



ORIENTEERING
C A N A D A

Orienteering Canada
High Performance Program

Athlete Handbook

2015

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Edits to the 2015 Athlete Handbook

Any edits to the handbook after its initial publication will be posted here.

1. Introduction to the HPP & HPC

Orienteering Canada's High Performance Program (HPP) provides support (outlined in section 3) to help Canadian orienteers achieve international excellence.

The High Performance Program (HPP) is governed by Orienteering Canada's High Performance Committee (HPC). The HPC is made up of volunteers from the Canadian orienteering community who have an interest and desire to build elite orienteering in Canada. The HPC terms of reference are available on-line at www.orienteeering.ca/about/committees and explains how the committee is structured and how members are appointed.

Key documents produced by the HPC and approved by the Orienteering Canada Board of Directors are:

- The Athlete Handbook (this document),
- The Athlete Agreement,
- Junior National Team Selection Policy,
- Senior National Team Selection Policy.

These documents and other Orienteering Canada policies provide key information to HPP members and National Team athletes and officials, including national team selection criteria, lists of training camps and priority races, uniform information, communication plan, code of conduct and sponsorship procedures. These documents are updated each November to serve the following season.

Current High Performance Committee members:

- Brent Langbakk - High Performance Director
- Jeff Teutsch – Athletes' Representative on Orienteering Canada Board
- Mark McMillan – Member at Large
- Tori Owen – Member at Large
- Emily Ross - Member at Large
- Charlotte MacNaughton – Member at Large
- Adrian Zissos – Member at Large

2. HPP and Long Term Athlete Development

The High Performance Program (HPP) is designed specifically to support athletes who wish to achieve excellence in international orienteering. The HPP offers coaching support, training opportunities, and other benefits that will assist athletes in achieving their goals.

One of the cornerstones of the HPP program is Orienteering Canada's Long Term Athlete Development (LTAD). The LTAD is a developmental pathway in which athletes follow optimal training, competition, and recovery regimens from childhood through all phases of adulthood. The LTAD aims to keep more Canadians active for life with recreational sport and physical activity, and at the same time help Canadians in all competitive sports win more medals internationally. LTAD focuses on the general framework of athlete development with special reference to growth, maturation and development, trainability, and sport system alignment and integration.

The LTAD model was developed based on Canadian and international exercise and sport science literature. The LTAD model has been embraced by Sport Canada and it is a requirement that all Sport Canada funded national sport organizations and all organizations seeking Sport Canada funding have an athlete development system that is based on the principles of long-term athlete development. Orienteering Canada, in conjunction with LTAD experts created a sport-specific LTAD model for Canadian orienteering (www.orienteering.ca/pdfs/LTAD_Orienteering.pdf). Orienteering Canada's nine-stage LTAD model forms the basis of its athlete development programs. The model is based on the physical, emotional, mental, social and cognitive development of the athlete.

Orienteering Canada's HPP is designed for athletes in the *Learn to Compete*, *Train to Compete* and *Train to Win* stages. It is expected that HPP members be physically, emotionally, mentally, socially and cognitively mature enough to fulfill the various training, preparation, and competition expectations of being in these stages.

Orienteering is a late-specialization sport. The requirements to develop at the *Learn to Compete*, *Train to Compete* and *Train to Win* stages and to potentially prepare to compete at elite international events require committed training in orienteering-related tactical, physical, mental and cognitive skills. This commitment at this level involves specialization. There is a significant body of research that demonstrates problems when athletes specialize too early in late-specialization sports. Potential problems include injury, burn-out, reduced intrinsic motivation, and drop-out. Athletes who fall outside of the *Learn to Compete*, *Train to Compete* and *Train to Win* stages will not benefit from HPP membership as the expectations of an HPP athlete will be misaligned with the appropriate training levels for the athlete.

Young athletes in the *Train to Train* stage of the LTAD are strongly encouraged to get involved with the Sass Peepre Junior Development Committee's "Sass Peepre Online Training for Teens" or SPOTT program. More information about SPOTT program is available at www.orienteering.ca/resources/junior-development.

3. HPP Support Structure

The structure of the High Performance Program has changed from previous years. To start with, Brent Langbakk is working in the newly created position of HPP Director. The major tasks for the **HPP Director** position involve overseeing the entire HPP:

- aids training process e.g. creation of YTP templates
- evaluates athlete performance plans
- creates mechanism for coach feedback
- supports club and national team coaches
- sets up race and training camp schedules
- reviews HPP applications
- reviews submitted YTPs with National Regional Coaches and club coaches

In addition, rather than simply a Senior National Team Coach and a Junior National Team Coach, there will be four **HPP Regional Coaches**:

- Ross Burnett, Pacific
- Patrick Goeres, Central
- Hans Fransson, East
- Raphael Ferrand, Europe

These coaches will be responsible for the athletes in their assigned region regardless of whether those athletes are juniors or seniors (approximately 6 athletes) and will work closely with the athletes' club coaches and mentors.

