

**NORTH QUEENSLAND REMOTE AND  
INDIGENOUS COMMUNITIES HOCKEY DEVELOPMENT  
PROGRAMME**

for the

**CAPE YORK  
GULF SAVANNAH  
CAIRNS  
PALM ISLAND  
AND CHARTERS TOWERS  
REGIONS**

**DEVELOPMENT PLAN 2009-2010**

**DRAFT NO.1**

**HOCKEY QUEENSLAND INC**

# REMOTE PROGRAM DEVELOPMENT PLAN

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## **1.00 INTRODUCTION**

This Plan follows the policy of Development Planning which has been constant through-out the life of this Program. The planning documents are the essential tool which allows the Program to move forward with flexibility and confidence. These documents and the process which comes prior has been recognized as best practice by Sport and recreation Queensland and we continue to consult with all relevant parties prior to putting the initial draft together. We thank all parties that contribute to discussions to enable these documents that are crucial to our success to be completed.

This Program is designed to promote and develop hockey within the remote areas of North Queensland.

The Plan will identify issues within 4 specific areas:-

- (a) Active Participation
- (b) Skills Development
- (c) Equipment and Facilities
- (d) Community Engagement

We will plan our programs and focus our outcomes to meet the community needs and the ongoing sustainability of the hockey programs around these four areas.

## **2.00 CONSULTATION**

The Development Planning for all Regions has been developed in conjunction with the following individuals and organizations:

- Hockey Australia ISP and NITP Manager
- Cairns Hockey RCD
- Cairns and Townsville based Project Officers with Sport and Recreation Queensland
- Program Officers with the Indigenous Recreation Section of Cairns TAFE
- Leaders and elders in communities
- Representatives from Gulf Sport and Recreation Queensland
- Representatives from Island Communities of the Torres Strait.
- Coaching Manager of Hockey Queensland

- Manager for Remote North Queensland – Active After School Program

### 3.0 ROLE OF KEY PERSONNEL AND PROJECT PARTNERS

#### Personnel/Organization

#### Main Roles

#### **PROJECT TEAM**

Julie McNeil  
(based in Brisbane)

- Project Manager
- Liaison with Hockey Queensland
- Liaison and co-ordination of Project Team Members and Project Partners
- Marketing and Promotion
- Grants Application and Funding
- Management and Administration

Gulf Development Officer (part time)

- Implementation and delivery of the Program in the Gulf Communities
- Assistance coaching of Gulf teams
- Assistance with coach education and training programs
- Assistance with pathway programs
- Financial and audit control

Garry Bail-West  
Hockey Queensland General Manager  
(based in Brisbane)

David McNeil and Roneece Cupitt  
Hockey Queensland  
(based in Brisbane)

- Consultant Coaches
- Talent Identification
- Assistance with Coach Education and Training

Kevin Edmonstone – Cairns

- Indigenous Artists responsible for Hockey Art clinics and Hockey Artwork from time to time in promotion and marketing

#### **PROJECT PARTNERS**

Hockey Australia – Joe Kelly

- Liaison for national indigenous programs

Cairns Office Sport and Recreation and Townsville Office – Sport and Recreation

- Senior Project Officer
- Cape York Indigenous Recreation Officer

- Funding Agency
- Specialist advice as required
- Monitoring and feedback as required
- Contact within Cape Region and Gulf region, palm Island and Charters Towers

Australian Sports Commission – ISP

- Funding Agency – assistance with programs
- Funding Agency – program assistance

Cairns Hockey Association and associated coaches

- Mentoring role and specialist coaching advice to Development Officer as required
- Provides assistance in Cairns Area

Cairns Hockey Association Inc  
Tagai College Thursday Island

- Assistance is special projects associated with the program

Mike Stevenson  
Recreation Officer Gulf Region  
Active After Care Program

- Contact within Gulf Region
- Specialist advice on project co-ordination in Gulf
- Manager Active After School Program for ASC

Cairns Active After School program  
Chris Conlon

TAFE – Leanne Bell

- Specialist advice on Cape Communities and

(based in Cairns and Torres Strait )

Sport and recreation students that will assist in the education and training programs associated

