

TECHNICAL DIRECTOR ANNUAL REPORT

Ontario Canoe Sprint Racing Affiliation's (OCSRA) AGM, November 2, 2014

A. INTRODUCTION

First, I would like to take this opportunity to thank Canoe Kayak Ontario's (CKO) Executive Director, Orest Stanko, the OCSRA Board of Directors, officials, event volunteers and coaches for their support and guidance during my first year in the new role as Technical Director.

This year we all worked hard to support our athletes, coaches and clubs by continuing to provide programs and activities that are the foundation of our organization, improve on programs to better serve our members and create new programs and activities to strengthen our members potential for excellence.

Finally, I would like to thank former Provincial Coach, Joel Hazzan for the many years he led our Ontario programs. Joel is the architect of our High Performance Management Plan (HPMP) which is the framework of our program delivery.

B. PURPOSE

The purpose of this report is to review our current practices and programs, outline specific improvements for each program, evaluate our 2014 goals, and outline target areas for 2015.

C. SYSTEM DEVELOPMENT

Athlete Development:

Based on our HPMP target goals, we developed and implemented a number of programs and activities to support our Ontario athletes, including:

- Providing financial and program support through the Canadian Sport Centre Ontario's (CSIO) Ontario High Performance Sport Initiative (OHPSI) program and the Ontario Athlete Assistance Program;
- Developing an Ontario Athlete Pathway that aligns with CanoeKayak Canada (CKC) – see Appendix A;
- Developing programming and implementation structure to match the Athlete Pathway;
- Successfully applying for an Ontario Ministry of Tourism, Sport & Culture (MTSC) \$88,915 grant (\$43,515 in Year 1, \$45,400 in Year 2) to support our next generation of high performance athletes;
- Providing athlete testing, race profiles and monitoring in the daily training environment (DTE);

- Providing the opportunity for 20 athletes & 4 coaches to gain international experience as Team Ontario at the Lake Placid International (LPI) regatta.
- Developing the Ontario Athlete Ranking List (OARL) and Ontario Development Team Ranking List (ODTRL) to track athlete's performances at major domestic events.

Congratulations to all Ontario athletes who competed at international events for Team Canada, including 10 athletes at the World Cups, 7 athletes at the Junior/U23 World Championships, 7 athletes at the Senior World Championships and 14 athletes at the Pan America Championships.

Nominations to the Ontario OHPSI, OAAP and Development Team programs will be provided at the AGM.

Coach/Officials Development:

During the spring and fall season we ran 6 coach education workshops and certified one (1) Master Coach Developer, 8 Coach Developers (formally Learning Facilitators), certified 48 Canoe Kids coaches, and trained 17 Competition Introduction (ELCC) coaches of which 7 received certification.

Through the OHPSI program we created the Apprentice Coach Program (ACP). Burloak's Hunter George was selected as the ACP candidate. As part of the program, Hunter will receive professional development opportunities, including attending Junior and Senior National Team training camps, working with mentor coaches in the DTE and taking part in an accelerated coach education program with CSIO staff. Coaches with OHPSI athletes will also be involved in the accelerated coach education program with the goal of enhancing their knowledge in the field of sports science.

CKO has partnered with CKC to host the 2014 CKC Coaches Conference on November 29/30 in Ottawa. CKO will be providing up to \$3500 to host the event. We will also be covering the conference registration cost for Ontario coaches who have a minimum ELCC certification.

Club Development:

In an effort to assist clubs in their delivery of programs, OCSRA created the Club & Coach Development Program. The program's objective was to provide clubs with targeted services that best fit their individual needs. Clubs had the opportunity to choose from a number of projects within the 3 main categories: equipment support, services & program support and coach development support. A description of the program implementation can be seen under section D – Program Review.

At the national level, OCSRA would like to congratulate all Ontario paddlers who competed at the National Championships. 10 Ontario clubs participated in the event, with three (3) in the top five (5). Burloak 2nd with 668 points, Balmy Beach 3rd with 549 points, Rideau 5th with 485 points, Mississauga 7th with 385 points, Carleton Place 20th with 56 points, Ottawa River 21st with 48 points, Pickering Rouge 22nd with 46 points, Richmond Hill 29th with 11 points, Gananoque and North Bay tied for 33rd with three (3) other clubs.

