

British Columbia's Integrated Performance System

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BC's Integrated Performance System (IPS) Workshop Outline

1. Background including funding
2. Ten key components of the IPS and sport examples
 - Snowboard
 - Figure Skating
 - Wheelchair Rugby
3. Linkages to National
 - Own the Podium
 - Road to Excellence
4. How are we doing so far?
 - Successes
 - Challenges
5. Feedback on the IPS

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1. Background: New funding from BC

- National
 - ✓ Own The Podium - \$10M (including \$1M to Paralympic)
 - ✓ Technology improvements - \$1M (Sport Web, Sport Fit)
- Provincial
 - \$35M in new funds to Sport & Recreation Now over 5 years
 - ✓ Capacity Building - \$7.6M/year
 - ✓ Performance - \$7.2M/year (includes \$500K for Hosting BC)
 - ✓ Participation - \$3.9M/year
 - Funding for International Championships
 - ✓ World Curling - 2005
 - ✓ World Junior Hockey - 2006
 - ✓ World Boccia Championships - 2007
 - ✓ North American Indigenous Games (NAIG) - 2008
 - ✓ VANOC test events - 2008-09

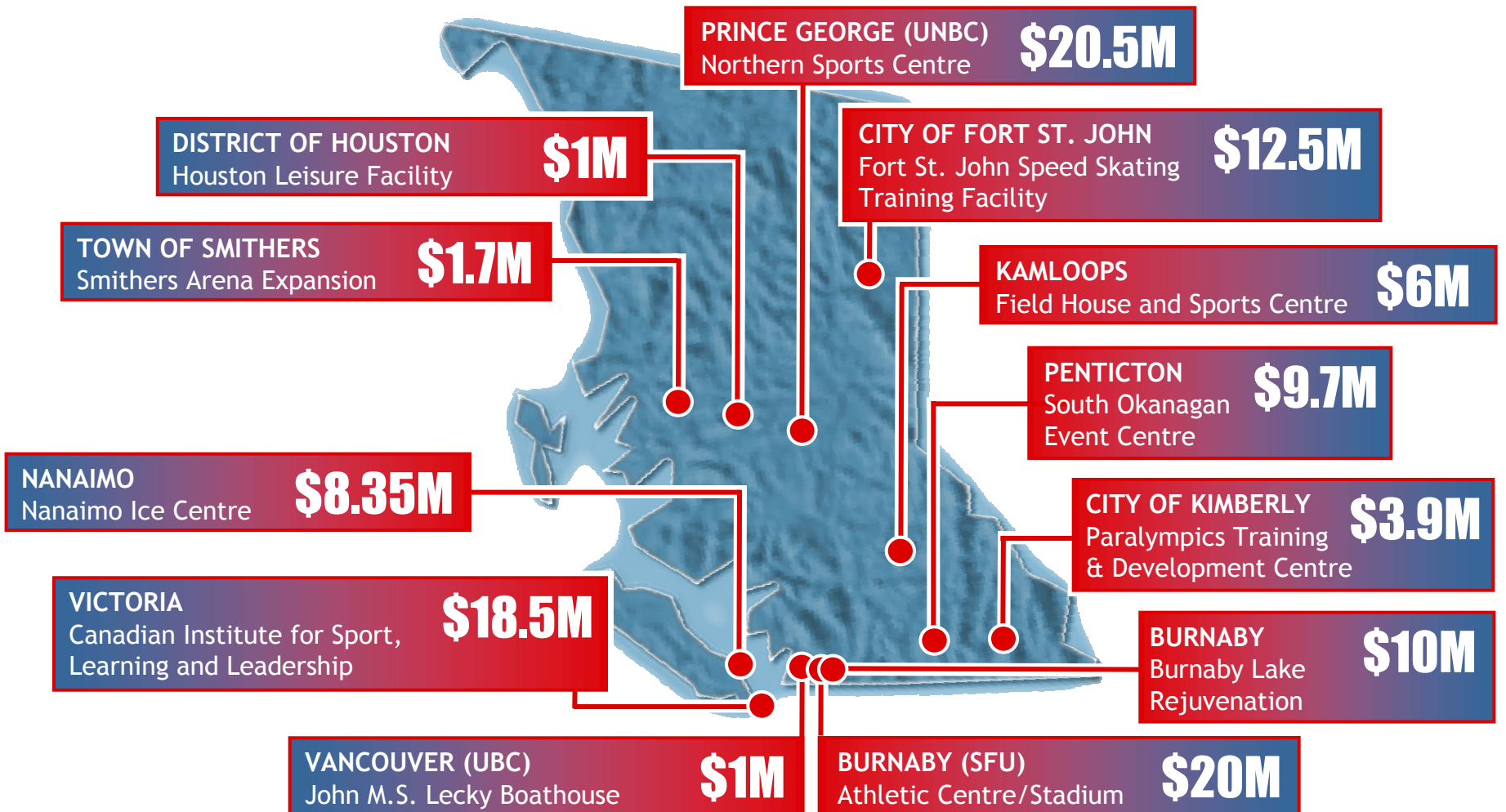
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1. Background: Hosting BC Program

- International and national single sport events
- Grants range from \$5,000 to \$50,000
- Partners:
 - Ministry of Tourism, Sport and the Arts
 - City of Vancouver
 - Resort Municipality of Whistler
- New this year: Colleges and Universities now eligible
- Two intake deadlines each year: Feb. and Aug.
- 2004 - 2006
 - 96 successful applicants
 - Total investment - \$1.4M

1. Background: Sport & Rec. Infrastructure Gov't - \$154M, Total Value - \$383M



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1. Background: What is the IPS?

- Vertically and horizontally integrates sport performance systems at the national, provincial and regional levels
 - offers training and development pathways for athletes to move from the BC Games (entry point) through provincial programs and Canada Games, to national development programs to national teams
- Targets sports that have potential for success
 - Nationally - international podium potential
 - Provincial - more BC athletes on national teams with podium potential
 - Regional - more regional athletes on provincial teams

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1. Background: What is the IPS ? (cont.)

