



Swimming New Brunswick

NB High Performance Team

Background

In 2011 Swimming New Brunswick adopted a new constitution and bylaws, moving from a 15 member representational Board of Directors to a 5 member skills based Board, supported by operational committees. Following the adoption of the new constitution Swimming New Brunswick began a strategic planning process to review Swimming New Brunswick mission, vision and values and to develop core strategies to move Swimming New Brunswick toward its vision. Some of the gaps and challenges identified through the strategic planning process included

- a gap in qualifiers from an East Coast standard to the Eastern National level standard,
- a lack of retention of swimmers at this level
- A lack of programming and funding targeted to Swimming NB performance athletes.

Given the changes to the age eligibility requirements announced by Swimming Canada in 2014 for the 2017 Canada Games the need to address these challenges has become even more necessary.

Purpose

The New Brunswick High performance team program has been developed to address the gaps identified in the strategic planning process by offering a high performance program that is aligned with the Long Term Athlete development principals for swimmers at the train to compete stage. The program will support athlete goal setting to National standard, increase the opportunity for our performance athletes to train and socialize together and provide the best possible racing and training opportunities with emphasis on physical, technical, tactical, mental and lifestyle training.

The goal of the program is to

- Increase retention of swimmers from the train to train to the train to compete stage.
- Increase the number of New Brunswick swimmers with National standard performances
- encourage a culture and commitment to excellence
- Increase in funding to support the High performance athlete

- See positive gains to clubs as high performance athletes take a leadership role in their home clubs.
- Increase the image and visibility of our sport in the province.

Accountability/ Authority

The NB High Performance team committee will be a committee of Swimming NB. The committee will be guided by the policies and procedures approved by the Board and the decisions and recommendations of this committee are guided by the strategic plan and the vision of Swimming NB.

Responsibilities

The design and implementation of the athlete selection criteria, coaches selection criteria, design and allocation of funds to ensure fiscal responsibility, monitoring of athletes, coaches, and manager in compliance with the Member Code of Conduct, announcement of selection, implementation of the Provincial High Performance programs and the review, evaluation and revision of High Performance program

Composition

President of SNB (one vote)

Treasurer of SNB (one vote)

Chair of Technical committee (one vote)

Up to two additional persons appointed by President SNB

Executive Director (no vote)

Duties of committee members

Executive Director will select the athletes to the program based on the criteria established by the committee

Executive Director will appoint the Head Coach and assistant coaches based on the criteria established by the committee

SNB treasurer in consultation with the Executive Director will ensure fiscal responsibility for the funds to be allocated to the Provincial High Performance program

Selected High Performance Head coach (es) in consultation with Assistant coaches and chair of the technical committee will provide recommendations to the High Performance committee regarding program changes, selection criteria and goals for the Provincial High Performance team program.

The announcement of swimmers selected to the High Performance Program will be made by the President of SNB

Athlete selection

Selection will take place in September with the team announced by Oct 1st of each swim season.

There will be no additions to the High Performance team through the swim season. The Team selected in September 2015 will remain the same with no additions during the 2015/16 season.

The High Performance committee reserves the right to revise the selection criteria annually. The selection criteria will be reviewed annually by the High Performance committee and will be revised when necessary to ensure the criteria reflect the high performance reality in the province. Minimum standard will not go below Eastern National standard. The revised criteria must be published one year in advance of implementation. (ie revised criteria for the September 2017 selection must be published by September 2016).

Able Bodied

To be eligible for selection to the NB High performance team a swimmer must meet the following:

1. A swimmer must be 15 years of age or older as of September 1st of the current season.

* An exception will be made for female swimmer born in 2001, 2000 and males born 2000 in consideration of the changes to the Canada Games eligibility around year of birth. These swimmers will be considered for the HP team for the 2015/2016 High Performance team if they meet all other eligibility requirements.

2. A swimmer must have an Eastern National qualifying standard in his/her respective age group in the season prior to selection (ie to be eligible for the 2015 NB High Performance team , a swimmer must have achieved an Eastern National standard in his/her respective age group in the 2014-2015 season.)

Para Swimming

1. Must be 15 years of age or older as of September 1st of the current season
2. Swimmer must have a minimum 550 points(from the SNC Para point calculator) in a Paralympic event in their respective classification from the season prior to selection(ie to be eligible for the 2015 NB High performance team the swimmer must have achieved their high point swim in the 2014-2015 season).

