



SPORT PERFORMANCE PLAN 2015 – 2019

Provincial Development Program (PDP) Contacts

Megan Carter	Committee Co-Chair	megski@mts.net
Pauline Nadlersmith	Committee Co-Chair, CCSAM Director	laughingmagpie@xplornet.com
Karin McSherry	CCSAM Executive Director	info@ccsam.ca
Richard Huybers	CCSAM Board Chair	rhuybers@shaw.ca
Casey Nelson	Female Athlete Rep	redriverskicat@gmail.com
Aaron Warkentine	Male Athlete Rep	winklernator@hotmail.com
Jackie Hummelbrunner	Parent Rep	jackjackrabbit@shaw.ca
Tamara Howard	Para Nordic Rep	tambo33@hotmail.com
Betsy Harris	Coach / Kenora Nordic Rep	betsy63harris@gmail.com
Lorne Warkentine	Coach / BTNC Rep	lorne.warkentine@gvsvd.ca
Steven Wintoniw	Wax Technician / Downtown Nordic Rep	stevenwintoniw@gmail.com
Ihor Barwinsky	Assiniboine Club Rep	ihor@mts.net

Current State

Team Results

2018 Nationals	2017 Nationals	2016 Nationals	2015 Nationals	2014 Nationals	2015 CWG	2011 CWG
12 athletes:	8 athletes: 8 top 10 results, 2 Silver, 1 Bronze. 1 Para athlete:	8 athletes:	8 athletes; 3 top 10 results, 1 Silver medal, 1 5 th place; 1 Para athlete; 1 Gold, 2 Silver	8 athletes; 5 with at least 1 top ½ finish; 2 with top ¼ finishes	3 Nordic athletes in top ½ of field consistently; 1 Para athlete - 1 Silver, 1 Bronze	2 Nordic athletes in top ½ of field consistently; 3 Para athletes - 3 Gold medals (1 athlete)

Haywood Ski Nationals Division Aggregate Results

2019 Nationals Nakkertok ON –				
Division	Division Points	Division Place	Juniors Points	Juniors Place

2018 Thunder Bay ON – 7 th Division; 7 th Juniors				
Division	Division Points	Division Place	Juniors Points	Juniors Place
QC	5395	1	3691	2
BC	4934	2	4336	1
ON	4758	3	2963	4
AB	4302	4	3100	3
YT	1249	5	1064	5
NT	124	6	104	6
MB	123	7	94	7
NB	95	8	37	8
NL	64	9	36	9
SK	20	10	20	10
NS	1	11	0	

2017 Nationals Canmore AB – 6 th Division; 6 th Juniors				
Division	Division Points	Division Place	Juniors Points	Juniors Place
QC	4488	1	2244	1
AB	4180	2	2137	2
BC	3683	3	2040	3
ON	3584	4	1290	4
YT	1262	5	327	5
MB	574	6	114	6
SK	130	7	28	8
NL	112	8	10	9

2016 Whitehorse YT – 6 th Division; 6 th Juniors				
Division	Division Points	Division Place	Juniors Points	Juniors Place
QC	4313	1	3100	3
ON	4198	2	3323	1
BC	3762	3	3291	2
AB	2936	4	1759	4
YT	1797	5	795	5
MB	366	6	366	6
NL	198	7	197	7
NS	95	9	47	9

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National Competitor Analysis

Province	Comments
Top 4 provinces: BC, AB, ON, QC	<ul style="list-style-type: none"> • Have a full time Provincial Coach. • Paid professional coaches at the club level. • Large number of members in large clubs throughout province. • Have a Strength & Conditioning Coach. • Have multiple National Team members.
Smaller Divisions: SK, MB, NWT, Atlantic (PEI & Nunavut are not active)	<ul style="list-style-type: none"> • Smaller population base, smaller membership. • Clubs are not large enough to operate with a full time paid professional coach.
Yukon	<ul style="list-style-type: none"> • The Whitehorse Ski Club uniquely operates as a club, a training facility and a PSO. • Full time paid professional coach. • Has multiple National Team members.