- Provides a coaching pathway with support for full-time Provincial Coach positions and part-time Regional Coach positions
 - technical planning assistance from Sport Performance Directors and Sport Performance Coaches
 - coaching professional development program
- Provides a sport medicine and sport scientist practitioners pathway
 - Coordinated access to sport medicine and sport science support for identified athletes at the national and provincial levels
 - Opportunities for sport medicine and sport science practitioners

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1. Background: IPS Financial Support

- On a provincial basis:



- Over \$2M is being invested annually directly in coaching through coaching salaries, honorarium and professional development support
- Over \$200K is being invested annually for sport medicine and sport science support services
- Plus support for technical expertise and leadership with Sport Performance Directors and Sport Performance Coaches
- Plus enhanced coaching and athlete support service capacity through PacificSport Regional Centres
- Plus organizational expectations for program leadership and implementation from supporting partners through their Agreements for Financial Assistance (AFA's)

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1. Background: Partnership Support for Effective Delivery

- 30 Provincial Sport Organizations with full-time Provincial Coaches and internal senior manager support
- Five Multi-sport Service Organizations are supporting the implementation of the IPS
 - PacificSport
 - SportMedBC
 - Coaches Association of BC
 - National Coaching Institute-BC
 - BC Athlete Voice
- Each organization has their own areas of responsibility within the over-all system
- Accountability to the IPS, 2010 Legacies Now and each other through IPS Memorandum of Understanding and IPS Implementation Plan

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1. Background: Transfer of Knowledge and General Communication

- **Community of Practice**
 - Electronic access to planning, research and information documents through Sportweb
 - Ongoing communication tool available to all IPS coaches and sport organization contacts
- **Information Meetings**
 - 3 - 4 information meetings per year for IPS participants
 - ✓ Provincial level
 - ✓ Provincial and National
 - ✓ Regional, Provincial and National
- **Sport Performance Directors and Coaches**
 - Ongoing communication through and information from SPDs and SPCs to coaches and PSOs / NSOs / LSOs

1. Background: IPS's Overall Goal

A system in BC that puts more BC athletes on national teams with the potential to reach the podium and win medals for Canada.

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1. Background: IPS's Strategic Goals

- Athlete Support
- Coaching
- Sport Performance
- Data Tracking, Analysis and Transfer of Knowledge
- Facilities (under review)

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1. Background: Questions



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2. Ten Key Components of the IPS

1. IPS Work Group
2. Targeted Investment
3. Customized Sport Specific Model
4. Integration & Alignment at 3 levels
5. Facilities
6. Three Performance Pathways
 - LTAD
 - Coaching
 - Sport Science / Sport Medicine
7. Data and service tracking
8. Convert for Canada
9. Performance Planning
10. Performance Accountability

2.1 IPS Work Group

- Leaders from each organization
- Terms of reference
- Clarity of roles/responsibilities through MOU's
- Meet bi-monthly
- Implementation plan in place
- Monitor and track implementation strategies
- Issue management and problem solving



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2.2 Targeted Investment

Nationally Targeted Sports in BC: Designated by OTP & CSRP

National / Provincial / Regional \$

Athletics	Cycling	Diving	Freestyle Skiing
Rowing	Sailing	Snowboard	Swimming
Triathlon	Wrestling	WC Basketball	Para Alpine*
WC Sports (Athletics, Rugby, Tennis)	Women's Soccer*	Women's Softball*	

**Seasonal*

Provincially Targeted Winter Sports

Provincial / Regional \$

Alpine	Biathlon
Cross Country	Curling
Figure Skating	W. Hockey
Para Alpine	Speedskating

Provincially Targeted Summer Sports

Provincial / Regional \$

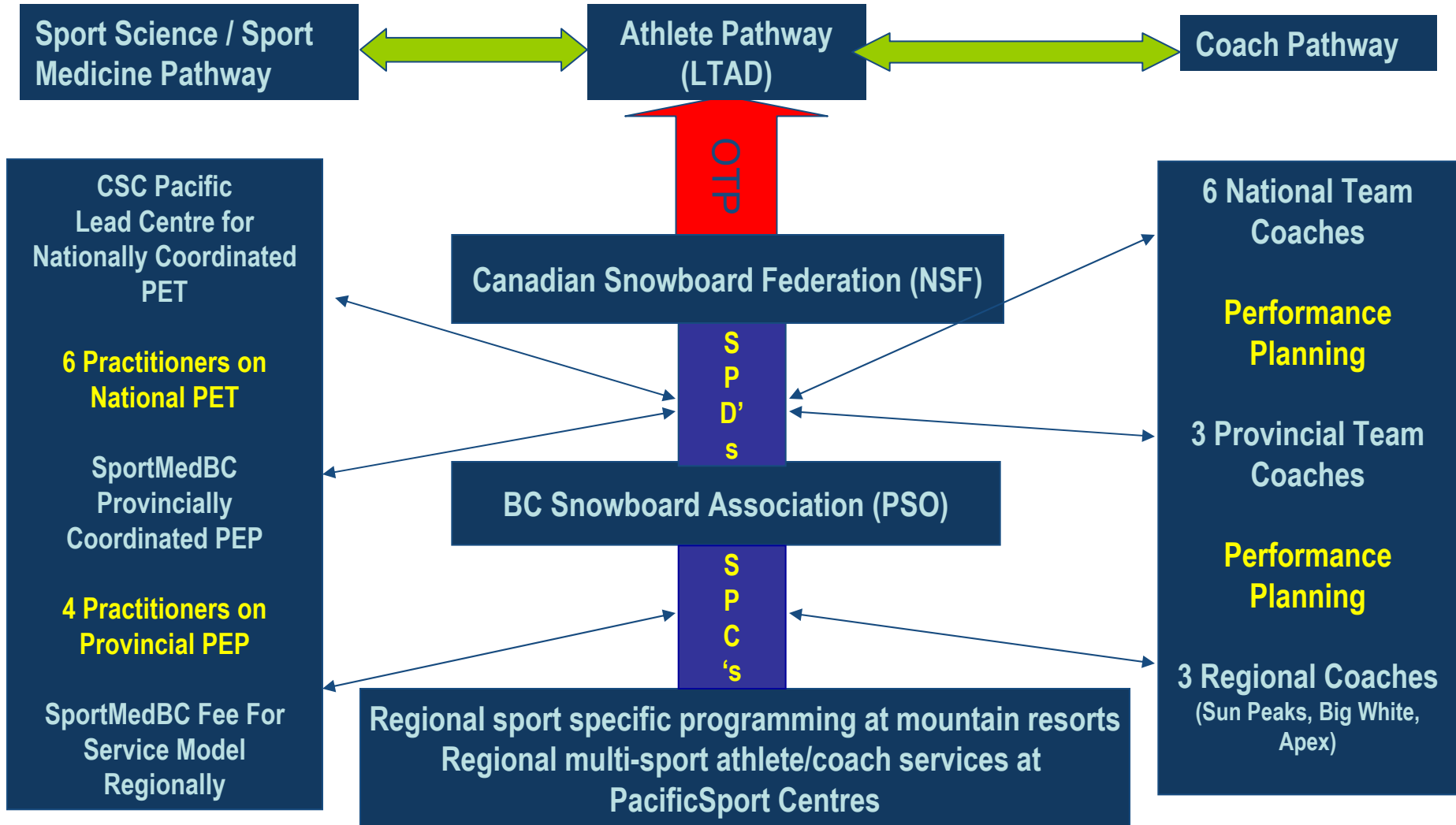
Badminton	Basketball
Canoe-Kayak	Field Hockey
Gymnastics	Rugby
Synchro	Table Tennis
Tennis	Volleyball