HPP Regional Coaches will help the athletes throughout the year with the following types of tasks:

- providing feedback on the Yearly Training Plan
- assisting the athlete with goal setting
- providing feedback each cycle (approximately monthly) on athletes' training and racing
- in-person coaching at training camps
- co-ordinate with club coaches, personal coaches and mentors

WOC and JWOC coaches will be determined going forward and will likely be selected from the 4 coaches above.

Although not formally part of the HPP structure, **club coaches, personal coaches and/or mentors** play an important role. It is the expectation that they help the athlete with the more day to day tasks:

- setting up training activities
- suggestions for daily activities or set up of weekly schedules
- providing immediate feedback on training sessions or races

As you can see, all parts of the structure are interrelated and rely on communication between the various roles. You, **the athlete**, play a big part in that. Be proactive. Ask questions. Take responsibility for your own training and development.

4. HPP Eligibility & Benefits

All athletes who meet the eligibility requirements and who have a strong desire to improve their abilities with a long or short term goal of representing Canada in orienteering are encouraged to apply to the HPP. Membership is for a calendar year, from January to December.

HPP members are required to be Canadian citizens. All HPP applicants must be in good standing with Orienteering Canada; in that they are full members of a Canadian orienteering club affiliated with Orienteering Canada and have no outstanding amounts owing to Orienteering Canada (unless a payment plan has been negotiated with the Orienteering Canada Treasurer). All athletes living outside of Canada who wish to be considered for the HPP must be a member of a Canadian orienteering club that is affiliated with Orienteering Canada.

In order to be accepted to the HPP, athletes must:

- be at the *Learn To Compete*, *Train To Compete*, or *Train To Win* stages of Orienteering Canada's LTAD model,
- have competitive results in M/W17-20 or M/W21E at major national and international events,
- develop a training plan that targets the mental, physical and technical aspects of orienteering
- be prepared to put in the required training to compete at or near an international level in accordance with the above mentioned training plan,
- demonstrate a desire to represent Canada in international competition,
- have orienteering training as a main focus, and
- successfully complete the HPP application process, outlined below.

Athletes who are committed to excellence, are ready to put in the required training, and are willing to work hard will be supported by the HPP with several benefits. For the HPP membership fee of \$100 athletes will have access to the following:

- Eligible to attend HPP training camps,
- Eligible to receive subsidized entry fees for Canadian events, where available,
- Eligible to purchase Team Canada uniforms,
- Eligible to receive sponsorship equipment, if available,
- Access to coaching by HPP Regional coaches throughout the year
- Access to coaching by the national HPP coaches at major championship events,
- User account on the HPP Digital Orienteering Map Archive (DOMA),
- Added to Athletes Can database and access to Athletes Can services which are outlined at www.athletescan.com/programs-services,
- Orienteering Canada buff.

5. HPP Application Process

Step 1: Application – Submission deadline of December 31, 2014

Athletes wanting to become a member of the HPP for the following year must send an email to hpp@orienteering.ca including the following:

- A cover letter explaining why they wish to be included in the HPP, including a statement indicating if they are Canadian citizens and are members in good standing of an Orienteering Canada affiliated orienteering club,
- A short statement explaining which LTAD stage the athlete feels he/she is in, with reference to technical/tactical, physical, mental/psychological and life skills areas (the LTAD guide can be found at www.orienteering.ca/pdfs/LTAD_Orienteering.pdf),
- Links to on-line results and splits for their four best race results of 2014
- A completed *Season Report Form* (www.orienteering.ca/wordpress/wp-content/uploads/Athlete-Season-Report-Form.pdf)

- A completed *Longterm Goals Form* (www.orienteering.ca/wordpress/wp-content/uploads/Longterm-Goals-Form.pdf)
- A Yearly Training Plan including the following items:
 - Hours of training total and per cycle
 - Training modes: physical, technical, mental, tactical
 - periodization including division of training intensity at various times of the year
 - 2015 competition schedule
 - Training Camps to be attended (a list is provided in this handbook)

A Yearly Training Plan Template for the appropriate LTAD stage and the document *Personalizing the YTP Template* can be obtained by contacting the HPP Director brent@orienteering.ca. Athletes are encouraged to complete their YTP in conjunction with their club coach, personal coach and/or mentor.