Gap Analysis – The table below outlines our program’s current strengths & weakness and identifies our limitations and our recommended solutions to overcoming program gaps & challenges.

Program Strengths

Critical Success Factors	Program Strengths	Contributing Factors to Success
Athlete Development	<ul style="list-style-type: none"> • Strong programming at the Grassroots level (Jackrabbits/Track Attack). • Sport specific education opportunity – Winnipeg has 1 “Sports & Arts” (High School – Vincent Massey) program. • Comprehensive Athlete Development Matrix (ADM) available to all coaches (NSO website) 	<ul style="list-style-type: none"> • Support from national body (Cross Country Canada). • Greater collaboration with clubs/programs outside of MB (Alberta, ON) – athletes attending/invited to training camps • Sending team to early snow camp/races (Canmore training centre)
Coach Development	<ul style="list-style-type: none"> • CCSAM Club Coaching system effectively facilitates the development of club coaches throughout the province. This system (since 2003) has produced many active club coaches who are supporting a decent base of athletes in most of MB. • Comprehensive Athlete Development 	<ul style="list-style-type: none"> • Key volunteers at club/regional level driving club programs. • NCCP Learning Facilitators (2) in province. • More trained Comp-Int (T2T) coaches across province • Sending team to early snow camp/races (Canmore training centre) – coaching

	Matrix (ADM) available to all coaches (NSO website)	<p>enrichment</p> <ul style="list-style-type: none"> • CWG program increased # of Comp Dev training/certified coaches
Competition	<ul style="list-style-type: none"> • Manitoba Cup Series, • Provincial Championships • Team trips to Westerns & Nationals, club trips to O Cup, World Junior Trials, races in US • Annual early snow training camp/race trip (Canmore) for core team of athletes 	<ul style="list-style-type: none"> • Experienced clubs hosting quality events • Organized and resourceful clubs & club coaches
Daily Training Environment	<ul style="list-style-type: none"> • Good training facilities in all areas of province. 	<ul style="list-style-type: none"> • Strong regional clubs managing quality ski venues
Sport Science Integration	<ul style="list-style-type: none"> • Strength & Conditioning program for CWG team. • Periodic sessions with service providers (Nutritionist, Sport Psych). • Core athlete testing (V02M, LT) 	<ul style="list-style-type: none"> • CWG Sport funding • Sport Performance team (Adam etc.) available for consultation (team coaches, athletes)
Management/Governance & Community	<ul style="list-style-type: none"> • Excellent quality in volunteers & good retention rates = many volunteers/club coaches with various experiences/levels of expertise • Clubs are friendly, work well together – interclub training camps, team support at races, co-mingling at competitions • Gender parity – in most areas (athletes, coaches, officials) • Highly effective High Performance Committee in place (with regional representation) 	<ul style="list-style-type: none"> • Strong ski culture in province. • Strong sense of “family” among members/clubs

Program Weaknesses, Barriers & Solutions

Critical Success Factors	Program Weaknesses	Barriers	Proposed Solutions
Athlete Development	<ul style="list-style-type: none"> • Lack of fitness data on athletes • Few clubs with L2T, T2T, L2C programs • No University Ski program 	<ul style="list-style-type: none"> • Limited club resources for expanded programming 	<ul style="list-style-type: none"> • Ensure clubs are testing and recording athlete fitness (NSO standards) • Remind club coaches of ADM exists, is readily available and extremely valuable

