



# **ONTARIO HIGH PERFORMANCE SPORT INITIATIVE**

## **2019-2020 OHPSI & SPORT PARTNERSHIP GUIDE**

April 2019

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## 1. INTRODUCTION

The Canadian Sport Institute Ontario (CSIO) is a leader in the development of programs that impact high performance athletes in the province of Ontario. OHPSI (Ontario High Performance Sport Initiative), originally launched in 2010, continues to support Ontario high performance development athletes identified as having future international podium potential, and aligns with emerging national support for this group of athletes. One of the fundamental principles of OHPSI from the very beginning has been NSO/PSO system alignment and the 2019-2020 edition of this program will further solidify this key foundational aspect of this initiative.

The CSIO OHPSI Partnership Guide has been created to assist Provincial Sport Organizations (PSOs) in leveraging support to high performance sport initiatives in Ontario that are specifically focused on the *TRAIN TO TRAIN/TRAIN TO COMPETE* stages of the sport high performance pathway. The OHPSI Partnership Guide also outlines the services and support available to partner sports by CSIO; the enhancement activities eligible for support with OHPSI investments; and the annual planning process.

### OHPSI Overarching Objectives

*“To provide high performance and aligned pathway enhancement that is athlete centered and coach led with optimal support to transition Ontario athletes towards the next stage in their development and ultimately contributing to future Olympic and Paralympic success”*

How is this accomplished? By the following:

- Supporting an optimal “daily training environment” for emerging Ontario athletes with access to high performance sport programs, technical experts (full-time coaches and sport science/ medicine professionals), and services that enable Ontario athletes to train and achieve international podium performances;
- Investing in full-time coaching and technical leadership positions that are closely aligned with the Ontario based targeted athlete pool, and providing integrated professional development opportunities for these individuals;
- Providing sport science/sport medicine support to ensure that a holistic and NSO aligned approach is used to develop Ontario athletes;
- Supporting sports with deliberate athlete monitoring strategies that are linked to the sports high performance plan
- Supporting sports with a strong two-way relationship between PSOs and NSOs to ensure an integrated and sustainable athlete/coach development system is in place in Ontario;
- Engaging and aligning with Federal high performance stakeholder’s vision to increase Canada’s potential for future international podium performances in Olympic and Paralympic sports through fair and ethical means;
- Investing in a tiered model that maximizes the opportunity for increasing Ontario's contribution to Olympic and Paralympic podium success;

- Supporting PSO's that have clear high performance plans and athlete development strategies that result in identified athletes progressing through their sport pathway
- Working in conjunction with the Ministry of Tourism, Culture, and Sport to deliver High Performance Sport;
- Aligning with the Canadian High Performance Sport Strategy with a strong connection to Sport Integrity, Values-based Sport, and Safe Sport initiatives
- Optimizing the world class TO 2015 Pan/Para Pan Am legacy facilities

## 2. OHPSI Partnership Categories

Sports are classified into one of three (3) partnership categories based on criteria in **Appendix A**.

OHPSI investment is intended to enhance programs and activities in Ontario that benefit athletes in the High Performance Athlete Development pathway.

*Note: Updated September 2019:*

**Category One** – up to \$226 438. Sports must be categorized by OTP as “Core” and be Multi Medal potential sports. Sports must have both Olympic and Paralympic Disciplines, with the complete athlete pathway supported in Ontario based Daily Training Environments. Must be a PanAm Legacy facility sport

**Category Two** – up to \$90 575 (non PanAm Legacy facility sports up to \$76 274)

**Category Three** – up to \$47 671 (Pan Am Legacy facility sports up to \$59 589)

Sports are eligible for investment *up to* the maximum available in the assigned tier, to support expenses as detailed in **Appendix C**. Please note the special conditions noted in each investment area.

## 3. OHPSI Partnership Agreements and Operating Plans

Partnership agreements will name members of the Management Team, outline key areas of support and program expectations, and provide reporting requirements. The agreement will stipulate the targeting of OHPSI investment towards the PSO and/or NSO, depending on the scope of responsibility for programs supported by the funds and what is articulated in the respective sport’s High Performance Plan. Each partnership agreement and operating plan will contain the following information:

- Key Performance Indicators of the program/athlete pool
- Targeted Athlete list
- Sport Science/Sport Medicine Plan
- Process of registering athletes for OHPSI program
- Job descriptions of supported roles / Professional Development strategies for each role.
- Management Team members and contact information
- Budget (outlining the different partner contributions to key support areas)
- Reporting requirements

