



CCSAM
Cross Country Ski Association of Manitoba

SPORT PERFORMANCE PLAN 2013 – 2015

Program Leadership

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Current State

Team Results

2013 Nationals	2012 Nationals	2011 Nationals	2011 CWG	2010 Nationals
8 athletes; 5 with at least 1 top ½ finish; 2 with top ¼ finishes	8 athletes; 4 athletes with at least 1 top ½ finish; 3 top ½ finishes; 1 top 1/3	3 athletes; 1 top 10 finish (Sean C 6 th in Sprints), 3 top ½ finishes (6 races)	3 Para athletes (3 gold medals); 2 athletes in top ½ of field consistently	4 in top ½ at least once; 2 top 1/3 finishes, 3 top ½ finishes

Haywood Ski Nationals Division Aggregate Results

2013 Nationals – Callaghan				
Division	Division Points	Division Place	Juniors Points	Juniors Place
QC	4461	1	3624	1
AB	4280	2	2679	3
ON	4083	3	2601	4
BC	3587	4	2685	2
YT	1461	5	881	5
NT	218	6	209	7
NF	216	7	216	6
NB	117	8	0	9
SK	60	9	0	9
MB	30	10	30	8
NS	n/a	n/a	n/a	n/a

2012 Nationals – Mont St. Anne				
Division	Division Points	Division Place	Juniors Points	Juniors Place
QC	4567	1	3913	1
AB	3753	2	2402	3
BC	3288	3	2956	2
ON	3272	4	2081	4
YT	1751	5	1159	5
NL	194	6	186	6
NT	167	7	117	7
MB	20	8	15	9
NS	20	9	20	8
NB	17	10	4	10
SK	n/a	n/a	n/a	n/a

Individual Results

Athlete	2013 Nationals	2012 Nationals	2011 CWG	2011 Nationals	2010 Nationals
Slade Doyle			3 Gold medals in all 3 Para events		
Levi Nadlersmith	16 th place in Sprints (Juv boy)				
Lisle Compton	17 th place in Sprints (Juv girl)				
Maya Boivin			Top half (Juv girls) in 5k Free		
Alex Druwe		Top third (Jr boys) Free Sprints			Top half in Sprint (Juv boy)
Sean Carter				9 th place (Juv boys) CI Sprints	
Ben Dearing		Top half (Jr boys) 7.5k Free			
Amie Mathews			Top half in all her races		

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. 	<ul style="list-style-type: none"> • Support from national body (Cross Country Canada).
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. 	<ul style="list-style-type: none"> • Key volunteers at club/regional level driving club programs. • NCCP Learning Facilitators (3) in province.
Competition	<ul style="list-style-type: none"> • Manitoba Cup Series, • Provincial Championships • Team trips to Westerns & Nationals, club 	<ul style="list-style-type: none"> • Experienced clubs hosting quality events • Organized and resourceful clubs & club coaches

	trips to O Cup, World Junior Trials, races in US	
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	n/a	n/a
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) 	<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"> • Athletes are physically weaker than peers nationally (esp. older Juniors – Open categories) • Few clubs with L2T, T2T, L2C programs • No University Ski program 	<ul style="list-style-type: none"> • Limited awareness or understanding of athlete development pathway • Limited club resources for expanded programming 	<ul style="list-style-type: none"> • Coordinate Provincial camps to test & evaluate athlete fitness • Monitor athlete fitness • Provide information to club coaches on national fitness standards, athlete pathway to NDC, NST • Create an easy to understand summary doc on athlete development pathway (see CCBC doc)
Coach Development	<ul style="list-style-type: none"> • Limited coaching and (wax tech) resources at the high performance level • Limited knowledge of CCC Athlete Development Matrix 	<ul style="list-style-type: none"> • Heavy time commitment required for experience and certification • Coaches are volunteers • NCCP coach education program has been slow in developing the Comp Dev 	<ul style="list-style-type: none"> • Identify, target and support coaches in regions • It's either time to hire a full time Coaching Coordinator or to clearly define and support a volunteer position(s) to achieve this end

