

Recap from USA Summit 2025

First a big thank you to Pacific Swimming for selecting me to attend the Summit 2025.

As an official I attended the training geared toward newer LSC mentor, the theme for the training were camping and hiking.

A couple of days before our revival, we have to pack our backpack with: LSC nametag, laptop or iPad, and willingness to learn.

We arrived Thursday 9/25 for the first session: Mapping your Hiking Trail. Dana Covington welcomed us, introduce the Mission and Vision for USA Swimming. Next, we talked about Core objectives, Cultural Values and operating principles: goals, trust, innovation, ethics, customer, responsibility and teamwork. Dana gave us many good examples, to help us understand.

Next step was, evaluate the evaluator: Accountability, honest feedback to mentee, expect the good with the bad, encourage and confidential. We got some really good tools to help us mentoring in our LSC.

Crucial Conversations: Opposing opinions, strong emotions and high stakes. How do you handle each of these scenarios?

USA swimming's new CEO Kevin Ring spoke about his back ground and what his plans for the future of USA Swimming: continue to build upon the strong foundation already established at USA Swimming and create even greater opportunities for our athletes, our members and the sport we all value so deeply.

Keynote speaker Steve Shenbaum was great, gave me some ideas for fun games for future official's meetings.

Friday was a long, educational, fun and intense day, starting at 7.30am finishing at 6.00pm with a lunch break.

Trish Martin started the day with outfitting yourself for a successful mentoring trek. What we have to do before the meet, and what our knapsack should be packet with for the meet: meet announcement, mentoring plan, documents from USA Swimming website and tool kits. She gave us lots of great ideas for what we have to do to prepare and being great mentors for mentee. Remember we had to get to know each mentee and provide them guidance in a positive way, never nitpick and respect that each mentee has their own learning styles. We have to set the right pace for each mentee some may require more attention than other, some needs the skills demonstrated, and some mentees needs more time to master the skill. Our obligation as mentor to help each mentee to get the evaluation and make the goals.

Trish Martin guides us through the evaluation templates, we have to make sure we fairly assess each criterion, and be creative if necessary, to help a mentee demonstrate proficiency. Next was understanding the rating system (4 to 1) what if a mentee has the lower score (1 or 2) can you recommend advancement, most cases probably not. Review the complete evaluation with the mentee, make actions plan, and make sure the mentee understands the process to apply for advancement.

Marianne Walling navigated us through the OTS system, where at the USA Swimming's website to look for the mentees official history, if the officials have enough session to be evaluated for an N2 or a

recertification. LSC chair or meet referee etc. have to apply and be approved as an Officials Qualifying Meet (OQM).

What made this training great and interesting was the amazing presenter, and all exercises throughout the day.

The presenter emailed us the slides, will be happy to present new evaluator.

Saturday were the Western Zone meetings, first time for me to use electronic voting. After lunch was the Annual House of Delegates Meeting and voting for the board.

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