



National Capital Outaouais (NCO)
Alpine Ski Team

FIS Program Outline and Plan

2001/2002

May 26, 2001

INTRODUCTION

The amalgamation of the elite teams of the Outaouais Ski Zone and the National Capital Division provides for an exceptional training and racing environment for elite athletes in the region. This program will allow the athletes to develop the technical, tactical and mental skills required to achieve their potential as a ski racer as well as achieve personal growth as individuals.

PREMISE

The design of the program is built on the following premises:

- Bringing the best athletes together as a team is an accepted method of providing an effective program for success and elite athlete development.
- Support from the Division, Zone and all Club programs in the region is essential to the future of the NCO Program and to the development of its athletes within the Canadian ski racing system.

OBJECTIVES

The NCO Program has the following specific objectives:

- To provide an exceptional elite racing and training program in a competitive, enjoyable atmosphere that will help each athlete mature and reach his\her maximum potential as a ski racer and young adult.
- To help develop properly prepared athletes for Ontario, Quebec and National Team programs.

VOLUNTEER PROGRAM MANAGEMENT

A "management committee" supervises the NCO Team programs. The day to day dryland preparation and on snow programming will be designed and run by the coaching staff. The members of the Management Committee are:

- Luc Lalonde - OSZ Chair
- Mike McKay NCD Chair
- Monique Chartrand - OSZ Rep. and Committee Treasurer
- Peter Goodman - NCD Rep. and Committee Chair
- Jeff Singer - OSZ Rep. Debbie Davidson - NCD Rep.

PROFESSIONAL COACHING STAFF

The NCO FIS Program is fortunate to have outstanding staff whose qualifications and long experience will provide a great opportunity for the athletes. For the 2001/2002 season, the following coaches are committed:

Tim Gfeller - Level 3 CSCF - Level 2 CSIA NCO - Program Director - Head FIS Coach

Tim is moving to the NCO FIS Team after a very successful first season with the Juvenile Team. Prior to this season, Tim worked for two years as NCD Juvenile Coach and two years as NCD Juvenile Head Coach. Tim, also a product of the NCD Juvenile and FIS Teams, is currently completing his degree in Human Kinetics at the University of Ottawa.

Mike McLaughlin - Level 3 CSCF - Level 3 CSIA – FIS Coach

Mike returns to the NCO for his second season as FIS coach. Previous to this season, Mike was the Head Coach of a very successful Mte-Ste-Marie Ski Team. Previous to that, Mike spent two seasons as a FIS coach with the NCD Ski Team where he proved his ability to develop young, technical skiers. We look forward to having Mike back next season.

Additional FIS Coach - TBA

The coaches are continually learning and updating their skills through experiences, seminars, discussions and other professional development opportunities.

GENERAL PHILOSOPHIES - NCO FIS TEAM - "TRAIN TO COMPETE"

The NCO Coaching staff operates under certain philosophies, which promote individual athlete development: technically, physically and psychologically.

GENERAL

- Athlete development is a long-term process. Athletes arriving on the FIS team will begin a three-year plan to develop properly for the next level of ski racing. Some athletes may reach this stage of development in a shorter or longer period of time. Our general three year plan can be found in Appendix A.
- It is the coaches responsibility to plan an athlete's 12-month season depending on individual need.
- It is the coaches responsibility to develop technically proficient skiers before developing fast ski racers. This will provide the athlete with technical skills necessary to succeed at the next level.
- It is the coaches responsibility to provide athletes with experiences necessary to be successful at the next level of ski racing.
- In order for individual athletes to be successful on snow, the team must be a cohesive unit, supporting each other and building off one another.

PHYSICAL

- Athletes at this level must be in a structured aerobic and strength training program supervised by professionals.

MENTAL

- Athletes must be provided with the tools necessary to develop mental training skills, including but not limited to, visualization, focusing, relaxation and development of pre-race plans.
- Athletes must be involved in in-depth goal setting sessions before and throughout the season.

ON-SNOW

- The racing schedule is built around the training schedule, not vice-versa.
- Race/Training ratio will follow Alpine Integration Model (AIM) guidelines (these are minimum guidelines).
 - 1:3.5 - first year
 - 1:3 - second year and up
- Each training session will have a specific purpose and goal.
- Basic skills must be mastered before advanced topics are introduced.
- Athletes will enter each competition with a clear vision of their goals for that particular race. Not all races will have results oriented goals.
- Athletes will have individual training and racing needs depending on their stage of development.

