

## HIGH PERFORMANCE TEAM POLICY

The Manitoba Diving Association (the “Organization”) High Performance Diving Team is a high-performance program dedicated to medal results at National and International competitions. High Performance Team Members receive recognition, incentive training programs and funding to aid in their pursuit of excellence.

### 1. Goals

To produce medals at Senior National Championships, Junior National Championships and Canada Games and to represent Canada at International competitions.

### 2. Athlete Selection

- 2.1. Each year, the Technical Director shall present to the Board the athletes that have met the stated criteria during their previous year’s performance, and so have qualified to be a member of the High Performance Team by August 31st.
- 2.2. A diver must be a member in good standing with the Organization and the club they are registered with in order to be selected to the High Performance Team.
- 2.3. A diver must be a resident of Manitoba, as per Sport Manitoba definition, to be eligible to be named to the High Performance Team.
- 2.4. The High Performance Team shall consist of up to and no more than 10 athletes, selected based on achieving the criteria in the following ranking system:
  - 2.4.1. Senior National Team (Sport Canada carded)
  - 2.4.2. Senior National Team (non-carded, travelling team)
  - 2.4.3. Senior National Medalist on 3-metre and/or Platform
  - 2.4.4. Junior National Team (Sport Canada junior carded)
  - 2.4.5. Junior Travelling Team (non-carded, international team eg. Dresden, Junior Pan Am Championships)
  - 2.4.6. Score 110% of qualifying standards at Senior Nationals on 3m and/or platform
  - 2.4.7. Medal at Junior High Performance Nationals on 3m and/or platform
  - 2.4.8. Medal at Junior High Performance Nationals on 1m
  - 2.4.9. Medal at Junior Development Nationals 3m and/or platform
  - 2.4.10. Medal at Junior Development Nationals on 1m
  - 2.4.11. Diving Canada HPAD High Performance Squad
  - 2.4.12. Diving Canada HPAD Prospect Squad
  - 2.4.13. Diving Canada HPAD Development Squad
  - 2.4.14. Score 110% of qualifying standard at Junior High Performance Nationals (finals) on 3m and/or platform (ranked by highest percentage over 110%)
  - 2.4.15. Score 110% of qualifying standard at Junior Development Nationals (prelims) at on 3m and/or platform (ranked by highest percentage over 110%)
  - 2.4.16. Score 100% of qualifying standard at Senior Nationals (prelims or finals) on 3m and/or platform
  - 2.4.17. Score 100% of qualifying standard at Junior High Performance Nationals (finals) or Junior Development Nationals (prelims) at on 3m and/or platform (ranked by highest percentage over 100%)

- 2.5. Athletes who find themselves in unusual circumstances (such as injury, illness, etc.) can be referred to the Board for consideration if they meet the following criteria:
  - 2.5.1. They were on the Manitoba High Performance Team the previous year, and
  - 2.5.2. Their results from the previous year qualify them in the current year based on the current selection criteria and rankings.

### **3. Coach Selection**

The High Performance Team Head Coach shall be selected annually based on the selected High Performance Team. In order to be selected, the Head Coach must be a member in good standing, meet current Sport Manitoba requirements and be fully certified at a minimum of the current NCCP Competition-Development.

- 3.1. Ranking point system to be used in the selection of the High Performance Team Head Coach shall be as follows:
  - 3.1.1. Athletes ranked 1 to 5 = 5 points
  - 3.1.2. Athletes ranked 6 to 10 = 3 points
  - 3.1.3. Athletes ranked 11 to 13 = 2 points
  - 3.1.4. Athletes ranked 14 to 17 = 1 point
- 3.2. Only points for divers ranked in the top 10 will be eligible for coach points.
- 3.3. The Vice President Technical will recommend the coach with the most athlete point to the Board to be named the High Performance Team Head Coach for the current season. In the case of a tie, the coach with the highest NCCP certification is given preference. The Board has final say in naming the High Performance Team Head Coach.
- 3.4. All other coaches with athletes named to the High Performance Team shall be named Assistant High Performance Team Coaches for the current season.
- 3.5. The High Performance Team Head Coach and Assistant Coaches shall be notified in writing of their selection by October 15th.
- 3.6. The High Performance Team Head Coach will be responsible for allocation of the High Performance Team budget and determination of High Performance funded events each season.
- 3.7. During High Performance Team funded events, the High Performance Team Head Coach would set direction and have final authority over all team related activities.
- 3.8. In Canada Games years, the High Performance Team Head Coach shall recommend the coaching staff of the Canada Games Teams based on NCCP certification and experience.

