

WAIS Athlete Performance Planning and Monitoring Policy

Owner: PTD's

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1. Policy

WAIS will allocate resources to each athlete based upon a documented and planned approach to athlete performance.

1.1 Purpose

Ensure available resources are directed to achieving athlete performance outcomes consistent with the overall vision and strategic objectives of WAIS.

1.2 Objective

Create for each athlete an Athlete Performance Enhancement Plan (APEP) that identifies the key strategies and operational requirements to achieve identified performance objectives.

1.3 Athlete Performance Enhancement Plan definitions

The APEP identifies performance gaps, strengths and strategies to be adopted by the Performance Enhancement Team (PET) to assist the athlete to reach their individual performance goals.

2. Standards

2.1 Athletes must have an approved APEP at all times.

2.2 The athlete must be actively engaged in the development and monitoring of their APEP.

2.3 The coach and athlete must sign the agreed APEP.

2.4 The APEP is to be confirmed within one month of the scholarship offer commencement date or renewal.

2.5 Each APEP will be monitored by the Performance Team on a regular basis as agreed between the Performance Team Director and coach.

2.6 Athlete performance will be reported to the Executive Director at the mid point of the competition year and in the last month of the competition year.

3. Responsibilities and Accountabilities

3.1 Performance Team Directors are;

- 3.1.1 Responsible for approving Athlete Performance Plans within their Team's allocated sports.
- 3.1.2 Accountable for management of the athlete planning and monitoring process.
- 3.1.3 Responsible for reporting athlete performance against targets to the Executive Director

3.2 Coaches are;

- 3.2.1 Accountable for the development of Athlete Performance Plans.

3.3 Performance Team Members are;

- 3.4.1 Accountable for their area of responsibility within the performance plan,
- 3.4.2 Accountable for reporting according to the Performance Team's terms of reference.

3.5 Athletes are;

- 3.5.1 Responsible for their engagement in the planning process and implementation of their Performance Plan.

4. Linkage to other WAIS Processes & Policies

- 4.1 WAIS Strategic Plan
- 4.2 WAIS Sport Program management policy
- 4.3 WAIS Athlete Performance Management Framework
- 4.4 The WA Sport Program Pathway Agreement
- 4.5 WAIS athlete categorisation and selection policy.
- 4.6 WAIS athlete agreement (and attendant terms and conditions)
- 4.7 Personal Athlete Financial Support Policy (PAFS)
- 4.8 WAIS budgetary policies

5. Athlete Performance Planning process requirements

5.1 Performance Planning

The Athlete Performance plan must be developed through a structured process that includes the steps as outlined below

1. Step 1 – Season Review

Capture the learning from past season, what worked, what didn't

2. Step 2 - Swot analysis

Process to identify strengths, weaknesses, opportunities and threats

3. Step 3 - Goal setting

This has four levels

- ✓ Define the plans 'Ultimate Goal' (The major goal in the 4 year cycle, e.g. Win medal in Rio 2016).
- ✓ Define the "Outcome goals" for each year that leads to the Ultimate Goal.
- ✓ Define the 'Performance Goals' that are the measures (time required, points scored, height jumped, shots on target) to achieve the outcome goal. These measures provide information on the performance gap between desired future state and current state.
- ✓ Define the "Process Goals" that provide a methodology, or a way things will be done (give 100%, attend every session this month, practice visualisation daily, include recovery strategies with daily routine)

4. Step 4 - Phased Plan

The Who, What and When to achieve the Process Goals. The "what" are the milestones that will assess the plan along the way.

The planning template is located at [file:///F:/dms/sport programs/administration/operational/shared/athlete performance plan template.xlsx](file:///F:/dms/sport%20programs/administration/operational/shared/athlete%20performance%20plan%20template.xlsx)