

Swim & Water Polo
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Bloomfield-Garfield Corporation
5149 Penn Ave, Pittsburgh, PA 15224

* Swim & Water Polo

* Desired number of students: Three options proposed:
(**Conservative** – or – *Home Cooking* – or – **Robust**)

** **Conservative capacity** = 90 students

** 30 students at Camp U-Prep (east), and

** 30 students at Camp King (north/west), and

** 30 students at Carmalt (south).

** **Home Cooking** capacity = Swimming occurs ONLY at PPS pools = 165 students

** 45 students at Camp U-Prep (east), and

** 60 students at Camp King (north/west), and

** 60 students at Carmalt (south).

** **Robust capacity** = 240 students = Allows for some outdoor swimming.

** 60 students at Camp U-Prep (east), and

** 90 students at Camp King (north/west), and

** 90 students at Carmalt (south).

* All are double-block activity periods.

* Swim & Water Polo can be fully “on-site,” as proposed in the **Conservative** and *Home Cooking* options. or, it could allow for some outside swimming too, called **Robust** option.

Swim & Water Polo desires occasional trip(s) and game-days with guardian permission slips.

* Preferred older grades, grade 3 and above. Both boys and girls enjoy Swim & Water Polo.

* Total Proposed Cost, for 90 campers = \$25,200; for 165 = \$46,200; for 240 campers = \$67,200.

Blurb:

Swim & Water Polo, always one of the most popular activities among students, gets everyone into the pool every day. If you can't swim, you'll learn. We improve our strokes, abilities and all become deep-end swimmers, divers and real aquatic athletes. Play various aquatic games, especially SKWIM and Olympic water polo. Zoom ahead in your fitness, strength, teamwork skills and have fun.

Cover Letter:

December 7, 2016

Dear Administrators of PPS Summer Dreamers,

In flag football, if you fail to catch a forward pass, it is no big deal. Your team might have to punt. If you miss a foul shot in basketball, nobody dies. When at the pool, failure isn't an option. To fail while swimming across the deep end of the pool, or if failure looms large for oneself, or even a friend, while at a pond, lake, river, or in the ocean at a beach – in the days, weeks, seasons and years to come – experiences at Swim & Water Polo from Summer Dreamers are sure to prove to be priceless.

Water is life. At Swim & Water Polo Camp we teach kids about life, water, personal fitness, safety, strength, endurance, muscles, their bodies, teamwork, listening, communication, sportsmanship and growth. We offer challenges, set goals and make progress with new experiences, coaches and friends while building courage and self-confidence. We learn and teach many of the best lessons of life at the swim pool. Responsibility soars within each student, instructor and coach.

Pittsburgh is blessed to have three rivers and an abundance of water resources. Meanwhile, PPS is blessed to have 14 indoor swim pools. We consider these swim pools one of the best learning laboratories for life skills in the PPS system.

Coach Mark Rauterkus has a method for Swim & Water Polo. It is more than a style and a suite of lesson plans. We go to the pool with a purpose, with a mission, and a serious sense of urgency. Our city kids need to be able to swim across the achievement gap. More and more of them need to be able to jump in and get themselves to the other side.

The BGC and others in the community have been proud to support the efforts of Swim & Water Polo throughout the years. We urge PPS to commit to creating more opportunities at its pools for students to experience the enjoyment that being comfortable in a water-filled environment can bring. This isn't like recess. Here, none sit on the sidelines. Educational leaders have seen the distinction in engagement between the Swim & Water Polo activities and what others have provided.

We propose that Swim & Water Polo be offered at all of the Summer Dreamer sites in the summer of 2017, with enough slots for at least 30 students at each site. We would seek to continue what students gains at Summer Dreamers 2017 through an on-going program that

would provide coached aquatic activities during the school year for those interested. Swimming provides a positive impact for student focus, behavior, spirit, and personal growth and responsibility.

Kids that enjoyed Swim & Water Polo at past Summer Dreamers are now on our summer-time staff. Young adults and high school students are valuable in their roles in teaching the next generation how to put their faces into the water and shoot a backhand shot. We are teaching young teachers and future coaches at Swim & Water Polo too. Growth and cooperation with PPS and APOST in this area is desired in 2017 as well.

Sincerely yours,

Rick Swartz,
CEO of the BGC

1. Implementation Plan

Vision and Goals

Swim & Water Polo's begins the process of Creating Literate Olympians Here within Pittsburgh Public Schools.

We strive for the students to become aquatic athletes and develop an awareness of physical literacy, and more specific, aquatic literacy. We envision our kids competing with the world and developing real understandings of what it takes to succeed.

The first goal for Swim & Water Polo is to get everyone swimming well and passing their deep water tests.

The second goal is getting all the students an awareness of teamwork and sportsmanship. All experience experience and understand what it means to be a good teammate.

The third goal concerns learning, playing and improving the skills of aquatic games, SKWIM and water polo.

Actions

In the summer, campers swim! Kids in the city can swim too. The A-B-C actions:

- a) Campers listen to coaches in a team huddle within a squad to start the afternoon activity. The framework and skills for the practice are introduced.
- b) Dry-land exercises and perhaps, a bit of running happens.
- c) Swimmers gear up for the pool, and
- d) as the kids get wet, all are part of a group-fitness workout that raises heart-rates, stresses listening and kinetic movements based upon the direction from the coaches.
- e) Swimming lessons happen after the warm-up.
- f) Use of fins, paddles, kick-boards and other equipment gets blended into the activities.
- g) Demonstrations from varsity swimmers and fellow classmates help focus on the right-and-wrong ways to swim the strokes and make the moves.
- h) Water polo balls on some days and SKWIM disks on other days enter the practice. Passing, shooting and team movements are taught and rehearsed.
- i) The squads "cap-up" and controlled scrimmages happen with an evolution of different rules and tactics throughout the weeks of the camp.
- j) A few days are devoted to the game-day and race activities and might include travel or visiting competitors.

k) Multimedia and literacy gets infused into the pre-and-post pool activities with tablets, video cameras and a customized learning platform that includes digital badges.

Unique:

Swimming is fun. Evaluations from parents/guardians have been exceptional. One from 2016 read. "Q: What was the most positive part of your child's experience with Summer Dreamers:
A: His going to swimming classes."

Swimming isn't unique, but the international game of water polo, the first team sport introduced in the modern Olympics, is rare. Meanwhile, SKWIM, our disk-based game, is unique and exciting from the first day.