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2.3 Customized Sport Specific Model: Snowboard

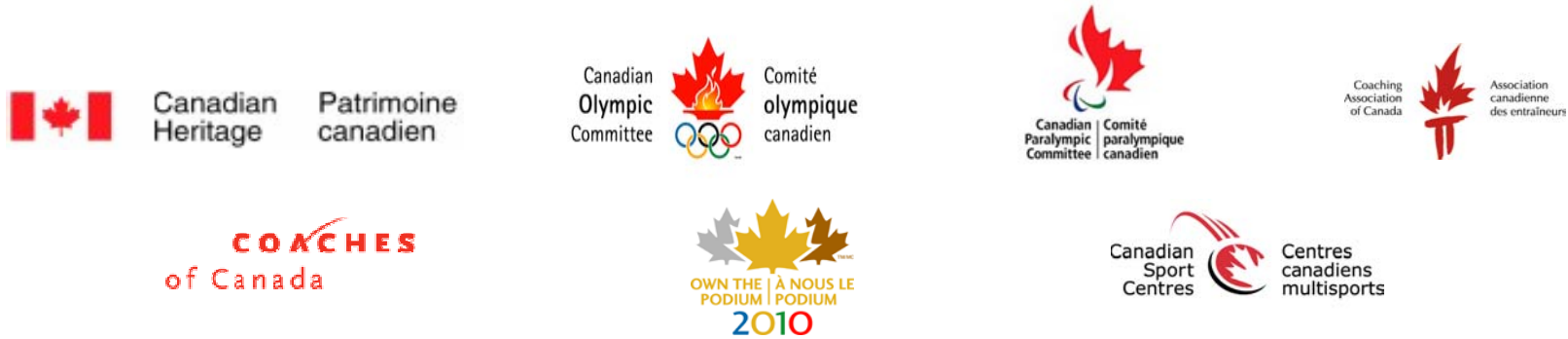
Multi-Party Agreement with PacificSport in Range of \$250,000-\$700,00+



IPS PERFORMANCE PLANNING (National, Provincial & Regional Levels)

2.4 Integration & Alignment at 3 Levels

“Getting together is a beginning. Keeping together is progress. Working together is success.” (Henry Ford)



National Sport Federations

Canadian Sport Review Panel



Provincial Sport Organizations

Team BC

PacificSport Regional Centres

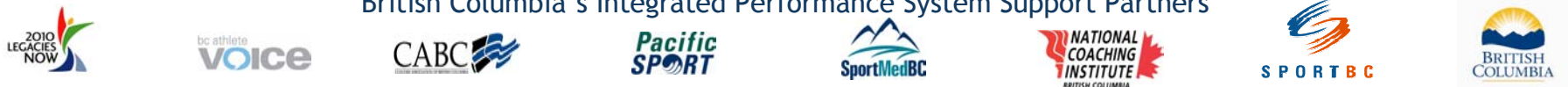
Colleges & Universities

Local Sport Organizations

Winter Resorts

Municipalities

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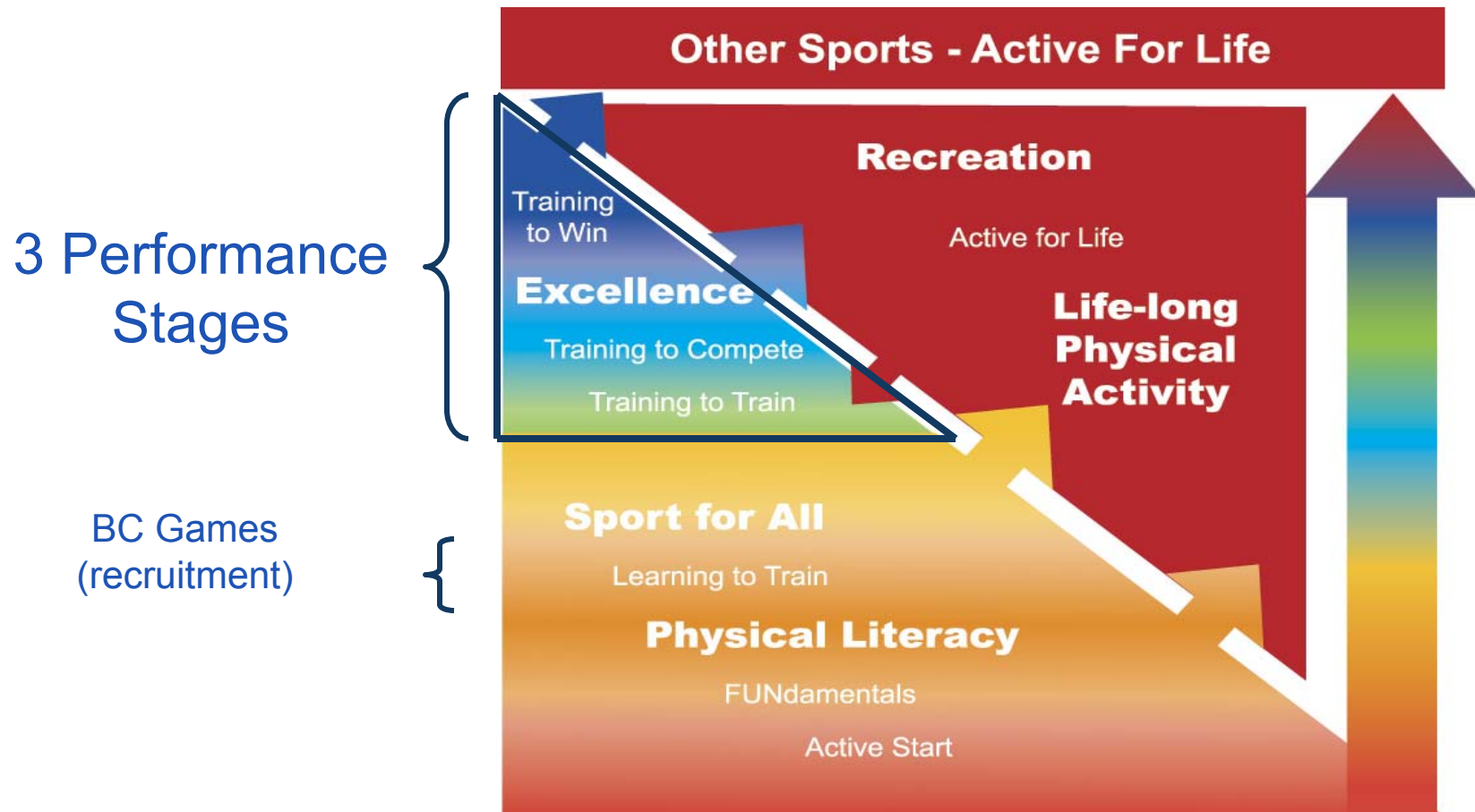