- The completed Athlete Profile survey. The survey can be found at the end of the handbook,
- An indication if they intend to try out for JWOC, WOC, or World Cups.

Step 2: Interim Acceptance - by January 15, 2015

HPP applications will be reviewed by representatives appointed by the HPC. Athletes will be notified by email regarding the success of their application. Submitting an application for the HPP does not guarantee acceptance into the program. Athletes must be at an LTAD developmental stage that matches the profile of the program as well as meeting the other eligibility requirements listed in section 3.

Step 3: Confirmation - by January 31, 2015

Once accepted to the HPP, the athlete must confirm their membership by providing the following information to hpp@orienteering.ca:

- A signed copy of the current Athlete Agreement
- Confirmation of payment of the HPP membership fee of \$100. Payments may be made via PayPal to finance@orienteering.ca
- One photo (an action shot, preferably from the 2014 season, and in the national team uniform) for an athlete profile for the Orienteering Canada website
- A link to their on-line training log (preferred, e.g. Attackpoint).

Step 4: Ongoing Membership

As a member of the HPP, the athlete must:

- join the osquad email list. To subscribe, send an email to: osquad-subscribe@yahoogroups.com,
- contribute in a timely manner to the implementation of the HPP communication plan,
- submit *Cycle Training Report Form* (to be distributed by HPP Regional Coaches) to their HPP Regional Coach once a cycle (approximately monthly)
- maintain high level of commitment to training and competition,
- contribute to HPP fund raising events, e.g. silent auction, fund raising initiatives and races etc.,
- respond in a timely manner to all correspondence from the HPC and its volunteers and/or Orienteering Canada,
- abide by all Orienteering Canada policies and procedures, including, but not limited to the code of conduct and ethics, athlete agreement and social media policy, and

- take initiative for their own training and development, including taking responsibility to contact the coach to set up any meetings or phone calls.

Once selected to the HPP, an athlete may withdraw or be withdrawn for the following reasons:

- a) Failure to meet the “Ongoing Membership” obligations,
- b) Voluntary withdrawal / retirement, or
- c) Fraudulent misrepresentation.

6. HPP Communication Plan

Communication with the Canadian orienteering community, the media, and public is essential for raising the profile and support of elite orienteering. With increased profile comes volunteer enthusiasm, the ability to grow programs, and increased funding. We cannot emphasize enough how important it is for each and every HPP athlete to assist with communications.

By becoming a member of the HPP, you are expected to:

- write a minimum of 2 blog posts per year on the Team Canada Blog,
- write newsletter articles and website content on request,
- give presentations on elite training, elite racing, and elite competition at training camps and other events, as requested, and
- provide an athlete profile for the Orienteering Canada website.

If you feel you need assistance with any of this please contact the HPC at hpp@orienteering.ca.

7. Training Camps

The following is a schedule of HPP training camps. None of these camps are mandatory but it is strongly recommended that you attend as many as possible. This list will be updated as new information becomes available.

Athletes are responsible for accommodation, transportation, registration and other costs associated with training camps. In addition, a nominal fee may be charged for HPP organized camps to cover coaching costs.

- Vancouver Sprint Camp (extended weekend)
February 13-15, 2015
 Vancouver, BC
Events: 10 training sessions and races.
Information: see GVOG website: <http://gvoc.whyjustrun.ca/events/view/1247>
Organizer: GVOG; HPP Regional Coach - Patrick Goeres
Open to: All athletes
- Ontario Training Camp
April 9-12
 Hamilton, ON
Organizer: OC HPP - Hans Fransson
Open to: HPP

- Kootenay Training Camp
May 2-3
Cranbrook, BC
Organizer: KOC; OC HPP Coach - Ross Burnett
Open to: All athletes
- JWOC 2015 Training Camp (Third Official JWOC Training Period)
June 27- week before JWOC)
Norway
Events: TBD by junior team coach and team leader
Organizer: HPP Regional Coach - Raphael Ferrand
Open to: Junior HPP athletes
- Sweden Camp WOC 2016
July 13-16
Sweden
Events: between JWOC and Oringen two weeks before WOC and Jukola
Information:
Organizer: OC HPP
Open to: HPP
- WOC 2015 Training Camp (WOC Training Period)
July 25-31 (the week before WOC)
Scotland
Events:
Organizer: OC HPP
Open to: Senior HPP athletes
- Official WOC 2016 Training Camp
Aug 25-30
Sweden
Events:
Information:
Organizer: WOC organizers
Open to: 2016 Senior HPP athletes

HPP members are also welcome to attend the following OUSA camps:

- Jan 2-5 In Petaluma CA
- April 3-5 Not organized yet so not a definite date or location
- June 11-14 Sprint Camp in Boston

If interested in any of these camps, contact brent@orienteering.ca and he will help you arrange details with the OUSA coaches.