## **4.0 ACTION PLAN**

### **4.02 Cape York Main Objectives**

- Support the delivery of Active After School Care Programs in the Cape and Torres Strait through the Hookin2 Hockey Programs.
- Develop and Advance the Torres Strait Migi Kokan Hockey Competition as a pathway for regular hockey competition in the Torres Strait and extend the competition to some of the outer Islands.
- Identify Talented Athletes from the Hockey Program in the Cape and Torres Strait and conduct development camps as pathways for the future.
- Provide ongoing education and training programs for coach and officiating programs with particular emphasis on ensuring that the coaching programs are relevant to issues practical in the remote communities. Develop these local programs and seek community input.
- Actively encouraging young girls to participate and young women to be involved in the education/training and leadership activities.
- Continue to develop “Hockey Art” as part of the program and encourage “cultural exchanges”.
- Provide ongoing training and Coaching courses to students undertaking the Indigenous Recreation Course at the Cairns TAFE. Particular emphasis will be given to students from the Cape and Gulf Savannah Regions.
- Contact schools within the Cairns Region with students from both the Cape and Gulf Regions and offer interested students an introduction to the sport and coaching courses. Particular emphasis will be given to students returning to the Cape and Gulf Communities and with an interest in recreation.
- The possibility of linking both the TAFE and school based actions will be further investigated.
- Support the Croc Fest in the Cape and include Hockey in the sports
- Identify students to be involved in Development Camps in conjunction with special events
- Develop plans to enter a Torres Strait team at the Under 13 Championship similar to the Gulf Team. Emphasis on funding issues and logistical concerns.

- Maintaining necessary and suitable hockey equipment for new programs, obtaining portable goal nets for the program and modifying facilities if required to meet the needs of the program in small communities.

#### **4.02 Cape York Focus Area**

The main Focus Areas for the Cape Region in 2009-2010 will be the Islands of the Torres Strait with some participation clinics and development work in Cooktown, Lockhart River and ongoing support of the Weipa social competition. Work is to be done to have hockey included in this cultural festival and forthcoming festivals in Thursday Island in 2009.

Taking into account the unique circumstances of individual communities within Regions, previous experience gained by the program and the national participation program “Hook in2 Hockey” program emphasis within these communities will be given to the following:

- the establishment or continued development of hockey in schools
- developing a modified competition both within and between schools
- developing a competition within the community based on traditional games and modification to hockey – cultural links
- providing training to develop locally accredited coaches ( modified coaching accreditation and hockey Ed on line) within the cluster.
- the continuation of the Hockey Art Program
- establishment and development of pathways for identified players who wish to continue playing hockey when transfer to Boarding Schools in Cairns and other Regions

#### **4.03 Gulf Savannah Main Objectives**

- Build upon the initiatives 2001-2008 to develop the sport in the Region.
- Continue to work with the Gulf Schools Sport and Recreation Association to consolidate previous initiatives and identify opportunities to expand the sport and increase participation 5% in 3 years.
- Develop a Gulf Youth Hockey Competition to advance the sport in the Gulf communities and have 8 communities participating within 3 years
- Link with current sport and recreation programs within the Region.

- Work with Hockey Ed and other on line coaching to assist the education and training and provide further training to increase the number of accredited Coaches within the Region by 5% in 3 years
- Give emphasis to further emphasize the establishment of hockey as a self-sustaining sport in the Region.
- Provide pathways for involvement in competition to extend to the Region in particular relationships with boarding schools.
- Continue to develop “Hockey Art” as part of the program and encourage “cultural exchanges”.
- Actively encouraging young girls to participate and young women to be involved in the education/training and leadership activities.
- Identify students to be involved in Gulf Squad training and other special events

#### **4.04 Gulf Savannah Focus Areas**

The main focus areas for the Gulf Savannah Region in 2009-2010 will be as follows:

- Assistance and support to community teams attending the regional hockey carnival in Karumba - Particular activities at this carnival will include:
  - conduct a competition during the day allocated to hockey
  - identify people interested in attaining coaching accreditation
  - provision of introduction coaching courses.
  - Talent Identification
  - Focus Groups on Developing Hockey for the Future
- Development Officer to attend the vacation care camp across the Gulf Savannah communities.
- Support regional competition for the Gulf Girls and Boys Under 13 Team.
- Study ways we can find to finance the Gulf Under 13 Boys and Girls teams returning to the State Championships – maybe look at a partnership with the Cape side
- Identify indigenous young girls and young women to be part of development opportunities as part of ongoing commitment to the Indigenous Sports Program