2.5 Facilities

- BC invested \$154 M in sport facility infrastructure
 - Recognize need for summer and winter strategies
- F/PT Ministers Meeting
 - Agreement on the parameters for an infrastructure program
 - Sport Minister Michael Chong to communicate this proposal to Cabinet colleagues
- Alignment with Targeted Sports
 - Hosting Strategy
 - Federal / Provincial / Municipal Government Facility Projects
 - User agreements

2.6.1 Performance Pathway #1- Athlete

Long Term Athlete Development Framework (LTAD)



BC Games
(recruitment)

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2.6.1 Performance Pathway #1- Athlete, cont. Long Term Athlete Development Framework (LTAD)

LTAD Stage:	Train to Win			Train to Compete	Train to Train		Total
	Podium	Gold	National Bronze	Silver	Provincial Bronze	Regional Bronze	
Nationally Targeted Sports	16	101	17	70	202	115	521
Provincially Targeted Sports	3	47	15	46	183	285	579
						TOTAL	1100

1100 IPS Athletes!

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2.6.1 Performance Pathway #1- Athlete, cont.

Long Term Athlete Development Framework (LTAD)

Integrated Performance System Athletes per Region

	Train to Win – Podium, Gold, National Bronze		Train to Compete – Silver		Train to Train – Provincial & Regional Bronze			
	Gtr. Vancouver	Gtr. Victoria	Sea to Sky	Fraser Valley	Interior BC	Northern BC	Okanagan	Vancouver Is.
Podium	15	2	0	2	0	0	0	0
Gold	67	50	17	4	2	1	6	1
Silver	48	52	1	6	2	3	1	3
National Bronze	12	7	3	2	2	3	3	0
Prov. Bronze	142	49	33	52	19	19	59	13
Regional Bronze	0	122	19	49	64	37	60	27
Other Game Plan	4	2	3	0	1	11	1	0
Total	288	284	76	115	90	74	130	43

Total IPS Athlete in BC: 1100

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2.6.2 Performance Pathway #2-Coaching

National/Provincial/Regional Coaches in BC

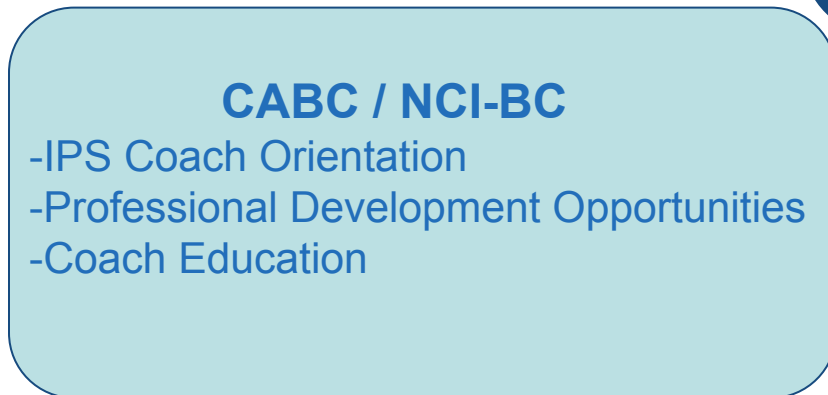
	Fraser Valley	Interior	Okanagan / Kootenays	Northern	Vancouver / Sea to Sky	Vancouver Island	Victoria
25 National Coaches	0	0	4	0	9	0	12
36 Provincial Coaches	3	0	7	2	20	0	4
79 Regional Coaches (with 4 still TBD)	9	9	18	9	13	8	13
TOTAL 140 Coaches in BC*	12	9	29	11	42	8	29

*** All Provincial / Regional Coaches receive salary support and access to professional development opportunities through the IPS.**

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2.6.2 Performance Pathway #2-Coaching, cont.



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2.6.3 Performance Pathway #3 - Practitioners

Sport Science & Sport Medicine

Guiding Principles

- High performance sport requires qualified, experienced practitioners
- IPS will encourage and facilitate the involvement of the most appropriate practitioners
 - ✓ IPS will support minimum qualifications established by the various professional associations
- Intent is to move MORE practitioners into the service delivery pathway - DEVELOPMENT
 - ✓ via recruitment, professional development, mentoring, etc.
- IPS Fee for Service has been established

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2.6.3 Performance Pathway #3 - Practitioners

Sport Science & Sport Medicine

IPS Sport Access to Provincial Performance Services

Step 1: PERFORMANCE PLANNING

SPD & IPS Coach

Yearly Training Plan including PEP requests / Aligned with LTAD



Step 2: PEP COLLABORATION (PacificSport & SportMedBC)

Review plans & finalize costing based on Fee for Service

Identify practitioner & qualifications/insurance check as required

Confirm practitioner availability, if not available, back to planning stage



PEP Coordinated by SMBC

Step 3: STANDARDIZED SERVICE DELIVERY

Functional Screening & Medical Monitoring

Managed menu of performance services by discipline

Performance Seminars / Workshops 100- 400 Levels



Step 4: FEEDBACK / EVALUATION OF SERVICE (SMBC)

Step 5: PAYMENT PROCESS (PSO)

PSO pays service provider directly & in a timely manner based on IPS Fee for Service

Step 6: YEAR END PERFORMANCE / FINANCIAL AUDIT



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2.7 Data and Service Tracking