Event Management:

OCSRA developed an event management guide for host clubs of Ontario events. The events were part of the OCup Series, which included the OCup 1 – Long Distance regatta hosted at the Carleton Place Canoe Club, OCup 2 – Ontario Team Trials hosted at the Welland International Flatwater Centre, OCup 3 – Ontario Championships hosted at the Rideau Canoe Club and the OCup 4 – Fall Classic hosted at the Sydenham Lake Canoe Club. We would like to thank the host clubs and their volunteers for running such great events.

Based on the results at each OCup event, an OCup Series point leader board was created which combined a clubs total points from all four (4) events, divided by the number of club participants in each event. Congratulations to Balmy Beach Canoe Club for being the OCup Series Champion.

In addition to the OCup events, OCSRA partnered with National Team member KC Fraser to host the 2014 Fallapalooza Training Camp in Welland, ON. One hundred and five (105) U13-U16 athletes had the opportunity to work with guest national team members and club coaches. Even with high winds the event was a huge success and OCSRA would like to send out a huge thank you to KC Fraser and her team of national team members for providing such a unique, knowledgeable and memorable weekend.

We would like to thank Dean Jenkins for introduction CKC event management software (Padtrac) to our OCup 3 – Ontario Championships event. Moving forward, Padtrac will be used at all future Ontario events.

Finally, after not providing an Ontario Florida training camp in 2014, OCSRA researched multiple locations to host Ontario's 2015 Development Camp and have decided to return to Camp Ocala from March 8 to 29. Participants can register for either two (2) or three (3) weeks.

Communication:

In an effort to improve communication with our members, OCSRA held a parent information meeting at OCup 2 to review our current programs and available athlete support. Clubs and coaches are also emailed bi-monthly *OCSRA Updates* on programs and activities that occurred during those months. Information is also distributed via our website and social media. Our website will get a new look in 2015 to better streamline the flow of information.

D. PROGRAMS REVIEW

Ontario High Performance Sport Initiative (OHPSI) program:

The OHPSI program provides financial and program assistance to Ontario High Performance Athlete Development (HPAD) athletes for international competition and support in the DTE. \$65,000 in program funding and \$15,870 in sports science/sports medicine services are provided to the targeted OHPSI athletes to prepare them for podium performance in 2020. This level of funding has been increased from \$40,000 in 2013.

Funding and program assistance to targeted athletes are provided in the following areas:

Projects	Details	CSI Ontario Funding
Coaching	Apprentice Coach Program (ACP)	\$15,000
Technical Leadership	Race profiles, testing, DTE monitoring	\$10,000
Competition	Support to international competitions	\$7,007
Direct to Athlete		\$25,000
Sport Science & Sport Medicine	CSIO VIK	\$15,870
	Contractors	\$5,693
	Blood work	\$1,650
	Operations	\$650
TOTAL		\$80,870

Quest for Gold – Ontario Athlete Assistance Program (OAAP):

The OAAP program also provides financial assistance to Ontario High Performance Athlete Development (HPAD) athletes who are not Sport Canada Carded. OAAP athletes also receive testing and monitoring.

Development Team program:

The Development Team program provides no financial assistance but identifies next generation high performance athletes through testing and monitoring. The program will also provide enhanced training opportunities for targeted next generation athletes.

Club & Coach Development Program (CCDP):

OCSRA's Club & Coach Development Program (CCDP) provided assistance to clubs in their delivery of programs in the following areas:

Club	Support Provided	Value In Kind (VIK)
Collingwood	1. On-site athlete monitoring 2. Club program support/debrief	\$2000
Gananoque	1. On-site coach mentoring 2. Club program support/debrief	\$2000
Richmond Hill	1. On-site athlete monitoring 2. Club program support/debrief	\$2000
South Niagara	1. On-site athlete monitoring 2. Club program support/debrief 3. On-site technical workshop	\$3000
Carleton Place	1. Use of L K2 2. Use of SPIN units	\$3000
Mississauga	1. On-site athlete monitoring 2. On-site coach mentoring/debrief	\$2000
North Bay	1. On-site athlete monitoring 2. On-site coach mentoring/debrief	\$2000
Balmy Beach	1. Use of L K2 2. Use of M K2	\$2000
Ottawa River	1. Use of M K4	\$2000
Cobourg	1. On-site athlete monitoring 2. On-site coach mentoring/debrief 3. On-site athlete monitoring	\$3000

