

**SASKATCHEWAN ROWING
ASSOCIATION
HIGH PERFORMANCE PLAN
2018-2021**



Table Of Contents

Executive Summary.....	1
Introduction.....	2
SRA High Performance Vision.....	2
Rowing Canada Aviron Vision.....	3
Strength and Weaknesses Summary.....	3
Gap Analysis and Benchmark Summary	3
Goals and Key Performance Indicators.....	4
High Performance Summary of Programs.....	5
Summary of High Performance Plan (HPP).....	5
APPENDIX A: Program Descriptions	6
APPENDIX B: Tracking Chart Grading Scale.....	7
APPENDIX C: Grading Table.....	8

Executive Summary

The Saskatchewan Rowing Association (SRA) High Performance Plan (HPP) aim is to provide opportunities for rowers to develop toward, and make a Canadian National Rowing Team by transitioning rowers from the Long Term Athlete Development (LTAD) stage of Learning to Train to Learning to Compete. The overarching goal of the program is to consistently have three or more Saskatchewan rowers who transitioned to Training to Compete or Training to Win. Training to Compete can include athletes training in Saskatchewan, but for the most part will be rowers competing at Canadian universities where there are NextGen Hubs (currently University of Victoria, University of British Columbia, Western University, Brock University, and Trent University). This supports Rowing Canada Aviron’s Next Generation Strategy. There are also high-performance rowing opportunities at NCAA Division 1 universities. Supporting athletes in Training to Compete and Training to Win will enable Saskatchewan Rowing to continue to have a presence of athletes on Rowing Canada Aviron (RCA) Under 23 and/or Senior National Team programming. The SRA HPP has long and short-term goals in place to build toward this goal.

SRA HPP has three distinct programs that include: Coach Certification, Provincial Team Program and HP Coach Professional Development.

SRA is committed to strive for excellence through the set goals and programs outlined in the High-Performance Plan for the benefit of our members. SRA is passionate about supporting our athletes and coaches while aligning our programming with the national governing bodies' vision for high performance.

Introduction

The Saskatchewan Rowing Association (SRA) was established in the spring of 1977. The goals of the SRA are to foster, coordinate and encourage participation in the sport of rowing in this province. Why? Rowing brings out some of the best qualities of human nature. Qualities such as self discipline, responsibility, teamwork, respect for others are just a few of the lessons learned from involvement in rowing. These values promote self confidence and self-esteem and naturally influence the personal and professional life of any participant in this wonderful sport.

The SRA is the only governing body of rowing in the province recognized by the provincial government, SaskSport Inc. and Rowing Canada Aviron. The SRA is governed by a volunteer board of directors and an Office Administrator, Provincial Coach North and Provincial Coach South.

High Performance Rowing in Saskatchewan is:

- **any athlete who competes for a spot on the Saskatchewan Rowing Association's Provincial Team (Western Canada Summer Games, Canada Summer Games, National Rowing Championships), and/or;**
- **any rower who identifies Saskatchewan as his/her home province who is currently involved in Rowing Canada Aviron's National Team (Junior, U23, or Senior), or any other aspect of RCA's Development Pathway.**

Saskatchewan Rowing Association (SRA) High Performance Vision

SRA's High Performance Plan provides opportunities for rowers to develop toward and make the Canadian National team.

SRA promotes competitive rowing from Learning to Train to Training to Compete.

Rowing Canada Aviron (RCA) Vision

A rowing community achieving excellence

Strengths and Weaknesses Summary

The SRA is proud of its current programming that develops high performance athletes. The following are areas to improve upon:

- **increased number of athletes**
- **provide resources to athletes identified by RCA to fully participate in National Team Development opportunities**
- **SRA supports two High Performance coaches, under the guidance of the VP High Performance. Our province offers an appropriate number of competition opportunities that puts us in alignment with Canadian Sport for Life LTAD recommendations. We have been allocated the maximum number of hours from Sport Medicine and Science Council of Saskatchewan.**

Gap Analysis and Benchmarks Summary

To produce increased excellence in the province, we need to fill the gaps between Saskatchewan and other provinces in the following areas:

- **having a larger number of athletes that meet/exceed RCA ergometer and on water Standards**
- **a balance of competitive athletes for both genders and weight classes**
- **having coaches involved in the Junior/U23 national team program while based in Sask**

Benchmarks are put in place to exceed the best practices of the top competitors. These are the benchmarks that the province will aim to exceed:

- **A High-Performance Rowing Athlete: Coach Ratio of no more than 9:1**
- **Two High Performance coaches, one working in Saskatoon and another in Regina, training High-Performance Rowers on different stages of LTAD Pathway**

Goals and Key Performance Indicators

Based on the Gaps, Benchmarks, Strengths and Weaknesses as summarized above the following Short Term and Long-Term Goals have been determined. The following goals and key performance indicators will show how the overarching goal and short-term goals will be tracked.

2018-2021 High Performance Goals	Key Performance Indicators
<u>Overarching Goal:</u> Consistently have three or more Saskatchewan rowers included in Rowing Canada Aviron U23 and/or Senior National Team programming, which may include NextGen Hubs, by August 2021	<ul style="list-style-type: none"> • At least two athletes on Senior or U23 Nat Teams (2018-21) • Top 3 placement overall for women and top 4 for men at the 2021 Canada Summer Games
<u>Long Term Goal #1:</u> Top three placement overall for women and top four for men at the 2021 Canada Summer Games	<ul style="list-style-type: none"> • Crews entered in every event • Each crew makes 'A' final (Top 6) • Win at least one gold medal • Top three finish in at least three events
<u>Short Term Goal 1A:</u> At least one top three finish at Canadian Secondary Schools Champs 2018-2020	<ul style="list-style-type: none"> • Top three finish(es) in 2018 • Top three finish(es) in 2019 • Top three finish(es) in 2020
<u>Short Term Goal 1B:</u> Top two overall for women and men at the 2019 Western Canada Summer Games	<ul style="list-style-type: none"> • Crews entered in every event • Top two finish in at least 50% of events • Win at least one gold medal
<u>Short Term Goal 1C:</u> Have a competitive balance of athletes in both genders and weight classes by 2020	<ul style="list-style-type: none"> • Develop and implement a recruiting strategy for targeted groups
<u>Long Term Goal #2:</u> Have two or more Sask rowers on Senior or U23 National Teams from 2018-2021	<ul style="list-style-type: none"> • Annual participation in national team selection events

Short Term Goal 2A: At least two athletes named to FISU, U23, or Senior World Champs Teams in 2018	
Short Term Goal 2B: At least two athletes named to U23, Pan-Ams, or Senior National Teams in 2019	
Short Term Goal 2C: At least two athletes named to U23, Senior Worlds, or Olympics in 2020	
Long Term Goal #3: A High Performance Rowing Athlete: Coach Ratio of no more than 9:1	<ul style="list-style-type: none"> • Annually host Coaching Clinics • Increased mentorship with SRA Coaches and Club Coaches
Short Term Goal 3A: Saskatoon and Regina clubs provide coaching support based on number of athletes and abilities of athletes	
Short Term Goal 3B: A female High Performance Coach is RCA Performance Coach Certified by 2020 in anticipation of the 2021 Canada Summer Games	<ul style="list-style-type: none"> • RCA National Conference Attendance

High Performance Summary of Programs

Summary of Programs: (view Appendix A for list of program details)

- 1. Coach Certification**
- 2. Provincial Team Program**
- 3. HP Coach Staff Professional Development Program**

Summary of HPP

Sask Sport's High-Performance Planning Initiative has provided SRA with the tools to develop and implement an effective High Performance Plan. Raising the level of our high-performance programming will help our member clubs, athletes, and coaches attain enhanced outcomes at the Canadian National and International level.

SRA is committed to strive for excellence through the set goals and programs outlined in the High-Performance Program for the benefit of our members.