Kirsten Sweetland

Sport: Triathlon
PacificSport Card: Regional Bronze
Registered since: 1899
Age: 18 yrs
HomeTown:
Coach: Joel Filliol
Team / Club:

Results

Athletics	
Coach: Lucy Smith	
Times Colonist 10k Victoria, BC 2006-4-30 Discipline: N/A	Sport Event: Women's Result: 36:15 Placing: 3rd
Triathlon	
Coach: Lucy Smith	
2006 ITU Triathlon World Championships Lausanne, SUI 2006-9-2 Discipline: N/A	Sport Event: Junior Women Result: 1:05:58 Placing: 1st
ITU Edmonton BG Triathlon World Cup Edmonton, AB 2006-7-9 Discipline: N/A	Sport Event: Junior Women Result: 1:01:48 Placing: 1st

Service Delivery Report - Softball Canada

Service Name: Performance analysis (Team)-Daily

Client: Softball Women's National Team

ID	Provider:	Location:	Region	Date:	Service Hours:	Service Fees:	Total Fees:	Supplies	Travel Hours:	Comments
432	Veronica Planella	Client Site	Victoria	2006-03-13	24	\$300.00	\$300.00	\$32.00	20	Technical analysis hitting technique permanent record of each training squad player for head coach, assistant coach and sport psychology consultant
339	Veronica Planella	Client Site	Victoria	2006-03-13	24	\$300.00	\$300.00	\$32.00	20	3 Training camp with some national team players and squad players. main purpose was to create a permanent record of Motion Analysis of camp's participants' Hitting technique. DVDs were distributed to head Coach, Assistant Coach and Sport Psychology Consultant
433	Veronica Planella	Client Site	Victoria	2006-07-01	16	\$300.00	\$300.00	\$0.00	3	Canada Cup Performance analysis pitcher and hitter, both field and front view. Two cameras in each diamond, two games played simultaneously. 10 games 1st day
434	Veronica Planella	Client Site	Victoria	2006-07-02	14	\$300.00	\$300.00	\$240.00	0	Canada Cup Performance analysis pitcher and hitter, both field and front view. Two cameras in each diamond, two games played simultaneously. 8 games 2nd day
435	Veronica Planella	Client Site	Victoria	2006-07-03	14	\$300.00	\$300.00	\$270.00	0	Canada Cup Performance analysis pitcher and hitter, both field and front view. Two cameras in each diamond, two games played simultaneously. 9 games 3rd day

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2.8. Convert for Canada!



Implementation

Implementation

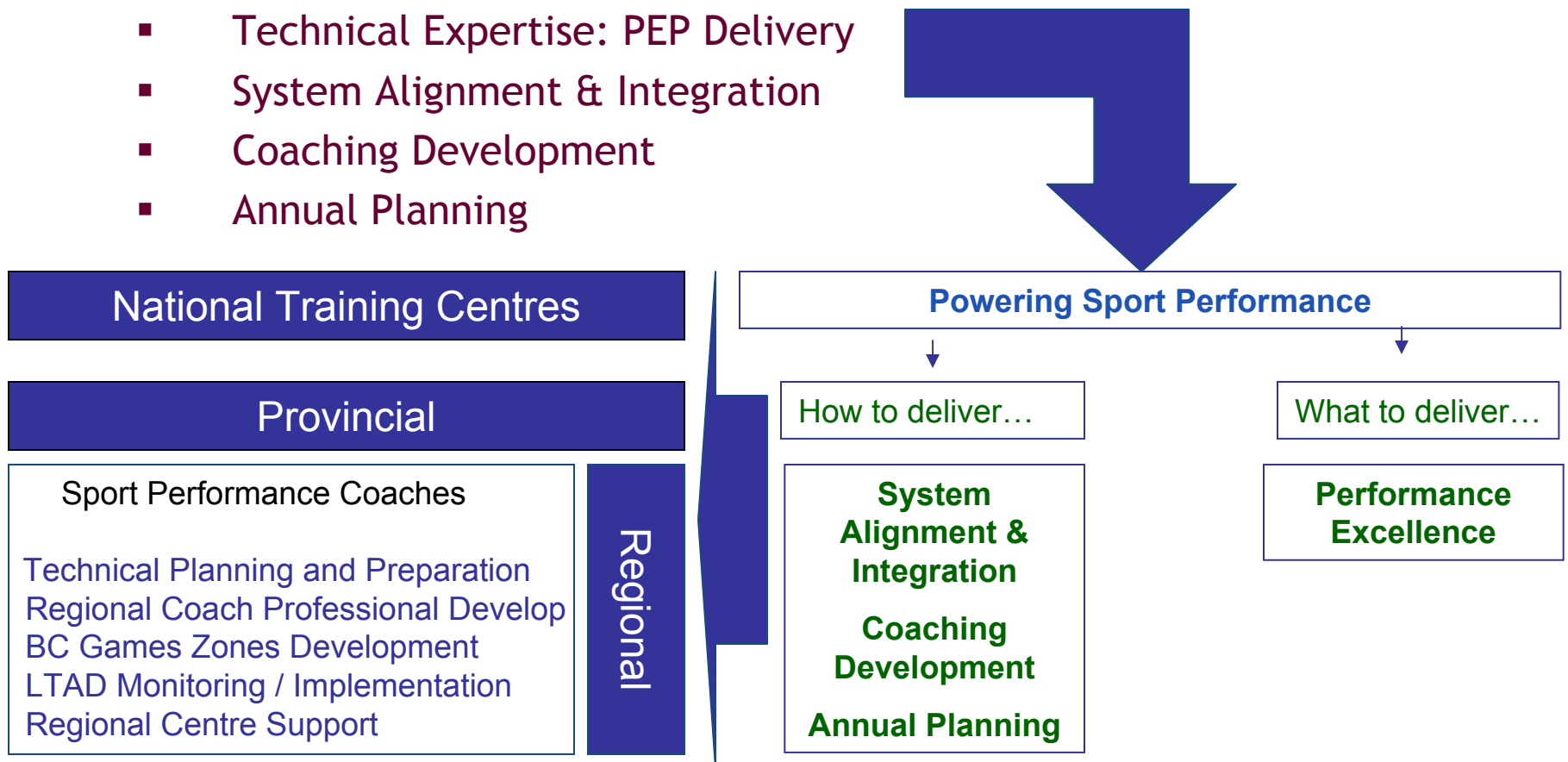
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2.9 Performance Planning

