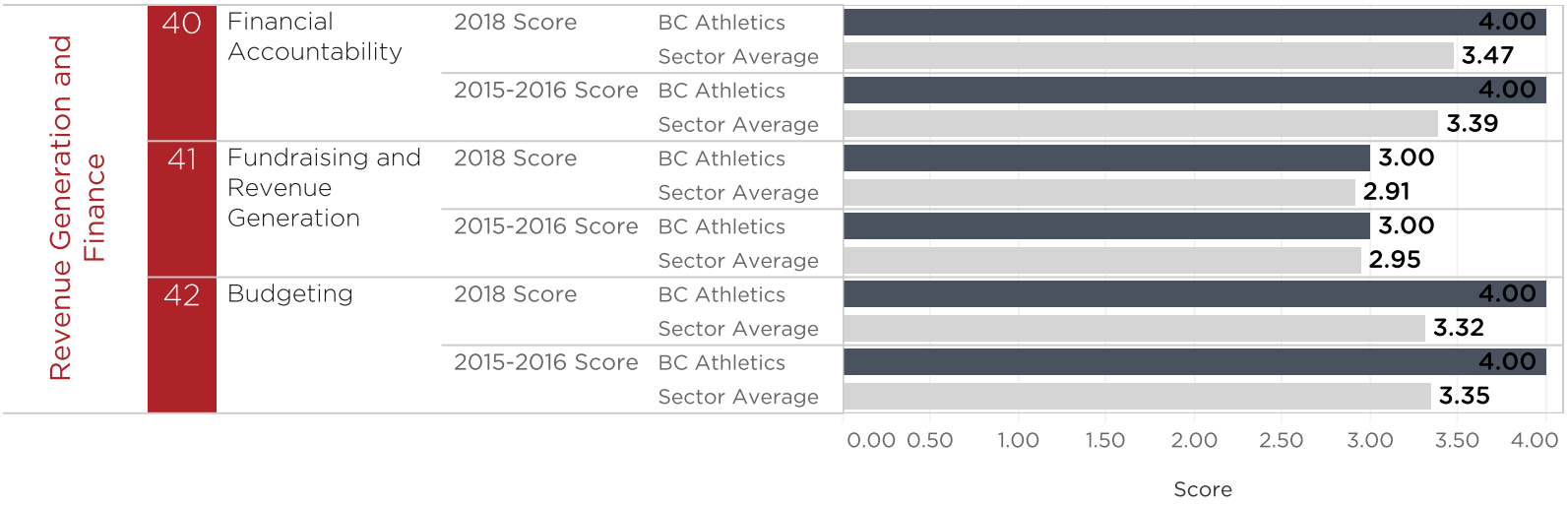
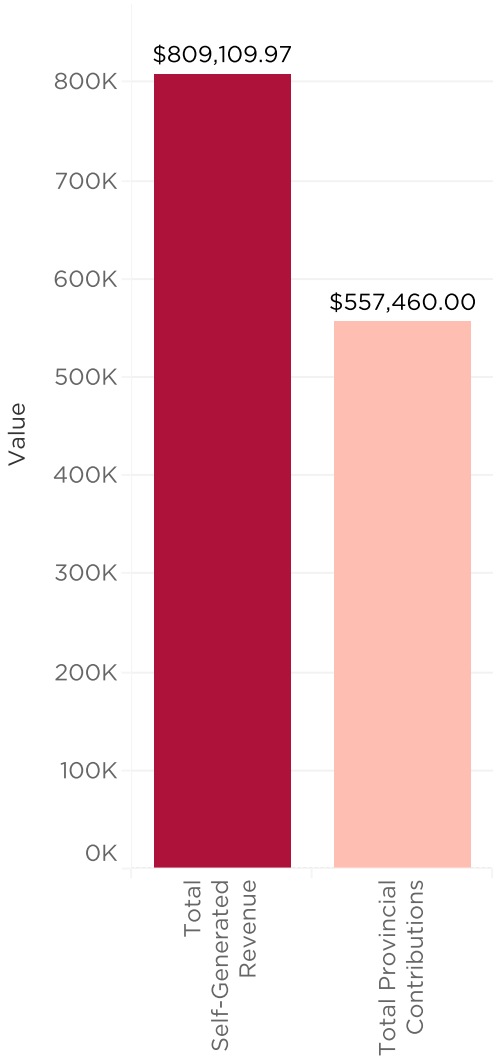
ORGANIZATIONAL READINESS