		context	<ul style="list-style-type: none"> Host L2T, T2T NCCP workshops more often
Competition	<ul style="list-style-type: none"> Limited ability to attend 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 races in MB (or close by) No Homologated courses in MB 	<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) Cooperate more with Biathlon race & training schedule
Daily Training Environment	<ul style="list-style-type: none"> Inconsistent technique development Few athletes using a yearly training plan 	<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"> Coordinate ski hill/glacier trips Use Adam's training plan tool Use annual spring camp to develop/evaluate YTPs for athletes
Sport Science Integration	<ul style="list-style-type: none"> Decentralized "Provincial Team" with unequal and inconsistent PEP resources 	<ul style="list-style-type: none"> Limited understanding of how to access Sport MB PEP. Limited funds for dedicated PET. 	<ul style="list-style-type: none"> Seek council from Sport MB resources (Ted, Craig, Adam, Greg). See below re: financial limitations
Management/Governance & Community	<ul style="list-style-type: none"> Limited planning & programming for high performance athletes & coaches Limited financial resources 	<ul style="list-style-type: none"> CCSAM has only 1 staff person. Heavy reliance on volunteer time & expertise Economy 	<ul style="list-style-type: none"> Short term: Develop a High Performance Committee with regional representation Long term: Hire a Provincial High Performance Program Coordinator. Be creative with the funding we have. Research alternative funding sources.

CCC = Cross Country Canada

NDC = National Development Centre

NST = National Ski 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	11	22	28	32	40	48	
Performance Targets (Nationals)	8 athletes with 5 in top half of field	12 athletes with 75% in top half of field	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.	14 athletes to nationals; 25% place in the top ten. 1 athlete is invited to NDC	16 athletes qualify; 50% in top half, at least 1 medal. 2 athletes are invited to NDC.		
Quality & Qualified Coaches	0 Comp Dev		3 Comp Dev				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 - no athlete below top half overall. 2 medals.
TRAIN TO TRAIN	Priority competitions - Provincials, Westerns, Easterns (a few go to Nationals)						
Depth of Field	17	32	40	50	62	80	
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	4	5	6	7	8	
Quality & Qualified Coaches	7 T2T		12 T2T		18 T2T		

LEARN TO TRAIN	Race locally, Provincials					
Depth of Field	400	440	480	520	560	600
Performance Targets	3 clubs offering Track attack programs	4 Clubs have Track attack programs	5 Clubs have Track attack programs	6 Clubs have Track attack programs	7 Clubs have Track attack programs	8 Clubs have Track attack programs
Quality & Qualified Coaches	27	33	40	46	52	60

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 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

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 or *Comp Dev* context. At least one coach must be *Certified*, the other(s) must be *Trained* by **November 2014**.

The certification requirements in the pre-requisite coaching context, Competition Coaching Introduction-Training to Train or *Comp Int*, have just recently been rolled out (spring 2012). The certification requirements for Training to Train coaches are much more comprehensive, time consuming and costly than the previous system (prior to July 2012).

Coaches must be fully certified, *Comp Int* (Training to Train), before moving on to *Comp Dev Learning to Compete*. At this time the *Comp Dev* context is not fully complete (by Cross Country Canada). The mandatory *Comp Dev Dryland* workshops are being piloted in the spring and fall of 2013. The mandatory *On Snow* workshops are not currently scheduled.

We have two coaches in Manitoba that are closest to being certified in the *Comp Dev* context – Megan Carter & Corey Kolbuck. For the 2015 Canada Winter Games we will focus on Megan & Corey at least *Trained* (with, ideally, one of them *Certified*) by the November 2014 deadline.

At the same time we need to 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

2015 Canada Winter Games Coaches, Wax Tech & Manager selection

Positions:

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

Spring 2013: Applications posted for all positions. Deadline to apply for Coach positions June 30, 2013. Coaches to be selected by September 1, 2013.

Fall 2013: Deadline to apply for Manager & Wax Tech positions September 1, 2013. Wax Tech & Manager to be selected by December 30, 2013.

[Append Coaches / Managers job description](#)

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
 - 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, glacier camp...]

3. Fall Camp – again, establish a weekend, first in October?
 - Evaluate summer improvements
 - Rollerski video technique analysis
 - PEP
 - High volume training
 - Future – on snow (Haig?) for Nationals/CWG team athletes

We maintain a database of Games eligible athletes from our High Performance Program registry and can identify 16 potential 2015 athletes – 9 boys and 7 girls.

