



CANOE KAYAK  
**ONTARIO**  
SPRINT

## **Canoe Kayak Ontario Sprint's High-Performance Plan**

Canoe Kayak Ontario (CKO) Sprint is a decentralized sport that creates in-person and virtual strategies for targeted athletes and coaches to reach our shared high-performance goals of being a national leader in athlete performance services and coach/technical leadership development.

### **About CKO Sprint**

#### **Our Mission - WHAT WE DO**

CKO Sprint is an athlete-centred organization dedicated to providing leadership and expertise in the growth, development, and delivery of Sprint Canoe Kayak in Ontario.

#### **Our Vision – WE WILL**

Provide a healthy, safe, rewarding, and competitive environment with a commitment to the successful development of high-performance athletes and lifelong paddling.

#### **Our Guiding Principles – WHAT WE STAND FOR**

1. A healthy, safe, and inclusive environment is non-negotiable – we create a safe environment for all individuals, all abilities and promote lifelong healthy, active living through sport.
2. Quality is key – we strive for excellence through effective leadership and continuous improvement.
3. Optimal programming is critical – optimization is athlete-centred and allows each participant to achieve their full potential.
4. Collaboration makes the system better – we are committed to a culture of teamwork and community to achieve our shared goals.

### **Goals and Objectives**

Goal: Athlete Pathway – We will be a national leader in athlete performance services with an “athlete first” approach.

#### **Objectives:**

1. Build an athlete-centred performance partnership with athletes and their coaches.
2. Provide world-class support services to optimize athlete development.
3. Provide a systematic and consistent approach to identifying talent within and outside of our sport.

4. Become the number one (1) PTSO in the development of crew boat expertise in Canada.

Goal: Technical Leadership – We will be a national leader in coach development with a focus on a growth mindset.

Objectives:

1. Provide a coach education framework that is innovative in its approach, exceeds industry standards, and reflects the social, emotional, and ethical needs of all Ontarians.
2. Create a coaching pathway that promotes excellence at each stage of athlete development.
3. Increase the transfer of knowledge through a continuous learning approach.

## Structure

The structure for high performance programming in Ontario involves the employment of a full-time provincial Technical Director who is responsible for system development, national alignment, strategic and operational planning/execution, and management of project coaches and technical leads.

The Technical Director is also responsible for:

- Supporting and monitoring of targeted athletes and coaches
- Addressing athlete needs using sport science services and technical experts
- Hosting of training camps, competitions, and projects
- Facilitating targeted coach/technical leader professional development opportunities.

## System Alignment

CKO Sprint primarily provides athlete development pathway services to our Train to Train (T2T) and Train to Compete (T2C) targeted athletes, while also providing a supporting role to our Training to Win (T2W) athletes. CKO Sprint works very closely with Canoe Kayak Canada (CKC) and aligns with their Team Red – Performance Pathway.

## Daily Training Environments (DTEs)

As a decentralized sport, the day-to-day programming and training is primarily the responsibility of our expert club coaches and/or National Team coaches. CKO Sprint focuses its support through in-person training camps and competitions as well as off-site Sport Science/Sport Medicine (SSSM) services.

In addition, CKO Sprint has a targeted goal of being a world leader in Para Canoe Kayak services. Our Para Talent ID & Transfer program works closely with our SSSM team at the Canadian Sport Institute Ontario (CSIO) and the National Para Centre in Montreal, QC.

## Athlete Pathway Services

CKO Sprint believes our primary responsibility is to put athletes 1<sup>st</sup>. In our decentralized environment we work closely with our targeted athletes, coaches, and technical leads to address their individual needs. By creating a culture of excellence, we strive to provide the highest quality in-person and virtual support, including enhanced technical Daily Training Environment (DTE) and training camp support, athlete, coach and technical lead professional development, competition support, athlete transition support, and expert SSSM services. **See Appendix A – Athlete High Performance Pathway for full details on our athlete pathway framework.**

### **Performance Tracking**

Targeted athletes' performance results are compared against Canoe Kayak Canada's (CKC) Gold Medal Profile (GMP). Performance results include Gold Medal Times (GMT) for Junior (U18), U21/U23 and Senior, as well as on-water and off-water Key Performance Indicators (KPIs). CKO Sprint is currently in the process of developing an Athlete Development Module that will include GMT and KPIs for U16/U14 and Para talent transfer athletes.

### **Athlete Monitoring**

Athlete monitoring is administered and managed through online training logs and Performance Service Plans (PSPs) to ensure they are reaching our performance benchmarks. Based on an athlete's training logs and the gaps identified through the PSP, targeted support is provided to the athlete and their coach(es) by technical experts and SSSM professionals.

### **Transition to National Team Programs**

In partnership with the CSIO, CKO Sprint's OHPSI program is designed to support the transition to National Team programs by providing enhanced technical and SSSM support throughout the process. Selected athletes are those determined to be best capable of achieving international success. Able-bodied athletes in the early stage of the transition can be OAAP carded athletes who have achieved a Top 16 performance and/or demonstrated the potential to achieve international podium performances. Those athletes in the late stage of the transition are APP carded athletes who have demonstrated the potential for achieving podium performances at the Olympic/Paralympic or World Championships.