Educationally, we highlight the transferable skills. Plus, the online presence, digital badges, multimedia lessons and learning platform at Play.CLOH.org, mural painting, and optional activities in the evenings and weekends make Swim & Water Polo exceptional.

Accessibility

Students with all sorts of challenges have participated in our program every year. The water is well suited for adaptive activities and handling accessibility issues.

Engaged and excited

In fall 2016, after-school water polo began at Arsenal Middle School on Tuesdays and Thursdays. Day one had four students and in the fourth week, the 8th session, 35 students stayed after school for water polo. Explosive growth similar to this is normal with water polo because the students have fun, learn quickly and tell their friends to join too.

Know and do by the end

Participants in Swim & Water Polo learn how to swim, tread water, dive in the deep end. They can float and kick on their back, do backstroke, breaststroke and butterfly to some degree. Some get proficient in all their strokes. Students get 27 workouts where they train and gain fitness, aerobic capacity and strength. They understand exercise and physical routines. Some of our routines are rather complicated and challenging. For example, one full-body kinetic routine has 47 exercises. We push the kids in the barefoot biathlon, the Liberty Mile (past), and with opt in tournaments in the evenings, weekends and in August, after SDA ends.

Students in Swim & Water Polo come to understand progress, a process and how skills and techniques build upon each other. They join the activities each day with an understanding of some basics and the framework of how the day will include effort, energy, and challenges. But, they'll need to have an open mind and try some new things that they never have done before. Our athletes understand the reality that they'll need to grow and

change to be faster and have a hope of winning and being more efficient.

Pep talk: "We all get better and can swim across the pool by mid-summer, but you better listen, try, and build some courage and confidence in yourself. Let's go. Keep going." Cheers.

Students at Swim & Water Polo experience plenty of drills, micro-games, scrimmages and games. They work in pairs, such as who can pass 10 in a row without having the ball hit the water. They work in groups, so to see if the squad can keep the five bricks in the air for a minute. They work in roles – shooters against the goalie, and offense against the defense, and boys against the girls, and staff against the students, and green team against the yellow team.

Swim & Water Polo participants get to race in real races, for real trophies against real competitors. We've taken more than 100 students and staff to compete in Downtown Pittsburgh's Liberty Mile for five years. We've taken students to kayak on the rivers. We have taken other area swimmers to overnight training camp at Cal U with Allegheny Mountain Swimming. And in 2017, we expect to do similar, exciting things again but with Dreamers. Our calendar is sure to include open water swimming at Moraine State Park, August training invites to water polo sessions at North Park, Sarah Heinz House, Citiparks' Ammon Pool in the Hill District and even an opportunity to watch and have a demonstration game with college water polo players with W&J. In 2017, we'll have a meet and competition day at The Pittsburgh Project on Charles Street in the Northside too. Some of our best times in past years happened when the Camp Carmalt squad competed against Camp Langley at Citiparks Sheraden pool. We hope we can give the kids these opportunities moving forward.

Creations

Some of the creations from Swim & Water Polo have included fantastic murals (2015, 2016) and A for Athlete A-B-Cs (2012, 2013), gripping slide-shows (every year), funny underwater photos, action videos, and digital badges. We make deep water swimmers, but our kids have had plenty of chances to win ribbons, medals and trophies. Our wiki pages, once more public in the past, have gravitated to a private site and an online learning system (with WordPress and Learn-Dash) that gets kids their own user name and password. Progress is tracked automatically, quiz and tests are taken, and the physical learning is blended with the reading, writing and multimedia with CLOH.org's Aquatic Literacy content.

More than 200 questions are part of the system with a six level with SKWIM. Here are some of the technical elements covered with our online tools with aquatic literacy.

SAFETY: Supervision, Lifeguard Duty, Buddy System, UVA, PFD's, Safety/Rescue Gear

DYNAMICS: Density, Buoyancy; Displacement, Resistance, Lift, Safety Strokes, Entry/Exit

H2O-EFFECT: COF, CG, Pressure, Depth, Visibility, Quality, Exposure, Ice, Hypothermia

CONDITIONS: Beach, Lake, River, Eddies, Vortex, Currents, Tides, Wind, Swells, Surf,

Storms ENVIRONMENT: Beach Topography, Jetty, Beach / Dock Safety, Water Craft, Marine

Life Safety TECH-RESPONSE: 911, Deck, Beach & Water Rescue Techniques and Gear, First

Aid, CPR, AED

In 2015, Swim & Water Polo purchased 50 Android Tablets that we used again in 2016 to deliver these lessons. These resources are getting further refined as part of a presentation with exhibitors of eLifeguard.com in Pittsburgh in April 2017 with the National Drowning Prevention Alliance (NDPA.org) meeting.

Culminating projects

Swim & Water Polo celebrates the end of camp with a tournament and swim meet. In 2016, the guardians were not allowed to the pool, sadly. In 2017, we need support of PPS security guards so parents can witness our show-off swims and game play. But, there is no "last day."

The aim for Swim & Water Polo is to never end. Long term, we want all the students to grow up and become lifeguards and swim instructors in a few years. Kids who take Swim & Water Polo are encouraged to join and swim for their middle school swim teams and be varsity swimmers. Obama and Arsenal kids got to do after school water polo. Kids from other schools get invited to MLK Day water polo at Sarah Heinz House. Westinghouse High School might re-start swimming as a varsity sport in 2017 with the help of lots of former Summer Dreamers from Camp Faison. In the fall of 2016, we started the Saturday Swim School at Oliver High School as a way to keep in touch with Summer Dreamers so that they can continue their quest in aquatics and build upon the summer-time experiences.

In 2017, all the campers are going to be invited to a city-wide August Rookie Camp for Swim & Water Polo. Teams are going to be formed. Practices and competitions are slated with others from around PA during and especially after Summer Dreamers ends. The Sarah Heinz House, The Pittsburgh Project, Manchester Academic Charter School, Tiger Water Polo, EPIC Water Polo in Erie, and Pgh Masters, plus CalU swimming, W&J College water polo coach, the BGC and Citiparks are all playing a role in sustaining water polo. Pittsburgh Public Schools gave support for water polo at two schools in the fall of 2016, but more students from throughout the district can be added in 2017.