Athlete Identification and Selection Schedule

Type of Event	Date	Location	No. of Athletes
Spring training and identification camp	June 2013	Winnipeg	25
LSSD training camp	July 2013	Thunder Bay	10
Fall training and evaluation camp	Oct 2013	Falcon Lake	30
On Snow training camp	Dec 2013	Birch (TBD)	30
CWG2015 Selection races #1, #2	Feb 2014	Kenora – Provincial Championships	30
Spring training camp	June 2014	TBD	25
Fall training and evaluation camp	Oct 2014	TBD	30
CWG2015 Selection races #3, #4	Dec 2014	TBD	20
On Snow training camp	Jan 2015	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)

Competition Calendar

Dates	Type and Location
Jan 3 – 5, 2014	Ontario Cup – Lappe Thunder Bay, ON
Feb 20 – 23, 2014	Western Canadian Championships – Prince George BC
Feb 1 – 2, 2014	Eastern Canadian Championships – Gatineau, QC
Mar 15 – 23, 2014	National Championships – Corner Brook, NL
Dec 2013 – Mar 2014	Manitoba Cup series races
Dec 2014 – Feb 2015	Manitoba Cup series races
Jan 2015	Ontario Cup – Lappe Thunder Bay, ON
Feb 2015	Western Canadian Championships – TBD
Feb 2015	Eastern Canadian Championships – Gatineau, QC

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

Current IST objectives:

- Nutrition sessions minimum twice per year
- Sport Psych once or twice per year
- Portable VO2 Max testing on snow (for core team athletes)
- Major focus for 2013-2014 is strength & conditioning
- Major focus for 2014-2015 is Sport Psych for major competitions

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 & Fall	Sport For Life or Regional providers	Adam Decker

Financial Information (Note: this is constantly changing!)

Updated: 29 May 2013

2015 CWG BUDGET 2011 CWG FINAL
Apr 2013 - Mar 2015 Apr 2009 - Mar 2011

INCOME

SPORT MB FUNDING

Phase 1 (Received March 31, 2013)	\$1,250.00	\$1,500.00
Phase 2 (2013-2014)	\$14,000.00	\$12,000.00
Phase 3 (2014-2015)	\$10,000.00	\$7,000.00
Para Nordic funding	\$2,000.00	\$2,000.00
Uniform subsidy	\$1,000.00	\$1,000.00
Sub total Sport MB funding	<hr/> \$28,250.00	\$23,500.00

Training camps \$1,808.00

Spring 2013 \$625.00

Fall 2013 \$1,250.00

On Snow camp 2013 \$750.00

Spring 2014 \$625.00

Fall 2014 \$1,250.00

On Snow 2014 \$750.00

Sub total camp income

\$5,250.00 \$1,808.00

Competitions

Updated: 29 May 2013

2015 CWG BUDGET **2011 CWG FINAL**
Apr 2013 - Mar 2015 **Apr 2009 - Mar 2011**

Westerns 2014	\$11,000.00	\$9,400.00
Nationals 2014	\$15,500.00	\$6,000.00
Westerns &/or Easterns 2015	\$11,000.00	\$8,900.00
Para Nordic	\$2,000.00	\$2,325.00
Athlete registration	\$3,000.00	\$3,000.00
TOTAL INCOME	\$76,000.00	\$30,633.00

EXPENSES

Training camps		\$6,116.00
Spring 2013	\$500.00	
Fall 2013	\$800.00	
On Snow 2013	\$750.00	
Spring 2014	\$500.00	
Fall 2014	\$1,000.00	
On Snow 2014	\$500.00	
Para camp	\$800.00	\$700.36
Sub total camp expense	\$4,850.00	\$6,816.36

PEP

Strength program	\$3,000.00	
Nutritional support	\$400.00	

Updated: 29 May 2013

2015 CWG BUDGET **2011 CWG FINAL**
Apr 2013 - Mar 2015 **Apr 2009 - Mar 2011**

Sport Psych	\$400.00	\$200.00
Competitions - expenses include team staff & athlete financial support		
Westerns 2014	\$18,000.00	\$16,400.00
Nationals 2014	\$28,000.00	\$18,000.00
Westerns &/or Easterns 2015	\$20,000.00	\$16,000.00
High Performance Coach development/support	\$2,500.00	
Wax supplies, test skis	\$4,000.00	\$1,600.00
Para Equipment & Coach Development	\$3,200.00	\$1,342.00
Selection race expenses	\$2,000.00	\$1,700.00
Wax Tech & Manager Games honorarium	\$1,800.00	\$1,800.00
Coaches Games honorarium	\$5,400.00	\$5,400.00
Race suits & walkouts	\$14,000.00	\$12,680.00
Misc. expenses	\$100.00	\$75.00
	\$107,650.00	\$82,013.36
PSO Contribution	-\$31,650.00	-\$51,380.36