## 4. CSIO INVESTMENT GUIDELINES

### General Principles

- CSIO operates on an April 1st to March 31st fiscal year.
- OHPSI investment is not intended to be the sole source of support for high performance programming
  - Sports are required to provide a fully-costed OHPSI budget – inclusive of all PSO and NSO HP programs in Ontario (connected to the athletes identified in the OHPSI program). Leveraging is encouraged and will contribute to the decision on the direction of the OHPSI investment towards the PSO or NSO
  - Budgets must include revenues and expenditures, based on the most current information at the time
- The funded categories of support, as well as the different partner contributions, will be clearly outlined in the annual Partnership Agreement. Supported investment categories are detailed in **Appendix C. Please note that investment in Sport Science and Sport Medicine is a requirement for all OHPSI supported sports. This is not exclusive to CSIO staff delivering the service, but also open to other SS/SM professionals endorsed and vetted by CSIO guidelines and recommended by each sport's Management Team.**
- CSIO investment to organizations is reviewed annually (to monitor progress on program KPI's, shifts in planning, effectiveness of SS/SM strategy etc).
- CSIO investment to organizations on an annual basis is subject to the Ministry's support to CSIO (also reviewed on an annual basis).

### Investment Conditions

- All investment is based on CSIO's fiscal year and must be expended in the year the funds are provided.
- Investment support may vary and can be terminated depending on investment support provided to CSIO by funding partners.
- Any changes to the Partnership Agreement as it relates to investment and programming will need a minimum 30 days advance notification to the Management Team.
- For any partnered role (coach, HP Manager) a current job description will need to be provided to the CSIO at the commencement of the fiscal year. It is a requirement that every role is evaluated by an annual performance review by the PSO and/or NSO.
- Partnership Agreements must have joint signatures of the PSO and NSO.
- CSIO believes that athletes, coaches, officials, support staff and volunteers have the right to participate in a safe and inclusive sport environment that is free of abuse, harassment and discrimination. Specific language will be captured in the Partnership Agreements to mandate the enforcement of Safe Sport initiatives and policies.
- Engagement of the identified PSO and NSO staff members in the OHPSI Management Team is required in order to demonstrate alignment in HP planning between both organizations.

### Reporting

- Recipient organizations must ensure that their expenditures meet the terms of the program outlined in the Partnership Agreement and Operating Plan.

## APPENDIX A: PARTNERSHIP CRITERIA

	Category 1	Category 2	Category 3
OTP Status requirement	<b>OTP CORE sports only</b> *Multi medal potential sports only *Only sports with both Olympic <b>and</b> Paralympic disciplines	All OTP categories (excluding Strategic 2024/2026)	All OTP categories (including Strategic 2024/ 2026)
Submitted and aligned NSO and PSO High Performance Plan	Required	Required	Required
NSO has developed an evidence based Gold Medal Pathway Curve and Gold Medal Profile to target podium potential athletes.	Required	In Development	In Development
Evidence of Para-specific high performance development plan (NSO or PSO) for Ontario.	Required	In Development (if applicable)	In Development (if applicable)
<b>Athlete Pool in Ontario / Daily Training Environment</b>			
An Ontario based <b>Podium Training Group</b> as identified by OTP (see Appendix B definition) is supported by the sport in Ontario	<b>All groups Required</b> (Evidence of full pathway supported in Ontario)	Optional	Optional
An Ontario based <b>National Training Group</b> (see Appendix B definition) is supported by the sport in Ontario		Optional	Optional
An Ontario based <b>Next Gen Training Group</b> (see Appendix B definition) is supported by the sport in Ontario		Optional	Optional
<b>Daily Training Environment</b>	All groups listed above train at a world class DTE with embedded and/or partnered CSIO SS/SM staff at <b>all</b> stages of the pathway * all components of DTE description in Appendix B required	For monitoring of OHPSI Athletes sports require either: a) Daily training environment consists of at a minimum 15 hours of coach /technical lead contact time /training time weekly AND b) embedded full time staff responsible for athlete monitoring required in the DTE	Optional