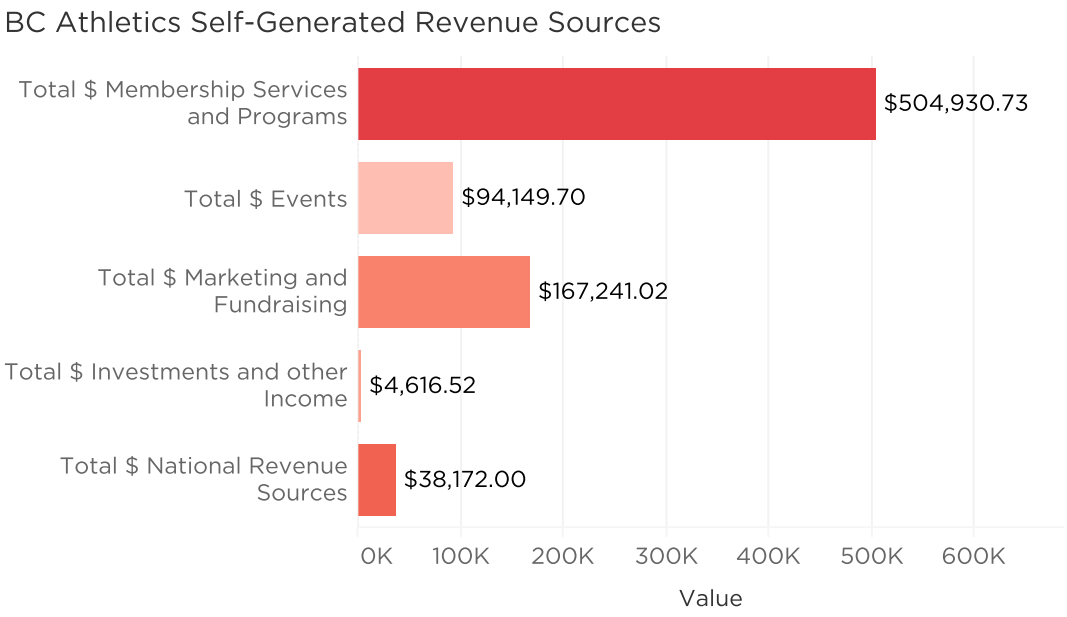




41 SELF-GENERATED REVENUE

BC Athletics % Reliance on Government $	BC Athletics Total Provincial Contribution	BC Athletics Total Self-Generated Revenue
40.79%	$557,460.00	$809,109.97





