



## International Team Staffing (ITS) Program

The International Team Staffing Program (ITS) is a mentor program designed to provide top-level coaches and team leaders with opportunities in the international tournament arena. The goal of the program being to create a 'team' that works in harmony, demonstrates respect for colleagues and archers while developing an understanding of the top archers' competitive needs that leads to success on the medal stand.

The objectives of the ITS program are:

- Consistency. Repeated travel with a 'team' gives athletes and staff the opportunity to build relationships leading up to a major event.
- Coaches and Team Leaders respect their defined roles. When the staff is familiar with what their role is relative to other staff and athletes, it creates a less stressful environment for all parties.
- A Planned Coaching Approach. Ongoing coordination and communication allows for a "no surprises" approach for coaches or athletes with the development of a plan that works for everyone.

### Program Pre-requisites and Commitments

**All** ITS program applicants must have:

- Current Background screen through SSCI
- Completed USOC Safe Sport program – beginning in 2013

#### **COACH POOL A:**

##### Pre-requisites:

- Level 4-NTS coach or higher
- Successful Team Coach experience
- Commitment through the upcoming Olympics/Paralympics
- Ability to travel to:
  - World Cup events / Minimum 2 events

##### Commitments

- USAA National Outdoor Target Championships
- USAT Qualifying events / Minimum 2 USAT events
- Camps – USAT; Jr. USAT; Para USAT; JDT; JOAD / Minimum 1 camp

#### **PARA POOL A:**

##### Pre-requisites:

##### *World Championships*

- Coaches must have either attended two national team camps as Coaches and been evaluated with passing marks OR attended a previous Para World Championships or Paralympic Games

##### *National Team Camps, Other International Events*



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- Coaches must have attended at least one previous Para camp as a coach or as an assistant coach and been evaluated with passing marks

### COACH POOL B:

#### Pre-requisites:

- Level 4-NTS coach or higher
- Commitment through the upcoming two Olympics/Paralympics
- Ability to travel to:
  - World Archery Americas International Development Events / Minimum 1 event i.e. JDT, USAT, Jr. USAT, Para USAT

#### Commitments:

- USAA National Outdoor Target Championships
- Camps – USAT; Jr. USAT; Para USAT; JDT; JOAD / Minimum 1 camp

### PARA POOL B:

#### *Open and Developmental Camps;*

- Coaches must have Level 4-NTS certification by December 31, 2012
- Coaches must have experience with compound bows and recurve bows
- Coaches must attend their first camp as an “observer”. Second time coaches will be given projects and evaluated by the Head Coach, other staff, and athletes.

### TEAM LEADER POOL:

#### Pre-requisites:

- Extensive World Archery rules knowledge – **USAA certified Judge by December 2013**
- Commitment through the upcoming Olympics/Paralympics
- Ability to travel to:
  - World and World Cup Events
  - World Archery Americas International Development events i.e. JDT, USAT, Jr. USAT, Para USAT
  - Camps – USAT; Jr. USAT; Para USAT; JDT; JOAD

### PARA TEAM LEADER POOL:

#### Pre-requisites: Same as above, plus

#### *World Championships:*

- Team leaders must have worked as a Team Leader or Assistant Team Leader at a previous Para World Championships or Paralympic Games

#### *National Team Camps, Other International Events*

- Team leaders must have attended at least one previous camp as a team leader or assistant team leader and been evaluated with passing marks

#### *Open and Developmental Camps/Team Leaders*

- Good communication skills
- Ability to handle stress – especially when everyone around them is stressed
- Ability to think ahead and plan ahead



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## Additional notes on Para Staff:

- All staff working with Para athletes needs to realize there is a lot more physical work – they will be moving bow cases, carrying equipment, pulling arrows. Some athletes may have special needs occasionally; coaches and team leaders need to be willing to help.
- Staff working with the national team athletes needs to understand these are world class, internationally experienced athletes and most of them are adults.

## **SELECTION:**

1. The above requirements will be sent to all eligible coaches and team leaders in the database annually.

**2. USA Archery's ITS Review Committee will review applicants throughout the year and on an annual basis for placement on the ITS staff and issuing staff assignments. The ITS Review Committee will review applicants on the following criteria:**

- Pre-Requisites for the position for which they have applied
- Applicant's prior years reviews (if applicable)
- Applicants ability to support the overall goals of the ITS program, which include being able to create a 'team' that works in harmony, demonstrates respect for colleagues and archers while developing an understanding of the top archers' competitive needs that leads to success on the medal stand.

3. The group that will review applicants and make final determination on placement to ITS as well as team staffing assignments will be the ITS Review Committee comprised of:

- |  |   |
|--|---|
| a. CEO                                 | d. Coach Development Manager                    |
| b. National Head Coach/Para Head Coach | e. USOC Athlete Advisory Council Representative |
| c. Asst. National Coach                |   |

## **SELF-FUNDING: Limited to: 1 position per event**

Interested coaches or team leaders who want to pay their expenses to an event for the purpose of gaining experience.

- Must have been in the ITS pool for 1 year.
- If more than one applicant, then ranked by seniority.
- If seniority is same, selection group will make final determination.

NOTE - If coaches are unable to meet the required commitments due to financial hardships or other unforeseen events, that individual must request, in writing, an exemption to the ITS Review Committee for consideration. The ITS Review Committee can approve the continued placement upon review of the written request.