

CROSS COUNTRY BC

Long Term Athlete Development Model Implementation Plan

June, 2009

Overview of LTAD Implementation

The LTAD concept has become the touchstone against which the relevance and effectiveness of all operations, functions and supporting system within cross-country skiing are measured. Following is an overview of LTAD-related change within our sport.

NSO – Cross Country Canada

In June 2002, before Sport Canada officially launched its LTAD initiative, Cross Country Canada began aligning its new competency-based NCCP program with the LTAD concept and principles. See Figure 1 below. The first and second levels of the new NCCP, which focused on Active Start and FUNdamentals respectively, were introduced in the fall of 2004. The third and fourth levels (focused on the Learning to Train stage) were introduced in 2006 and 2007.

In June 2003, Cross Country Canada made a decision to overhaul their athlete development system from the bottom up and align it with what was to become LTAD. By the fall of 2006, all skill development programs for children had been rebuilt - Active Start (2004), FUNdamentals (2004), and Learning to Train (2006).

From 2004 on, Cross Country Canada's Business Plan (i.e. Strategic Plan and Operational Plan) targeted LTAD-related initiatives as high priority objectives.

In June 2006, Cross Country Canada (CCC) launched the official Sport Canada-driven LTAD project with a one-day workshop at its AGM. Later that season CCC's Athlete Development Matrix was reviewed and adjusted to align with LTAD stages and principles. In the spring of 2007, 40,000 sport-specific LTAD poster/brochures were produced. In the fall of 2007, 4,000 sport-specific LTAD Guides were produced.

Because the new NCCP system facilitators would be instrumental in creating change, CCC invested in training them for this purpose. They were trained (in either 2005 or 2006), and then trained again (2007). In 2007 all facilitators attended national workshops – most of them hearing presentations directly from members of the CSC LTAD Expert Group.

In summary, targeted communication initiatives to date include:

- Sport-specific LTAD Guide - wide distribution to all Community Coaches/Level 2 coaches and up, club executives and other sport leaders (4,000 copies – direct mailing; one time distribution)

- Sport-specific LTAD Posters/Brochures - outreach to parents of CCC's Skill Development Program participants (10,000 annually) and entry level NCCP coaches (700 annually)
- In addition to the LTAD poster, parent education tools were built into the new Skill Development Programs and NCCP materials
- NCCP Community Coach-*Active Start* (1) materials - 3,800 coaches have completed this program to date
- NCCP Community Coach-*FUNDamentals* (2) materials - 2,000 coaches have completed this program to date
- NCCP Comp-Int-*Learning to Train* (3 & 4) materials - 405 coaches have taken these courses
- CCC Skill Development Program materials (*Active Start, FUNDamentals and Learning to Train*) - 10,000 participants annually
- A LTAD-aligned "introduction to competition" program (Racing Rocks!) was introduced
- Special LTAD presentations at each CCC AGM beginning in 2006
- Distribution of large numbers of "Developing Physical Literacy" and "CS4L-A Sport Parent's Guide", both to member clubs and through NCCP Community Coach workshops
- In 2006, east and west High Performance Coordinator positions were established to provide hands on (in the field) support to PSOs and clubs incorporating LTAD principles into programs for athletes at the Learning to Compete and Training to Compete stages of development
- National NCCP Facilitator Clinics with a focus on LTAD training - with CSC LTAD Sport Expert Group presenters (1997)
- National meeting of PSO Coaching Coordinators, with a focus on LTAD

All levels of the CCC sport system are aware of LTAD and the new NCCP is training a new generation of coaches with a good understanding of LTAD principles and practices. There appears to be a general understanding and buy-in to the concept.

An overview of what comes next:

- In June 2009, Cross Country Canada (CCC) completed its LTAD Competition Model Review process, and immediately began preparations to implement some key recommendations in time for the 2009-10 ski season. System changes will include age categories based on LTAD stages, aligning team and trip selection criteria at the national and provincial/territorial levels with LTAD principles, and changing competition parameters (e.g. types of events, frequency, distances, etc.) based on LTAD stages.

- In July, 2009 an LTAD Guide for athletes with a disability will be published and distributed. 1,700 copies will be distributed to clubs, sport leaders and rehabilitation centres in the fall of 2009.
- The NCCP Comp-Int *Training to Train* (levels 5 & 6) program. Courses have been piloted; roll-out will take place in fall and winter of 2009-10.
- A sport-specific "Monitoring Growth & Maturation" poster, which is scheduled for development and production near the end the current fiscal year.
- The NCCP Comp-Dev *Learning to Compete* program, which is scheduled to be piloted in 2010.
- Club alignment – a quality assurance program.

