

Vision: To provide a support network for volunteer Officials from grass roots to International level, through a united, fair and equitable approach to the sport of Athletics.

Values: Inclusion, Tolerance, Integrity, Ethics, Cooperation, Teamwork, Commitment, Fairness, Passion, Impartiality and Democracy.

KPA	Advocacy	Recruitment and Retention	Communication	Education
Objective	Advocate on behalf of Officials to the relevant Athletics Association.	Develop a commitment by Officials to the sport of Athletics and to regularly participate in Club activities.	Communicate regularly with Club members, affiliates and stakeholders, and implement effective, appropriate and reliable strategies.	Provide an education program that supports the Australian Athletics Official Education Scheme and increases the number of accredited Officials.
Strategies 2019-22	<ol style="list-style-type: none"> Maintain affiliation with relevant Athletics Associations Maintain MPIO position within the Club, including relevant qualifications Represent role of Officials with relevant Athletics Associations Nominate eligible members for Life Membership of relevant Athletics Associations Advocate for members to be nominated for selection to attend TOECS, or equivalent courses Increase presence within Athletics Association Clubs Advocate for up-to-date World Athletics Rule Books for members 	<ol style="list-style-type: none"> Increase Club membership by recruiting new and past members Further develop the Junior Officials (Joeys) program, and recruitment of suitable volunteers Provide support for members to officiate at Interstate, National and International Championship competitions Majority of members to officiate at State and National Championships when held in Western Australia Improve Club social environment 	<ol style="list-style-type: none"> Develop appropriate Club policies, including a Social Media Policy Develop an engaging and user-friendly Club website, including primary sources of information Regular communication with members using various platforms Coordinate with State Athletics Associations to assist communication with members and stakeholders Develop end of season survey 	<ol style="list-style-type: none"> Provide pre-season summer education for new and interested Officials, and volunteers Provide a focused education program for Junior Officials (Joeys) Establish an Officials mentor program Increase number of Level 1 and Level 2 Officials Increase number of Level 3 Officials Regular summer season theory seminars and practical workshops Regular winter competition, and out-of-stadia education opportunities Summer season LAWA Centre visits, including on site education and instruction
KPI 2019-22	<ol style="list-style-type: none"> Affiliate with LAWA, AWA and other similar organisations, as appropriate MPIO remains up-to-date with education and knowledge Representation on National and State Official/Competition Advisory Groups, including AA, LAA, AWA, LAWA, MAWA Nominate at least one member per season for Life Membership to relevant Athletics Association Provide nominations to State Associations for selection and attendance at TOECS Level 1, or equivalent course Attend annual LAWA Conference, or other relevant Athletics Associations forums to promote the Club Provision of up-to-date World Athletics Rule Books for members 	<ol style="list-style-type: none"> Membership numbers to increase by at least 5-10% per year Increase Joey participation numbers to be 10 or more at 2022 At least 10 members appointed to Interstate, National Championship competitions per season. Investigate possible grants to assist member participation Over 75% of members to officiate at Western Australia based National and/or State Championship competitions Host a minimum of two social events per year 	<ol style="list-style-type: none"> Improve policy and procedures, including presence on Social Media (Facebook, Instagram) Improved Club website statistics and interaction by members and Officials Distribution of at least one newsletter per month Meet regularly with LAWA and other relevant organisations, including bi-annual pre-season meetings with AWA (March and September) Review and implement survey results 	<ol style="list-style-type: none"> Spring Education Series for Level 1 (such as Track, Jumps, Throws) Joeys program membership to be 10 or more at 2022 Implement an Officials mentor program All Club members to attain Level 1 AAOES with half of membership working towards Level 2 Identify and encourage members to achieve or work towards Level 3 AAOES Conduct a minimum of three education opportunities per summer season at Level 2, such as Starts, Track, Jumps, Throws, Walks, Technical, EDM, Chief/Referee, Competition Management Conduct a minimum of two winter and/or out-of-stadia education opportunities Attend at a minimum of eight LAWA Centres to empower Centre management and/or representatives in the successful application of rules, knowledge and skills