### **4. High Performance Team Commitment**

- 4.1. Members must compete in High Performance Championships unless other arrangements are approved by the Head Coach.
- 4.2. Members must provide an approved Training and Goal Plan to the High Performance Team Head Coach at the beginning of the competitive season. If at any time during the season this training and goal plan is not being followed, the Head Coach will meet with the diver(s) and their coach(es) to discuss the situation. If the diver(s) does not continue to follow a plan suitable to high performance training, the Head Coach may remove the diver from the High Performance Team until such a commitment has been suitably demonstrated.

- 4.3. In the case of a diver retiring or being removed from the team, the Head Coach may elect to move an alternate diver onto the team or leave the position vacant.
- 4.4. Members must assist in Novice Championships, participate in demonstrations as requested and promote diving in Manitoba at all times.
- 4.5. Members may be asked to participate in some fundraising projects.
- 4.6. Members are exempt from the above commitments only via a doctor's note and/or approval of the High Performance Team Head Coach or his/her designate.

## 5. Budget

A budget shall be drawn up by the High Performance Team Head Coach, in consultation with the Executive Director and presented to the Executive for approval, for funds that are allocated to the High Performance Team.

## 6. Funding Policies

The Manitoba High Performance Diving Team will receive travel subsidies based on the Organization budget. The Head Coach will designate trips to receive funding throughout the season and within budget guidelines.

- 6.1. The Treasurer and/or Bookkeeper of the Organization shall make available the total projected High Performance Team funding budget no later than October 31st.
- 6.2. The High Performance Team funding projections shall be announced no later than November 30th of the current season.
- 6.3. Specific High Performance Team athlete funding will be determined based on the total budget and will be allocated based on the priority ranking of the athletes on the High Performance Team, as well as the national and international opportunities and funding available to High Performance Team members.
- 6.4. A diver must be a member in good standing with the Organization in order to receive Association funding.
- 6.5. All High Performance Team divers will be eligible for some High Performance Team funding.
- 6.6. Funding for any athlete attending Nationals will be based on the athlete achieving full qualification status for the National Championship as defined by Diving Canada.
- 6.7. All divers who qualify for and attend a National Championship will receive some subsidy from the overall the Organizations budget, even if they are not on the High Performance Team at the beginning of the season.
- 6.8. High Performance Team coaches who travel will receive the same level of funding as their highest-level funded athlete attending the designated event.
  - 6.8.1. Both carded and non-carded athletes will be submitted for Athlete Assistance grant and be eligible for the Organization's Athlete of the Year awards and High Performance Team funding.
  - 6.8.2. Any athlete representing Canada on an official international team will be considered a National Team member.
  - 6.8.3. High Performance Team athletes will be given a Handbook containing these Policy Guidelines and asked to sign a statement that they and their parents (if under 18) understand the commitment as members of the High Performance Diving Team.

## 7. Removal

- 7.1. Athletes will be removed from the High Performance if they are not pursuing a full-time training program designed for high performance participation.
- 7.2. Athletes will also be removed from the team if they do not participate in the competitions set out by the High Performance Team coach(es), unless such non-participation has been approved by the High Performance Team Head Coach due to injury or other approved absences.
- 7.3. All team members must adhere to the Diving Canada Team Code of Conduct. See Appendix 1.
- 7.4. Athletes and coaches who are no longer members in good standing shall be notified of their status and removed from the Team from the Team.

## 8. Appeals

- 8.1. Team members may appeal a decision regarding removal from the team.
- 8.2. The Appeals Committee will consist of the High Performance Team Head Coach, the President of the Organization., the Executive Director of the Organization and the Technical Director. The decision of the committee shall be final.