

WAIS Athlete Performance Management Framework

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WAIS Athlete Performance Management Framework

1. Purpose

The purpose of this document is to define a consistent framework for WAIS Performance Teams to select and manage their athletes and sport programs in line with WAIS strategic objectives and policy.

2. Background

The WAIS purpose is to provide support for current and potential elite athletes across a diverse range sports and events. This remit requires a framework by which athlete selection and progress towards their targets can be aggregated to monitor not only individual but also sport, Performance Enhancement Team (PET) and WAIS organisational athlete performance goals.

WAIS selects and categorises all athletes on the basis of the WAIS Athlete Selection and Categorisation Policy (ASC Policy). Sport Programs develop specific policy and process, with the national and state sporting organisation to select athletes for their programs, aligned to the ASC policy.

WAIS requires all athletes to have an individual Athlete Performance Enhancement Plan (APEP) which is routinely monitored and adapted to support the athlete achieving their stated goals. The WAIS Athlete Performance Planning and Monitoring Policy (APPM) provides a standard process for athlete performance planning which supports identification of specific performance targets as well as strategy, action and accountability to achieve these targets.

3. Framework Structure

The athlete performance management framework consists of multiple layers of defined elements that connect individual athlete requirements to meet sport specific performance outcomes and allows fair and reasonable comparison and aggregation of athlete performance across sports. The framework layers and key elements are described and defined in the following text. The table below (3.1) provides an overview of the framework.

3.1

Key Result Area	Success Factors	Elements	Measurement Process
Competition Performance	Sport specific competition performance metrics	Game stats or specific performance time/distance or outcome (finish position) defined in athlete targets	Coaching group rate actual performance against element rating scale.
Personal Excellence	Values	WAIS athlete values – defined in WAIS athlete values guidelines and code of conduct	PET members rate athlete values against the athlete values survey rating scale
	Life skills	As defined in the WAIS athlete life skills inventory	ACE councillor rate life skill elements against rating scale
Potential to Progress	Health	As per WAIS Medical tracking report	Percentage of training and competition missed against a rating scale.
	Strength	Strength or power parameters defined in WAIS “sport” S & C assessment inventory	Strength Coaches/coach rate element test scores against a rating scale
	Physiology	Event/position physiological parameters defined in the WAIS “sport” physiological assessment inventory	Physiologists/coach rate element test scores against a rating scale
	Anthropometry	Event/position Anthropometric measures or indices defined in WAIS “sport” anthropometric assessment inventory	Physiologists rate element test scores against a rating scale
	Performance Nutrition	As defined in the WAIS nutrition knowledge and skills inventory	PET members rate elements using a nutrition skills and knowledge assessment tool
	Attitude	Attitude measures defined in the WAIS Performance attitude inventory	Sports psychologist rate elements using an athlete attitude assessment tool
	Performance Psychology	Performance Psychology measures defined in WAIS “sport” mental strength and skills matrix	Sports Psychologist rate elements using a mental strength and skills assessment tool
	Technical	Event/position skill set defined in the WAIS “sport” skills inventory	Coaching group rate using an event/position technical assessment tool
	Tactical	Event/position tactics defined in the WAIS “sport” tactical inventory	Coaching group rate using an event/position tactical assessment tool

4. Athlete Performance Key Result Areas (KRAs)

The WAIS vision is *to produce champions**. To plan, monitor and manage athlete support to achieve this multidimensional outcome we utilise a framework which consists of three Key Result Areas (KRAs) aligned to producing champions. Athlete performance is summarised using a scorecard which monitors the athlete status in each of the three KRAs. The KRAs are weighted by athlete category to provide an overall status for each athlete.

The Athlete Performance KRAs are:

- 4.1 Competition Performance:** The performance result/s and or statistics at selected competitions/benchmark that define an individual athlete's competition outcome.
- 4.2 Personal Excellence:** The integrity and life skills of the athlete that may enhance or inhibit performance as a champion.
- 4.3 Potential to Progress:** An athlete's ability to maintain or improve performance based on health, physical, psychological, technical and technical status and capability.

5. Success Factors

Each athlete Performance KRA consists of one or more success factors which are monitored to determine current status of the KRA and to set future targets. KRA success factors, based upon sport and athlete category, are weighted to provide an overall score for each KRA.