TRAINING and RACING - F.I.S. TEAM

The basic program for each FIS athlete will consist of a minimum of 18-25 race starts. These races will be selected according to the athlete's point profile, age, ability, personal goals and seasonal results in training and racing. The selection of races must be done carefully in order that each athlete is provided with the maximum opportunity to fulfill his/her seasonal goals. Due to the number of racers on the team, there exists a possibility of limited quota spots -these will be distributed by point profile and coaches discretion. The program is developed with flexibility in mind in order to accommodate different needs of different athletes. This is important to understand in order that athletes do not look on missed training or racing as negative.

Physical training is an important part of any successful program. Athletes must have the strength and power to meet on hill training and racing demands. As well, athletes must have the endurance necessary to train and race the entire season, sometimes at high altitude. As in past seasons, most NCO athletes will be training under the supervision of Lorne (3oldenberg and his staff of strength coaches at the Athletic Conditioning Center (ACC) in Ottawa. Through lab testing and consultation with NCO coaches, the ACC staff will be designing individual programs for each athlete. Three professional strength coaches, providing an excellent environment for physical training, monitor workouts at the ACC.

The F.I.S athlete dryland program should start at the beginning of June with an assessment at the ACC. During the summer months, athletes should train both in and out of the gym, depending on individual needs. It is important for athletes to gain strength during the summer months in order to be properly prepared for fall dryland. The team comes together officially during the fall months beginning in September for mandatory dryland training. Fall dryland will consist of workouts in the gym as well as weekly plyometric workouts supervised by the ACC & NCO staff. Fall dryland will focus on how to convert strength gained during the summer months into power and speed.

On snow training begins with a 2-3 week technical camp in November in Colorado. Not only do the athletes receive focused technical training, but they are also exposed to many of the top World Cup athletes preparing for the start of the World Cup season in North America. This helps set a good example of the necessary intensity from the beginning of the year. No need to battle snow guns in the East.

Most athletes will then be exposed to several mini-camps (3-4 days), one race series in December and two in January. February is traditionally the Speed month with a speed camp and a downhill at Mont Ste-Anne. March and April are dedicated to a return to training with periodic racing. As race starts will be given to athletes according to need, some athletes may receive more or less starts. Parents and racers should realize that there is a strict training to race ratio and athletes must have proper training to attend races. The program belief is one of maximum training and racing when the athlete is ready.

There are many different goals in the world of ski racing... to make provincial and National Teams.... University scholarships... personal development - we aspire to meet the needs of all athletes.

EDUCATION

Athlete education is a top priority. During the fall, coaches are available to meet with individual school principals or teachers to explain the program as well as to help map out a student plan for the season. Coaches can often develop communication links with teachers that facilitate academic progress reports throughout the season.

When the team is on the road, the coaches are dedicated to providing daily mandatory study time helping racers achieve their academic goals for the season. The coaches will assist any racers with their educational needs but parents must inform coaches about special and/or specific needs. It is important for the athletes and parents to realize that if the athletes' academic goals are not being met, on-snow training days may have to be temporarily reduced.

For senior athletes on the F.I.S team, we do recommend a lower course load or taking advantage of specific sports programs. For more information on specific schools in Ontario and Quebec (Ottawa/Carleton - Hull/Gatineau region), please contact the coaches or management committee members.

Another option for students is to enquire at school about reach-ahead courses in the summer, lessening their course load during the school year.

PROGRAM FEES

The F.J.S. team cost reflects the full time commitment to the program. Each athlete may have different schedules due to different needs. As a result, the number of starts per athlete may vary. Generally, the group will race and train together as much as possible. The F.I.S team costs include Ontario and Quebec FIS series during the season and in April but do not include National Championships or NorAm events. These are considered add-ons. A chart outlining the program fees and payment schedule can be found in Appendix C.

The program fee includes the following:

- Coaching
- 12-month athlete planning
- Competition expenses at all competitions except those identified below.
 - min.. 18-20 race starts - FIS
- Accommodation while on the road
- Transportation for away training and racing
- Breakfast and dinner (except travel days when training or competing away)
- All local training and away training camps (including Colorado for the FIS team)
 - Approximately 100-120 days on snow including races
- Lift passes
- Transportation to and from T&L to local training sites
- Team uniform Oacket, pants, track top & fleece top) Dryland training - fall and winter (from September)
- Professional dryland programming (Athletic Conditioning Centre - 3 months)
- Special race waxes for selected competitions
- Binding mounting and equipment modifications at T&L through coaches

The program fee does NOT include the following:

- Participation at National Championships or Nor-Am competitions
- Spring or summer dryland training costs (eg: ACC)
- All lunches throughout the season
- Hard goods (skis, boots, bindings, poles)
- Racing accessories (helmets, goggles, protection etc.)
- Day to day wax requirements
- Ski tuning equipment

Program fees are set with the following assumptions in mind:

- Snow conditions enable training and racing to proceed generally as planned
- Race schedule generally proceeds as planned
- Sufficient quota is obtained for races
- There are a sufficient number of athletes in the program
- Everyone participates in fundraising to achieve income levels
- Unforeseen circumstances do not arise i.e. major van breakdown

Should costs be higher or revenues lower than anticipated, every effort will be made to reasonably adjust the program. In the event that this is not possible, an additional cash call will be required at year-end. The NCO committee will attempt to provide ample notice in such an event.

