



2023-2028 STRATEGIC PLAN

TABLE OF CONTENTS

03

Introduction

04

Mission and
Vision

05

SHSAA Values

06

Strategic Priority -
Partnerships

07

Strategic Priority -
Association
Growth

08

Strategic Priority -
Governance and
Leadership

09

Summary



INTRODUCTION

This document represents the results of the Saskatchewan High Schools Athletic Association (SHSAA) strategic planning that occurred during the 2022-23 school year.

The following Board members and Staff participated in the planning:

Board Members:

- Al Wandler
- Lance Morrison
- Dan Alspach
- Ryan Trumbley
- Brad Nemish
- Dave Earl
- Sandra Surkan
- Angelin Comfort
- Ken Parker
- Cathy Morrow
- Cory Trann

Staff:

- Dave Sandomirsky
- Jeff Kitts
- Jessica Blair
- Sarah Pickering

Strategic planning was facilitated by Ben Grebinski.



MISSION 2023

To provide educational opportunities through school sport.

VISION 2028

The SHSAA will be respected as an integral partner in the development of students within the education sector.



SHSAA VALUES

Student-Athlete Welfare

The SHSAA is committed to amateurism, student-athlete welfare, diversity, sportsmanship, and fair play within an ethical framework. This will be reflected in every aspect of the athletic administrative operations and decisions.

Fair Competition

The competition among teams in SHSAA activities ensures that each participating team has opportunity to advance through the playoff structure for that activity and achieve the educational goals of school sport.

Personal Development

Student-athletes, coaches, and officials are encouraged to develop an active, healthy lifestyle in a competitive and respectful environment while contributing positively to the achievement of social, personal, and citizenship goals of education.

Celebration of Excellence

The overriding purpose of SHSAA programs is to celebrate school team and student-athlete success, participation, and demonstration of the benefits and qualities of sportsmanship. Every effort is made to recognize each of these benefits of high school athletic competition.

Accessibility to Participation

SHSAA will endeavour to provide access to participation across the province.

STRATEGIC PRIORITY

Partnerships

Cultivating partnerships will be critical to ensure SHSAA sustainability. Building those partnerships will increase awareness of the value of SHSAA as an organization and the programs it offers. Partnerships must be developed with groups and organizations within and outside the education sector that we operate in. We recognize our valued volunteers as our partners and will strive to grow our volunteer base.

PRIORITY	STRATEGIC ACTIONS	PERFORMANCE MEASURES
Partnerships	Continue to strengthen relationships with provincial stakeholders	Awareness has increased and new partners have been secured
	Provincial-wide public relations initiative to advocate for high school sport	Report on data from PR initiatives
	Increase volunteer base	Track volunteer base trends



STRATEGIC PRIORITY

Association Growth

SHSAA must ensure that its programs and services evolve with the environment we operate in. This means constant review and revitalization to ensure they meet the needs of our members and stakeholders now and in the future.

PRIORITY	STRATEGIC ACTIONS	PERFORMANCE MEASURES
Association Growth	Strive to have equity, diversity, and inclusion at the forefront of decisions	Diversity is present in SHSAA
	Annual review of activities and programs that the SHSAA offers to ensure that they meet the Association values	Review activities and programs annually
	Monitor the classification system	



STRATEGIC PRIORITY

Governance and Leadership

SHSAA must ensure that its governance, administrative structures, systems, and communications are relevant for a sustainable association.

PRIORITY	STRATEGIC ACTIONS	PERFORMANCE MEASURES
Governance and Leadership	Ensure financial sustainability	5-year financial glide path
	Be accountable and transparent to stakeholders	Board and staff performance appraisals are complete
	Plan for Board succession and performance appraisals of staff	



SUMMARY

Mission

To provide educational opportunities through school sport.

Vision

The SHSAA will be respected as an integral partner in the development of students within the education sector.

Values

Student-Athlete Welfare Fair Competition Personal Development
Celebration of Excellence Accessibility to Participation

1. Partnerships

Continue to strengthen relationships with provincial stakeholders

Provincial-wide public relations initiative to advocate for high school sport

Increase volunteer base

2. Association Growth

Strive to have equity, diversity, and inclusion at the forefront of decisions

Annual review of activities and programs that the SHSAA offers to ensure that they meet the Association values

Monitor the classification system

3. Governance and Leadership

Ensure financial sustainability


Be accountable and transparent to stakeholders

Plan for Board succession and performance appraisals of staff



Saskatchewan High Schools Athletic Association

#1-575 Park Street
Regina, SK
S4N 5B2

www.shsaa.ca 
shsaa@shsaa.ca 