



## Ontario High Performance Sport Initiative

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### Sport Partnership Guide

2023+

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## Purpose

This document is intended to assist Provincial Sport Organizations (PSOs) in understanding the objective, core principles and nature of the partnership for 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.

## Introduction

OHPSI was launched in 2010 by the Canadian Sport Centre Ontario (now the Canadian Sport Institute Ontario).

Since inception, OHPSI has partnered with twenty-four (24) 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 and 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 is NSO/PSO system alignment. The 2023+ edition of this program will further solidify this key principle. Additionally, during 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

## 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 Purpose**

Elevating People & Performances

### **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**

We deliver best-in-class sport science, sport medicine, and pathway support for Olympic and Paralympic partners.

### **CSIO's Values**

- Commitment
- Synergy
- Integrity
- Openness

## **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 and Sport Medicine (SSSM)**

Sports leading SSSM plans, implemented by qualified personnel, which are informed by gaps identified within the IAPPs, 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**

The Canadian High Performance Sport Strategy and NSO High Performances plan to guide PSO High Performance and Strategic Plans.

## 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.

PSO Leadership will...	The OHPSI Management Team will work in partnership to...	CSIO will...
<ul style="list-style-type: none"> <li>• Lead a clear and aligned vision for High Performance Programming in Ontario</li> <li>• Utilise Yearly Training Plans (YTP) and IAPPs to support performance planning</li> <li>• Lead performance reviews of coach and CTL roles to inform PD plans</li> </ul>	<ul style="list-style-type: none"> <li>• Develop strategies to support advancing OHPSI and sport performance KPIs</li> <li>• Position OHPSI investment to support execution of targeted strategies</li> <li>• Support performance planning and gap analysis processes</li> <li>• Engage in performance reviews of CTL, SSSM practitioner(s) and Advisors to inform quality assurance and PD plans</li> <li>• Be accountable to the management and execution of the OHPSI investment</li> </ul>	<ul style="list-style-type: none"> <li>• Drive quality assurance of Performance Services and Performance Pathways teams</li> <li>• Provide and link professional development and performance initiative opportunities to sport and system needs</li> <li>• Hold performance partnership accountable to advancement of KPIs and overarching OHPSI objective</li> </ul>

## OHPSI Program Key Performance Indicators

In 2023, OHPSI will establish a set of standardized key performance indicators (KPIs) which will align focus and efforts with systemic (CSIO and OTP) strategies that support long-term provincial and national sport development. The KPIs will focus on supporting the following system gaps:

1. Paralympic Athlete Pool Depth
2. Coaching & Technical Leader Retention & Expertise

3. Training Environment Quality
4. Technical Planning

The intent is for each successful performance partner to demonstrate annually, the positive impact across the standardized OHPSI KPIs, as well as the sport-specific KPIs, developing strategies and linking with OHPSI enhancement funding to support. Therefore, the expectation for sports to develop additional sport-specific KPIs that align with their High Performance and Strategic Plans will remain.

Scale of progression across the standardized OHPSI and sport-specific KPIs may inform shifts in annual investment during the term of the agreement and may also contribute, positively or negatively, to a sport's future competitiveness in subsequent intakes.

## 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 2023+ OHPSI.

All sports must be able to address and demonstrate the following to be eligible for the 2023+ OHPSI program:

- PSO must be recognized by and in good standing with MTCS, 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 SSSM 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 KPIs

Category 3 Sports are eligible for:

1. Up to \$60,000 per annum and;
2. Up to an additional \$7,500 for the 2023-24 fiscal year for sports with Paralympic disciplines.

### Category 2 Criteria

- As above, plus;
- Targeted Ontario athletes are monitored by your sport
  - in a centralized 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:

1. Up to \$95,000 per annum and;
2. Up to an additional \$7,500 for the 2023-24 fiscal year for sports with Paralympic disciplines.

### 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 KPIs
- 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 SSSM plan supported by OTP Schedule A funds in Ontario

Category 1 Sports – Maximum of 3 Sports for this category. Category 1 sports are eligible for;

1. Up to \$195,000 per annum, and;
2. Up to an additional up to \$7,500 for the 2023-24 fiscal year.

## 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 1<sup>st</sup> to March 31<sup>st</sup>. The rate for CSIO practitioners for the 2023+ investment cycle is \$400/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
    - SSSM 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.

## Sport Assessment and Research Combine (SPARC)

In support of the overarching objective of the OHPSI, to place more Ontarians on Olympic, Paralympic, and World Championship podiums, CSIO and its affiliated research team are collecting information to better track athlete progression, transition, and retention.

Sports successful in gaining OHPSI status in the 2023+ 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)
- Cambridge Brain Science (CBS) Psychological and Cognitive assessments

\* Standardized tests and information collected may differ from those listed

The collected data is intended to be used to develop more robust Talent Identification Strategies, Athlete Selection Criteria and Athlete transfer opportunities.

### ***Talent Identification Strategies***

- 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

### ***Athlete Selection Criteria***

- Longitudinal results will be assessed and presented to sports, identifying trends in athlete selection and the conversion to international podium performance

### ***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

## 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

## APPENDIX B: Training Groups and Centres 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 COPSI 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 COPSI 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 COPSI affiliated staff
4. Appropriate training partners at the optimal performance level (best with best)
5. Appropriate monitoring practices – sport science, sport medical and performance