	Category 1	Category 2	Category 3
The sport has an identified process to evaluate the quality and consistency of supported daily training environments.	Required	Required	Required
<b>Sport Science / Sport Medicine</b>			
A sport science / sport medicine plan has been developed by the sport in conjunction with CSIO staff and is funded by OTP Schedule A funds, OHPSI investments, or discretionary funds identified by the sport. <u>CSIO is a partner in the coordination and delivery of sport science/sport medicine services</u>	Required (OTP Schedule A investment essential) Multiple full time SS/SM staff involved at all stages of the Pathway (podium to NGIP) in Ontario	Required	Required
<b>Performance Results/Evidence of Pathway Progression</b>			
Successful targeting of athletes in the High Performance Athlete Development pathway	REQUIRED: Sport demonstrates ongoing success of targeted athletes achieving appropriate benchmark results as defined in the NSO's Podium Results Track/Winning Style of Play/ Gold Medal Profile. (Eg. Junior World Championships, advancement in skill progression as identified in sport's GMP)		
<b>HP Investment, Alignment , Capacity, and Best Practice Governance/ Sport Integrity</b>			
Sport presents full Next Gen high performance plan including budget for Ontario, including contributions from PSO, NSO and other funding partners.	Required (current Next Gen Institute Program in Ontario)	In Development	In Development
Current Strategic Plan of the PSO outlines growth, sustainability, capacity of HP programming	Required	In Development	In Development
Sport has dedicated HP Technical Leadership / Full Time Provincial Coach(es) based in Ontario	Required (Full time Ontario based coaches for <u>all stages</u> of the pathway)	Required	Required
The sport has an identified process to evaluate the effectiveness of the coaches and technical leaders linked to the OHPSI athletes.	Required	Required	Required
Sport has demonstrated alignment between NSO and PSO with respect to Train to Train/Train to Compete planning, investment, athlete selection, and delivery of the high performance pathway for athletes and coaches.	Required	Required	Required
Sport has the tools, resources, and expertise to ensure that their programming and high performance	Required	Required	Required

	Category 1	Category 2	Category 3
activities are values-based and follow Safe Sport principles			

## APPENDIX B: Training Group Definitions

\*As classified by Own the Podium / COPSI Network / Sport Canada.

*NOTE: Athletes and teams involved in nationally (NSO) recognized Training Groups represent athletes at all stages of the high performance pathway from podium athletes to developmental prospects. The evidence that demonstrates an athlete or team's podium potential will be derived from sport specific information including the performance gap analysis, Podium Pathway, Podium Results Track/Winning Style of Plan, and Gold Medal Profiles. In order to be recognized as a Podium Training Group, National Training Group, and NextGen Training Group/NGIP in the Tier 1 OHPSI category formal service agreements between CSIO and the NSO must exist in terms of the delivery of Sport Science/Sport Medicine.*

### Podium Training Group (0-4 years) – Performance Standards

- i) At least 5 athletes for individual sports with one or more athletes on a validated Podium Pathway for the upcoming Games and the remaining athletes at a level required to provide a critical mass for an optimal daily training environment.
- ii) At least 5 athletes identified as part of the squad for team sports with evidence of podium potential for the upcoming Games.
- iii) Performance Standards
  - This group must show evidence demonstrating medal potential at upcoming Olympic Games/ Paralympic Games
  - Consistent medal performances at Senior World Championships and/or Olympic/Paralympic Games and multiple athletes achieving top 8 in Olympic events and top 5 in Paralympic events at World Championships (carded at SR1-SR2 level)

\*Note - athletes must be identified on the current Own the Podium Athlete Lists (ranked as 1 or 2 via the Winter/Summer Sport reviews)

### National Training Groups (0-4 years) – Performance Standards

- i) At least 5 athletes for individual sports with a minimum of 3 athletes on the Senior National Team and the remaining athletes at the level required to provide a critical mass for an optimal daily training environment.
- ii) At least 5 athletes identified as part of the National Team squad for team sports.
- iii) Performance Standards

- The majority of this group has participated at Olympic/Paralympics
- The majority of this group has participated and achieved top 16 results at World Championships
- This group consists of nationally Carded athletes (Carded at D, C-1 and SR level)
- Performance benchmarks must be established for each athlete

#### **NextGen Training Groups: (5-8 years) – Performance Standards**

- i) 5-10 athletes identified by the sport's Podium Pathway.
- ii) Athletes identified on the sport's depth chart for team sports.
- iii) Any NextGen Institute program (NGIP) recognized by OTP.
- iv) Generally, 'Train to Compete' or early 'Train to Win' athletes identified by sport's long term athlete development model.
- v) Performance Standards
  - Demonstrated medal potential at subsequent Olympic/Paralympic Games as evidenced by the sport's Podium Pathway: Podium Results Track (PRT) / Winning Style of Play (WSP) and Gold Medal Profile (GMP)
  - Performance benchmarks established for each athlete in line with the performance progression required for podium success
  - Potential for athletes to progress to senior national team