Digital Badges

In 2015 and 2016, extensive grant proposals to LRNG.org were crafted for funding for deploying digital badges. New incomes from the national competition did not materialize, but the system for our badges and its lifelong learning concepts have matured. Play.CLOH.org resources are impressive and we hope more take notice in 2017. The activities of Swim & Water Polo are linked to digital badges. The students and community can benefit from these enhancements, especially with season-to-season and year-to-year participation.

Connected Writing Project

The online learning system we developed at Play.CLOH.org ties together the swim, SKWIM, water polo and physical experiences, with academic and literacy intelligence. The brain and the body both get stronger and smarter as we explain what, how, and why things work as they do to the students. Science and engineering greatly influence swimming strokes and propulsion. Biology and human physiology come into play with safety, lung capacity, heart rates and first aid.

At Summer Dreamers, we have lesson plans that links to various videos that can be watched each day. Coaches can do this on laptops or in a classroom. Plus, students can watch them at home on their own. Often, we pass out the tablets, perhaps in small groups, and kids plug along with a partner in their learning pathway after signing in with their username and password.

In 2016, we used the tablets in the cafeteria as lunch ended. Then the students could continue reading and playing with our prepared swim content on the bus rides from Camp Carmalt to the swim pool at Brashear. We watched some instructional videos, Olympic swim races and water polo games. Plus, we took photos and videos of each other as we swam.

Students at Swim & Water Polo get plenty of exposure to new tech tools with the tablets and underwater cameras. In the past we have also used digital pedometers and stop watches to score, rank and chart results and improvements.

Swim & Water Polo students who have home computers are able to do plenty of the learning, reading and watching at home. We found that the kids were taking the tests and zooming through the resources on their own, outside of the school day. Results are emailed and every student completed the expectations. In 2017, we'll raise the bar and extend the lessons to include additional chapters and extra video links.

Motivation

Motivation has never been a problem with Swim & Water Polo. Our students engage themselves on day one when going to the pool. It is important to go to the pool on the first day, unlike in 2016, sadly. After being at the pool, they tell their friends. Motivated friends has become more of an issue as students outside of Swim & Water Polo try to re-enroll within our activities.

Positive Campers

Mr. Igims, a PPS teacher and former member of the leadership team at SDA Camp Langley, said, "It is impossible for kids to misbehave in swimming." He is correct, mostly. In the water, our students appreciate the assistance, coaching and game play. Few problems

arise. The best general strategy that promotes positive behavior in Swim & Water Polo is positive peer pressure. The team needs you. Get and stay in the game. Modeling also helps greatly. Look at her. If she can do it, you can too.

Program information

Before camp begins, in past years, we've made phone calls and mailed letters to the homes of the students. Getting student data from PPS had not been happening in recent years. So, it is impossible to mail advance letters to families, sadly. Newsletters, and one year a newsprint supplement, are given students at school. on the first days of camp. A web page, CLOH.org, a Google calendar and Facebook feed, is always kept up to date. A auto-dial phone calls also reach guardians about the camp.

Collaboration

Those at Swim & Water Polo are dedicated to work in collaboration with PPS and site staff. We have always effectively implemented our proposed enrichment activities at Swim & Water Polo, despite PPS assigning PPS individuals to our activities who refuse to get wet.

Strengths of 2016 Swim & Water Polo

Simply put, the root strength of Swim & Water Polo is that all of our students, most of whom don't know how to float on the first day, make incredible strides and end the summer as strong swimmers and aquatic athletes. Our kids learn to swim. The best way to build upon and repeat those successes is to insure that the swim instructors are experienced in the methods we deploy at Swim & Water Polo. Varsity swimmers, experienced coaches, and master water polo players who have been a part of the programs lead by Coach Rauterkus accelerate the process. New staff members need to be coached on how to better coach the students in this program.

Growth to higher quality outcomes

One PPS individual assigned to Swim & Water Polo in 2015 moved to Flag Football in 2016. When that happens, staff productivity suffers. We are attempting to grow staff capacity by doing more Swim & Water Polo activities throughout the year in different settings. A more coordinated aquatic program within PPS, such as the addition of further support in varsity water polo, is going to insure higher quality outcomes and further growth as a program. Work in 2017 with PUMP's Pgh Sports League, a charter school, other nonprofits and additional after-school programs around the district raises new optimism too.

Link to Outcome Goals

Swim & Water Polo is aligned with the SDA outcome goals because students who know how to swim can then join PPS swim teams and have additional activity options in their middle school and high school years.

Youngsters who have swimming abilities and a positive affinity of being at swim pools can choose to become certified and employed as lifeguards. In Allegheny County, lifeguard are in high demand and well paid.

Swim & Water Polo experiences become job accelerators for the students. Swimmers can grow up to become lifeguards. Lifeguarding jobs are plentiful and well paying for youngsters.

Swim & Water Polo gets students to dive into a new setting (aquatics) and experience accelerated student achievements for themselves. Progress in the pool gives confidence and often new-found perspectives and self-awareness that similar leaps in progress can come with academic gains as well.

An outcome goal of PPS is to accelerate student achievement. Swim & Water Polo is an incubator and accelerator for student achievement.

An outcome goal of PPS is to eliminate racial disparities in achievement. Swim & Water Polo gives opportunities to children who might not have the ability and willingness to sign up for extra instructional programs, such as swim lessons. Face it, swimming is often thought of as a country club activity. But in reality, Swim & Water Polo has great appeal to all because it is low-cost sport that only requires only a swim suit. Furthermore, national and international data support that children of color, especially boys, are six-times more likely to suffer sudden death by drowning. PPS can eliminate that racial disparity by getting a greater majority of our middle school students a season on a water polo team or SDA experience with Swim & Water Polo.

An outcome goal of PPS is to create positive school and district culture. The sportsmanship, teamwork and higher-level of game play at Swim & Water Polo make direct links to positive school culture. When our city kids raced down Liberty Avenue in the Liberty Mile, shoulder to shoulder with thousands of others from all around, the pride is unmistakable. Swim & Water Polo puts our kids into competitions. We show our kids how to compete with those from across town, but also North Allegheny, Montour and Erie.

An outcome goal of PPS is to foster innovation. Swim & Water Polo is a thoroughly innovative development. Let us give you a tour of Play.CLOH.org.