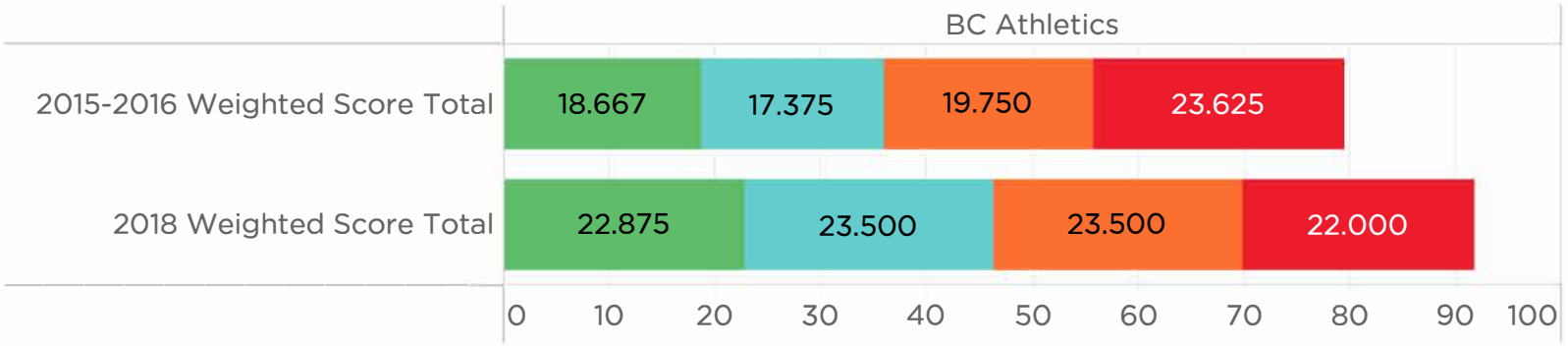
STRENGTHS AND DEVELOPMENT PRIORITIES

Strengths	1	Inclusion	Gender Inclusive Programming	Ensuring girls and women have continued access to physical activity through sport is an important priority of the sector, and your organization is among the top in terms of recruiting and maintaining equitable participation opportunities.
	2	Coaching Pathway	Coach Requirements for Competitions	Having minimum coach standards in place is one important way to ensure athlete safety, and your organization has been doing well to ensure these standards are maintained.
	3	High Performance System	HP Strategy	Creating and maintaining a consistent strategy for high performance athlete development has proven critical to ensuring the success of athletes as they move through the pathway, an area your organization excels in.
Development Priorities	1	Governance and Policy	Harrassment, Bully, and Abuse	As a sector we have more to do to ensure athletes are safe from harassment, bullying and abuse. Continue to review policies and consider what further awareness and prevention mechanisms could be implemented.
	2	Inclusion	Indigenous Communities	Your organization is ahead of the sector is many areas of inclusion, but continuing to develop strategies for recruiting and retaining Indigenous athletes would help bolster your approach to underrepresented populations.
	3	Governance and Policy	Policy Adoption and Implementation	Policies are in place and foundational to the organization, continue to review regularly to ensure they reflect best practices.

