



Ontario High Performance Sport Initiative

Sport Partnership Guide

2021 – 2023

Issue Date: December 3rd, 2020

Updated: December 11th, 2020

Canadian Sport Institute Ontario
875 Morningside Avenue, Suite 100, Toronto, ON M1C0C7 – 416.596.1240

Contents

1. Purpose.....	3
2. Introduction	3
3. About CSIO.....	3
4. OHPSI Core Principles	4
5. Partnership Objectives	5
6. OHPSI Investment Categories	5
7. Appropriate Investment Guidelines	7
8. Talent Identification and Talent Transfer	8
9. APPENDIX A: GUIDELINES FOR PRACTITIONER QUALIFICATIONS.....	9
10. APPENDIX B: Training Groups and Centers Definitions	11

1. Purpose

This document is intended to assist Provincial Sport Organizations (PSOs) in understanding the objective, core principles and nature of partnership when engaging in the Ontario High Performance Sport initiative (OHPSI). This document also outlines the services and support CSIO has available to partnered sports, the enhancement activities eligible for support with OHPSI investments, and the annual planning process.

2. Introduction

OHPSI was launched in 2010 by the Canadian Sport Institute Ontario (CSIO) and is directly supported in partnership by the Ministry of Heritage, Sport, Tourism and Culture Industries (MHSTCI).

Since inception, OHPSI has partnered directly with twenty-one (21) Olympic and Paralympic Provincial Sport Organizations (PSOs), impacting upwards of 4,600 targeted athletes, coaches, and technical leaders in Ontario.

A key OHPSI objective is supporting Ontario athletes who are deemed capable of achieving future international success on senior national teams in targeted winter and summer Olympic/Paralympic and Pan/Parapan Am Games sports. This program supports the Canadian Olympic Paralympic Sport Institute Network's (COPSIN) mandate of increasing the number of medals won by Canada at Olympic Games, Paralympic Games and World Championships.

One of the fundamental principles of OHPSI from inception has been NSO/PSO system alignment. The 2021-2023 edition of this program will further solidify this key principle. Additionally, during 2021-2023 OHPSI will continue to target enhanced investments towards three (3) key areas:

- Coach and Technical Leadership
- Competition and Daily Training Environment
- Sport Science, Sport Medicine, and Innovation

3. About CSIO

The Canadian Sport Institute Ontario (CSIO) is a leader in the development of programs that impact high performance athletes in the province of Ontario.

CSIO's Vision

As part of the Canadian Olympic and Paralympic Sport Institute Network, CSIO is a key contributor to Canada's Olympic and Paralympic podium performances.

CSIO's Mission

To provide world-class multi-sport daily training environments for athletes, coaches and practitioners through excellence in leadership, services and programs in Ontario

CSIO's Values

- Commitment
- Synergy
- Integrity
- Openness

CSIO's Purpose

Elevating People & Performances

4. OHPSI Core Principles

The OHPSI program is guided by five (5) core principles captured below. These principles will act as a framework to guide and inform key decisions made in relation to how pathway enhancement initiatives are positioned to improve program performance.

Principle 1. Athletes

Targeting athletes within the 'Train to Train' and 'Train to Compete' stages of the LTAD.

Using Athlete Development Matrices (ADM), Gold Medal Profiling (GMP), Winning Style of Play (WSP) and Podium Pathway models to inform Individual Athlete Performance Plans (IAPP).

Principle 2. Coach and Technical Leadership (CTL)

Recruiting, retaining, and developing key high-performance coach and technical leadership roles in Ontario to effectively implement High Performance Plans.

Principle 3. Sport Science Sport Medicine & Innovation (SSSMI)

Sports leading SSSMI plans, implemented by qualified personnel, which is informed by gaps identified within the ADM, GMP and or WSP.

Principle 4. Daily Training Environment

Provision of Safe and Inclusive sport performance cultures which offer developmentally appropriate training and competition opportunities.

Principle 5. Alignment

Supporting the MHSTCI Sport Plan, the Canadian High Performance Sport Strategy and NSO High Performances plans to guide PSO High Performance and Strategic Plans.

5. Partnership Objectives

The table below outlines how partners can expect to engage in the program. It captures each partner's key objectives, ensuring a healthy and functional relationship is developed and maintained.

