



2023 High Performance Development Team Criteria and Application

Introduction

The goal of the USA Triathlon High Performance Development Team (HPDT) program is to continue to expand upon the success of the Junior High Performance Team program by increasing the number and quality of developmental programs serving youth, junior and U23 draft-legal triathletes across the nation. The program provides support to seed the establishment and growth of well-organized training programs and offers advanced education and experiential learning opportunities to participating coaches and teams. HPDTs perform an integral role in the identification, recruitment, development, and age-appropriate competitive preparation of emerging high performing youth, junior and U23 triathletes, with the goal of developing well-rounded athletes capable of success at the highest levels of draft-legal competition and progression within the USAT High Performance Program. The recommended approach is for teams to begin their focus with youth and junior level athletes (ages 19 and under) and expand their reach upward once they obtain the knowledge base, experience and access to facilities and sponsors needed to support U23 elite level athletes capable of competing at the international level.

Eligibility for designation

All teams, regardless of prior designation, must apply for 2023 HPDT designation.

To be eligible for designation as a USAT HPDT in 2023, a program must be:

- Organized to serve the target athlete:
 - Age ranges: 8-19 and ultimately U23/Elites
 - Primary focus of draft-legal triathlon racing
 - Ability levels: capable of progression to international competitions
- Organized to conduct in-person coached training sessions with a periodized focus on the 2023 draft-legal race calendar
- Led by a USAT certified coach in good standing
- A USAT registered Club in good standing
- Carrying adequate insurance
- Appropriately organized for risk management purposes (DBA, LLC, Non-profit, etc.)

Progression and requirements to maintain HPDT designation

Teams selected for designation under this program are expected to meet specific obligations, including but not limited to:

- Participation at Youth & Junior Development Series Races and National Championships:
 - 1st year teams are expected to record 5 starts with at least two (2) being at Nationals
 - 3rd year teams are expected to record 10 starts with at least five (5) being at Nationals
- Coach education progression:
 - 1st year teams are expected to be led by a Level 1 USAT certified coach with a Youth & Juniors area of focus
 - 3rd year teams are expected to be led by a Level 2 USAT certified coach with a Youth & Juniors area of focus
 - A Level 2 or Level 3 certification is preferred. It is also strongly encouraged for all HPDT coaches to be Level 3 certified by the fifth anniversary of their team receiving HPDT designation
- Conduct routine and appropriate in-person training sessions on a year-round basis
- Conduct and report routine performance testing on designated athletes
- Publish a website and maintain relevant information provided by USAT HP Development
- Host or coach yearly at a HP development (draft-legal) focused clinic or camp, or serve as coach for a Championship Development Team to a qualified event (PATCO Championships, U19/U23 World Championships, YOG, Pan Am Games, etc)
- Inform parents of the competitive rules and standards of fair play
- Serve as a point of contact for new athletes, parents, coaches and media
- Refer unanswered questions to USAT HP Development Coordinator (juniors@usatriathlon.org)
- Respond to all requests for information from USAT in a timely and professional manner

Reporting Requirements

USAT High Performance Development Teams play an integral role in the identification and development America's next generation of draft-legal elite and Olympic Games triathletes. As such, the USAT HP Department will monitor the progress of teams to measure program success and provide routine feedback to coaches. Teams are expected to provide the following reports:

- Provisional Team Race Calendar and Goals (Due with application for 2023; January 15th 2024)
- Team Roster and Final Team Race Calendar (Due with application for 2023; February 15th 2024)
- Athlete Performance Tests 3x/year
 - Evaluation periods and report deadlines will be confirmed annually
 - 100/500 swim test
 - 2k run tests
- End of Season Report (Due November 15th 2023)

Expectations of Associated Coaches and Volunteers

USAT expects that coaches associated with this program will conduct themselves with the highest degree of professionalism by:

- Maintaining USAT coaching certification in good standing
- Ensuring all coaches, volunteers, and parents who have regular engagement with training athletes are SafeSport certified annually
- Abiding by USOC Coaching Ethics Code
- Abiding by all rules of the sport, including USAT, World Triathlon, USADA and WADA
- Promoting anti-doping initiatives
- Continuing to develop and maintain knowledge and proficiency in the field of draft-legal racing
- Actively seeking opportunities for professional development
- Showing respect to fellow coaches, athletes, event organizers, officials, and USAT staff
- Willingness to mentor other coaches in the field of athlete development and draft-legal racing

Benefits of Designation

- HPDT Camp: Teams will be able to host camps under the designation of a HPDT
- Eligible to coach a USAT designated High School Recruitment Program athlete
- Logo: USAT will provide a distinctive HPDT logo to recognize affiliated teams.
- Education and professional development specifically for draft-legal HP coaches
- Quarterly free CEU opportunities led by the HP Team, totaling four (4) free CEUs annually
- USAT Coach Recertification fee waived (every 2 years)
- Access to the USAT HP Development team for support
- Regular HPDT coach collaboration meetings led by USAT staff
- Elite-level coaching apprenticeship opportunities
- USAT-developed sponsorship opportunities and product support

Loss of Affiliation

Failure to meet the expectations outlined herein or to show adequate yearly progress as measured by team growth, coach development, and/or athlete participation and performance, may result in suspension or termination of HPDT status. An assessment tool will be made available to teams each December.

Application and Deadlines

Applications are due via [google form submission](#) to USAT Triathlon no later than **Feb 20, 2023**. Selected teams will be notified on or about **March 1, 2023**. Incomplete or late applications will not be considered. Direct any questions to Sara Dasso, USAT HP Development Coordinator, sara.dasso@usatriathlon.org