

Aquatic Leaders Symposium Program and Registration Information

Hosted by the City of Corner Brook

Location: Marina Redmond Centre, Corner Brook, NL

Dates: Thursday, March 19 and Friday, March 20

Cost: \$125 – Rec NL Member \$200 – Non – member

Link to registration: <https://recreationnl.wildapricot.org/Events>

Day One – Thursday, March 19

8:30 – 9:00 AM | Opening Welcome Plenary

Participants will be welcomed to the beautiful City of Corner Brook, provided with an overview of the symposium agenda and learning goals.

On Deck & On the Rock Challenge begins! A trivia and engagement game that will be ongoing throughout the event. There may be a prize draw you don't want to miss!

9:00 – 10:00 AM | Public Pool Regulations in Newfoundland and Labrador: Proposed Changes and Sector Implications

Presenter: Douglas Howse, Manager of Environmental Public Health, Public Health Division, NL Department of Health and Community Services

This session will provide an overview of the NL Public Pools Regulations and the pool licensing and inspection program.

10:00 – 10:15 AM | Morning Health Break

10:15 – 11:00 AM | Staffing Across the Aquatic Lifecycle: Recruitment, Onboarding, and Retention

Presenters: Rebecca Heathcote (City of Mount Pearl), Stephanie Bennett and Peter Robinson (City of Corner Brook)

This classroom-based session examines *strategies and lessons learned for retaining aquatic staff, from onboarding through every stage of their employment, by fostering ownership and accountability. Practical ways to help staff take pride in their roles and recognize the impact they make.*

11:00 AM – 12:00 PM | From Regulation to Reality: Aquatic Safety Plans and Incident Readiness

Building on our earlier regulatory session, this facilitated discussion focuses on translating regulatory requirements into Aquatic Safety Plans and operational practice. Participants will explore how regulations influence documentation,

preparedness, and response during routine operations and major incidents. This session includes clarification of questions raised earlier in the day, with virtual participation from Public Health.

12:00 – 1:00 PM | Lunch (Provided)

Network with peers and participate in more *On Deck & On the Rock*.

1:00 – 2:00 PM | Leadership, Behavior, and Authority in Aquatic Facilities

In this session, we address the increasing complexity of managing behavior in aquatic facilities. Topics include asserting authority, conflict resolution in public spaces and locker rooms, and inclusion considerations. Learn how you can support your team members to confidently enforce behavioral expectations on deck...all while staying professional.

2:00 – 2:15 PM | Transition Break – Pool Deck Preparation

Transition to the pool deck for practical, in-service-focused sessions. Appropriate footwear is required. * *In-water participation is totally optional; learning from the deck is encouraged if you are not in the mood for a dip! Participants should dress for a warm pool environment.*

2:15 – 3:45 PM | Pool Session – In-service Style!

This pool-based session explores multiple topics in-service style! Groups will rotate through stations, collecting information about how to facilitate their own training that covers all the bases.

- ✓ **Inclusive Swimming** - Identify inclusive supervision and instructional strategies, apply practical adaptations to real-world program delivery, and support safe and inclusive aquatic learning environments.
- ✓ **We Must See the Must-Sees!** Emphasis is placed on facility-specific training, emergency readiness, and supervisory oversight. Recognize critical performance indicators, reinforce first aid and emergency preparedness.
- ✓ **Ops in Action!** - Focusing on operational realities, we evaluate scanning and rotation effectiveness, support consistent and proactive rule enforcement, and connect operational practices to risk reduction

3:45 – 4:00 PM | Pool Debrief and Day One Wrap-Up

A facilitated debrief connects pool-based observations to leadership decisions, policy, and training practices, reinforcing key learning from Day One.

Social 7 – 9pm

Network while enjoying some Corner Brook hospitality.

Day Two – Friday, March 20, 2026

8:30 – 9:00 AM | Build that team! Opening Plenary

Strengthen collaboration and peer connection and reflect on learning from Day One.

9:00 – 10:00 AM | Leadership Under Pressure: Aquatic Incident Management

Major incidents and serious near misses are defining moments for aquatic leaders. This session emphasizes what leaders must see, must do, and must follow up on before, during, and after an incident. Key takeaways include Decision-making under pressure and uncertainty, aligning incident response with Aquatic Safety Plans and regulatory expectations, and using debriefs and documentation to support staff and organizational learning.

10:00 – 10:30 AM | Networking Break and Snack

10:30 AM – 11:45 PM | Sector Reflections and Shared Solutions

The symposium concludes with a facilitated round-table discussion shaped by participant questions and themes raised throughout the symposium. This session emphasizes shared learning, practical solutions, and future-focused dialogue.

11:45 AM – Noon – Wrap up!