Note: Cross Country Canada has placed a major emphasis on the new NCCP. The assumption is that the NCCP has the potential to be the primary delivery agent of LTAD in Canada over the long term.

Figure 1

ATHLETE & COACH DEVELOPMENT PROGRESSION			
Athlete Age	LTAD Stage	NCCP Context	
23 +/- males 23 +/- females	Training to Win (T2W)	Competition Coaching: High Performance (CCHP)	TBD
20 - 23 +/- males 19 - 23 +/- females	Training to Compete (T2C)	Competition Coaching: Development (CCD – T2C)	5 Steps (not finalized) 11) MM: Managing Conflict 10) MM: Leading Drug-free Sport 9) MM: Psychology of Performance 8) Coaches Camp - On Snow 7) Coaches Camp - Dryland
16 - 20 +/- males 15 - 19 +/- females	Learning to Compete (L2C)	Competition Coaching: Development (CCD – L2C)	
12 - 16 males 11 - 15 females	Training to Train (T2T)	Competition Coaching: Introduction (CCI – T2T)	4 Steps 6) T2T On Snow 5) T2T Dryland 4) L2T On Snow 3) L2T Dryland
9 - 12 males 8 - 11 females	Learning to Train (L2T)	Competition Coaching: Introduction (CCI – L2T)	
6 - 9 males 6 - 8 females	FUNDamentals	Community Coaching (CC)	2 Steps 2) CC 1) ICC
0 - 6	Active Start	Community Coaching (ICC)	

PSO – Cross Country BC

Cross Country BC has been a close partner with CCC in the development and implementation of a national sport-specific LTAD framework.

In summary, this is where Cross Country BC is at:

All the programs and initiatives of the NSO, Cross Country Canada, have been fully implemented at the provincial level.

LTAD has been promoted to the cross-country ski community province-wide for the past five years. There are no issues with respect to geography. See Figure 2 below.

Member clubs (the primary implementation agents) have been provided with tools to help them initiate incremental change from the bottom up. For example, 851 new-system NCCP coaches can provide extensive “reach” – arms, legs and mind-sets throughout the province.

LTAD communication details specific to BC:

- NCCP Community Coach-*Active Start* – to date 851 coaches have completed this program
- NCCP Community Coach-*FUNDamentals* – to date 541 coaches have completed this program
- NCCP Comp-Int-*Learning to Train* (2 workshops) - to date 131 coaches have taken these courses
- CCC Skill Development Program (*Active Start, FUNDamentals and Learning to Train*) – 2,000 participants annually
- Sessions on LTAD at each CCC AGM beginning in 2006
- Ski Cross Country magazine – direct mailing to 14,000 members; featuring an overview of LTAD (2006) and physical literacy (2008)

Additional BC initiatives:

- Hosted a LTAD Training Program Design Workshop (2009) – 44 participants
- Leading role in developing and piloting CCC’s new NCCP program
- A emphasis on educating members about physical literacy – Ski Cross Country magazine (mentioned above); distribution of “Developing Physical Literacy” booklet to all Community Coaches, SDP Programmes and club leaders; widespread email distribution of link to same document; special emphasis on this topic in NCCP LF Training Clinics

An overview of what comes next, with timelines:

- Implementing recommendations from CCC’s Competition Model Review

- ✓ New age categories, gender specific: 2009-10
 - ✓ Event registration by YOB: 2009-10
 - ✓ Revised BC Cup Series Technical package: July, 2009
 - ✓ Revised BC Games sport specific technical guidelines: 2010
 - ✓ New Regional Cup guidelines: 2010
 - ✓ Revised officials manual, rule book and training programs: as available from NSO
- Implementing LTAD-aligned coach development programs
 - ✓ NCCP Comp-Int Training to Train (Dryland) program: 2009
 - ✓ NCCP Comp-Int Training to Train (On-Snow) program: 2009
 - ✓ NCCP Comp-Dev Learning to Compete program: 2010-11
 - ✓ Host an advanced LTAD Workshop specifically for Learning to Compete stage (2010-11)
 - ✓ Introduce NCCP minimum mandatory training policies for coaches working with Learning to Train and Training to Train athletes - to nudge coaches working at these levels towards having LTAD-aligned, stage-appropriate training: 2012 and 2014 respectively
- Implementing LTAD-aligned athlete development programs
 - ✓ Develop provincial trip selection criteria to reflect new Competition Model in time for 2009-10 ski season: Sept. 2009
 - ✓ Develop 2010-11 provincial team selection criteria to reflect new Competition Model: Nov. 2009
 - ✓ Distribute CCC's "Monitoring Growth & Maturation" poster: May 2010
 - ✓ Audit the Regional Camp and Provincial Team programs (2009) and follow-up with appropriate revisions (2010). Changes to be implemented in time for the start of 2009-10 season (May 2010)
- Club alignment and implementation
 - ✓ Establish national club quality assurance program (expected to be a 2010-2014 strategic planning objective of both CCC and Cross Country BC): timeline tbd
 - ✓ Evaluate club program alignment with LTAD principles - Active Start, FUNdamentals and Learning to Train stages (e.g. evaluate compliance with CCC Skill Development Program and Racing Rocks! guidelines). Make recommendations to appropriate committees on areas that need reinforcement: February/March 2010
 - ✓ Evaluate club programs regarding alignment with LTAD principles - Training to Train and Learning to Compete stages (evaluate program implementation

- ✓ based on growth and maturation principles; gender differences, etc.). Make recommendations to appropriate committees on areas that need reinforcement: 2011
- Programming for Athletes With a Disability
 - ✓ Direct mailing of CCC's LTAD Guide for Athletes with a Disability to clubs and key sport leaders within BC. This document is a guide to information on both physical and intellectual disabilities: August, 2009
 - ✓ Program audit and incorporation of recommendations for future programming into subsequent operational plan: 2010.