Sport Performance Directors

- Key Deliverables:
 - Performance Excellence
 - Technical Expertise: PEP Delivery
 - System Alignment & Integration
 - Coaching Development
 - Annual Planning



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2.9 Performance Planning

Sport Performance Directors

System Alignment & Integration

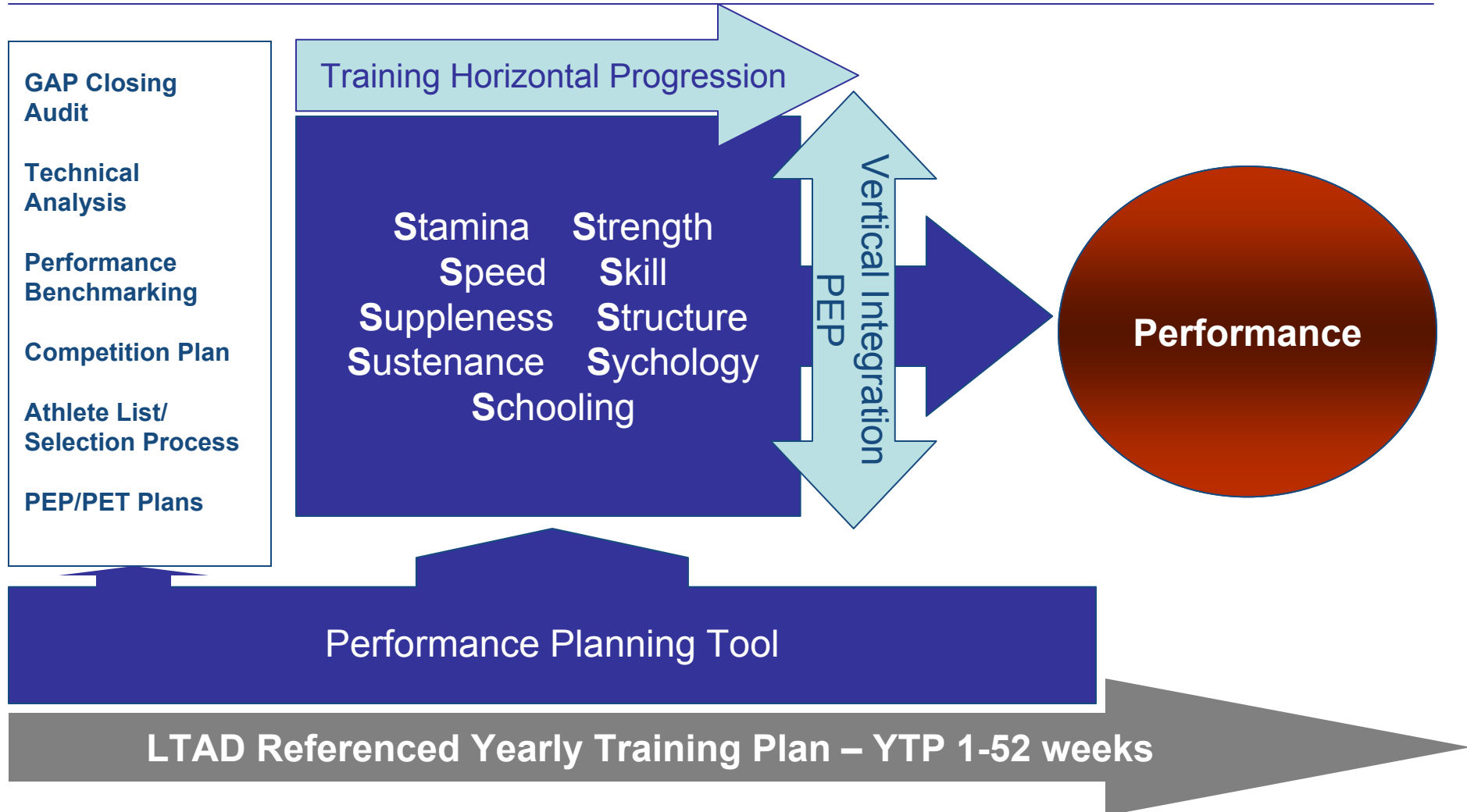
Lead Agency	Organization	Program	Selection / Carding	Athlete #	LTAD Stage	PEP	Coach Development	Performance
BC Games	PSO	BC Games		Athlete Tracking System	L2T T2T		Level 2 (Comp Int)	Participation Conversion
PacificSport	PSO	Western Canada Games			T2T	Introduction	Level 3 (Comp Int / Comp Dev)	Conversion Development
PacificSport	PSO	Canada Games	PacificSport		T2T L2C T2C	Introduction Sport-specific	Level 3 / 4 (Comp Dev)	Conversion Performance
PacificSport	PSO	Game Plan	AAP BCAAP		T2C	Sport-specific	Level 3 / 4 Comp Dev / Comp HP	Conversion Performance Podium
PacificSport	NSO	NTC's National International	AAP		T2W	Sport-specific	Level 4 / 5 Comp HP	Podium