Taking into account the unique circumstances of individual communities within Regions, previous experience gained by the program and the national participation program “Hook in2 Hockey” program emphasis within these communities will be given to the following

- the establishment or continued development of hockey as part of a network of programs through-out the Gulf Savannah
- developing and strengthening partnerships with Active After School Programs delivering hockey programs
- developing a competition within the community based on traditional games and modification to hockey – cultural links
- providing training to develop locally accredited coaches in conjunction with Hockey Ed on line and modified accredited courses
- Hockey Art to be included as part of the Program

#### **4.05 Cairns Indigenous Base Program and Southern Cape York Objectives**

- Continue to develop a hockey participation program within the region in particular the “Hook in2 Hockey” ;
- Where relevant Introduce a hockey participation program to young girls and young women within a region
- Addition researching of ways to encourage school based program with a focus on young women aged 10 to 17 years;
- Working with community to design a program/competition based on local conditions and local solutions in conjunction with schools, community leaders and associated support professionals which includes providing the means of establishing a self sustaining sport with emphasis given to developing/ educating and training locally based coaches and officials;
- Emphasis will be given to encourage direct parent involvement in the sport with their children
- Provide pathways for involvement in competitions external to the region;
- Develop “Hockey Art” as part of the program and encourage “cultural exchanges”.
- Provide ongoing training and Coaching courses to students undertaking the Indigenous Recreation Course at the Cairns TAFE. Particular emphasis will be given to students from the Cape and Gulf Savannah Regions.
- Contact schools within the Cairns Region with students from both the Cape and Gulf Regions and offer interested students an introduction to the sport and coaching courses. Particular emphasis will be given to students returning to the Cape and Gulf Communities and with an interest in recreation.
- The possibility of linking both the TAFE and school based actions will be further investigated.

#### **4.06 Cairns and Southern Cape Focus Area**

The main Focus Areas for the Cairns and Southern Cape Region in 2008-2010 is the Boarding School of Darajan, Cairns TAFE – Indigenous Studies Department and Cooktown Region.

The focus will remain in the Cairns area on the boarding schools and the local indigenous population in particular the young indigenous girls and young women.

Development of relationships with TAFE college in respect to the recreation and sport and recreation students.

Taking into account the unique circumstances of individual communities within Regions, previous experience gained by the program and the national participation program “Hook in2 Hockey” program emphasis within these communities will be given to the following

- the establishment or continued development of hockey in boarding schools
- developing a competition both within and between schools
- developing a competition within the community based on traditional games and modification to hockey – cultural links
- providing training to develop locally accredited coaches ( modified coaching accreditation and hockey Ed on line) within the cluster.
- the continuation of the Hockey Art Program
- establishment and development of pathways for identified players who wish to continue playing hockey when transfer to Boarding Schools in Cairns and other Regions

#### **4.07 Palm Island Community Objectives**

- Link with current sport and recreation programs within the Region.
- Link with PCYC programs in within the Region.
- Develop a hockey participation program within the community based on the Hook in2Hockey programs and Active After School programs where relevant ;

- Where relevant Introduce a hockey participation program to young girls and young women within the community
- Researching of ways to encourage school based program with a focus on young women aged 10 to 17 years;
- Working with community to design a program/competition based on local conditions and local solutions in conjunction with schools, community leaders and associated support professionals which includes providing the means of establishing a self sustaining sport with emphasis given to developing/ educating and training locally based coaches and officials;
- Emphasis will be given to encourage direct parent involvement in the sport with their children
- Provide pathways for involvement in competitions external to the region;
- Develop “Hockey Art” as part of the program and encourage “cultural exchanges”.

#### **4.08 Palm Island Community Focus Area**

The main Focus Areas is the Palm Island Community and Townsville for special events and coaching clinics for 2008-2010. Although there is a focus on young girls it is not a substantial one. The main aim is to introduce the sport to the community as a whole and encourage involvement in any capacity whatsoever.

As the community is only a small one in real terms emphasis can be placed upon the following:

- developing a competition both within and between schools
- developing a competition within the community based on traditional games and modification to hockey – cultural links
- providing training to develop locally accredited coaches .
- Identification students to be involved in special events and coaching clinics
- Actively seek linkages with other sports and Development Officers operating within the region.
- Continue to develop “Hockey Art” as part of the program and encourage “cultural exchanges

#### **4.09 Borders School Program Objectives**

- Identify if Charters Towers and Mount Isa wants to become involved in developing hockey programs for boarders coming in from the Gulf to continue playing hockey.