Athlete commitment

Any Swimmer selected to the NB High performance Team is required:

1. To submit the completed Swimmer, Parent Agreement form including an acknowledgement of the Provincial Team code of conduct
2. To train at the highest applicable level in their home club. Regular attendance is mandatory.
3. To attend and participate in the following:
 - a. NB High Performance Team members are required to attend both the SC and LC NB championship meets
 - b. Mandatory attendance to at least 6 of the 8 team training/testing sessions.
 - c. Attend the Eastern National competition (Able bodied)
 - d. Attend the NB Para Fall camp(Para)
 - e. Maintain a training diary
 - f. Submission of reports/ feedback on team activities as requested by the High Performance committee

Athletes are expected to attend the required meets and training sessions as indicated above but may be excused from attending them if a request for exemption is sent to the High Performance committee at least one month prior to the competition or training session.

In case of illness or injury (supported by medical certificate), a sudden family emergency or financial problem or any other uncontrollable circumstances , after the deadline the office must be notified by telephone with written confirmation sent by fax or email.

Failure to meet the commitments outline above may cause an athlete to be ineligible for one or all of the NB High Performance programs.

If an athlete does not comply with the NB Provincial team code of conduct and is sent home from an event, the athlete or parent will be responsible for the costs.



NB High Performance team Program

2015-2016

Able Bodied

Team Equipment.

Equipment cost \$100.00

All selected athletes will receive
High Performance Team caps
High Performance Team duffle bag/ mesh bag
High Performance Team jacket

Team training Sessions

8 training sessions annually. The High Performance team members will meet eight times annually to train. The training session will rotate among the host clubs of the High Performance team members. Training sessions will include Saturday am and Saturday pm training session including testing and benchmarking and a team lunch between sessions.

Testing protocols and anonymous results data will be given to all provincial club coaches for use as benchmarking data for their club membership.

Ontario Swimming Academy 3 day camp

Registration fee: \$700.00 (estimated) includes air, accommodations, most meals, camp fee, and Sport Institute support team.

High performance team members will have the opportunity to apply to attend the Ontario Swimming Academy camp. Selection to the camp will be made by the High Performance committee in consultation with High Performance coaches and based on swimmer performance, commitment and coach recommendations. A maximum of 8 team members will be selected.

To make application to attend this camp the athlete must submit their completed application along with signed endorsement from their club Head coach by the deadline.

Swimming Canada High Performance center, Montreal

Registration fee: \$700.00 (estimated) includes travel, accommodations, most meals, camp fee, and Sport Institute support team.

High performance team members will have the opportunity to apply to attend the Montreal High Performance center with Tom Rushton. Selection to the camp will be made by the High Performance committee in consultation with High Performance coaches and based on swimmer performance, commitment and coach recommendations.

To make application to attend this camp the athlete must submit their completed application along with signed endorsement from their club Head coach by the deadline.

PARA

Team Equipment.

Equipment cost \$100.00

All selected athletes will receive

HP Team caps

HP Team duffle bag

HP Team jacket

Team training Sessions

8 training sessions annually. The High Performance team members will meet eight times annually to train. The training session will rotate among the host clubs of the High Performance team members. Training sessions will include Saturday am and Saturday pm training session including testing and benchmarking and a team lunch between sessions.

Testing protocols and anonymous results data will be given to all provincial club coaches for use as benchmarking data for their club membership.

Ontario Para training camp.

SNB funding TBA

Registration fee TBA

One Coach

Opportunity to participate in the Ontario Para training camp. Details TBA



NB High Performance team Program

2015-2016

High Performance Team Code of Conduct

Congratulations on being named to the Provincial High Performance team! As a member of the NB High Performance team you will be representing Swimming New Brunswick and your club. Please be reminded that all Swimming NB High Performance activities will be guided by the SNB team code of conduct. The SNB Team code of conduct is established to promote good sportsmanship, leadership and self-discipline by members of the Provincial Team . Adherence to the SNB team code of conduct may require curtailment of personal privileges and liberties ordinarily enjoyed by athletes in their home environments. Swimming New Brunswick expects all athletes selected to the NB High Performance Team to accept restrictions to their personal privileges and liberties under the authority of team coaches, managers or chaperones while participation in High Performance Team activities. All swimmers selected to the NB High Performance Team will comply with the SNB Team code of conduct during all team activities, including training, travel and competitions. Please take time to review the code of conduct.

A swimmer who does not adhere to the foregoing rules of conduct may be disciplined by the coach, team manager or chaperone or other representative of Swimming New Brunswick. Consequences of code of conduct infractions will follow procedures laid out in the Swimming NB code of conduct, Swimming NB discipline policy and Swimming NB appeals policy.