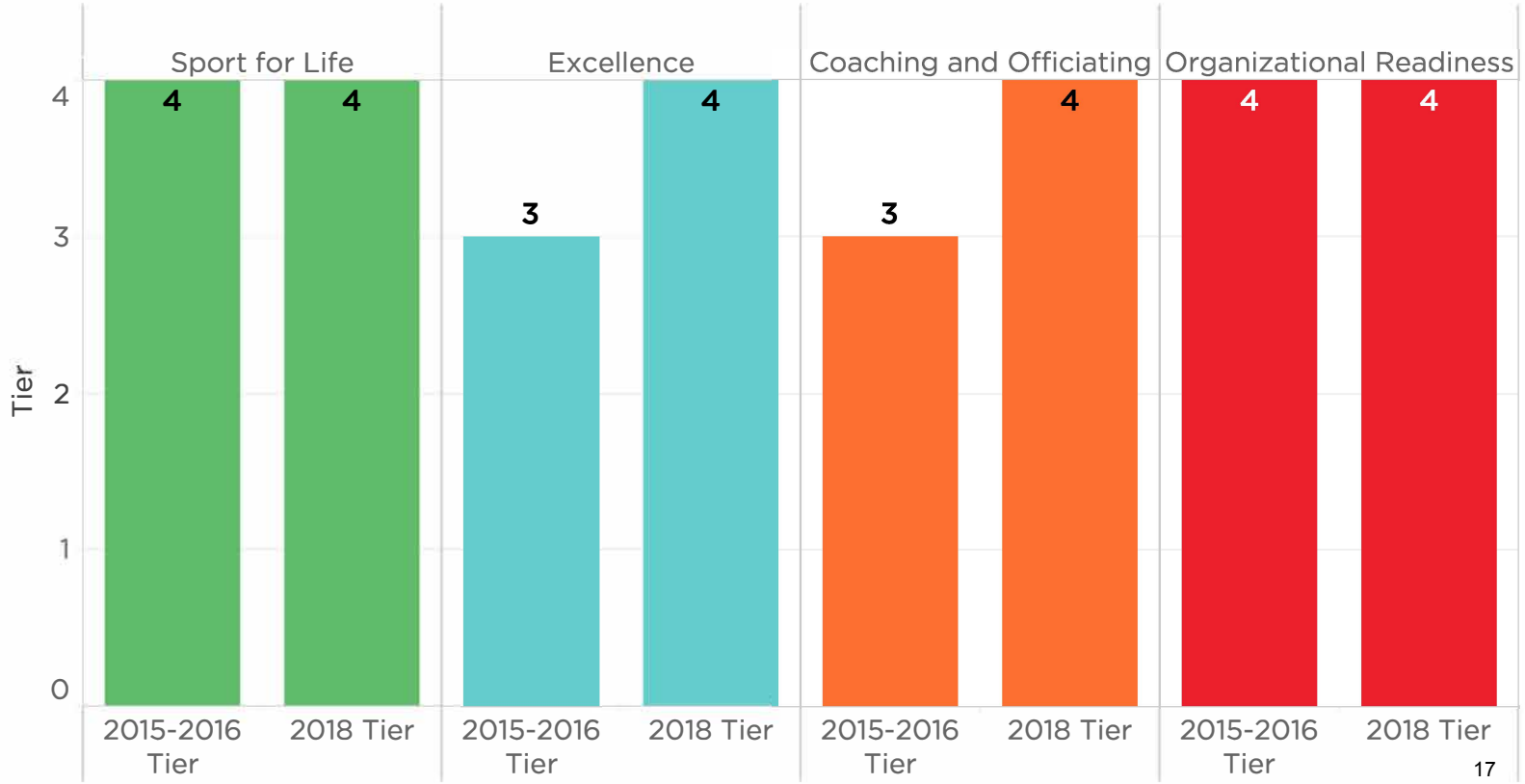
ORGANIZATIONAL SUMMARY

	2018 Tier	2018 Weighted Score Total
Sport for Life	4	22.88
Excellence	4	23.50
Coaching and Officiating	4	23.50
Organizational Readiness	4	22.00
Grand Total	16	91.88