Conventional wisdom spoken by the top PPS athletic administrator a decade ago said, "Swimming is dying in the city." He, and others, thought that city kids don't like to swim. Trends proved that swimming in urban settings was in a downward spiral with closing pools, low demand and plenty of idle hours. Traditional swimming, as in swimming laps, isn't that attractive to kids these days, it seems, for most. However, the innovations with Swim & Water

Polo, and its new methods, have proven to be extremely popular. In past years, Swim & Water Polo at Summer Dreamers has been the most requested activity. The demand from students and families for Swim & Water Polo is high and waiting lists have been established at most sites in past. Kids at Westinghouse, U-Prep, Obama and Arsenal as well as at Manchester Academic Charter School and Urban Pathways have flocked to join Swim & Water Polo activities.

Pittsburgh's bottom-friendly water polo innovations includes participation of players before they know how to swim. Innovations include the use of SKWIM disks and wearing specialized rescue fins. Methods in the pool are creative, tested, innovative and exciting for participants, coaches and other aquatic professionals. Coaches from other cities seek our advice. Our web sites, wiki pages, use of Android tablets, digital badges and mobile attendance software has pushed innovation.

Schedule

Week	Safety	Swim	Water Polo	Exercise	Connected writing
1	pool rules	Freestyle, streamlines, spinning from front to side to back and staying on side for breath and recovery. Breath holding swimming and kicking.	Rules, ball handling, shooting, intro to goalie play	Press ups Full range of motion, arm swing routine, ballistic stretching, medicine balls, twisting, giant steps	Historic A-B-Cs from Swim & Water Polo, selfie, daily videos, tablet use, usernames, log-in
2	behaviors	Breastroke, kicking, jumping, treading	Egg beater kicking, body positions, umbrella formation, hole play, ball side defense	Static stretching, yoga stretching, partner kicking, jousting	Swim strokes multi media, quiz questions, level progressions, self-expression
3	lifeguardin	Backstroke, diving,	Counter	Abs, core,	First mural

	g	starts	attacks, square out, v- back, drivers	rings, creeping, vertical kicking, tucking	completion, multimedia levels, digital badges
4	social skills	Butterfly, turns, Distance per stroke	Player advantage (man-up and man-down), sloughing	Underwater kicking on back, fin kicking	Show off swims recorded, video highlights annotated
5	Sport injury	Individual Medley, distance swimming, aerobic threshold	Match-ups, turning your player, trick shots	Planks, wall sits	Final mural completed, reflective letter, thank you cards

Swim & Water Polo, 150 minute *Sample Day*

The students will be able to:

- Define what's expected of them each class.
- How to respect the water, each other and the coaches.
- How to control base position (eggbeater).
- How to pass.
- How to control the ball.

Students will prove their skills by:

- Showing responsibility in their words and actions in the water.
- Performing the base position in practice.
- Performing their passing skills in practice.
- Controlling the ball while passing in practice.

V. *Activities*

Time

Students will...

Teacher will...

12:55- 1:20 15 min	Attendance, check in. Introduce students to locker room. Students change into their swim suits, shorts, sneakers. Be introduced to the coaches. Easy arm and leg swings. Learn other players names.	Greet students upon entering, introduce students to space and coaches, take individual photo.
1:20- 1:55 35 min	Fitness Lesson/ Fitness Workout. Be introduced to the importance of fitness. Talk of pace. Light jog to their off site program area, following leaders.	Facilitate, introduce rules for workout, and familiarize students with route. Learn 5 new names.
1:55- 2:05 10 min	Be introduced to the off site area, to other site staff and to the basic rules of water polo.	Facilitate, introduce, inform students of water polo rules.
2:05- 2:10 5 min	Warm up with runs and three laps swim. Students who good swimmers are encouraged to show off other strokes.	Watch for body position in the water. Encourage. Coach. Get hips rolling. Help with kicks.
2:10- 2:40 30 min	Be introduced to and practice the eggbeater position. Reaching arm in air to block pass or target to catch ball from teammates.	Introduce students to the eggbeater position and give notes/correct as they do. Scull with non-ball hand.
2:40- 2:55 15 min	Be introduced to and practice passing.	Introduce students to correct passing techniques, oversee their practice, give notes. Move up to the ball.
2:55- 3:10 15 min	Receive instruction on handling the ball.	Instruct students on how to handle the ball, continue work on passing.
3:10- 3:15 5 min	Warm down, receive notes.	Warm students down, give notes to think about for next day.
3:15-	Jog / walk back to their site to prepare for dismissal.	Facilitate/coach students on

3:40

fitness techniques.

25 min

3:40-

4:00 Students get gear, get bus and can discuss days lesson with peers.

Ask students questions about day's lesson. Check for comprehension.

20 min

Camper & Staffing Models:

The prime roles of the staff are coach (squad leader), instructor (assistant coach), guard (lifeguard for safety). Another role is that of PPS employee. The PPS employee has played different roles, depending upon the abilities and motivation of the PPS employee. At the minimum, PPS employees should be instructors who help teach kids in the water. Coach Mark is the executive head coach and sets the plans for the day and is the prime teacher when present. Coach and instructors are in the water, leading, coaching, managing, and playing along with the kids in drills and games.

Swim & Water Polo should operate at a 5:1 ratio of students to coaches. This foundation of 5:1 needs some explaining.

The highest levels of supervision occurs when the students are in the water. When the students are on the bus, in the lunch room or in transitions around the school, we do not seek to have a 5:1 ratio because the budget won't permit it. Plus, it is not necessary.

Ratio insights

In the past, some guest coaches show up at the swim pool at 1:30 as the swimmers arrive and depart at 3:30 when they exit. Classroom activities and other activities in an outdoor setting don't need the same supervision that is necessary for swim lessons. The executive head coach takes great care to micro-manage supervision levels by squad, lesson, needs and talent by the minute while considering capacity and setting with the budget.

This proposal in 2017 accounts for staffing support from PPS as outlined in the RFP and informational meetings. If PPS terms change, then let's make the necessary changes. In 2016, a financial breakdown occurred because camper enrollment was high and the number of employees to be provided from PPS low. (Both unengaged and not present.) Additional staff was hired by the BGC so that swimmer safety and ratios were always good, but the financing burden of \$2,500 was not yet satisfied by either APOST nor PPS.