- Assist with the Schools in developing a hockey competition program within the school region to support the players coming from the Gulf already playing in a hockey competition ;
- Where relevant Introduce a hockey participation program to support the competition being established. This could be based on Hook in2 Hockey.
- Addition researching of ways to encourage school based program with a focus on young women aged 10 to 17 years;
- Working with community to design a program/competition based on local conditions and local solutions in conjunction with schools, community leaders and associated support professionals which includes providing the means of establishing a self sustaining sport with emphasis given to developing/ educating and training locally based coaches and officials;
- Emphasis will be given to encourage local community to become involved in the program and competition
- Provide pathways for involvement in competitions external to the region;
- Develop “Hockey Art” as part of the program and encourage “cultural exchanges”.
- Provide ongoing training and Coaching courses to support the program.

#### **4.10 Boarding School Focus Area**

The main Focus Areas is Charters Towers Region and Mount Isa Region in particular the boarding schools but community participation is to be encouraged.

The focus will remain on the boarding schools but will not be confined to the local indigenous population in particular the young indigenous girls and young women. It will be a general focus to cover as many young people as possible.

Taking into account the unique circumstances of individual communities within Regions, previous experience gained by the program and the national participation program “Hook in2 Hockey” program emphasis within these communities will be given to the following

- the establishment or continued development of hockey in boarding schools
- developing a competition both within and between schools
- developing a competition within the community based on traditional games and modification to hockey – cultural links
- providing training to develop locally accredited coaches ( modified coaching accreditation and hockey Ed on line) within the cluster.

- the continuation of the Hockey Art Program
- establishment and development of pathways for identified players who wish to continue playing hockey when transfer to Boarding Schools in Charters Towers, Townsville and Mount Isa Regions

#### **4.11 Hockey Art**

This initiative provides a link between sport and the cultural heritage of the Project areas.

As part of this initiative, hockey sticks, balls, uniforms and other equipment are will be painted by artists and participants for use in competitions and for display purposes.

Hockey Art has been successfully used in 2001-2007 to promote the Remote program at both national and international levels.

In 2008 the program will develop the initiative to integrate the combining of sport and culture to a practical level. It is hoped that the Karumba Festival traditions will continue with the painting of hockey equipment as part of the Festival and to extend this in clinics where participants will be able to paint their hockey sticks reflecting some measure of their connection with their culture, their land or where they live. It is in the development stage but with the assistance with community members it has we believe great potential.

#### **4.12 Web Site Updating**

The Remote Hockey website is being updated to ensure that it becomes an active and practical resource for the Program. The areas within the site that will become important will include:-

- (a) Education and Training – Interactive Links to UTube for coaching support and other resources
- (b) Information
- (c) The site will give hockey a focus across Queensland
- (d) Hockey Art and the programs will be highlighted
- (e) Calendars and Events will be highlighted
- (f) Mentoring will be available.

(g) Many any highlights.

### **5.01 2009 Activity Plan**

The specific activities to be undertaken within all Regions will be included in the 2009 Operational Plan which is attached. This Plan evolves through a consultation process and is subject to change due to local issues however it set out the confirmed activity plan that we will work towards always recognizing that flexibility is of paramount important in this program.

### **5.02 2009 GULF SAVANNAH PROGRAMME**

- Gulf Schools Hockey Festival Karumba
- Initiate a Hockey competition in the Gulf to increase the skill level standard of the game in the communities.
- Coach Education and Training Programs
- Gulf Squad Camps – preparation State Under 13 Championships
- School Participation and Activity at through Active After School Programs, Vacation Care Programs and Hookin2 Hockey Programs
- Hockey Art Activities
- Pathways to Boarding schools and then to Clubs

### **5.03 2009 CAPE YORK PROGRAMME**

- Initiate Hockey participation strategies that aim to develop young people playing hockey in the Island Communities of the Torres Strait as well as Bamaga
- Initiate modified type of competitions that meet the needs of the community.
- Coach Education and Training Programs
- Special Projects to promote hockey in the region including invitation to development camps
- School Participation and Activity at through Active After School Programs, Vacation Care Programs and Hookin2 Hockey Programs
- Hockey Art Activities