#### **Definition of Daily Training Environment for Nationally Recognized Training Groups**

##### **Podium Training Group (4-0 years)**

1. Access to functional and appropriate sport specific facilities identified within a sport's high performance plan as a priority training group location
  - Quality high performance primary facility
  - Quality high performance ancillary facilities
  - Optimal access to the facilities required to achieve performance targets
  - When in Canada, the daily training environment needs to be in a single location with the majority of training time (>50%) for the athletes training together in that location.
2. Full-time dedicated world leading coaching staff embedded in the Podium Group's DTE (Head Coach, Assistant Coach, Specialty Coaches). This identified staff must be the coach of record and acting as the lead coach responsible for the identified podium athletes
3. Optimal IST staff embedded in the DTE and the necessary facilities to support IST functions
4. A minimum of 50% of the IST provision in the DTE provided by the CSI affiliated staff
5. For groups that schedule extended periods of time in alternate locations (i.e. warm weather camps in Europe), then the key CSI should be strategically involved in providing services in these locations
6. Training partners at the optimal performance level (best with best)

7. Optimal monitoring practices – sport science, sport medical and performance
8. Applied innovative practices to ensure the daily training environment is world leading

#### **National Training Group (4-0 years)**

1. Access functional and appropriate sport specific facilities identified within a sport's high performance plan as a priority training group location
  - Quality high performance primary facility
  - Appropriate high performance ancillary facilities
  - Optimal access to the facilities required to achieve performance targets
  - When in Canada, the daily training environment needs to be in a single location with the majority of training time (>50%) for the athletes in that location
2. Full-time dedicated coaching endorsed by the respective NSO
3. Appropriate IST staff embedded in the DTE and the necessary facilities to support IST functions
4. A minimum of 50% of the IST provision in the DTE provided by the CSI affiliated staff
5. Appropriate training partners at the optimal performance level (best with best)
6. Appropriate monitoring practices – Sport science, sport medical and performance

#### **5. NextGen Training Group (8-5 years)**

1. Access to functional and appropriate sport specific facilities identified within a sports high performance plan as a priority training group location
  - Quality high performance primary facility
  - Appropriate high performance ancillary facilities
  - Appropriate access to the facilities required to achieve performance targets
2. Full-time dedicated and appropriate world leading coaching endorsed by the NSO for this stage of the high performance athlete pathway
3. Appropriate IST services delivered by CSI affiliated staff
4. Appropriate training partners at the optimal performance level (best with best)
5. Appropriate monitoring practices – sport science, sport medical and performance

## APPENDIX C: OHPSI CATEGORIES OF SUPPORT

	Category 1	Category 2	Category 3	Category 4
<b>Coaching &amp; Technical Leadership</b>	<b>Eligible Investment &amp; Services Provided</b>			
Full time coaching positions working with targeted OHPSI athlete groups	Investment may be used up to 50% per role			
Full time technical leader positions overseeing OHPSI programs in Ontario	Investment may be used up to 50% per role			
Professional development for funded OHPSI oriented positions	Required	Required	Required	Required
Professional development for coaches of targeted OHPSI athletes	Eligible	Eligible	Eligible	Eligible
Technical leader travel to support DTE of targeted OHPSI athletes	Eligible	Eligible	Eligible	Eligible
<b>Sport Science / Sport Medicine</b>	<b>*Required Investment</b>			
Sport science/ Sport Medicine support working with the sport in a HP daily training environment (and or training camp/Competition support)  *Support must be directed and focused on contact with OHPSI targeted athletes. SS/SM support to be delivered by CSIO staff or by professionals meeting the expectations outlined in the OHPSI Practitioner Guide	Required SS/SM investment. Appropriate IST services supported and or coordinated by CSI affiliated staff	Required SS/SM investment. Appropriate IST services supported and or coordinated by CSI affiliated staff	Required SS/SM investment. Appropriate IST services supported and or coordinated by CSI affiliated staff	Required SS/SM investment. Appropriate IST services supported and or coordinated by CSI affiliated staff
<b>Competition &amp; Training Support</b>	<b>Eligible Investment &amp; Services Provided</b>			
Competition support *	Eligible	Eligible	Eligible	Eligible
Training Camp support *	Eligible	Eligible	Eligible	Eligible
Daily Training Enhancement *	Eligible	Eligible	Eligible	Eligible
Direct to Athlete Support * NOTE: maximum of Direct to Athlete investment is 25% of total OHPSI investment	Eligible	Eligible	Eligible	Eligible
Equipment *	Eligible	Eligible	Eligible	Eligible
Facility Rental *	Eligible	Eligible	Eligible	Eligible
* Support to enhance existing opportunities or training environments for OHPSI targeted athletes. * Expenses must be validated by sport Technical Leader.				