Critical Success Factors

For each athlete categorised DI and above two to three success factors will be identified as the Critical Success Factors (CSF) essential for the competition performance success of the individual. Critical Success Factors are rated as either positive (weapons) or negative (weaknesses). The athlete CSF are assessed and monitored by the PET at all routine athlete review meetings.

Elements

Each Success Factor consists of one or more elements that are sport and athlete specific. The elements for a success factor are scored by the PET according to the Element Scoring Inventory.

6. Athlete Performance Enhancement Plan (APEP) Scoring

Each Success Factor within an APEP is monitored using a standard **4-point performance scale**. This scale uses two points of reference:

(1)Requirements: The element/s score required for an individual athlete’s progression from one athlete category to the next relevant to that particular success factor.

(2)Target: A measurable short-term objective relevant to the **requirement** and the particular success factor.

SCALE ITEM	DESCRIPTION
4	Exceeds current targets and can meet future requirements
3	Meets current targets and can meet future requirements
2	Below current targets but with potential and action plan to meet future requirements
1	Consistently below targets and high risk of not meeting future requirements

Validation of APEP scores – Element Scoring Inventory

Reference points based on historical or normative data that are sport and position specific and have been agreed to be measured by WAIS and the National body for the athlete to progress to the next category will form the Element Scoring Inventory. The PET member will recommend requirements for each athlete in their discipline with reference to the Inventory. The PET will validate the requirements based on the recommendation and other critical Success Factors that may impact the athlete to progress.

7. Athlete Categorization

All WAIS athletes are categorized according to the WAIS athlete categorization framework (WAIS athlete selection and categorization policy). This categorization framework is part of a national standard endorsed by the state institutes and academies of sport.

Category	Description
Podium	International senior competitor who win a medal in an individual athlete or Team event at the International Benchmark competition
Potential Podium	International senior competitor who are ranked 4 – 8 in the World and have the capability of medalling within 1 to 2 years. a member of a senior National Squad in a team which has a current Podium status
International	Member of the National Team at the Senior International benchmark competition
Developing International	Athlete with the capability to achieve at least international class athlete status within 1-3 years
Emerging International	Athlete with the capability to achieve at least international class athlete status within 4-7 years

8. Reporting and Monitoring

Reporting and monitoring of athlete status towards their personal, sport program, PET and WAIS objectives occur under template report formats to allow aggregation for each review level. The frequency and process of reporting and monitoring at the athlete and sport level is dependent upon the practical requirements of the individual athletes (subject to the APPM policy guidelines). Reporting and monitoring at the PET and organisational level is six monthly.

9. Athlete Performance Scorecard

The **athlete scorecard** summarizes performance for an athlete against their individual targets for each element component, Success Factor and KRA level.

Provide a brief overview of the method for achieving the stated goals. Provide this on a timeline, detailing the precise actions and resources you require in order for these goals to be achieved.

Success Factors	Factor Level	Requirements	Target	Actions	Comments	Score
Performance Outcomes and results						
Values						
Life skills						
Health						
Strength						
Physiology						
Anthropometry						
Nutrition						
Attitude						
Performance Psychology						
Technical						
Tactical						

10. Sport Scorecard

The sport scorecard summarises performance for all athletes within a sport by category, KRA, success factor and component against the sport program targets.

