2012 High Performance Team Criteria and Application

Introduction

The goal of the USA Triathlon High Performance Team program is to increase the number and quality of developmental programs serving youth, teenage and elite athletes across the nation. The program provides financial grants to seed the establishment and growth of well-organized training programs, as well as offers advanced education and experiential learning opportunities to participating USAT certified coaches. HP Teams perform an integral role in the identification, recruitment, development, and age-appropriate competitive preparation of emerging youth elite, junior elite and "senior" elite athletes, with the goal of developing well-rounded athletes capable of success at the highest levels of draft-legal competition and progression within the USAT High Performance Program. The recommended approach is for teams to begin their focus with youth and junior level athletes (ages 19 and under) and expand their reach upward once they obtain the knowledge base, experience and access to facilities and sponsors needed to support senior elite level athletes capable of competing at the international level.

Eligibility

To be eligible for selection as a High Performance Team in 2012, a program must be:

- Organized to serve the target age ranges (8-19 and ultimately U23/Elites), ability levels (athletes capable of competing on the international stage in their category within 3 years) and with a primary focus on draft-legal triathlon racing
- Weekly coached training sessions (in-person) with a periodized focus on the 2012 draft-legal race calendar
- Led by a USAT certified coach in good standing
    - A level II or level III certification is preferred. It is also strongly encouraged for all HPT coaches to be level III certified by the fifth anniversary of their team receiving HPT designation
    - It is strongly preferred, although not mandatory, for a team coach to have completed the USAT Elite Coaching Mentorship Program or have coached an athlete to a Top 10 finish at a national level draft-legal event
- Appropriately organized for risk management purposes (DBA, LLC, Corp., etc.)
- A U.S. registered Club in good standing with USAT
- Carrying adequate insurance

Expectations

Teams selected for recognition and funding under this program are expected to meet specific obligations, including but not limited to:

- Participation at Youth Elite/Junior Elite Cups, National Championships and Worlds Qualifiers
  - 1st year teams are expected to record 10 starts with no fewer than two being at Nationals
  - 2nd year teams are expected to record 15 starts with no fewer than four being at Nationals
  - 3rd year teams are expected to record 20 starts with no fewer than six being at Nationals
  - 4th year teams are expected to record 20 starts with no fewer than eight being at Nationals
- Encourage athletes to participate in USAT-sponsored camps and national team programs
- Conduct routine and appropriate training sessions on a year-round basis
- Conduct and report routine performance testing on designated athletes
- Publish a website and maintain relevant information provided by USAT
- Host an annual "Talent ID/recruitment" event within its region
- Host an annual Youth Clinic within its region (target ages 6 – 15)
- Inform parents of the competitive rules and standards of fair play
- Participate in USAT Regional Federation-sponsored expos or annual meetings
- Serve as a point of contact for new athletes, parents, coaches and media
- Refer unanswered questions to USAT High Performance Team Manager
- Respond to all requests for information from USAT in a timely and professional manner

Reporting Requirements

USAT High Performance Teams play an integral role in the identification and development America's next generation of World Cup, World Championship, and Olympic Games triathletes. As such, USAT will monitor the progress of teams to measure program success and provide routine feedback to coaches. Teams are expected to provide the following reports:

- Organizational Report (Due February 15th)
- Provisional Team Race Calendar and Goals (Due February 15th)
- Team Roster and Final Team Race Calendar (March 15th and November 15th)
- Mid-Season Report (Due June 30th)
- Athlete Performance Tests (Quarterly: March 31, June 30, September 30, December 31))
  - The majority of team members will be evaluated using basic field tests (such as stand-alone 200/800 swim and 3k run tests)
  - Those who are of national caliber (~top 20 in the nation) will be expected to undergo the standardized Benchmark Tests (see Junior Performance Plan on USAT website - http://www.usatriathlon.org/elite-international/~/media/331D353D78CB4E9A953355A2B75E69F2.ashx)
- End of Season Report (Due November 15th)
- Financial Report (Due November 15th)

Expectations of Associated Coaches and Volunteers

USAT expects that coaches associated with this program will conduct themselves with the highest degree of professionalism by:

- Maintaining USAT coaching certification in good standing
- Abiding by USOC Coaching Ethics Code
- Abiding by all rules of the sport, including USAT, ITU, USADA and WADA
- Promoting anti-doping initiatives
- Continuing to develop and maintain knowledge and proficiency in the field of draft-legal racing
- Actively seeking opportunities for professional development
- Showing respect to fellow coaches, athletes, event organizers, officials, and USAT staff
- Willingness to mentor other coaches in the field of athlete development and draft-legal racing

Long-term volunteers and parents who will be working with athletes are expected to the complete the USAT Registered Triathlon Leader program within six (6) months of becoming involved with the team.