Squads

Campers at Swim & Water Polo are assembled into squads of 15 students. Squad of 15 students allows for an intra-squad practice games of 7 on 7, perfect for water polo and SKWIM. Every squad has one coach and one instructor, plus, one PPS employee. One PPS employee can be assigned to each squad of 15 students. In situations when a site includes two squads, a single PPS worker could suffice. Two, of course, would be better. Every PPS pool site also needs a guard.

At times, extra helpers are scheduled for various squads. For example, the executive head coach is with one or more squads, guest coaches, mural artists and possible fitness coaches and volunteers can be present, as well as Learn & Earn employees. But, for the sake of this proposal, the extra helpers are not listed as part of the main camper to staff ratio.

In summary a squad, 15, students, has two BGC employees (coach, instructor) and one PPS employee. Without extras: 15:3 = 5:1. A two squad site, 30 students, has four BGC employees (2 coaches, 2 instructors) plus one PPS employee at least, and one guard. Without extras: 30:6 = 5:1.

U-Prep site is mandatory. Without service of Swim & Water Polo at U-Prep, the BGC will not accept any students as we did in 2016.

A Learn & Earn worker generally can make 5 hours per day for 5 days per week for 5 weeks for a total of 125 hours. The Learn & Earn staff is not included in the proposal for 2017. No Learn & Earn staff worked for Swim & Water Polo in 2016 Summer Dreamers, sadly. One Learn & Earn staffer worked with Coach Rauterkus at other sites in 2016. In 2015, Swim & Water Polo had 15 Learn & Earn workers. In 2017, Swim & Water Polo desires to recruit, train, hire, manage, control and supervise Learn & Earn workers. Expectations include one Learn & Earn staff helper for each squad of 15 students in Swim & Water Polo.

The Learn & Earn impact in value to the Swim & Water Polo operations in 2017, given 20 workers, totals more than \$20,000. The With 240 students in Swim & Water Polo, BGC staff costs are \$50,000; Learn & Earn staff are an additional \$20,000. Sadly, the Learn & Earn benefit for 2015 was ZERO. None of the Learn & Earn costs are reflected in the budget proposal.

Conservative (bold) is 90 students at 3 sites.

Home Cooking Option (italic), presents a capacity of 165 students at three school sites using only PPS pools. Camp UPrep uses pools at U-Prep & Sci-Tech = 45 students. Camp King uses swim pools at Allegheny and Oliver = 60 students. Camp Carmalt uses pools at Brashear and Carrick, 60 students.

Robust option allows for regular swimming at outdoor pools as had been the case for many years at Swim & Water Polo. Squads would rotate on field-trips swimming some indoors, and on other days at the other pools for more variety and experiences. Camp U-Prep uses the pool at U-Prep, Sci-Tech and then can hike to either Citiparks West Penn or Citiparks

Ammon, serving 60 students. Camp King would use the pools of PPS Allegheny, PPS Oliver, and outdoors at Citiparks Sue Murray and The Pittsburgh Project's Pleasant Valley to handle 90 students. At Camp Carmalt, students would swim at PPS Brashear, PPS Carrick, and outdoors at Citiparks Phillips (near to Carrick HS) and Citiparks Moore (Brookline) for 90 students.

In 2015, BGC served nearly 200 students. Swim & Water Polo has operated at 5 school sites with 9 different pools.

School site & PPS pool	# of students	# of BGC staff	# of PPS staff	Squad insights	options
U-Prep & U-Prep	30	3 coach, guard, instructor	1 or 2	2 squads of 15	Conservative, <i>Home Cooking,</i> <u>Robust</u>
<i>U-Prep & PPS Sci Tech</i>	<i>15</i>	<i>3</i> <i>coach, instructor,</i> <i>guard</i>	<i>1</i>	<i>1 squad of 15</i>	<i>Home Cooking,</i> <u>Robust</u>
<u>U-Prep & Citiparks Ammon / Citiparks West Penn</u>	<i>15</i>	<i>2</i> <i>coach, instructor</i>	<i>1</i>	<i>1 squad of 15</i>	<u>Robust</u>
King & PPS Allegheny	30	3 coach, guard, instructor	1 or 2	2 squads of 15	Conservative, <i>Home Cooking,</i> <u>Robust</u>
<u>King & Citiparks Sue Murray</u>	<u>15</u>	<u>2</u> <u>coach, instructor</u>	<u>1</u>	<u>1 squads of 15</u>	<u>Robust</u>
<u>Optional: King & The Pgh Project</u>	<u>15</u>	<u>2</u> <u>coach, instructor</u>	<u>1</u>	<u>1 squads of 15</u>	<u>Robust</u>
<i>Optional: PPS Oliver High School</i>	<i>30</i>	<i>3</i> <i>coach, guard,</i> <i>instructor</i>	<i>1 or 2</i>	<i>2 squads of 15</i>	<i>Home Cooking,</i> <u>Robust</u>
Carmalt & PPS Brashear	30	3 coach, guard, instructor	1 or 2	2 squads of 15	Conservative, <i>Home Cooking,</i> <u>Robust</u>
<i>Carmalt & PPS Carrick</i>	<i>30</i>	<i>3</i> <i>coach, guard,</i> <i>instructor</i>	<i>1 or 2</i>	<i>2 squads of 15</i>	<i>Home Cooking,</i> <u>Robust</u>
<u>Carmalt & Citiparks Moore</u>	<u>15</u>	<u>2</u> <u>coach, instructor</u>	<u>1</u>	<u>1 squads of 15</u>	<u>Robust</u>
<u>Carmalt & Citiparks Phillips</u>	<u>15</u>	<u>2</u> <u>coach, instructor</u>	<u>1</u>	<u>1 squads of 15</u>	<u>Robust</u>
	240 total	24 BGC workers	14 total PPS	16 total squads	

	students		workers		
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The target enrollment number for Swim & Water Polo for 2017 is being presented in three flavors with various numbers of students.

The Robust option, shown in underline font, has 240 students. (Similar to 2015 of nearly 200.) The Robust option allows for some outdoor swimming.

The *Home Cooking* option, shown in italic font, has the swimming only at PPS pools, and it has 165 students.

The **Conservative** registration scenario, show in bold, puts registration at 90 students, 30 each at the three school sites.