Parents can be assured that monthly monitoring of program revenues and expenses is an integral part of the NCO management committee's mandate. The coaching staff and NCO treasurer will monitor this. Monthly financial reports will be made to NCD and OSZ Boards as part of the NCO management committee's terms of reference.

INJURY - SICKNESS - SCHOOL - EXAMS - DISCIPLINARY ACTION

In the event that an athlete sustains a major injury that terminates the training and racing season early, a credit will be applied towards the program for the following season. The credit will be calculated weighing fixed costs and variable costs. Variable costs include only:

- Race entry fees for races that the athlete would have raced in.
- Food and accommodation at races that the athlete would have raced in.

Traditionally this has translated to approximately \$90.00 per day.

Training or competition time missed as a result of minor injury, sickness, school exams, specific schooling requirements or disciplinary actions will not be refundable.

EQUIPMENT

Racers in need of equipment will be required to make a list of equipment needs very soon. After equipment needs have been identified, the coaches will meet with individual families to review the options (brands, sizes etc.). In most cases, the coaches will make recommendations depending on the needs of the athletes and quality of current equipment. The earlier this is accomplished, the easier it will be to fulfill all equipment needs in time for fall camp. The coaches, with the assistance of T&L staff, will look after all mountings and equipment modifications (boot punching etc.)

SUMMER SKIING

Summer skiing can be a beneficial part of any ski racing program. The NCO is presently offering an optional summer camp in Europe. Please note that while this camp is beneficial, it is certainly not a requirement of the program, nor will not attending negatively impact any athlete.

RESPONSIBILITIES

ATHLETES

Athletes are expected to show respect for coaches, parents, officials and other athletes. Personal and team equipment is expected to be treated in a responsible manner. The athlete will commit to a dryland program, proper rest, diet and an aggressive ski program under the guidance to the coaching staff. The athletes must read, understand and sign the NCO Athlete Contract before participating in any program activities.

PARENTS

Along with commitment to the program comes a commitment to fundraising. Parents will be called upon to participate in Bingo, the Team auction at the end of October, race duties at selected races and raffle events. The sole purpose of fundraising is to reduce the cost of the programs - the more everyone get involved, the more everyone benefits. Parents must be willing to commit to fundraising activities before athletes are admitted to the team. Fundraising activities will start July 1, 2000 and continue to June 30, 2001. Parents will be asked to read and sign the Partner Code of Conduct Agreement.

There is NO option to reduce parent commitment to fundraising by paying additional fees. FULL participation at all fundraising events is expected. Parents are part of the team that will make the program successful.

COACHES

Before undertaking their duties, all NCO coaches will have signed an employment agreement that includes a specific contract, job description and agreement to conduct themselves according to the Alpine Coaching Code of Ethics. Coaches will commit to providing a safe, responsible and enjoyable environment for the athletes during racing and training activities. They will drive team vehicles in a responsible manner. Supervision will be provided in an appropriate fashion at local and away events. For any program concerns or additional information, please do not hesitate to contact:

Tim Gfeller, Tel: 823.1661 Email: ncdjuv@magma.ca

DEVELOPMENT LADDER - NCO REGION

CANADIAN ALPINE SKI TEAM
TRAIN TO WIN



NATIONAL DEVELOPMENT TEAM - PROVINCIAL TEAMS



NCO FIS TEAM
TRAIN TO COMPETE



CLUB JUNIOR PROGRAM - NCO JUVENILE TEAM
TRAIN TO TRAIN



CLUB JUVENILE PROGRAMS - NCO JUVENILE TEAM
TRAIN TO TRAIN



CLUB ENTRY LEVEL PROGRAMS
FUN-damentals

APPENDIX A - GENERAL 3-YEAR PLAN

YEAR I

| | |
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| Physical | Continued development of strength in the gym. Athletes are introduced and exposed to the development of power and speed. Maintenance throughout the season is key. |
| Mental | Continued refinement of pre-race plan and post race evaluations. Continued development of mental training skills - experimentation during competition. |
| On-Snow | Continued technical and tactical development with emphasis on maximizing training opportunities. Approximately 18-25 race starts with focus on experience at the regional FIS level. Approximately 70-90 days of training during season. |