Sydenham Lake	1. Club program support	\$1000
Pickering Rouge	1. On-site athlete monitoring	\$3000
	2. On-site coach mentoring/debrief	
	3. Use of C2	
Total VIK		\$27,000

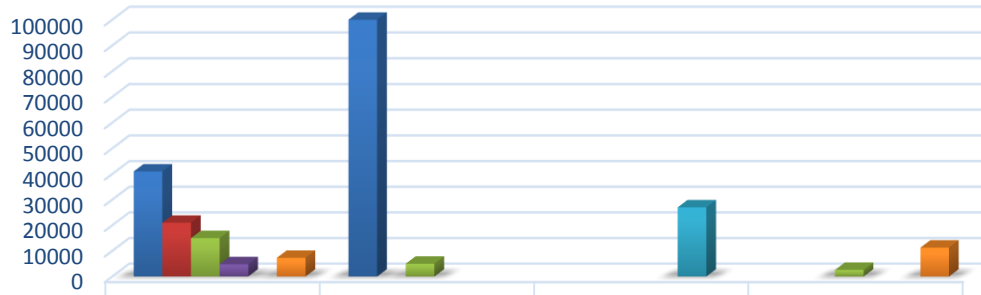
Talent Acceleration Program (TAP):

Through the MTSC Sport Priority Funding we have created our two (2) year Talent Acceleration Program (TAP). TAP focuses on enhancing athlete and coach excellence. The program is designed to initiate a training program and develop resources to help accelerate the advancement of talent identified athletes and coaches in the Training to Train (T2T) CS4L stage to Training to Compete (T2C) stage. The goal of TAP is to expand our talent identification and development system in Ontario to align with CSIO's OHPSI program. This will be accomplished by developing:

- Year 1
 - Athlete & coach training workshops in Strength & Conditioning, Nutrition and Sport Psychology – CKO Summit;
 - Testing in December and January;
 - Develop a database of race profiles and Key Performance Indicators of T2T athletes across Canada;
 - Develop Yearly Training Plan's (YTP) for the T2T athlete;
 - Pilot CKC's Advanced Competition Introduction certification program – CKC Coaches Conference;
 - Provide mentorship opportunities for coaches at the OCSRA Florida Development Camp.
- Year 2
 - Talent selections for pre 2015 Pan Am Games crew boat camp in Welland, and Junior European Tour for sixteen (16) U17 athletes;
 - OCSRA pre 2015 Pan Am Games mentorship program for 6 coaches;
 - CKC Coach the 2015 Pan Am Games mentorship program for 4 coaches;
 - OCSRA Junior European Tour mentorship program for 2 coaches;
 - Develop a database of race profiles and Key Performance Indicators of T2C athletes across Canada;
 - Develop YTP's for the T2C athlete.

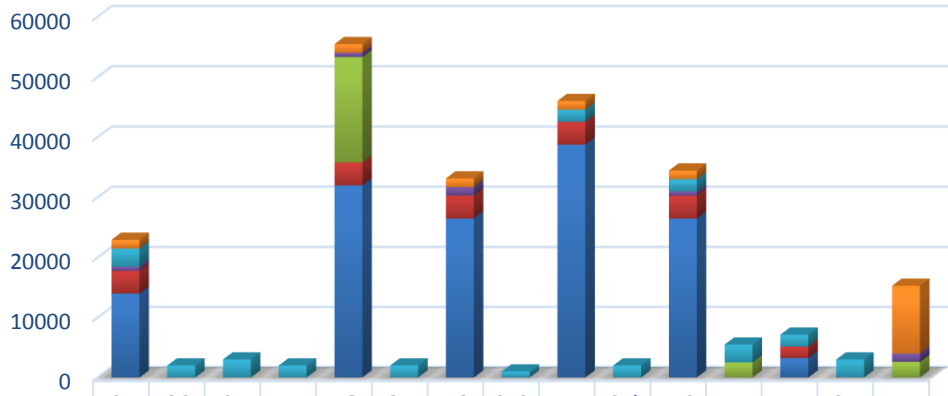
E. SUPPORT TO ATHLETES, COACHES' & CLUBS