	<ul style="list-style-type: none"> No Provincial Team Coach - some of our highest performing athletes seek YTP support from professional coaches outside of province. 		<ul style="list-style-type: none"> Re-establish sub-committee for University Ski program (Downtown Nordic partner?) Re-assess validity of Provincial Team Coach model
Coach Development	<ul style="list-style-type: none"> Limited coaching and (wax tech) resources at the high performance level Still somewhat limited knowledge of CCC Athlete Development Matrix 	<ul style="list-style-type: none"> Coaches are volunteers - heavy time commitment required for experience and certification NCCP coach development pathway is cumbersome and quite prescriptive 	<ul style="list-style-type: none"> Identify, target and support coaches in regions Re-assess validity of Provincial Team Coach model Host L2T, T2T NCCP workshops more often
Competition	<ul style="list-style-type: none"> Limited ability to support athletes (volunteer coaches not available for travel to) NorAm/CCC points races Limited certified Officials at higher/TD level MB Cups lack significant depth at Junior and Senior categories 	<ul style="list-style-type: none"> No NorAm/CCC points races in MB (or close by) No Homologated courses in MB (concerns over lack of attendance even with homologation) 	<ul style="list-style-type: none"> Have a min. three Level 3 officials/ two TDs in province (consistently) Have Birch Ski Area homologated Continue to foster relations with SK & TB, race/train more together Travel south for competition (problem: no CPL) Continue to cooperate with Biathlon race & training schedule
Daily Training Environment	<ul style="list-style-type: none"> Inconsistent dissemination of technique information throughout ALL clubs Not all Junior athletes following a YTP 	<ul style="list-style-type: none"> Relatively late season snow (no ski hills within easy travel distance) Limited knowledge / confidence in club coaches to design YTPs 	<ul style="list-style-type: none"> Continue with early snow (Canmore) team trips Initiate an annual (spring) coaches workshop to develop/evaluate YTPs
Sport Science Integration	<ul style="list-style-type: none"> Decentralized "Provincial Team" with unequal and inconsistent IST resources 	<ul style="list-style-type: none"> No structured program/policy for athletes/coaches to access Sport MB IST. Limited funds for dedicated IST. 	<ul style="list-style-type: none"> Seek council from Sport MB resources (Adam). See below re: financial limitations HPC to produce S&C/athlete testing policy/procedures for funding access

Management/Governance & Community	<ul style="list-style-type: none"> • CCSAM has only 1 staff person. Heavy reliance on volunteer time & expertise 	<ul style="list-style-type: none"> • Limited financial resources 	<ul style="list-style-type: none"> • Long term: Hire a Provincial High Performance Program Coordinator or Provincial Team Coach? • Be creative with the funding we have. • Research alternative funding sources.
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CCC = Cross Country Canada

NDC = National Development Centre

NST = National Ski Team

IST = Integrated Service Team

PET = Performance Enhancement Team (Sport Science practitioners)

PEP = Performance Enhancement Program (collaboration of Canadian Sport Medicine Centre-Manitoba, Coaching MB & Sport MB)

Performance Targets 2014 – 2019

STAGE	2013 (Baseline)	2014	2015 (CWG)	2016	2017	2018	2019 (CWG)
LEARN TO COMPETE	Priority competitions - Nationals, Canada Games, Easterns, Westerns						
Depth of Field Performance Targets (Nationals)	11 8 athletes with 5 in top half of field	12 athletes with 75% in top half of field	22 Move ahead of NF, SK, NS in standings (goal= 6th). 4 athletes in top ½ of field at nationals. Send all CWG athletes, 14 total.	Top 10 athletes to Nationals; 25% place in the top ten. 1 athlete is invited to NDC	10-12 athletes worthy of Nationals selection; 50% in top half, at least 1 medal. 2 athletes are invited to NDC.		35+
Quality & Qualified Coaches	0 Comp Dev		3 Comp Dev				3 to 6 Comp Dev
Performance Targets (Canada Games)	2011CWG - 1 athlete (Amie) consistently in top half. Relays MB 7/11 or 8/10. 3 gold Para medals		2015CWG - 5 athletes in top half of field overall.			2019CWG – at least 75% in top half overall. 2 medals.	