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2.9 Performance Planning

Annual Planning

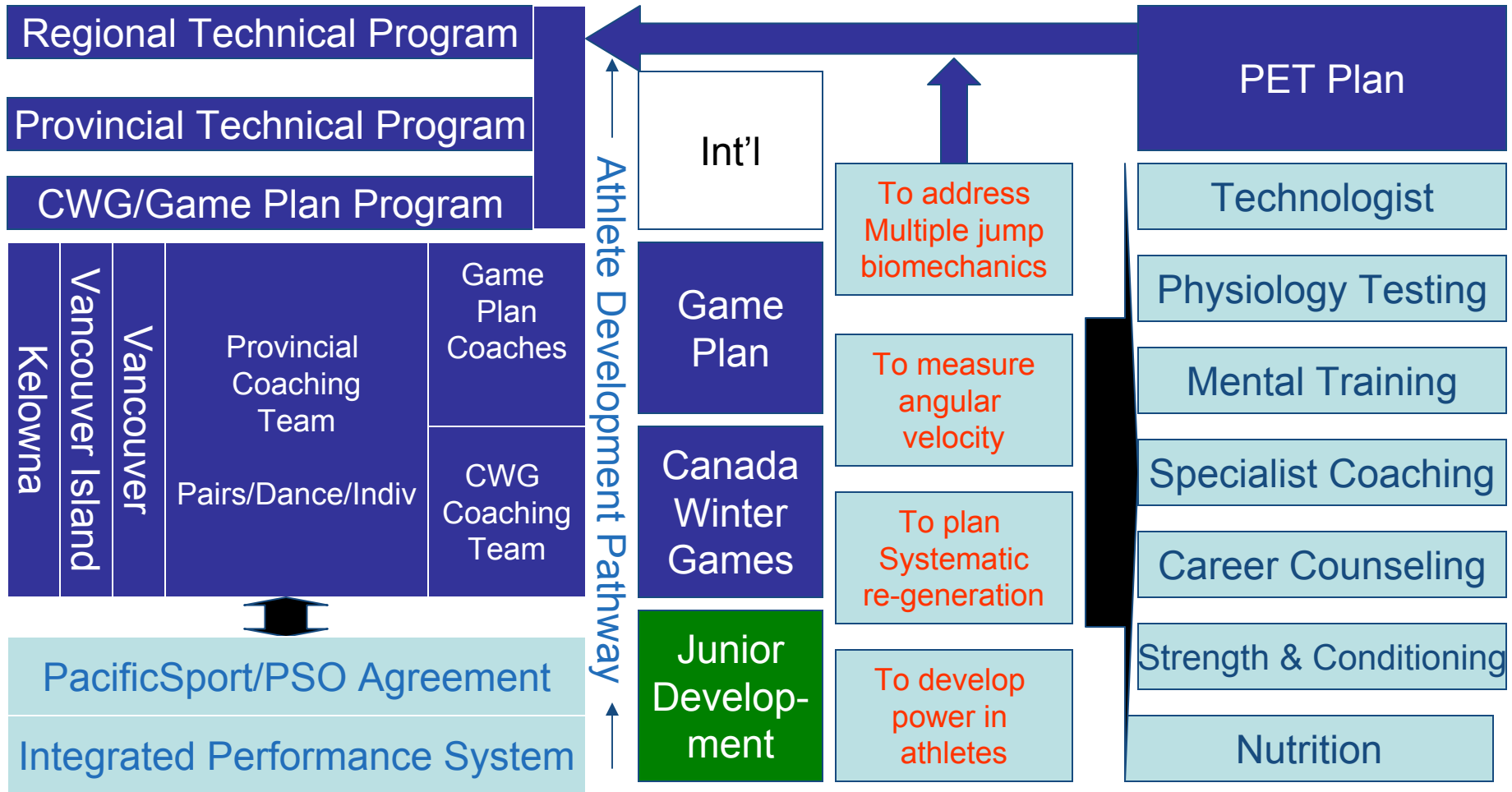


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2.9 Performance Planning

Sport Specific Model - Figure Skating



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2.9 Performance Planning

Sport Specific Model - Wheelchair Rugby

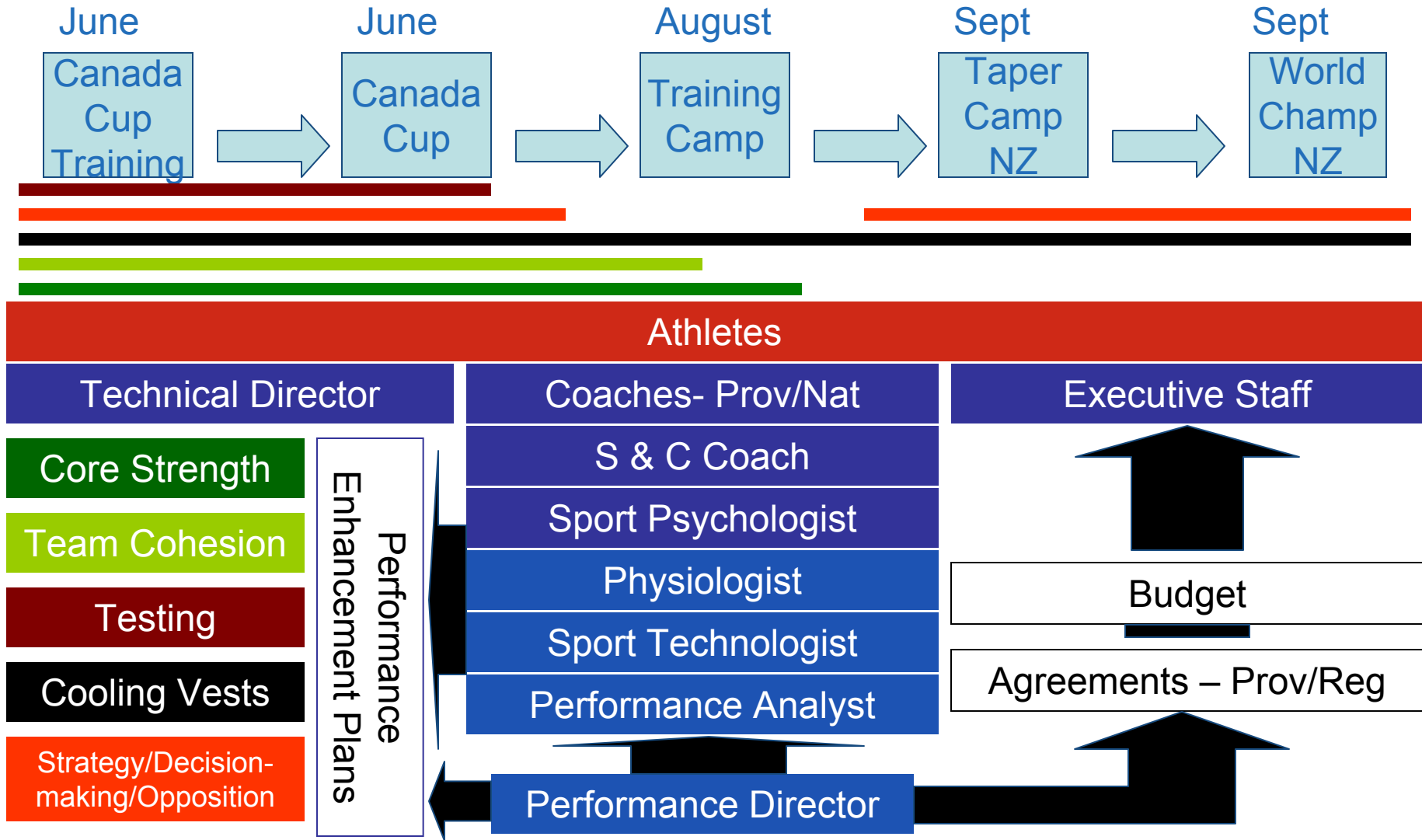


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2.9 Performance Planning

Wheelchair Rugby: Podium Planning!