SUPPORT BY PROGRAM



■ Athlete Support	41000	100000				
■ Athlete SS/SM VIK	21000					
■ Coach Support	15000	5000				2600
■ Coach SS/SM VIK	4800					
■ CCDP VIK					27000	
■ SS/SM Support	7300					11300

SUPPORT BY CLUB



■ SS/SM Support	1450					1450	1450	1450	1450							1130
■ CCDP VIK	3000	2000	3000	2000		2000		1000	2000	2000	2000	3000	2000	3000		
■ Coach SS/SM VIK	700				700	1400				700						1400
■ Coach Support					1750						2500					2600
■ Athlete SS/SM VIK	3800				3800	3800	3800	3800	3800	3800		1900				
■ Athlete Support	1400				3200	2650	3875	2650	3250							

F. 2014 GOALS - Review

Goal Statement	Expected Completion Date	Actions/Comments	Status* NS, S, OG or C
<i>Athlete Development</i>			
Define athlete pathway that aligns with CKC and is communicated to all stakeholders	May 2014	Collaboration between NSO & PSO to develop model. Model presented to coaches in Florida and parents at OCup 2. Model needs to be better communicated with athletes (included in criteria, but needs to reach a broader audience).	C
Provide Florida development camp	March 2015	2015 Florida Development Camp in Ocala.	S
<i>Coach & Officials Development</i>			
Define Coach Pathway that aligns with CKC	May 2015	Model not developed. HPAD programming and implementation model developed in collaboration with CKC.	NS
Create apprentice coach program with NT mentor coaches	September 2014	ACP created. Apprentice Coach works with mentor coaches two (2) times per week in the DTE. Junior/Senior national team training camp mentorship opportunities provided.	OG OG
Create PD plan for apprentice coach	November 2014	ACP taking part in enhance coach education with CSIO.	NS
Apprentice coach attends international competition	August 2015	ACP coach to take part in the 2015 Junior Euro Tour.	
Increase number of trained Coach Developers in Ontario by 7	July 2014	8 Coach Developers have been trained (1 in Ottawa area, 4 in GTA area and 3 in northern Ontario).	C
Create development coach mentorship program/projects	August 2014	No participants in the Coach the OTT's/Nationals project. Program and DTE mentoring for one (1) club. Mentoring program created through TAP for T2T coaches (2 year project)	OG
Develop competition management template	June 2014	Host site requirements created. Competition structure based on appropriate LTAD model not started. Development of official's mentorship program not started (WOD provided officials/volunteer training at OCup 2).	C NS NS

Competition

Financially support athletes selected to international competitions	November 2014	International competition support provided to OHPSI athletes based on CKC's self-pay model.	C
Provide Ontario European tour	2015	TAP Junior Euro Tour (original plan was for senior athletes).	NS
Provide competition performance analysis	August 2014	Provided to OHPSI athletes on a limited basis (more equipment is needed to provide better feedback). Improvement needed for on-site analysis to athletes/coaches.	C

Daily Training Environment (DTE)

Access to NT coach in Ottawa and Toronto for HP/HPAD athletes	September 2014	National Centre in Toronto (Burloak) for HP athletes. Part-time NT coach support in Toronto for HPAD. Part-time NT coach support in Ottawa for HP & HPAD.	OG
HP/HPAD Monitoring	November 2014	On-water biomechanical, GA1, S&C/KPI testing and monitoring, blood work/medicals, nutrition consults, program planning support provided throughout winter to targeted athletes	OG
Access to standardized race course	September 2014	Ottawa area athletes have access to Ottawa race course through RCC programming. New to review 2013 Junior/U23 legacy fund to determine Toronto area athletes access to Welland.	S

Sport Sciences / Sports Medicine (SS/SM), Integrated Support Team (IST)