NB High Performance team Program

Coach selection criteria

Executive Director will appoint the Head Coach and assistant coaches based on the criteria established by the High Performance committee

The Head Coach will have direct responsibility for all supervisory aspects for a particular activity or program. The Head coach will be responsible to Swimming New Brunswick through the High Performance committee.

Assistant Coaches will be responsible to the Head Coach and will assist the Head Coach in any manner requested by the Head Coach.

Selection Criteria

1. Head Coach should have a minimum qualification of NCCP level 3 certified
2. Assistant coaches should have minimum qualification of NCCP Level 2 certified
3. The Head coach for the Ontario Swimming Academy camp will be selected from the High Performance team club coaches with minimum NCCP level 3 certified and who have the most High performance Team members attending the trip. The number of assistant coaches (if any) will be based on the number of swimmers attending. Assistant coaches will be selected in order of Highest FINA point swimmers.
4. The Head coach for each of the NB High performance team training sessions will be the host club coach.

Coaches named as High Performance coaches will receive

A High Performance team shirt.

Mileage and expenses to monthly training sessions

Opportunity to attend events with HP team Athletes.



NB High Performance team Program

2015-2016

Congratulations on being selected to the New Brunswick High Performance Team program 2014-2015

The purpose of this document is to outline the opportunities now available to you as a High Performance team member and to ensure that you are aware of the expectations and requirements to be a member of the High Performance Team.

Please read the enclosed document over carefully with your parent or guardian. Please fill in the information requested and sign where directed. Please return the signed document to the Swimming New Brunswick office by *DATE*

Congratulation and good swimming!



NB High Performance team Program

2015-2016

Swimmer/Parent agreement for Participation

In addition to the Member Code of Conduct, the SNB Team Code of Conduct is established to promote good sportsmanship, leadership and self-discipline by members of the High Performance Teams. Adherence to the SNB team Code of Conduct may require curtailment of personal privileges and liberties ordinarily enjoyed by athletes in their home environments. Swimming New Brunswick expects all athletes to accept restrictions to their personal privileges and liberties under the authority of team coaches, managers, or chaperones while participating in High Performance Team activities. All swimmers selected to provincial High Performance Teams will comply with the Swimming New Brunswick Team code of conduct during all team activities, including training, travel and competition.

In particular,

1. Swimmers will conduct themselves in a manner which reflects positively on themselves, their club, the team and the province.
2. Swimmers will treat other swimmers, coaches and officials with respect and courtesy at all times.
3. During a trip, swimmers will not leave the hotel, residence or pool without the permission of the coach, chaperone or team manager. When billeted, swimmers will not leave the billet's home without permission of the billet.
4. During a trip, swimmers will obey curfews as designated by the coach, chaperone or team manager.
5. Swimmers may not leave the delegation prior to completion of a trip, unless a request has been submitted to the team manager in writing and approved before departure for the event.
6. Swimmers will adhere to the dress code established for the team.

7. The use of tobacco, alcohol and/or any substance prohibited by law under federal drug legislation is not allowed.
8. Swimmers will not engage in vandalism of any kind.

During team events and travel, responsibility for the safety and wellbeing of the athletes is assumed by the agents of SNB (the team coach (es), manager(s) or chaperone(s).) Athletes and parents will accept the authority of the agents of SNB to apply the Team Code of Conduct and to make such rules as are necessary for the orderly conduct and general wellbeing of the team.

The team coach (es), manager(s) or chaperone(s) shall report any significant breaches of the Team Code of Conduct to the NB High Performance committee. Any incident that involves risk to the safety or security of any person, or loss or damage of property, must be reported. The NB High Performance committee shall determine any consequences to be imposed upon the athlete(s) involved. Athletes will have the right of representation before the HP Committee prior to any decision to impose disciplinary consequences. Such consequences could include curtailment of participation in further team events or removal from the team.

A coach, team manager, chaperone or other representative of SNB can take immediate, informal corrective action for behaviors that constitute a minor infraction of the Code of Conduct.

Swimmer/Parent Agreement for Participation on _____

Please return this form to Swimming New Brunswick no later than

I, _____ have CAREFULLY read the above and agree to adhere to all of the following documents

Name of swimmer – please print _____

1. Swimming NB Member Code of Conduct
2. Swimming NB team Code of Conduct

I also understand that the requirements to be a member NB High Performance Team are

1. To submit the completed Swimmer, Parent Agreement form including an acknowledgement of the Provincial Team code of conduct.
2. To train at the highest applicable level in their home club. Regular attendance is mandatory.
3. To attend and participate in the following (unless an exemption has been granted):
 - a. NB High Performance Team members are required to attend both the SC and LC NB championship meets
 - b. Attend at least 6 of the 8 team training sessions

- c. Attend the Eastern National competition (able bodied) or SNB Para camp (Para).