Combinations of the plans with a mix and match of sites is possible and can be negotiated. However, a presence at U-Prep is mandatory. Swim & Water Polo must have students at U-Prep, otherwise, the BGC withdraws this proposal. In 2016, all the students served were outside the BGC's territory. In 2017, that can not occur again. Swim & Water Polo leadership is open to other options and further expansion. More students could be involved at Camp King with the use of PPS Perry HS and PPS PCA/Greenway. Working in tandem with PPS, the BGC's Swim & Water Polo could approach the Buhl Foundation and obtain funding to expanded swimming at Camp King via One Northside efforts. More students could also be involved at U-Prep with swimming at Arsenal.

Pool Name:	Notes:	Camp Name / academics:	Transit style:	Student load:	History of use:
U-Prep	PPS, smaller	U-Prep	In building	15 x 2 shifts	Used by Swim & Water Polo in past, once poorly.
West Penn	Citiparks, outdoor, Polish Hill	U-Prep	Walk and use pedestrian tunnel under Bigalow Blvd.	15	Coach Mark coached Garfield Gators w AM practices in '15 & 16.
PPS Sci-Tech	PPS	U-Prep	Walk	15	Used for AM practices w Obama Varsity
Ammon	Citiparks, outdoors, huge, great deep water space	U-Prep	Walk	15	Used for SDA in 2013. Used for Masters Water Polo in PM too
Sue Murray	Citiparks, outdoors, Northside	King	Walk	15	Used by SDA in 2013 from Camp CAPA. Used for Liberty Mile pool party for 4 years.
(TPP) Pleasant Valley	The Pittsburgh Project (TPP),	King	Van	15	Coach Mark taught water polo to 100+

	outdoor pool, formerly Citiparks, on Charles Street near Oliver				campers in AM in 2016.
Oliver HS	Indoors, PPS, Northside Brighton Road,	King	Bus	30	Used with Saturday Swim School by Coach Mark
Brashear HS	PPS, indoor	Carmalt	Bus	30	Used by SDA in 2016, 2015.
Carrick HS	PPS, indoor	Carmalt	Bus	30	Never used by SDA
Phillips	Citiparks, outdoors, near Carrick HS	Carmalt	Bus	15	Used by SDA in 2013, 2014.
Moore	Citiparks, outdoors, Brookline	Carmalt	Bus	15	Used by SDA in 2013, 2014
Arsenal (not included in plans)	PPS, indoors, smaller like Sci-Tech & U-Prep	U-Prep option	Bus	15	Used for Water Polo afterschool in 2016, +
Perry (not included in plans)	PPS, indoors, larger, Northside	King option	Bus	30	Never used by SDA

Guards are needed at PPS pools. When visiting other pools, lifeguards are already on duty.

Junior assistants, Learn & Earn helpers, varsity swimmers, expert visitors, guest coaches and other volunteers seeking service hours could be part of the staffing help but are not listed in the chart. In 2015, Swim & Water Polo had 15 Learn & Earn workers. The PPS change in policy for 2016 in terms of Learn & Earn workers was a failure for Swim & Water Polo and should not be repeated. It was a success in 2014.

In 2016, PPS on-site leadership at Camp Carmalt prevented all pre-camp interactions and professional development between activity partners and PPS employees. Go figure. Assignments come late or not at all. Efforts to prepare have been blocked. Return workers get other assignments. Likewise, attempts to reach students before camp begins have been fully thwarted. Roster names, contact info and other vital details to student health are delivered weeks late, if at all. All precamp efforts to coordinate and prepare have been full of frustration, especially in 2016 and 2015.

Selecting PPS teachers to work with Swim & Water Polo has been the full responsibility of PPS and it remains as a frustrating piece to the puzzle for this activity partner.

Selecting staff who work for the BGC and Learn & Earn is a year-round duty. Recruitment happens every week with dozens of interactions throughout the city at swim meets, in schools, in rec centers and online.

Since staffing needs hinge upon enrollment, difficulty comes with uncertainty and time to hire. When the 2015 budget of more than \$50,000 and 75% devoted to payroll drops to a 2016 budget of \$14,000, staff issues are severe. Offers for summer work in 2017 should have been made in August 2016. But the PPS contract for Swim & Water Polo isn't a guarantee. Other offers should be made before Christmas so kids can plan internships, study abroad, summer-time courses, apartment sub-leases, etc. We wait, sadly. Swim & Water Polo has had great staffs through the years. We bring a talented team of individuals to Summer Dreamers. The efforts of building a staff are monumental and tireless and made much more difficult by PPS. With some changes, much more time could be devoted to helping our students throughout the year and in the weeks of summer, rather than churning staff and dealing with uncertainty.

The best training program for staff before summer is to be a part of the swim and water polo teams we operate throughout the year. Our Saturday Swim School is also a new element to help prepare the staff for 2017 actions.

Personnel

In the water, we need to be safe. When non PPS facilities are visited with Swim & Water Polo, lifeguard duties and costs are being covered by other funding sources. The hindrance of being at a public pool with other public patrons sharing the pool with Summer Dreamers staff and students allows 100% of the staff to teach, coach and instruct. Small group lessons are an effective way to learn to swim and that can happen in public pools.

Attendance

The progressive nature of the camp helps to insure high average daily attendance. Skills and drills from the prior day help prepare for the actions on the following day. Instructional content gets delivered in a summer-long journey. The day-to-day building keeps things exciting for the kids and they see the benefits of being present every day. Every day is different.

Facilities and Materials

Swim & Water Polo happens at the swim pool, mostly. Most of the swimming happens at PPS swim facilities. PPS Pools and locker rooms are functional. Brashear and U-Prep have been used before for Swim & Water Polo. New sites for SDA include Allegheny, Carrick and Oliver. Oliver is in use in 2016-17 school year for Swim & Water Polo for the Saturday Swim School.

Citiparks outdoor pools of Sue Murray (Northside), Ammon (Hill District), Phillips (near Carrick) and Moore (Brookline) have been used in the past years for Swim & Water Polo. A new site in the Northside is The Pittsburgh Project outdoor pool, once called Citiparks Pleasant Valley, on Charles Street. Coach Mark taught campers there in the summer of 2016 in the mornings.

An ideal arrangement is to provide swim opportunity at various pools with various conditions throughout the summer. It is great to have some days be with indoor swimming and some days with the swimming at outdoor pools.

Camp King could have Swim & Water Polo with some days at Allegheny (indoor pool) and other days at Citiparks Sue Murray (outdoor). With King and transportation, squads could go to Oliver HS pool (indoor) and other days be outdoor The Pittsburgh Project.