PSOs and NSOs will...	We will work in partnership to...	CSIO will...
<ul style="list-style-type: none"> • Lead the program • Describe the desired performance state • Clarify performance expectations and strategy (goals, targets, deliverables, timelines) • Create athlete depth charts and tier athletes for priority support • Reference a YTP to support planning • Lead the individual athlete performance planning (IAPP) process • Lead performance reviews of coach and CTL roles to inform PD plans 	<ul style="list-style-type: none"> • Manage the program • Support a safe and inclusive 'athlete centered; coach led model' • Drive alignment by centering discussions on Athlete Performance, Coaching & Technical Leadership, Training and Competition environments and SSSMI • Create and maintain a collaborative performance team to elevate performance impacts • Align PD plans with system opportunities • Support performance gaps with OHPSI funding • Engage in performance reviews of SSSMI practitioner(s) to inform quality assurance and PD plans 	<ul style="list-style-type: none"> • Support Performance Planning and Gap Analysis processes • Align skills and experience of practitioners with sport performance goals • Drive integration, innovation and quality assurance of Performance Services, Research, and Innovation teams. • Provide and link professional development and performance initiative opportunities to sport and system needs

6. OHPSI Investment Categories

Base Requirements

The Core Principles and Partnership Objectives outlined in Sections 4 & 5 of this document drive the requirements to be a successful partner in the 2021-23 OHPSI.

All sports must be able to address and demonstrate the following to be eligible for the 2021-23 OHPSI program:

- PSO must be recognized by and in good standing with MHSTCI, CSIO and their NSO

- Recognized and ranked by Own the Podium (OTP)
- Have a PSO High Performance Plan aligned with and supportive of the NSO High Performance Plan
- A process to evaluate the quality and safety of supported training environments
- A SSSMI plan supported by OTP Schedule A funds, OHPSI investment or discretionary funds
- Evidence of targeted athletes achieving appropriate benchmark results on the Podium Pathway
- Have a current Strategic Plan outlining growth, sustainability and, capacity for high performance programming
- Designated staff member to oversee high performance programming and initiatives in Ontario
- Have a process to evaluate coaches and technical leaders linked to targeted Ontario athletes
- Have the tools, resources, and expertise to ensure that programming and high performance activities are values-based and follow Safe Sport principles (i.e., Safe Sport Policies, Training, and Education)

Following completion of an Attestation (contained in the Application Form for the OHPSI) linked to the requirements outlined above, sports are eligible to apply for one of the following categories.

Category 3 Criteria

- The sport has developed, or is developing, an evidence based Podium Pathway, GMP and/or WSP, to target podium potential athletes
- The sport has developed a budget that supports the high performance plan in Ontario, demonstrating leveraged investment contributions from PSO, NSO and other funding partners
- If applicable, the PSO and/or NSO has a para-specific high performance development plan for Ontario with clear OHPSI specific KPI's

Category 3 Sports are eligible for up to \$60,000 per annum

Category 2 Criteria

- As above, plus;
- Targeted Ontario athletes are monitored by your sport
 - in a centralised Ontario DTE which has a minimum of 15 hours per week of Coach training time

and/or;

- has a full time high performance PSO staff member responsible for appropriate monitoring of targeted decentralized athletes in Ontario

Category 2 Sports are eligible for up to \$95,000 per annum

Category 1 Criteria

- The sport is an OTP Core Sport
- The NSO has developed an evidence based Podium Pathway, GMP and/or WSP, to target podium potential athletes
- The PSO and/or NSO has a para-specific high performance development plan for Ontario with clear OHPSI specific KPI's
- There is an Ontario based **Next Gen Training Group** supported by the sport
- There is an Ontario based **National Training Group** supported by the sport
- There is an Ontario based **Podium Training Group** as identified by OTP supported by the sport
- The sport meets all components of the Daily Training Group Definition and Daily Training Environment as outlined in **Appendix B**
- The sport has a SSSMI plan supported by OTP Schedule A funds in Ontario

Category 1 Sports – Maximum of 3 Sports for this category. Sports will be tiered as follows:

- Tier 1 up to \$195,000
- Tier 2 up to \$170,000
- Tier 3 up to \$130,000

7. Appropriate Investment Guidelines

The OHPSI investment is accounted for on a per annum basis, therefore investment must be expensed in the fiscal year in which it is provided, specifically April 1st to March 31st. The rate for CSIO practitioners for the 2021-23 investment cycle is \$375/day (based on an 8 hour day).

OHPSI investment can be used to enhance high performance programs in the following areas:

- Coaching & Technical Leadership
 - Full time coaching and technical leader positions working with and/or overseeing targeted OHPSI athlete groups (up to 50% salary contribution per role, per PSO)
 - Professional development for OHPSI supported positions (*PSO investment required*)
 - Professional development for coaches of targeted OHPSI athletes
 - Technical leader travel to support DTE of targeted OHPSI athletes
- Sport Science Sport Medicine & Innovation (*PSO investment required*)
 - Sport science sport medicine support embedded in a HP daily training environment(s), training camp(s), or competition(s)
 - Support must be directed and focused on contact with OHPSI targeted athletes
 - SSSMI support to be delivered by professionals meeting the expectations outlined in the **OHPSI Practitioner Guide – Appendix A**
- * Competition and Training Support
 - Competition Support
 - Training Camp Support

- Daily Training Environment Support
- Direct Athlete Support (*limited to 25% of total OHPSI investment*)
- Equipment
- Facility Rental

** Support is to enhance existing opportunities or training environments for OHPSI targeted athletes*

8. Talent Identification and Talent Transfer

In support of the overarching objective of the OHPSI, to place more Ontarians on Olympic Games, Paralympic Games and World Championship podiums, the CSIO has started to collect more information to better track athlete progression, transition, and retention.