Date

Swimmer's Signature

I, _____ have read and recognize that my
son/daughter is obliged Name of Parent – please print

To abide by the guidelines, Codes of Conduct and requirements for his/her participation as a member of one of the NB High Performance Team. If my son/daughter is in breach of either Code of Conduct while away at a team event and is sent home, I agree to pick up my son/daughter forthwith from the place of the event or will arrange for, and pay the cost of, transporting my son/daughter home. I also understand that being sent home is an immediate consequence to an unacceptable behaviour. It is not the discipline, which will be determined later through the Discipline Committee.

Date

Parent Signature

Please return this form to the Swimming New Brunswick



NB High Performance team Program

2015-2016

Contact Information & Health Form

PLEASE PRINT LEGIBLY – Return no later than

Swimmer Name as exactly spelled on Passport: _____

Passport # and Expiry date: _____

Address: _____

City: _____ Postal Code: _____ Home Phone: _____

Swimmer Email: _____ Swimmer Cell Phone: _____

Parents Email: _____

Note: Email is main source of communication. All contact information is used for Swimming New Brunswick only. No information is sold or given to third parties.

Parent/Guardian name(s):

Home Phone: _____

Name of Mother or Female Guardian

Work Phone: _____

Cell Phone: _____

Name of Father or Male Guardian

Home Phone: _____

Work Phone: _____

Cell Phone: _____

Swimmer Medicate No. _____

I give authority to Swimming New Brunswick chaperone and/or coaching staff to seek and obtain emergency medical treatment for my child if required.

Name of Parent (please print)

Signature of Parent

Date

Name of an Emergency Contact (Someone other than parents): _____

Emergency Contact:

Home Phone: _____

Work Phone: _____

Cell Phone: _____

Please provide information on any illness, allergies (food or other), any medication, any other health issues/concerns. Please also provide any special food requirements (i.e. vegetarian, no pork etc.) This information is given to the chaperones.

Jacket size _____

Photo release

I hereby grant to Swimming New Brunswick the right to photograph my dependent while participating at this event and to use the photo and or other digital reproduction of him/her or other reproduction of his/her physical likeness for publication purposes in newspapers, website or newsletter. I recognize, nevertheless, that I can, at any time, ask Swimming New Brunswick to withdraw these consents

YES

NO

Parent/Guardian Signature:

_____ Date: _____

=====

Please return this form to Swimming New Brunswick no later than



NB High Performance team Program

2015-2016

Athlete profile information for website

Please provide an electronic photo of the athlete with their NB High Performance Team Jacket.

Please answer the questions below for your profile post as a member of the NB High Performance Team

Swimmer Name

Swimmer Age

Home Team

Coach

In what event(s) did you achieve the High Performance Team standard?

When did you start swimming?

What is your favorite stroke and distance? Has it always been your favorite or has it changed?

What is one of your long term swimming goals?

Can you give us a favorite memory either from training or racing?

What is your favorite recovery food?

What is your Favorite racing venue?

When I am not training, I like to

Please return form and photo to Swimming New Brunswick no later than:



NB High Performance team Program

2015-2016

Application for selection to Ontario Swim Academy camp.

Name

Club

What are some of your performance goals for the 2015-2016 season.

How will attendance at this camp help you reach your goals?

Please list the Provincial team training sessions you have attended.

Head Coach

I _____ approve the application

of swimmer _____ to the Ontario Swimming Academy performance camp.

Is there anything you would like to add in support of this application?



NB High Performance team Program

2015-2016

Athlete annual feedback

Please check the events in which you participated.

- Training/testing session How many did you attend. _____
- Eastern Nationals as part of the HPPT
- Ontario Swim Academy camp.

What part of the program did you find useful to you in reaching your 2014-2015 goals? What did you like about being part of the High Performance Team?

In your opinion what could be done to improve the program. What would you change in the current program to make it better for you? Is there an opportunity you would like to see added to the program?

Please add any comment regarding the program that you would like the High Performance committee to know.



NB High Performance team Program

2015-2016

Coach annual feedback

Please check the events in which you participated.

- Training/testing session How many did you attend. _____
- Eastern Nationals as part of the HPPT
- Ontario Swim Academy camp.

Did you find this program useful to your athlete?

In your opinion what could be done to improve the program. What would you change in the current program to make it better for you? Is there an opportunity you would like to see added to the program?

Please add any comment regarding the program that you would like the High Performance committee to know.