In 2014, Camp Carmalt had a great year when one squad went to Citiparks Phillips, another to Citiparks Moore, and yet another to a match with Camp Langley kids at Citiparks Sheraden. Meanwhile other Camp Langley kids got to stay at Langley and swim indoors. The flexibility and variety is fun, especially when they can zoom a bit farther in the bus and visit another group of campers at another site and have a game day. That's the best situations for the kids. Adults might find various sites for various squads a bit more of a challenge, but we want to plan ahead and offer dynamic experiences.

Playing well with others in a public pool setting, and going to other neighborhood pools are great activities and sideline lessons too.

Transportation needs have been addressed directly with James Doyle of PPS Afterschool. See chart of pool, schools and transit notes.

Equipment, materials and supplies for Swim & Water Polo come from a number of sources. Many supplies are available at PPS pools: kick-boards, lane lines, goals, noodles, floats, cones, scoreboards, tables, WiFi. Many supplies are provided by the BGC and Coach Mark such as caps, balls, cameras, tablets, workbooks, paint, poster/mural materials, towels, spare swim suits, trophies, medals, ribbons, laundry, paddles, whistles, t-shirts.

Using a computer lab at a PPS school for a couple of days has generally worked out for added time in the connected writing efforts. If an iPad cart was available in a school for use by a squad each week for 30-40 minutes, that would be great. We have nearly 50 Android tablets, but additional computer power is helpful.

Connected Writing

Swim & Water Polo embraces the connected writing project with an arsenal of three different projects and a fourth as backup.

In 2015 and 2016, we've had some talented artistic staff members who have engaged the students in painting Swim & Water Polo murals. These works of art take the students through the process of brainstorming, drafting, revising, painting, and publishing. The giant 2015 mural went into the Art All Night Show and appeared at a few community functions. The 2016 murals had a Rio 2016 and hand-print theme.

A vocabulary lesson of swim, aquatic and sports terms unfolds when we share the A For Athlete A-B-Cs. In prior years, the connected writing revolved around the crafting of oversized A-B-Cs. We talk about those words and play some group word games with each squad every year. Another day, we visit the A for Athlete wiki and encourage and instruct the students to build upon, edit, expand, and insert their own ideas and photos into these wiki pages. Along the way, day by day, we take photos and build an end-of-season multi-media presentation. Our best images are shared to the PPS and camp social media outlets too.

New in 2016 and even better in 2017 is the online learning enrichment at Play.CLOH.org. Hundreds of questions in quizzes, descriptive stroke illustrations, safety messages about rip tides and lifeguard first aid are woven in an online experience. Much of the content comes from SKWIM USA's C.A.R.E. program. Other elements are from efforts of the digital badges. Every student got a user name and password. They could use their own phones and home computers too. We pulled out the tablets and the kids got to see this swimming specific content that reinforced what they were doing in the swim pool. We were surprised at how fast the students devoured the materials. Everyone finished the lessons and this year, more content is being prepared for 2017.

Along with the custom, online learning platform is a connected writing page for students to log journal entries. We ask students to write, perhaps with a prompt, and then to hit submit. Highlights of the content can appear on wiki pages and be blended into stories and memories, with photos, for others to read and re-edit.

Budget

Overview: Budget amounts depend on the number of students served/assigned/enrolled by PPS to Swim & Water Polo. In 2015, the budget was more than \$50,000. In 2016, the budget was \$14,200. In 2017, the max target calls for 240 students which would result in a \$67,200 contract. The math in this proposal projected 90 total students, 3 sites with 30 students at each site, for \$25,200 contract.

Investments and money paid to Swim & Water Polo by PPS are often spent on coaching. The bulk of the money, 75%, goes to staffing (coaches, lifeguards, swim instructors, supervisor, administration, staff training time).

Coach Mark Rauterkus, executive head coach, is to be paid \$6,000 for the summer. Work happens throughout all the sites. In this budget proposal, the \$6,000 gets split into 3 sites at \$2,000 each. If only 30 campers, the per camper weight for the Executive Head Coach expense is \$200. If 90 campers, the amount is \$67. If 240 campers, then \$25.

Coach Mark Rauterkus works more than 480 hours per year on Swim & Water Polo administrative duties. The work is full time, 40+ hours per week, for 10 weeks. That pay rate calculates to \$12.50 per hour. In 2015, Coach Mark took a \$1,000 reduction in pay but maintained the same amount of hours.

Swim & Water Polo staffing model, based upon the constraints of SDA, includes 110 hours of work for a typical coach/instructor: (27 days x 4 hours per day = 108 hours) + 2 hours for training.

- 75% for personnel,
- 10% for insurance and association costs,
- 10% for communications that include phone, postage, printing, internet sites, software tools, and
- 5% for equipment, balls, disks, caps, fins, goals, goggles, posters, paint, markers, tablets.

Two budget snapshots. Top shows the expenses for the conservative option, lower for the robust option.

Students	90	rate per kid	280	total PPS	25200
Item	%	\$ amount			
personel	0.75	18900			
insurance/ association	0.1	2520			
communication	0.1	2520			
equipment	0.05	1260			
Totals =		25200			
Students	240	rate per kid	280	total PPS	67200
Item	%	\$ amount			
personel	0.75	50400			
insurance/ association	0.1	6720			
communication	0.1	6720			
equipment	0.05	3360			

Staffing budget for consideration if the conservative enrollment option is used. Shows BGC staff and pay for executive head coach.

Staff @ U-Prep	pay rate	hour			
Lifeguard	12	105	1260		
Head Coach	18	110	1980		
Instructor	10	110	1100		
Coach Mark	2000	1	2000		
				site total	6340
		total			
Staff @ King	pay rate	hour			
Lifeguard	12	105	1260		
Head Coach	18	110	1980		
Instructor	10	110	1100		
Coach Mark	2000	1	2000		
				site total	6340
Staff @ Carmalt	pay rate	hour			
Lifeguard	12	105	1260		
Head Coach	18	110	1980		
Instructor	10	110	1100		
Coach Mark	2000	1	2000		
				site total	6340
				sum	19020

Chart shows budget snapshot of offering swimming squad an opportunity to swim at an outdoor pool that is open to the public. Two BGC employees, one PPS employee and 15 swimmers could get to go to Sue Murray, for example.