TRAIN TO TRAIN	Priority competitions - Provincials, Westerns, Easterns (a few go to Nationals)				
Depth of Field	17		25+		35+
Performance Targets (Western/Easterns)	14 athletes at Westerns with 11 (7 athletes) top half results with at least 1 top half result; 1 top quarter result	75% of team have at least 1 top half result; 16 athletes qualify	75% of team finishes in top quarter; 2 medal performances	4 medals; 75% in the top quarter	6 medals, 75% in top quarter of field.
Clubs with T2T programs	3		3	4	4+
Quality & Qualified Coaches	7 T2T		9 T2T	11 T2T	
LEARN TO TRAIN & YOUNGER	Jackrabbit participants, some racing locally, Provincials				
Depth of Field	400	440	480		600
Performance Targets	3 clubs offering Track Attack programs		4 clubs have Track Attack programs		6+ Clubs have Track attack programs
Quality & Qualified Coaches	27		30	35+	

Coaching Development

The CCSAM High Performance Program is committed to providing opportunities for club coaches to gain valuable experiences and hone their coaching skills to better serve the athletes in all clubs throughout Manitoba.

Summary of Coach Development initiatives and professional development opportunities:

- NCCP coaching workshops
- Partnerships with Coaching Manitoba, Canadian Sport Centre-Manitoba, and Sport MB
- “Provincial Coach Experience” - opportunities to work as Coach or Assistant Coach of Manitoba teams traveling major events such as Westerns, Easterns, Nationals etc.
- Financial support to attend NCCP workshops and other Coach Professional Development (PD) opportunities not available in Manitoba.
- Biennial coaches technical update with CCC High Performance Coordinator.
- Annual “Coaches Retreat” for club coaches or similar opportunity (coaching seminar, ski prep workshop etc.)
- Hands on assistance with the CCSAM HPP program goals and deliver of programs

- Other ad-hoc coach professional development events as they occur (NSO generated or otherwise)

NCCP Competition Coaching Development certification

Canada Winter Games coaches (2 Able Bodied designated, 1 Para Nordic designated) need to be working in the Competition Coaching Development Learning to Compete (*Comp Dev*) context. At least one coach must be *Certified*, the other(s) must be *Trained*.

We will facilitate the certification of our advancing Community Coaches into the Competition Coaching contexts by:

- Establishing a predictable annual schedule of NCCP Learning to Train & Training to Train workshops rather than scheduling these workshops based on demand by clubs (due to minimum participation requirements regional workshops will need to remain scheduled based on demand from regional coaches/club leaders).
- Educate and encourage all coaches to take the multi-sport modules from Coaching Manitoba especially those identified as necessary by Cross Country Canada (below). This will result in more educated coaches generally as well as more coaches with the necessary requirements for Comp Dev certification (future Games coaches):
 1. Leading Drug Free Sport
 2. Managing Conflict
 3. Coaching and Leading Effectively
 4. Psychology of Performance

Current Manitoba Coach Roster – 2015-16

(potential future Canada Games coaches; including Wax Technicians)

Name	Position	Phone	Email	Current Certification	Plan for Comp Dev Certification
Megan Carter				Comp Dev - trained	One project needed - NSO
Betsy Harris				Comp Dev – in training	Some evaluations needed, all assignments done?
Lorne Warkentine				T2T trained	Evaluations needed, Ski Prep workshop, Wax tech at CWG, Easterns 2015, 2016.
Elise Paetkau				Comp Dev – in training	On Snow workshop needed + evaluations

Corey Kolbuck				Comp Dev - trained	
Mary Montgomery				T2T trained	
Pam McDonald					
Kenton Frith					
Joel Peltz					Easterns 2015
Steven Wintoniw					
Tyler Horton					O Cup & Easterns 2016

2019 Canada Winter Games Coaches, Wax Tech & Manager selection

Positions:

- 3 Coaches (1 designated for Para Nordic)
- 1 Manager
- 1 Wax Technician

Spring 2017: Applications posted for all positions. Deadline to apply for Coach positions June 30, 2017. Coaches to be selected by September 1, 2017.

Fall 2017: Deadline to apply for Manager & Wax Tech positions September 1, 2017. Wax Tech & Manager to be selected by December 30, 2017.