In addition, CKO Sprint has partnered with CKC, CSIO and the Ontario Paralympic Committee (OPC) to develop and implement our Ontario Para Talent ID & Transfer Program. For the program to achieve its goal of identifying, recruiting, and training talented athletes to reach a Top 8 performance at the World Championships within three (3) to four (4) years, the Technical Director, and the athletes club coach(s) work directly with the National Para program and provide support throughout the process. **See Appendix A – Athlete High Performance Pathway for full details.**

### **Coach and Technical Leadership**

In order to develop the best athletes, we need to foster excellence in our coaches and technical leaders. Ontario is fortunate to have some the best Canoe Kayak coaches/technical

leaders in Canada. To maintain that status we are focused on developing a growth mindset where our experts continuously improve their knowledge, and the next generation of high-performance coaches and technical leaders receive the support they need to develop their athletes along the high-performance pathway. Through an innovative coach education framework, on-going professional development, sharing of knowledge, and a coaching pathway that promotes excellence at each stage of athlete development, Ontario will effectively implement our High-Performance Plan.

### **Sport Science/Sport Medicine (SSSM)**

As with our expert coaches and technical leads, our SSSM service providers are part of the CKO Sprint team and are leading the way in how to best support our athletes and coaches. In partnership with our coaches and aligned with CKC's services, our SSSM team provides both in-person and virtual support. Our team attends in-person training camps and competitions to establish a positive relationship with the athletes and coaches, then provides individual support in both the DTE and virtually.

The team is tasked with being innovative in their approach in providing the highest quality services to support the athletes' and coach's pathways to international podium performances.

### **System Performance Indicators**

- Ontario athletes represent the majority of athletes selected to represent Canada at international competitions on a yearly basis.
- Ontario athletes represent the majority of National Team nominated athletes on a yearly basis.
- Ontario meets/exceeds its 2025 strategic goal of the number of Top 9 and Podium crew boat finishes at the National Championships.
- Targeted athletes meet/exceed their technical, physical, and competitive performance goals.
- Athletes and coaches achieve a sport, academic/career, and life balance that enables them to reach their full potential.
- The high-performance system provides a healthy, safe, rewarding, and competitive environment with a commitment to the successful development of high-performance athletes and lifelong paddling.
- Ontario is the national leader in coach/technical leadership development through a best-in-class approach to coach education, continuous learning, a coaching excellence module, and enhanced recruitment/retention strategies.

Appendix A – Athlete High Performance Pathway

		CKC Program	Ontario Team Program	Age	Target Competition	Performance Standard	Program Lead & DTE	Program Support	Targeted Support based on PSP
Able-bodied	Senior		OHPSI (U23) / OAAP	21+	Olympic Games, Senior & U23 Worlds	OHPSI: Top 16 at U23 Worlds or potential for international podium performances  OAAP: Nominated to compete for Team Canada	OHPSI: NSO  OAAP: Club	OHPSI: PSO, Club  OAAP: PSO	OHPSI: DTE and competition sport science/sports medicine services. Direct to Athlete funding. Technical and sport science services at training camps and Team projects
	Senior Transition		OHPSI / OAAP	18-21	U23 & Senior Worlds	OHPSI: Top 16 at U23 Worlds or potential for international podium performances  OAAP: Nominated to U23 Worlds or potential of National Team status	Shared between NSO, PSO, Club based on individual plan		OAAP: Direct to Athlete funding. Technical and sport science services at training camps and Team projects.
	Junior Worlds		OHPSI / OAAP	16-18	Junior Worlds	OHPSI: Top 16 at Junior Worlds or potential for international podium performances  OAAP: Nominated to Jr Worlds or potential of National Team status	Club	OHPSI: PSO, NSO  OAAP: PSO	Dev. Team: Technical and sport science services at training camps and Team projects.
	Olympic Hopes		OAAP / Dev. Team	15-17	Olympic Hopes	OAAP: Potential of National Team status  Dev. Team: Nominated to Olympic Hopes Team	Club	OAAP: PSO, NSO  Dev. Team: PSO	
			Dev. Team	14-18	Provincial / National Team Trials & National Champs	Dev. Team - Potential for Olympic Hopes nomination or OAAP status	Club	PSO	
		CKC Program	Ontario Team Program	Years	Target Competition	Performance Standard	Program Lead & DTE	Program Support	Targeted Support based on PSP
Para	Senior		OHPSI	3+	Paralympic Games, Senior Worlds	OHPSI: Top 8 at Para Worlds  OAAP: Nominated to Para Worlds or potential of National Team status	Shared between NSO, PSO, Club based on individual plan		OHPSI & OAAP: Technical and sport science/sports medicine services in the DTE, competitions, training camps and Team projects. Direct to Athlete funding.
	Senior Transition		OHPSI / OAAP	1-3	Senior Worlds, World Cups, Pan Am Champs	OHPSI: Top 16 at Para Worlds or potential for international podium performances  OAAP: Nominated to compete for Team Canada or potential of National Team status			Talent ID & Transfer Program: Technical services in the DTE. Technical and sports science services at competitions, training camps and Team projects
			OHPSI & Talent ID & Transfer Program	0-1	Provincial / National Team Trials & Pan Am Champs	OHPSI & Talent ID & Transfer Program: Potential for international podium performances based on programs KPI's			