### **5.04 2009 CAIRNS INDIGENOUS BASE PROGRAM AND SOUTHERN CAPE PROGRAM**

- Initiate Hockey participation strategies that aim to develop young indigenous people playing hockey in the indigenous boarding school of Darajan in Cairns
- Initiate modified type of competitions that meet the needs of the community.
- Coach Education and Training Programs for teachers and associated persons at the boarding school and Tafe students at the Indigenous Studies Department at cairns Tafe

- Look at Hookin2 Hockey Programs with Cairns Hockey at the Boarding Schools

#### **5.05 2009 BOARDING SCHOOL PROGRAM**

Coach Education and Training Programs for teachers and associated persons at the boarding school and Tafe students at the Indigenous Studies Department at Townsville and Cairns Tafe

Initiate Hockey competition within the boarding schools  
Work with school to develop participation programs within the boarding schools including Hookin2 Hockey programs

### **6 KEY PERFORMANCE INDICATORS**

The following key performance indicators have been identified for the Program Management and Administration:

#### **Cape Region**

- (a) Development of players and teams within the Islands of the Torres Strait based on participation clinics and thereafter the Hookin2 Hockey culminate in a series of community based competitions in July – November 2010;
- (b) Establishment of at least 1 locally based people within the each Island Community based on the modified coach accreditation due to the nature of the facilities within 12 months and thereafter development further education and training programs for coached and officials based on the official coaching accreditation network.;
- (c) Establishment of a local support network to sustain a competition where applicable by 2010;
- (d) Identify a up to 6 young girls and boys with skills with potential talent potential to travel to the Cairns Region to attend a development camp in 2009.

#### **Gulf Region**

- (a) Complete the planning and practice sessions for the Youth Gulf Hockey Competition and confirm at least 4 communities involvement in 2009 and 8 communities involvement in the competition in 2010.
- (b) Increase the quality of the hockey competition at the Karumba Hockey Festival.
- (c) Establish a network of at least one (1) additional coach from each community based in the Gulf Region with modified coaching accreditation.

- (d) Expand the local support network to sustain the competition including mentor coaching, officiating and management and administration through the website where possible.
- (e) Identify a minimum of (4) young people with talent identification and 2 coaches with potential from communities within the Gulf to attend the camp being conducted in the Cairns Region in 2009.
- (f) Complete a process for pathway from Gulf Teams to Boarding Schools and then further Talent Identification through the RCD and club network.

#### **Cairns and Southern Cape Region**

- (a) Delivery of at least one (1) Hookin2 Hockey program to Darajan Boarding School Program targeting Cairns-based boarders from the Cape and Gulf Regions;
- (b) Development of at least (4) four people from the Cape and Gulf Regions attending the Cairns TAFE Course with modified Coaching accreditation.
- (c) Identify a (4) four young people with talent to attend a development camp in the Cairns region in 2009;

#### **Boarding School Region**

- (a) Delivery of at least one (1) Hookin2 Hockey program to Charters Towers Boarding Schools in 2010;
- (b) Identifying at least (2) two people from Boarding School to attend Cairns modified Coaching accreditation to assist with the hockey program in 2009/2010
- (c) Include the boarding school hockey programs on the website and look for article for promotion.

## **6 COMPLEMENTARY PROJECTS AND INITIATIVES**

A range of existing projects and initiatives within North Queensland to be linked with the Cape York and Gulf Savannah Regions.

#### **(a) Remote Hockey Website**

1. Resource Tool for the Remote and Indigenous Communities
2. Assist and facilitate communication at all levels

3. Targeting Information in the areas of Competition, Coaching and Education and Participation
4. Special Projects – Promotions and Marketing
5. Hockey Art Program
6. Aim is to work with communities, schools and other organizations to regularly update the website so it is an effective tool in the Program.

**(b) Development Officer Course On- line Accreditation - development**

The Program has already established a modified level 1 course to meet the needs of the communities. The next step is to register with Department of Education and Training Units to assist in accreditation under the Tafe system so as we can have hockey accredited people in communities delivering our programs trained in Coaching and Sport. The unique nature of the course hockey is developing is that we are trying to create a balance between sport and culture as part of this Program.

See Development Officer Course Operation and Development Plans – Separate Attachments.