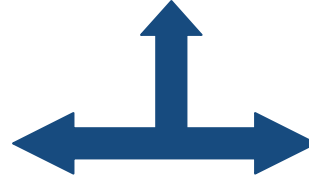


2.10 Performance Accountability

Performance Excellence

Key Performance Indicators

Key Performance Factors



BC athletes on National Team

#Canada Games rankings

%BC athletes nationally carded

%medals at National

BC Athletes – national ranking

#Level 4/5 coaches

%BC Sport Canada Carded Athletes

Pacific Sport carded athletes

Facilities

Technology

Coaching Programs

Academic

Carding

PSO HP structures

Funding Agreements

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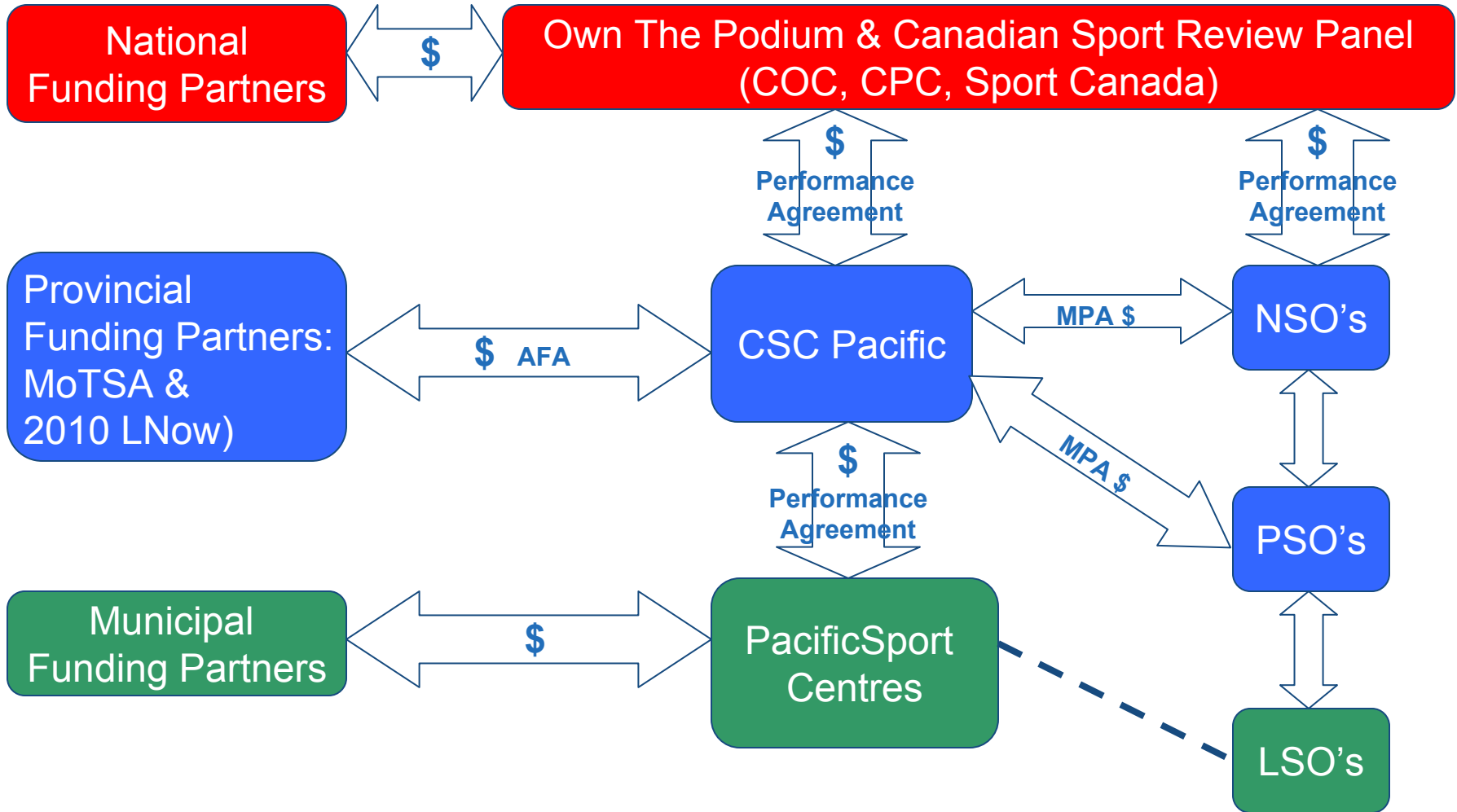
2. 10 Key Components of the IPS: Questions



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3. Linkages to National



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3. Linkages to National

Own The Podium Linkages to IPS

- OTP Report, September, 2004
- Prediction of medals in 2010
- Increasing % of potential medalist in each sport
- Sport Technical Reviews
- Tiering of Sports & Funding
- Strategy for Implementation & Governance
- Program Elements:
 - Top Secret
 - Human Performance
 - Technology Research and Development
 - Recruitment
- Financial Summary \$110 Million over 5 years

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3. Linkages to National

Road to Excellence linkages to IPS

- Road to Excellence Business Plan, April 2006
- Case for Leadership & clarity of roles
- Programs/Services
 - Coaching/HP Directors
 - Sport Science & Sport Medicine
 - Facilities & Equipment
 - Innovation & Research
 - Talent Identification and recruitment
 - Games preparation/environment
 - Media as a performance issue
- Financial Summary

4. How are we doing so far?



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4. How are we doing so far?

IPS Successes

- Alignment with national direction
- Alignment with LTAD
- Performance based (targeting)
- Agencies working together (clarity of roles)
- NSOs & PSOs are in the drivers seat
- Performance Planning Tool (PPT)

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4. How are we doing so far?

IPS Challenges

- Start up taking longer than expected
- Communication, keep everyone in the loop
- Integration at 3 levels, no model sport yet
- Sustainability of funding beyond 2008
- Governance and high performance structures
- Availability of quality coaches

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Closing Comments

- Tied to Long Term Athlete Development philosophy
- National, Provincial, Regional alignment
- Performance Planning to trigger effective service delivery
- Improved performances through investment in coaching
- **Provinces and Territories are a catalyst for Canada's improved sport performance**

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5. Feedback on the IPS

- What are 3 things that excite you about the IPS?
- What are 3 things that you would improve about the IPS?



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