HPAD support in DTE	Winter 2014/2015	CKC's athlete assessment tool will be used to determine gap analysis of OHPSI and OAAP athletes. Direct to Athlete funding and SS/SM support will be provided to address those gaps. Coaches, SS/SM and TD will monitor training using CKC's online training log, Smartabase. Access to CSIO in Toronto and Carleton U/RCC in Ottawa to address gaps will be provided.	NS
Access to SS/SM for coach consultations	November 2014	First set of testing during October/November. CSIO staff will make training recommendations to coaches based on testing results.	OG
Strength and Conditioning (S&C) support in Ottawa and Toronto	September 2014	S&C provided at CSIO in Toronto, as well as club visits by CSIO staff. S&C provided at Carleton U in Ottawa. Testing to be provided at RCC (tbd).	OG
SS/SM workshop for athletes, parents & coaches	Winter 2014/2015	1-CKO Summit. 2-CKC Coaches Conference (CKO partnered with CKC to host the event and paying for Ontario coach's registration fee). 3-PD for coaches with OHPSI athletes at CSIO. 4-Bi-monthly webinars with CSIO for all coaches. 5-February 21/22 PD workshop with CSIO for all coaches.	OG

***Status: NS=Not Started S=Started OG=On Going C=Completed**

G. TARGET AREAS FOR 2015

Objective: Provide programs that are Athlete centered, Coach/Club led and PSO supported

ATHLETE DEVELOPMENT	COACH & OFFICIALS DEVELOPMENT	CLUB DEVELOPMENT	COMPETITION	DTE	SS/SM & IST
<i>Athlete Pathway (AP)</i>	<i>Coach & Officials Pathway (COP)</i>	<i>Club & Coach Development Program</i>	<i>Event Management</i>	<i>NT Support</i>	<i>Athlete Services</i>
<ul style="list-style-type: none"> ✓ Increase communication of AP ✓ Re-develop programming & implementation structure 	<ul style="list-style-type: none"> ✓ Create COP ✓ Create a recruitment strategy for coaches & officials ✓ Develop employment standards for coaches 	<ul style="list-style-type: none"> ✓ Expand available programs and level of support to clubs ✓ Create Club Management Plan ✓ Provide 'Club Excellence' program to clubs 	<ul style="list-style-type: none"> ✓ Create competition structure based on LTAD model ✓ Ensure OCup Series meets the needs of our members ✓ Provide training camps for athletes along the AP 	<ul style="list-style-type: none"> ✓ Bring CKC's NextGen Program to Ontario 	<ul style="list-style-type: none"> ✓ Provide SS/SM services that address targeted athletes gap analysis ✓ Provide Canadian Athlete Insurance Program (CAIP) to targeted athlete
<i>Testing & Monitoring</i>	<i>Mentorship Programs</i>	<i>Expansion</i>	<i>International Competition</i>	<i>Monitoring</i>	
<ul style="list-style-type: none"> ✓ Increase capabilities to provide race analysis ✓ Create Talent ID program with clear Key Performance Indicator's (KPI) 	<ul style="list-style-type: none"> ✓ Expand ACP to two (2) coaches ✓ Develop mentorship program for officials and development coaches 	<ul style="list-style-type: none"> ✓ Increase the number of member clubs in Ontario through the 'CanoeKids on Wheels' program 	<ul style="list-style-type: none"> ✓ Provide financial assistance to targeted athletes competing for Cdn ✓ Provide opportunities for next generation athletes & coaches 	<ul style="list-style-type: none"> ✓ Increase KPI monitoring ✓ Develop gap analysis for targeted athletes ✓ Provide CKC's online training log, Smartabase 	<ul style="list-style-type: none"> ✓ Provide athlete transition services ✓ Provide athlete & parent PD with CSIO staff ✓ Provide regular S&C support
<i>Programming</i>	<i>Education & PD</i>	<i>Communication</i>		<i>Facility Access</i>	<i>Coach Services</i>
<ul style="list-style-type: none"> ✓ OHPSI, OAAP, Dev. Team – ensure programs meet the needs of our targeted athletes ✓ TAP – provide support to next generation OHPSI/OAAP athletes 	<ul style="list-style-type: none"> ✓ Increase coach certification by 15% ✓ Increase officials/volunteer training ✓ Provide PD workshops & projects for coaches & officials 	<ul style="list-style-type: none"> ✓ Improve level of communication through social media ✓ Redesign website to better act as the main hosting agent for PSO programs & activities 		<ul style="list-style-type: none"> ✓ Ensure athletes have access to on-water & dry-land facilities that meet their training needs 	<ul style="list-style-type: none"> ✓ Provide coach consultations and PD with CSIO staff

APPENDIX A