YEAR 2

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|----------|--|
| Physical | Continued increase in strength of athlete. Power and speed are developed further through summer plyometric programs. Maintenance is key. |
| Mental | Maintenance and re-evaluation of pre-race plan. Continued development of mental training skills. Successful use of skills in competition. |
| On-Snow | Continued technical development with focus of developing tactical skills. Training opportunities should be maximized. Approximately 25-30 race starts with focus on success at regional FIS level. Athletes, if possible, should be exposed to Nor-Am level competition for experience only. Approximately 70-90 days of training during season. |

YEAR 3

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| Physical | Intensive twelve month program focusing on strength, muscle mass, power and speed. Maintenance during ski season is key. |
| Mental | Maintenance and refinement of all mental training skills in order for successful use in all levels of competition. |
| On Snow | Technical & tactical development and refinement with further focus of speed. Approximately 30-35 race starts with focus on results at regional FIS level and attainment of goals at Nor-Am or Eastern Cup level. Approximately 70-90 days of training during season. |

APPENDIX B -12 MONTH PERIODIZATION PLAN 15 YEAR OLD EXAMPLE**TRANSITION PHASE**

APRIL-MAY

During this phase of the season, athletes are resting and recovering from the previous season. Cross training with other sports is important during this phase. It is important that the athletes evaluate the previous season during this phase before moving ahead.

GENERAL PREPARATORY PHASE

JUNE 1 - AUGUST 31

PHYSICAL BLOCK

1 June 1-July 31

Outside of the gym, athletes will be focused on the development of aerobic power with 3-4 activities per week. This will involve activities such as running, cycling, soccer etc. Cross-training with other sports is key to develop various levels of coordination. In the gym, athletes will be focused mainly on body awareness exercises, strengthening of stabilizer muscles and development of core strength. Athletes will be tested in the gym and receive medical evaluations from individual family doctors.

PHYSICAL BLOCK

2 August 1 - August 31

Athletes will now need to maintain their aerobic development with 2-3 aerobic activities per week. It is important for athletes to continue with other sports during this period. In the gym, athletes will begin to shift the focus to the development of strength and muscle mass throughout the body. Core strength is especially important.

SPECIFIC PREPARATORY PHASE SEPTEMBER 1 - OCTOBER 31**PHYSICAL BLOCK 3**

SEPTEMBER 1- SEPTEMBER 31

Athletes will continue to maintain aerobic power and develop strength in the gym. Team dryland will begin and focus on how we use the strength gained in the gym during the summer. Development of speed and power during plyometric workouts will be key. Team building as well as development of mental training tools will be built into the dryland program. Field-testing will occur at the beginning of this phase.

PHYSICAL BLOCK 4

OCTOBER 1- OCTOBER 31

Athletes will continue with the development power and speed in more sport specific exercises. Team building and continued development of mental training skills will occur. A physical taper will happen approximately 1.5 weeks before the team departs for Colorado. This is due to the energy requirements during the Colorado camp as well as the altitude of the camp. Field-testing will occur at the end of this phase.

PRE-COMPETITION PHASE

NOVEMBER 1 - DECEMBER 31

During the pre-competition phase, athletes train to acquire technical and tactical skills. The volume of the training is high while the intensity is low. Many drills and exercises are included to solidify the basic skills required to be a successful ski racer. The phase is divided into micro-cycles (week by week), which allows us to plan specifically the skills that need to be targeted throughout this phase. For some athletes, there will be a competition during this phase. The goals from this competition however, will not be results oriented. Each micro-cycle will usually consist of a training block of 4 days. This length is ideal for skill acquisition and retention. During this phase, the practical development of mental training skills is key.

COMPETITION PHASE

JANUARY 1 - APRIL 10

During this phase of the season, we are competing on a regular basis. Race series will occur every 2-3 weeks. During this phase of the season, we will target 2-3 series as peak races. At peak races, we will go with the goal of performing to the best of our ability. Other race series will be used for a variety of goals: technical goals, mental goals, experiential goals etc. Each athlete will go to every race with a specific focus in mind. It is important for us however, to still maintain training blocks of 3-4 days - anything less will not result in success. Due to this requirement, we will plan our racing schedule around the training schedule in order to maximize development. The practical development of mental training skills during competition is important during this phase.

TRANSITION PHASE

APRIL - MAY