

2014 High Performance Team Criteria and Application

Introduction

The goal of the USA Triathlon High Performance Team (HPT) program is to increase the number and quality of developmental programs serving youth, teenage and emerging elite athletes across the nation. The program provides financial grants to seed the establishment and growth of well-organized Daily Training Environments (DTEs), as well as offers advanced education and experiential learning opportunities to participating USAT Certified Coaches. HPTs play 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 Pathway. The recommended approach is for teams to begin their focus with youth and junior 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 an international level.

Eligibility

To be eligible for selection as a High Performance Team in 2014, a program must be:

- Organized to serve the target age ranges (12-19 and ultimately U23/Elites), ability levels
 (athletes capable of competing on the international stage in their category within four years)
 and with a primary focus on draft-legal triathlon racing;
- Regularly coached training sessions (in-person) focused on the USAT developmental draft-legal race calendar;
- Led by a USAT certified coach in good standing:
 - o A level II or level III certification is preferred;
 - 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 20 finish at a national level draft-legal event;
- Appropriately organized for risk management purposes (DBA, LLC, Corp., etc.) in your state;
- A U.S. club registered and in good standing with USAT; and,
- Adequately insured and compliant with USOC's Safe Sport initiative.

Expectations

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

- Participation at Youth F1s, Youth Elite/Junior Elite Cups, U25 Elite Development Races, and National and International Championships.
 - o 1st year teams are expected to record 10 starts with no fewer than two being at Nationals
 - o 2nd year teams are expected to record 15 starts with no fewer than four being at Nationals
 - o 3rd year teams are expected to record 20 starts with no fewer than six being at Nationals
 - o 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
- Refer qualified athletes to the USAT Elite Triathlon Academy or similar collegiate-level DTEs
- 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 (target ages 12 16)
- Host an annual Youth Clinic or similar "give back" within its region (target ages 6 − 12)
- Inform parents of the competitive rules and standards of fair play
- Participate in USAT Regional Council-sponsored expos or annual meetings
- Comply with USOC Safe Sport initiatives and USADA education programs
- Serve as a point of contact for new athletes, parents, coaches and media
- 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. From time-to-time, USAT High Performance will request reports from HPTs to monitor both the progress of the program as a whole, the use of grant money, and the performance of specific athletes on the team. HPTs are expected to comply with all such requests for information in a timely manner.

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 and coordinating USADA education programs
- 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

High Performance Team Logo

USAT will provide a distinctive High Performance Team logo to recognize affiliated teams. Use of USAT logos must comply with USAT standards, particularly in terms of placement, color, size and limits on use on apparel other than that of USAT sponsors.

Grants and Funding Cycle

USAT may fund three (3) or more new teams in 2014. 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 or about April 15th (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 or about June 1st (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.

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.

Application and Deadlines

Applications are due to USAT Triathlon no later than **December 20, 2013**. Selected teams will be notified on or about **January 5, 2014**.

2014 APPLICATION COVER PAGE

USAT HIGH PERFORMANCE TEAM PROGRAM

Team Name:						
Head Coach/Contact:						
Address:						
Street				City	State	Zip Code
Telephone:			_ Cell Ph	one:		
Email Address:			Websit	te:		
Where is your team based? _						
	Facility (e.g.	fitness cente	r, pool)	City		State
How is your team organized?	Sole Propri	etorship/Coa	ich Owne	d Corporation (State:)
	LLC (State:)		Non-Profit Org	;anization (St	tate:
Tax ID Number:						
Does your team have a Board	of Directors?	Yes N	o			
Is your team currently registe	red as a USAT	Club? Ye	s No			
Is your team currently registe	red with anot	her NGB (e.g	. USA Cyc	cling, USA Swim	ming)? Y	es No
If yes, please identify:						
Is your team insured? Yes						
Head Coach USAT Certificatio	n Level: 1	2 3	Expirati	on Date:		
List the names and certification	on levels of as	sistant coach	ies:			
1.			2			
3			4			
Age range of athletes that tea	m serves:		Nu	ımber of athlete	es currently:	
Number of years that team ha	as 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 2014 competition schedule
- b) Describe events your team plans to host in 2014 (races, camps, clinics)

5) Other

 a) Please include any other relevant material that would help USAT to better understand your program