A Coach and Manager job description, agreement & contract is available on request.

Mechanisms for monitoring and evaluating....

Plans for future: Post event report from Coaches/Support Staff + Athlete survey post trip

Athlete Identification and Selection

Ages and Stages (LTAD Model)

Train to Train (Part 1): Girls 11 – 13, Boys 12 – 14

Train to Train (Part 2): Girls 14 – 15, Boys 15 – 16

Learn to Compete (Part 1): Girls 15 – 17, Boys 16 – 18

Learn to Compete (Part 2): Girls 17 – 19, Boys 18 – 20

High Performance Program annual schedule

1. Spring Camp – occurs on same weekend each year. Weekend before Victoria Day or first weekend in June.
 - Kick off to the training season
 - Establishing individual training plans (informed by club run fitness test results)
 - Physical assessments – to identify imbalances
 - FMS for non-Wpg athletes (Wpg athletes tested at their convenience)
 - Ski team environment – good for morale, getting to know each other, establishing good rapport with coaches
 - PEP – Performance Enhancement Program
(Recommend clubs run fitness test every 8 weeks outside of race season)
 - Athlete ID for HPP

[Future – on snow technique refinement camp for Nationals/CWG team athletes – Silver Star, glacier camp...]

2. What do we do over the summer?
 - Club coaches monitor training hours, physical and mental health
 - Establish “bank” of mentor coaches for less experienced club coaches to consult with over dryland (and year round actually)
 - Club/interclub training camps
 - Good time for clubs to host regional camps – fun focused, talent ID (who should be attending the provincial camp, who shouldn't), intro to the sport and to the club etc.
 - Club run training programs

[Future – on snow training camp for Nationals/CWG team athletes – Silver Star, Haig camp...]

3. Fall Camp – again, establish a weekend, first in October?
 - Evaluate summer improvements
 - Rollerski video technique analysis
 - PEP

- High volume training

4. Early Snow Camp – Canmore or other

- Targeting HPP core group – Juvenile & older, selected based on prior year results
- On snow training & technique refinements, early season race experience

TEAM SELECTION PLAN

We maintain a database of Games eligible athletes from our High Performance Program registry and can identify many potential 2019 Games athletes.

We can identify 7 girls and 8 boys as potential CWG2019 team members at this time.

Our Canada Games team consists of 5 girls, 5 boys + 3 Para Nordic athletes.

Athlete Identification and Selection Schedule

Type of Event	Date	Location	No. of Athletes
Spring training and identification camp	May/June 2016 thru 2018	Winnipeg	25 – 30
LSSD training camp	July 2016 thru 2018	Thunder Bay	Up to 10
Fall training and evaluation camp	Oct 2016 thru 2018	TBD	25 – 30
On Snow training camp	Winter break 2016 thru 2018	TBD	~30
CWG Selection races #1, #2	Feb 2018	TBD	~30
Spring training camp	June 2016 thru 2018	TBD	~25
Fall training and evaluation camp	Oct 2016 thru 2018	TBD	~30
Canmore early snow camp	Nov 2016 thru 2018	Canmore Nordic Centre	10 – 12
CWG2015 Selection races #3, #4	Dec 2018	TBD	~25

Append selection process & criteria, athlete agreement, code of conduct.

Daily Training Environment

Top ranked athletes (Nationally) follow these training volumes:

Stage	Annual Training Hours
L2T	not applicable
T2T	335 – 445
L2C	550 – 600
T2C	600 – 800 (NDC)
T2W	700 – 900+ (NST)

T2T Part 1 - Group sessions start in September, some summer sessions

T2T Part 2 & L2C – start training in May

4 days a week group (single club) training, 1 – 3 hours per session depending on YTP, 2 days per week individual training according to YTP

Some interclub sessions, school sports, community sports, other provincial team sport

Strength training 3 days per week (1 PEP, 1 club, 1 individual)