Weighted Score Comparison



Tier Comparison

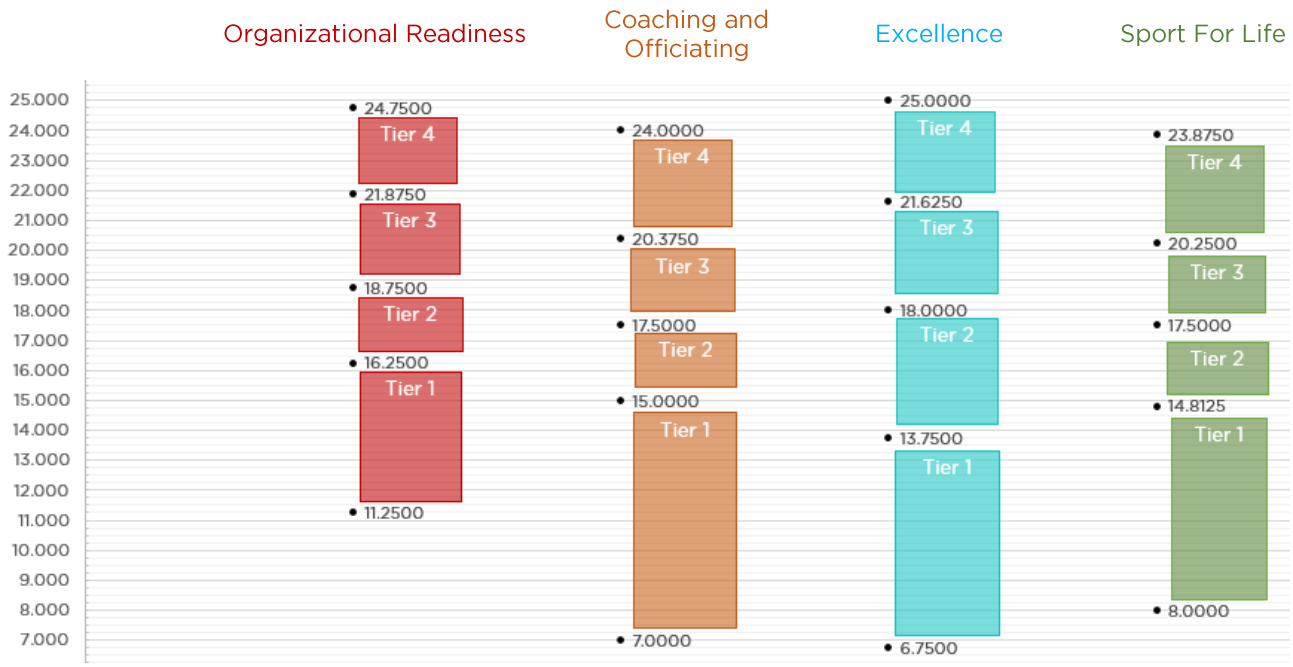


TIER BREAKDOWN

Tiers are determined using quartile formulas after all raw scores have been weighted. It is possible, that in some cases you might see that your weighted score in a particular category has improved, but your tier has not, this could be related to a few factors. First, the performance of the sector overall determines where the cutoff points for each organization lie. Therefore if there has been a collective improvement in the sector, where we see scores have gone up across a number of organizations, the tier cut off levels will also rise. Second, we refined the list of questions from 88 in 2015-2016 to 42 in 2018. While we made efforts to ensure that weighting was still applied with consistency, with nearly half of questions removed there was some fluctuation in scoring. And finally, in 2015-2016 we considered DSOs separately from PSOs, whereas this cycle all accredited DSOs and PSOs are being considered together, as well as two new sports were given the opportunity to go through the evaluation process.

The table below shows the cut off points for each tier, the range of which can vary based on the number of sports receiving the same weighted score.

	Organizational Readiness	Coaching & Officiating	Excellence	Sport for Life
Tier 4	21.875 – 24.75	20.375 – 24.0	21.625 – 25.0	20.25 – 23.875
Tier 3	18.75 - 21.875	17.5 – 20.375	18.0 - 21.625	17.5 – 20.25
Tier 2	16.25 – 18.75	15.0 – 17.5	13.75 – 18.0	14.8125 – 17.5
Tier 1	11.25 – 16.25	7.0 – 15.0	6.75 - 13.75	8.0 – 14.8125



For comparison, these are the weighted score and tier breakdowns used in 2015-2016:

2015-2016 PSO WEIGHTED SCORE BREAKDOWN

	Organizational Readiness	Coaching & Officiating	Excellence	Sport for Life
Tier 4	22.56 – 24.69	20.88 – 23.38	19.28 – 23.25	17.67 – 21.00
Tier 3	18.88 – 22.19	18.38 – 20.63	15.25 – 18.45	16.00 – 17.50
Tier 2	16.88 – 18.81	15.63 – 17.63	13.60 – 15.05	14.24 – 15.97
Tier 1	11.38 – 16.63	7.13 – 15.25	8.11 – 13.46	9.00 – 14.17

2015-2016 DSO WEIGHTED SCORE BREAKDOWN

	Organizational Readiness	Coaching & Officiating	Sport for Life	Excellence
Tier 4	21.28 – 22.13	16.35 – 21.63	18.70 – 21.75	18.85 – 20.58
Tier 3	17.50 – 21.26	13.75 – 16.32	16.00 – 18.33	14.00 – 15.43
Tier 2	14.51 – 17.47	9.10 – 13.64	13.50 – 15.89	8.00 – 13.58
Tier 1	1 – 14.50	1 – 9.05	1 - 13.49	1 – 7.50