8. National Team Selection for 2014 & 2015

Junior National Team Selection Policy:

Details of the selection criteria for the Junior World Orienteering Championships (JWOC) can be found

at www.orienteering.ca/team-canada/high-performance

Senior National Team Selection Policy:

Details of selection processes for the World Orienteering Championships (WOC), World University Orienteering Championships (WUOC), and the World Cup Series (WCup) can be found at www.orienteering.ca/team-canada/high-performance

Athletes must be eligible to compete as per the rules of the applicable event.

9. Alternates

National team selection committees reserve the right to name alternates as part of Team Canada at various events. All alternates named as such are officially members of the Canadian National Team for that specific event. The HPC encourages alternates (though it is not required) to travel with the rest of the team and compete in public races in order to gain international experience.

Alternates:

- are able to stay in Team Canada accommodations at international events if there is sufficient availability.
- will have access to team leaders and coaches, with the understanding that racing team members will have priority at the international event.
- are responsible for travel arrangements to and from the competition.
- should take the initiative to arrange travel arrangements at events with the team leader.
- are eligible, as HPP members, to purchase the current Team Canada uniform.
- are not eligible for free uniforms.
- are responsible for all costs associated with accommodation, travel arrangements, registration fees, and so on.

10. Appeals

Appeals may be made by following Orienteering Canada's appeal procedure available at: www.orienteering.ca/pdfs/policy/Policy_Appeal.pdf. The deadline to submit an appeal is listed in the policy, but may be shortened if required given the timing of a specific selection process. If there is a change to the deadline to submit an appeal then it will be indicated in the specific selection policy.

11. Uniforms

Team Canada uniforms are available to all members of the HPP. Please note the various rules surrounding Team Canada uniforms in the Athlete Agreement. The 2015 uniform manufacturer is Trimtex and the design will be the same for 2013, 2014 and 2015

Each WOC and JWOC team member will get one racing shirt (Speed LZR or Basic Mesh), one pair of racing pants (tights or $\frac{3}{4}$ extremes), and one pair of socks at no charge the first time they make a JWOC or WOC team in 2013, 2014 or 2015. For the purposes of the free uniform items, being an alternate does not count as being on the team. In all other cases athletes must pay for all uniform items.

O-store.ca is handling uniform distribution as part of its partnership with Orienteering Canada. Prices are at discounted rates from Trimtex. All HPP athletes will be contacted in the winter about the deadlines for ordering uniform items for the 2015 season.

At any other time, contact jeff@o-store.ca about ordering uniforms.

12. Athlete Agreement, Code of Conduct & Discipline Policy

As representatives of Canada and of Orienteering Canada, HPP athletes and all national team members are expected to conduct themselves in a dignified and responsible manner at all times, showing respect and consideration towards other athletes, coaches, event organizers, officials, the public, media, officials and all volunteers/staff involved with orienteering. Please refer to the HPP Athlete Agreement and Orienteering Canada's Discipline and Complaints Policy, Code of Conduct and Ethics and Social Media Policy.

Membership in the HPP carries a responsibility to the Canadian orienteering community to behave in an exemplary manner. HPP athletes, coaches, and officials are held to a high standard and are expected to promote pride and goodwill for orienteering through their behaviour and attitude. HPP members are ambassadors for the sport at all times.

Athletes who are invited to compete at the 2015 World Orienteering Championships or World Cups, who are not members of the HPP are required to sign an amended version of the Athlete Agreement (obtained from Orienteering Canada) before their spot on the team is confirmed.

13. Athlete Profile Questionnaire

(To be completed by all HPP applicants, even if you filled it in last year. The questions are different! We also copy/paste this information to the website, and you'll make our job a little easier if you just fill in all the info!)

Year of Birth:

Hometown:

Currently Living:

Orienteering Club:

Occupation:

Training log URL:

Twitter Handle: @

Blog URL:

Facebook fan page:

List of personal sponsors:

If you went to Europe to race in 2014, please list the races and results (enter a maximum of 10 results).

List your 2014 COC results (including age category)

Which of your 2014 result(s) are you most proud of and why?

What races are on your 2015 calendar?

Which race/races are you most excited about for 2015?

What is one place that you want to orienteer in, but haven't had a chance to yet?

What is your favourite post-race indulgence?

What goals do you have for 2015, outside of orienteering?