High Performance 2015-2016 Competition Calendar

Dates	Type and Location
Early Dec 2015	Haywood/NorAm Race Series #1 & #2 – Canmore & Silver Star
January 8 – 10, 2016	Ontario Cup – Thunder Bay, ON
Feb 5 – 7, 2016	Eastern Canadian Championships – Gatineau, QC
Feb 19 – 21, 2016	Western Canadian Championships – Prince George, BC
Mar 18 – 26, 2016	National Championships – Whitehorse, YK
Dec 2015 – Mar 2016	Manitoba Cup series races

Integrated Sport Science (IST) and Performance Enhancement Program (PEP)

Current IST objectives:

- How best to incorporate Nutrition sessions into our annual plan

- Sport Psych once or twice per year
- Portable VO2 Max testing on snow (for core team athletes)
- Major focus for 2015-2016 cost sharing Strength & Conditioning program with clubs
- Major focus for 2014-2015 is Sport Psych for major competitions – ongoing
- Add annual testing protocols – who, what, when – for core group of athletes (~10)

Services Currently Being Provided	Frequency and Scope	Location	Name of Service Provider
Strength sessions	May – Nov, 1/week, general strength	Sport For Life	Adam Decker
Functional Movement Screens	Spring	Sport For Life or Regional providers	Adam Decker
Sport Psychology	Twice annually	Sport For Life	Scott Erickson
Testing – V02Max/LT	3 x annually for core team (10)	Sport For Life or Regional providers	Adam Decker

Team Performance Evaluation

- *For each of the following evaluation criteria, please briefly describe your methods that will ultimately lead to your final team selection*

Technical Skills Evaluation	-regular basis with club coaches -occurs at Provincial camps – coach feedback & video analysis
Tactical / Strategic Performance Evaluation	-regular basis with club coaches -occurs at Provincial camps – coach feedback -use of race diaries encouraged
Results of Competition / Performance in Competition	-Selection races (see document)
Fitness Standards / Testing	-testing done at Spring camp -core group testing (3 x annually) -NSO standard test protocol at club level
Team Interaction / Behavioural Conduct	-all athletes must sign the HPP Athlete Agreement – incl. Code of Ethics & Conduct -CCSAM policies cover behavioural conduct at PSO organized events

PROPOSED BUDGET – April 1, 2015 – March 31, 2016

	March 31, 2016 FORECAST	March 31, 2016 BUDGET
INCOME		
SPORT MB / NSO FUNDING		
Developing Talent		\$11,000.00
Para Nordic (50% of total grant allocated to HP)	\$1,500.00	
NSO Para Nordic funding (portion allocated to HP)		\$500.00
Sub-total SMB / NSO funding		\$11,500.00
Training camps		\$3000.00
Competitions (Travel Recovery)		
O Cup/World Junior Trial	\$2,67.00	\$2,000.00
Easterns	\$13,120.00	\$12,000.00
Nationals	\$12,000.00	\$8,000.00
Sub-total Travel Recovery		\$22,000.00
TOTAL INCOME		\$36,500.00
EXPENSES		
Training camps		\$2,800.00

	March 31, 2016 FORECAST	March 31, 2016 BUDGET
Para camp		\$800.00
Sub total camp expense		\$3,800.00
IST & PEP Services		
Strength program		
Nutritional support		
Sport Psych		\$200.00
Competitions - expenses include team staff & athlete financial support		
O Cup/ World Junior Trial		\$8,000.00
Easterns		\$18,000.00
Nationals 2015		\$16,000.00
Sub-total Competition expense		\$42,000.00
Club Coach grant		\$6,000.00
Waxing & other HPP team equipment		\$2,500.00
Athlete Assistance (entry fees, licenses, medal bonuses etc.)		\$8,000.00
Coach Assistance (workshop fees & travel etc.)		\$1,500.00

	March 31, 2016 FORECAST	March 31, 2016 BUDGET
Uniforms expense		\$600.00
Misc. expenses		\$1,000.00
		\$65,400.00
Income – Expenses = PSO Contribution		-\$28,900.00