"Sport" Performance Scorecard												Date:
Athlete Performance KRAs	Competition Performance	Personal Excellence		Potential to Progress								
KRA Success Factors	Competition Performance	Integrity	Personal Development	Health	Physical				Psychology		Technical	Tactical
Components	Competition Performance	Values	Life Skills	Health	Strength	Physiology	Anthropometry	Nutrition	Attitude	Performance Psychology	Sport Specific Techniques	Sport Specific Tactics
Athlete 1	3	3	3	3	3	3	3	3	3	3	3	3
Athlete 2	3	3	3	3	3	3	3	3	3	3	3	3
Athlete 3	3	3	3	3	4	3	3	3	3	3	3	3
Athlete 4	1	3	3	3	2	3	3	3	3	3	3	3
Athlete 5	3	3	3	3	4	3	3	3	3	3	3	3
Athlete 6	3	2	3	2	2	3	2	2	2	2	2	2
Athlete 8	3	3	3	3	2	3	3	3	2	2	2	2
Athlete 9	1	3	3	3	3	3	3	3	3	3	3	3
Athletes	Overall status	Competition Performance	Personal Excellence	Potential to Progress								
Athlete 1	3.0	3.0	3.0	3.0								
Athlete 2	3.0	3.0	3.0	3.0								
Athlete 3	3.0	3.0	3.0	3.1								
Athlete 4	1.8	1.0	3.0	2.9								
Athlete 5	3.0	3.0	3.0	3.1								
Athlete 6	2.6	3.0	2.5	2.1								
Athlete 8	2.8	3.0	3.0	2.4								
Athlete 9	2.2	1.0	3.0	3.0								
Athlete Category	Overall status	Competition Performance	Personal Excellence	Potential to Progress								
Podium	3.0	3.0	3.0	3.0								
Potential Podium	2.5	2.0	3.0	3.0								
International Class	NA	NA	NA	NA								
Developing International	2.8	3.0	2.8	2.6								
Potential International	2.6	2.0	3.0	2.7								
Athlete Category	Overall status	Competition Performance	Personal Excellence	Potential to Progress	Athlete Category	KRA Weighting						
						Competition Performance	Personal Excellence	Potential to Progress				
Podium					Podium	0.6	0.3	0.1				
Potential Podium					PP	0.5	0.3	0.2				
International Class					IC	0.4	0.3	0.3				
Developing International					DI	0.3	0.3	0.4				
Potential International					PI	0.3	0.3	0.4				

11. Performance Enhancement Team Athlete Scorecard

The PET athlete scorecard summarises performance for all athletes within a sport by category and KRA against PET targets

Performance Enhancement Team Athlete Performance Goals					
Goal	KPI	Targeted Events			
		Olympics	Paralympics	Commonwealth Games	World Champions
Maximise Western Australian Contribution to Australia's international Success	% of Australian gold medal athletes from WA				
	% of Australian gold medal athletes supported by WAIS				
Maximise Western Australian representation on significant Australian Sporting Teams	% Nations Team representative from WA				
	% of National Team representatives supported by WAIS				
WAIS National representatives reflect the personal values of a champion	% demonstrating the personal values of a champion				

Performance Enhancement Team Athlete Talent Pipeline					
Athlete Classification	KPI	Overall Status	Competition Performance	Personal Excellence	Potential to Progress
Podium	Actual V required number to achieve				
	% of WC athlete achieving performance plan targets				
Potential Podium	Actual V required number to achieve				
	% of PWC athlete achieving performance plan targets				
International	Actual V required number to achieve				
	% of IC athletes achieving performance plan targets				
Developing International	Actual V required number to achieve				
	% of DI athletes achieving performance plan targets				
Emerging International	Actual V required number to achieve				
	% of PI athletes achieving performance plan targets				

12. WAIS Athlete Scorecard

The WAIS athlete scorecard summarises performance for all WAIS athletes by athlete category and performance KRAs against WAIS organisational goals and their KPI targets.

WAIS Athlete Performance Goals					
Goal	KPI	Targeted Events			
		Olympics	Paralympics	Commonwealth Games	World Champions
Maximise Western Australian Contribution to Australia's international Success	% of Australian gold medal athletes from WA				
	% of Australian gold medal athletes supported by WAIS				
Maximise Western Australian representation on significant Australian Sporting Teams	% Nations Team representative from WA				
	% of National Team representatives supported by WAIS				
WAIS National representatives reflect the personal values of a champion	% demonstrating the personal values of a champion				

WAIS Athlete Talent Pipeline					
Athlete Classification	KPI	Overall Status	Competition Performance	Personal Excellence	Potential to Progress
Podium	Actual V required number to achieve				
	% of Podium athlete achieving performance plan targets				
Potential Podium	Actual V required number to achieve				
	% of Potential Podium athlete achieving performance plan targets				
International	Actual V required number to achieve				
	% of IC athletes achieving performance plan targets				
Developing International	Actual V required number to achieve				
	% of DI athletes achieving performance plan targets				
Emerging International	Actual V required number to achieve				
	% of EI athletes achieving performance plan targets				