Sports successful in gaining OHPSI status in the 2021-23 program will be required to conduct the following standardized battery of tests on OHPSI targeted athletes annually*:

- Anthropometric Tests – (standing height, weight, wing span, seated height)
- Speed Test – (20m and/or 40m sprint time)
- Power Test – (countermovement jump – hands on hips)
- Strength Test – (mid thigh pull on force plates and/or grip strength)
- Endurance Test – (beep test)

* Standardized tests and information collected may differ from those listed

Talent Identification

- Results will be attached to OHPSI Athlete Profiles in Smartabase
- History of results can be used to support athlete selections and track the athletes' journey on the performance pathway

Talent Transfer

- Athletes removed from the Targeted Athlete List become eligible for transfer opportunities
- Athlete profiles are used to identify talent transfer candidates
- CSIO takes lead in conversations between sports to transfer willing athletes

9. APPENDIX A: GUIDELINES FOR PRACTITIONER QUALIFICATIONS

CSIO values the experience and qualifications of certified practitioners. These guidelines are recommended to ensure quality service delivery.

Overview of Needs

- Recent criminal record check and/or vulnerable sector check
- Safe sport training (for example Respect in Sport or Safe Sport Training Module)
- Related degree
- Related certification
- Regulatory college member in good standing (with insurance)

Biomechanics, Engineering, and Performance Analysis

- Degree in Kinesiology, Engineering, Physics, or equivalent
- Educational focus in biomechanics, performance analysis, or motor learning

Data Science

- Degree in Statistics, Computer science, Engineering, Physics, Mathematics, or equivalent
- Educational focus in applied statistics, interfacing with databases, and high-performance computing
- *If applicable:* Registered with one of Statistical Society of Canada, Engineers Canada, Canadian Information Processing Society (CIPS), Computer Science Canada (CS-Can)
- *If applicable:* Associate Statistician (A.Stat) > Professional Statistician (P.Stat), Professional Engineer (P.Eng), Information Technology Professionals

Medicine (Physicians)

- Medical Degree (MD)
- Diploma in Sport & Exercise Medicine (Dip. Sport Med.) + Certificate of Added Competence (CCFP, SEM)
- Registered Sport Medicine Physician with Canadian Academy of Sport and Exercise Medicine (CASEM)

Nutrition

- Degree in Kinesiology, Human Kinetics, Physiology, or Nutrition
- Educational focus in sport nutrition
- Registered with the Provincial College of Dietitians

Physiology

- Degree in Physiology, Human Kinetics, or Kinesiology
- Educational focus on Exercise Physiology
- Certified as an Exercise Physiologist (e.g., CSEP, HFFC)
- In good standing as a Physiologist with the Canadian Society for Exercise Physiology (CSEP)

Psychology

- Degree in Kinesiology, Psychology, or Clinical Psychology
- Educational focus in sport
- Professional Member of the Canadian Sport Psychology Association (CSPA)

Sport Therapy Services

- Physiotherapy
 - Degree Physiotherapy
 - Sport Physiotherapy (SPC) Diploma
 - Registered with Sport Physiotherapy Canada (SPC)
- Athletic Therapy
 - Degree
 - Health Science Athletic Therapy - BaHSc(AT) **or**
 - BA or BSc Kinesiology, Human Kinetics, Physiology + Certificate in AT **or**
 - Bachelor of Athletic & Exercise Therapy
 - Registered with Canadian Athletic Therapy Association (CATA)
 - Registered with Provincial Athletic Therapy Association
- Massage Therapy
 - Registered Massage Therapy (RMT) Diploma
 - Registered with Canadian Sport Massage Therapy Association (CSMTA)
- Chiropractic
 - Canadian Memorial Chiropractic College Degree (DC)
 - Degree in Human Kinetics, Kinesiology, Physiology or equivalent

Strength & Conditioning

- Degree in Biomechanics, Physiology, Human Kinetics, or Kinesiology
- Educational focus on physical training processes and preparation for sport
- Certified as a Strength and Conditioning Specialist (NSCA, UKSCA, ASCA) or equivalent

10. APPENDIX B: Training Groups and Centers Definitions

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

NextGen Training Group (8-5 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
 - 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