High Performance Team Logo

USAT will provide a distinctive High Performance Team logo to recognize affiliated teams.

Grants and Funding Cycle

USAT will fund up to three (3) new teams in 2012. USAT has set a goal of funding three (3) additional new teams in 2013 and 2014, respectively. A grant of up to $5,000 will be awarded to each new team, with additional funding available to these teams in year two ($3,000), three ($2,000) and four ($1,000), provided these teams continue to meet expectations. Funding is reduced annually after the first year, with the understanding that teams will not be eligible for funding after the fourth year and are expected to be self-sustaining at that point. Teams are encouraged to immediately begin the process of seeking supplemental sponsorships and grants and to develop a membership fee structure that will lead to long term viability. Funding for this program is subject to USAT Board of Directors annual budget approval. Grants for first year teams will be distributed on April 1st (first 50%) and October 15th (remaining 50%), provided the team is in good standing. Grants for second to fourth year teams will be distributed on July 15th (first 50%) and October 15th (remaining 50%), provided the team is in good standing.

Additional Benefits

- Coaching Education and Professional Development
- Elite-level coaching apprenticeship opportunities
- USAT-developed sponsorship opportunities and product support

Loss of Funding

Failure to meet the expectations outlined herein or to show adequate yearly progress as measured by team growth, coach development, and/or athlete participation and performance, may result in suspension or termination of funding and loss of High Performance Team status. An assessment tool will be made available to teams each January.

Geographic Distribution

Among the goals of this program is to achieve a degree of regional distribution when selecting grant recipients. Therefore, team location will be a consideration in the selection process. USAT reserves the right to select more than one recipient in a state or region. Likewise, some states or regions will likely go unrepresented in the initial years of this program.

Application and Deadlines

Applications are due to USAT Triathlon no later than **February 15, 2012**. Selected teams will be notified on or about **February 28, 2012**. Incomplete or late applications will not be considered. Preferred method of submission is electronic format (either MS Word or PDF) sent to Andy Schmitz at andy.schmitz@usatriathlon.org

2012 APPLICATION COVER PAGE

USAT HIGH PERFORMANCE TEAM PROGRAM

Team Name: _____

Head Coach/Contact: _____

Address: _____
Street City State Zip Code

Telephone: _____ Cell Phone: _____

Email Address: _____ Website: _____

Where is your team based? _____
Facility (e.g. fitness center, pool) City State

How is your team organized? Sole Proprietorship/Coach Owned Corporation (State: _____)
LLC (State: _____) Non-Profit Organization (State: _____)

Tax ID Number: _____

Does your team have a Board of Directors? Yes No

Is your team currently registered as a USAT Club? Yes No

Is your team currently registered with another NGB (e.g. USA Cycling, USA Swimming)? Yes No

If yes, please identify: _____

Is your team insured? Yes No Company: _____

Head Coach USAT Certification Level: 1 2 3 Expiration Date: _____

List the names and certification levels of assistant coaches:

1. _____ 2. _____

3. _____ 4. _____

Age range of athletes that team serves: _____ Number of athletes currently: _____

Number of years that team has existed: _____

PROGRAM DESCRIPTION

Please attach your responses to the following questions to the Application Cover Page (PDF or .doc preferred). You may provide any additional information you feel is necessary to fully describe your program.

1) Program Description
    a) Summary of program history (if pre-existing, include any notable results, awards, recognition)
    b) Program goals (vision/mission)
    c) Membership structure (application process, fees, what fees cover)
    d) Recruiting (describe how team recruits new members)
    e) Training Schedule (weekly, seasonal, annual)
    f) Training Facilities (describe where your team trains)
    g) Athletes (total number, by gender, by age, description of experience levels, include roster)
    h) Equipment provided or loaned to athletes via your program
    i) Connection to adult or elite-level program
2) Coaching and Support Staff
    a) Organizational structure
    b) Identify staff, describe experience and credentials (include draft-legal relevant experience)
    c) Describe your coaching philosophy
    d) Describe how your team is equipped to conduct athlete testing
    e) Describe how your team might engage and/or mentor new coaches
3) Financials
    a) Describe how you will apply funding provided by this program
    b) Describe your plan to achieve self-sufficiency throughout the funding cycle
    c) List of current sponsors
4) Calendar
    a) List your 2012 competition schedule
    b) Describe events your team plans to host in 2012 (races, camps, clinics)
5) Other
    a) Please include any other relevant material that would help USAT to better understand your program.