Figure 2

Province of BC

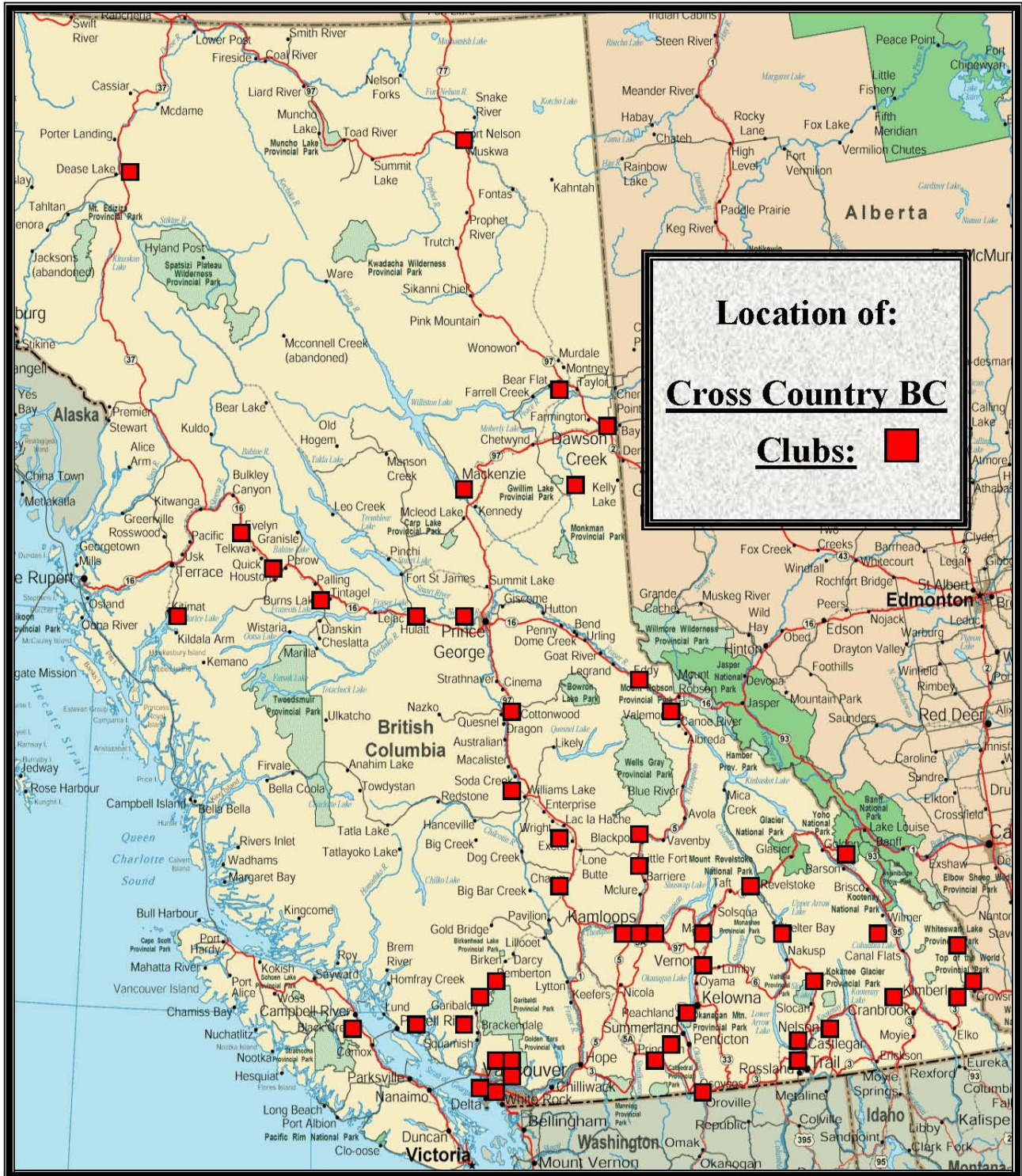


Figure 3

Stages	Club Based Programs	Regional Programs	Provincial Programs	National Programs	Coach Training
Active Start Boys 0-6 Girls 0-6	CCC Skill Development Program: BUNNYRABBIT	n/a	n/a	n/a	NCCP Introduction to Community Coaching Workshop
Fundamentals Boys 6-9 Girls 6-8	CCC Skill Development Program: JACKRABBIT CCC Racing Rocks! Program	CCC Racing Rocks! Program	n/a	n/a	NCCP Community Coaching Workshop
Learn to Train Boys 9-12 Girls 8-11	CCC Skill Development Program: TRACK ATTACK CCC Racing Rocks! Program	CCC Racing Rocks! Program CCBC Regional Camp Program Regional Cup Series	n/a	n/a	NCCP Comp-Int (Learning to Train–Dryland) workshop NCCP Comp-Int Learning to Train–On-Snow) workshop
Train to Train Males 12-16 Females 11-15	Club Junior Racing Programs	CCBC Regional Camp Program Regional Cup Series	BC Talent Squad BC Development Squad BC Winter Games BC Midget Champs BC Cup Series	Western Canadian Champs National Champs	NCCP Comp-Int (Training to Train–Dryland) workshop NCCP Comp-Int Training to Train–On-Snow) workshop

<p>Learning to Compete</p> <p>Males 16-20 +/- Females 15-19 +/-</p>	<p>Club Junior Racing Programs</p>	<p>n/a</p>	<p>BC Ski Team BC Cup Series</p>	<p>National Junior Team National Athlete Development Centres Western Canadian Champs National Champs CWG World Jr Champs and International Tours Nor Ams</p>	<p>NCCP Comp-Dev Details TBD</p>
<p>Training to Compete</p> <p>Males 20-23 +/- Females 19-23 +/-</p>	<p>Club Senior Racing Programs</p>	<p>n/a</p>	<p>BC Ski Team</p>	<p>National Team Development Centres NST – Senior Development Team CWG National Champs World U23 Champs and International Tours Nor Ams</p>	<p>NCCP High Performance Details TBD</p>
<p>Train to Win</p> <p>Males 23 +/- Females 23 +/-</p>	<p>n/a</p>	<p>n/a</p>	<p>n/a</p>	<p>NST – Senior World Cup Team World Cup Circuit World Champs OWG</p>	<p>Specialized training beyond NCCP</p>

<p>Active for Life</p> <p>Enter at any age</p>	<p>Club based children programs (CCC's Skill Development Programs; teen programs and adult programs</p>	<p>Mass participation races (Loppets)</p>	<p>Mass participation races (Loppets)</p>	<p>n/a</p>	<p>n/a</p>
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Summary

Our national sport organization, Cross Country Canada, has had a very progressive approach towards LTAD. Because Cross Country BC has been a close partner in this undertaking, and because our sport has been working diligently to move this initiative forward for a number of years, the first wave of "auditing" and planning have already taken place and a number of key tools have already been developed and put into use.

The implementation process has now reached a point where we, as a PSO, are ready to evaluate the incorporation of LTAD principles into club programs that have been using LTAD-aligned materials for the past few years (Active Start, FUNdamentals and Learning to Train), while, at the same time, we are initiating alignment of our club and provincial programs for Training to Train and Learning to Compete stages of athlete development.

June 15, 2009