



Welcome to 2020 and the kick off for the 2024 Paris Quad!

We have just taken the first step with the onboarding of the 2020 agreements and creating our training plans for 2020. We know for some of you creating a more detailed yearly training plan (YTP) was a challenge and we hope that it will become a solid working document that will help you and your coach build towards success. Olympians don't just plan out year by year, they often plan for 4 plus years and chart their successes and learning so that they can keep improving.

The athletes have not been the only ones working on long term planning. Over the past year the High Performance Committee (HPC) members have been working with Own the Podium (OTP) to create a High Performance Plan. Through Gap Analysis, Gold medal profiling and uncovering the barriers to successful development and implementation of an effective Podium Pathway for our sport, we will be able to build and execute a High Performance Plan that supports our athletes to podium performance for the Paris quad.

Sport Canada and OTP are raising their expectations of the Shooting Federation of Canada (SFC) and the HPC and requiring that we create and follow nationally recognized standard operating procedures that ensure consistency, transparency and fairness while following industry best practices to support our athletes to podium performances. Please see the 2019 Canadian High Performance Sport Strategy found [here](#).

As part of these new expectations the HPC and the SFC are working to revamp our athlete, operational and governance criteria and, as such, we have made changes to our operating procedures to ensure consistency, transparency and fairness. The SFC is about to release a new safe sport policy that everyone (athlete, coaches, managers, officials, volunteers....) will need to follow in order to participate in our programs. This is something that is happening across the board not only with Canadian sports but internationally as well – if you wish to participate at a USA shooting event hosted in Colorado Springs they are now insisting that you take their safe sport course.

The values of consistency, transparency and fairness are being incorporated into all the HPC's work.

- Beginning this year, we implemented a peer review process for YTPs. With this peer review a second coach on the HPC other than your discipline coach went over any YTPs that might have needed more work to meet minimum standards.
- personal athletes of an HPC coach had their YTPs peer reviewed to ensure that consistent standards were being applied.
- There has also been external (beyond the HPC) review of some YTPs to ensure athletes are being evaluated consistently and fairly.
- We have made the commitment to have impartial observers attend our Internal Nomination Procedures for Olympic quotas to safeguard that the procedures are being followed as posted.
- We created the Athlete portal to streamline athlete submissions to ensure that there is no email lag problems with submissions

- We are working on standardizing YTP submission to support clarity in the expectations of our athletes and hope to have a better template built out for next year with more automatic links
- We have continued to enforce conflict of interest procedures during our meetings and our National Team Coaches are required to and have always made the HPC/SFC aware of their outside activities that could be considered a conflict of interest.

Just as you are working towards bettering yourself as an athlete, we on the HPC are working towards bettering our procedures and communications on expectations, and support for our athletes.

The reality is that more will be asked of everyone. Getting to the podium on the international scene is not where one should rely on hope as hope is not a strategy. We need to work together as athletes and coaches and administrators to ensure full potential is met. We need to use best practices and be open to making changes in the way one trains as the HP works towards best practices and building programming to ensure forward momentum to better success.

Einstein said it best “Insanity: doing the same thing over and over again and expecting different results. We want to prepare our athletes for a successful quad and know that all of us involved (HPC, Coach, Athlete and Official) will put their highest efforts forward to achieve podium success. Ask any successful Olympian, they did not get there alone. They were supported by their coaches and associations and were driven out of their comfort zones by being challenged to reach higher, work harder and stretch farther.

This quad is going to be exciting. We are looking forward to watching our athletes grow, exceed their potential and become successful on the international scene. If we work together and develop together, we can write our own history in this next quad and many more to come.



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