Appendix A: Program Descriptions

Coach Certification:

Details: RCA Coach or RCA Learn to Row Coach clinic held annually

Who: SRA Administrator, RCA Coach Facilitator

How:

- **Arrangements are made with SRA Administrator and RCA Manager of Coach Education and Development for RCA Coach Facilitator to run clinics for perspective coaches**

KPO: Recruit, identify, mentor, and have certified RCA Performance Coaches working with athletes to ensure 9:1 Athlete: HP Coach ratio (Long Term Goal #3)

Provincial Team Program

Details: Provincial Teams are formed in odd-numbered years for the Western Canada Summer Games or the Jeux du Canada Summer Games Provincial Teams are selected annually for the National Rowing Championships (when there are athletes that are developmentally ready for such a competition).

Who: SRA HP Coaches, VP High Performance

How:

- **SRA HP Coaches develop selection criteria to be approved by VP High Performance**
- **SRA HP Coaches implement details of selection criteria to eligible athletes**
- **Selected athletes are trained by SRA HP Coaches**
- **SRA HP Coaches supports club recruiting initiatives by identifying High Performance targeted athletes**

KPO: Measureable performance outcomes of short term goals outlined towards successful results at the 2021 Canada Summer Games (Long Term Goal #1), and measurable performance outcomes of short term goals outlined towards national team selection (Long Term Goal #2)

HP Coach Staff Professional Development Program

Details: Current High-Performance coaches in Saskatchewan attend the annual RCA Coaches Conference

Who: SRA HP Committee, SRA Administrator

How:

- **SRA annual budget includes all necessary resources for SRA HP Coaches to attend RCA Coaches Conference**
- **SRA Administrator arranges logistics to attend RCA Coaches Conference in collaboration with SRA HP Coaches**

KPO: Annual coach professional development engages and educates an increased number of rowing coaches who intend on coaching high performance athletes. This will support a 9:1 athlete: HP coach ratio (Long Term Goal #3)

Appendix B: Tracking Chart Grading Scale

Grade	General Parameter
A	Excellent – Excellent performance with a strong demonstration of <u>all</u> performance factors
B	Good – Good performance with a strong demonstration of most performance factors
C	Satisfactory – Generally satisfactory performance with adequate demonstration of most performance factors
D	Needs Improvement – Limited performance with inadequate demonstration of performance factors
F	Unsatisfactory – The organization is not meeting general expectations or incomplete demonstration of performance factors
N/A	Not Applicable – only where there is no possibility for demonstration of the performance factors

Appendix C: Grading Table

Grade	Program Descriptions
	Long Term Goal #1: Top 3 placement overall for women and top 4 for men at the 2021 Canada Games
	Crews entered in every event
	Each crew makes 'A' final (Top 6)
	Win at least one gold medal
	Top three finish in at least three events
	Short Term Goal 1A:
	At least one top three finish at Canadian Secondary Schools Champs 2018-2020
	2018
	2019
	2020
	Short Term Goal 1B:
	Top two overall for women and men at the 2019 Western Canada Summer Games
	Crews entered in every event
	Top two finish in at least 50% of events (6/12)
	Win at least one gold medal
	Short Term Goal 1C:
	Have a competitive balance of athletes in both genders and weight classes by 2020
	Develop and implement a recruiting strategy for targeted groups (e.g., males + larger stature athletes - 2019)
	Long Term Goal #2: Have two or more Sask rowers on Senior or U23 National Teams from 2018-2021
	Annual participation in national team selection criteria (2018-2021)
	Short Term Goal 2A:
	At least two athletes named to FISU, U23, or Senior World Champs Teams in 2018

	Short Term Goal 2B:
	At least two athletes named to U23, Pan-Ams, or Senior National Teams in 2019
	Short Term Goal 2C:
	At least two athletes named to U23, Senior Worlds, or Olympics in 2020
Grade	Long Term Goal #3: A High Performance Rowing Athlete: Coach ratio of no more than 9:1
	Coaching Clinics
	2018
	2019
	2020
	2021
	Short Term Goal 3A:
	Saskatoon and Regina clubs provide coaching support based on number of athletes and abilities of athletes
	Short Term Goal 3B:
	A female HP Coach is RCA Performance Coach Certified by 2020
	RCA Coaches Conference Attendance:
	2019
	2020
	2021