Staff @ Sue Murray	pay rate	hour	
Lifeguard	0	0	0
Head Coach	18	110	1980
Instructor	10	110	1100
Coach Mark	0	1	0
		site total	3080

In-kind services

The district's budget parameters are satisfied without the need for in-kind donations and services. In the past, the extra funds that have been obtained as donations have gone into the Swim & Water Polo program as enhancements for the students. In past summers, all of our students who choose to run the Liberty Mile got a free pair of running shoes, a \$60 value, from a shoe sponsor, total value about \$25,000. Sneaker give-a-ways happened for four years. T-shirts, tech-shirts, awards and trophies, race entries, pizza parties, digital pedometers (200 x \$25 each), swim caps and swim goggles have been delivered to participants and have been beyond the budget. In December, without a pledge of support from PPS for Swim & Water Polo, it is impossible to project possible sponsors and in-kind benefits. They have been substantial in the past.

In 2017, we'd love to get all the championship water polo players an invite to an overnight swim camp at CalU. In 2016, Coach Rauterkus helped with such a three day camp for regional swimmers in grades 6, 7 and 8.

In 2017, Swim & Water Polo participants are expected to get an invite to a Swim & Water Polo training camp to be held at Sarah Heinz House in August and September, a \$250 value. That would also include team travel to three tournaments, one in Erie, one in Columbus and another in central Pennsylvania.

In 2017, all Swim & Water Polo participants are expected to get an invite to a summer ending party at Sandcastle. Plus, we expect to be able to host or visit with the W&J College Men's Water Polo team in Pittsburgh as we host a NCAA match locally.

Sponsors:

American Water Polo, a 501(c)(3), in eastern Pennsylvania, has been the provider for insurance for Swim & Water Polo and a significant sponsor and technical helper.

Kevin McCarthy of SKWIM USA, from the state of Washington has been a great ally over the years and is expected to visit Pittsburgh in 2017 to help teach our coaches more about SKWIM, aquatics and teaching swimming.

Worries:

In 2016, PPS staffing was inadequate. Consultation on PPS staffing levels are desired. Staffing shortfalls should not detract from student opportunities. Furthermore, PPS staff members have gone off of script and sabotage the program. In past years, buses were directed to different facilities and squads were merged against explicit directions. Certain acts can not be tolerated.

Bonus materials

Qualifications and Experiences:

Mark Rauterkus, Executive Head Coach, is a PPS Varsity Swim Coach, 9-years as a college coach, with Water Safety Instructor, American Red Cross Lifeguard, certified with CPR, First Aid, AED. Instructor trainer in Sports First Aid. Leader of water polo activities at Summer Dreamers since its first year. Coach Rauterkus published more than 100 titles for cutting-edge sports participants and operates a number of web sites presently. Resume at <http://www.Linkedin.com/in/rauterkus>

The Bloomfield-Garfield Corporation, a 501(c)(3), has been doing community development work in Pittsburgh for decades. <http://www.Bloomfield-Garfield.org>.

The proposal does not include any joint ventures. All work of Swim & Water Polo is with Coach Mark Rauterkus, employee of the BGC.

Work History with PPS:

Mark Rauterkus has been employed as varsity swim coach at PPS since the days of Schenley High School. He has served on the Athletic Reform Task Force when Mark Roosevelt was superintendent. Water polo has been a part of Summer Dreamers, under the same leader, since the first year of Summer Dreamers.

The BGC's involvement in PPS stretches back decades. It operates afterschool programs at Arsenal Middle School and has been a sponsor of Swim & Water Polo.

No criminal matters are pending nor prior.

No conflict of interest worries.

BGC's Equal Employment Opportunity & Fair Employment Practices from BGC's Handbook

The Agency provides equal opportunity to all qualified employees and applicants for employment without regard to race, color, religion, sex, gender, pregnancy, sexual orientation, gender identity, genetic information, ancestry, national origin, age (40 and over), non-job related disability, marital status, veteran status, or any other class or category protected by local, state, or federal law. This policy applies to all aspects of the employment relationship including:

- Recruitment, advertising or solicitation for employment;
- Hiring, placement, promotion, transferring or demotion;
- Rates of pay and all forms of compensation or employment benefits;
- Selection for training;
- Discipline;
- Layoff or termination;
- Facilities of all types; and
- All other terms, conditions, and privileges of employment.

The Agency will make reasonable accommodations to an employee or applicant's religious beliefs or practices as required by law, so long as the accommodation does not present an undue hardship.

Two New References

The checklist for submission say that some materials are not required for proposers who have been involved in the past. See the extra references, new this week.

To Whom It May Concern,

I am honored and to write this personal reference letter for Mark Rauterkus. For the past 15 years we have developed and maintained a friendship due in part to our children. I met Mark when both of our kids attended the same elementary school.

I have known Mark personally for those 15 years during which I have seen him develop and further develop his coaching skills and his enthusiasm and work ethic to help children swim or become involved with athletics from all walks of life. For example, Mark was running the Summer Dreamers program and invited me to run with some of his athletes in the Liberty Mile. I personally enjoy running myself and witnessed first hand his interactions with the children - Mark genuinely cares and gives his best effort to ensure all the children in the program are coached and engaged no matter what their background or ability. Mind you, doing this while raising two sons, both that excelled in both athletics as well as the classroom.

I strongly recommend Mark for the Summer Dreamers program. Mark cares about the kids to make sure they can succeed, both in athletics and in life.

Sincerely,

Michael Sally

[412-965-3534](tel:412-965-3534)

Michael Sally <michael.sally@gmail.com>

Robert W. Kane
165 Sprowls Rd.
Bentleyville, PA 15314
bob@kanehorsemanship.com
412-860-9516

December 8, 2016

To Whom It May Concern,

I am writing in reference to Mark Rauterkus. I have known Mark for several decades as we were both swimming coaches. In my role as Chair of the WPIAL Swim Committee, I always found Mark a professional and well prepared coach. His athletes were always well behaved and prepared to perform well.

Mark has shared with me his interest in helping the youth of Pittsburgh. I have often spoken to him and sensed his sincere, consistent commitment in making a real difference for the youth he works with. To me that is the most important job that a Coach has.

Please accept my high recommendation for the programing in Swimming and Water Polo that Mark is working to provide to the youth of Pittsburgh. Feel free to contact me if you have any questions or need additional information.

Sincerely,

A handwritten signature in black ink that reads "Robert W. Kane". The signature is fluid and cursive, with the first name being the most prominent.

Robert W. Kane