



2018 High Performance Team Criteria and Application

Introduction

The goal of the USA Triathlon High Performance Team (HPT) program is to increase the number and quality of coached clubs serving developmental elite athletes across the nation. The program provides financial grants to seed the establishment and growth of well-organized, team-oriented Daily Performance Environments (DPEs), as well as offers advanced education and experiential learning opportunities to participating USAT Certified Coaches. HPTs play an integral role in the identification, recruitment, development, and age-appropriate competitive preparation of emerging youth elite, junior elite and senior elite athletes, 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 Pathway. The recommended approach is for teams to begin their focus with youth and junior athletes (ages 19 and under), typically as USAT registered clubs for an initial start-up period to organize and recruit, then expand their reach upward once they obtain the knowledge base, experience and access to facilities, and sponsors needed to support senior elite level athletes capable of competing at an international level.

Eligibility

To be eligible for selection or re-designation as a High Performance Team in 2018, a program must meet the following criteria:

- Organized to serve the target age ranges (12-19 and ultimately U23/Elites) and ability levels (athletes capable of competing on the international stage in their category within four years), and have a primary focus on **draft-legal triathlon** racing;
- Provides regularly coached training sessions (in-person) focused on the USAT developmental draft-legal race calendar;
- Led by a current USAT Certified Coach in good standing:
 - A level II certification is preferred;
 - USAT Youth & Junior Certification is preferred;
 - It also is preferred, although not mandatory, for a team coach to have completed the USAT Elite Coaching Mentorship Program or have coached an athlete to a Top 20 finish at a national level draft-legal event;
- Appropriately organized for risk management purposes;
- A U.S.-based club registered and in good standing with USAT; and,
- Adequately insured and compliant with USOC's SafeSport initiative.

Expectations

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

- Participation at Youth Elite/Junior Elite Cups, Youth Elite/Junior Elite National and International Championships at evidenced by at least five (5) race entries for new teams and fifteen (15) race entries in year 2 and beyond.
- Encourage athletes to participate in USAT National Select Camps and national team programs.
- Conduct routine and appropriate 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.
- Educate athletes and parents about the competitive rules, anti-doping, and code of conduct.
- Comply with USOC Safe Sport and USADA education programs.
- Serve as a point of contact for new athletes, parents, coaches and media.
- Respond to all requests for information from USAT in a timely and professional manner.
- Demonstrate a high degree of professionalism and sportsmanship in social media activities.

Reporting Requirements

USAT High Performance Teams play an integral role in the identification and development America's next generation of World Cup, World Championship, and Olympic Games triathletes. As such, USAT will monitor the progress of teams to measure program success and provide routine feedback to coaches. From time-to-time, USAT High Performance will request reports from HPTs to monitor both the progress of the program as a whole, the use of grant money, and the performance of specific athletes on the team. HPTs are expected to comply with all such requests for information in a timely manner.

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 current USAT coaching certification in good standing.
- Maintaining current SafeSport training and Background Checks.
- Abiding by USOC Coaching Ethics Code and USAT Code of Conduct.
- Abiding by all rules of the sport, including USAT, ITU, USADA and WADA.
- Promoting anti-doping initiatives and coordinating USADA education programs.
- 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.
- Not commenting critically on the performance or tactics of junior/U23 athletes in social media, and instead address such concerns or criticisms directly with the athlete, his/her coach, or USAT staff.

Development Team Status

Some teams that apply to the program that do not meet all of the standards of the HPT program but show significant potential to meet such standards within 12 months may be recognized as a “USAT Development Team.” The intent of this interim designation is to assist the program with recruiting and further alignment with HPT program standards and objectives. Small grants may be awarded in furtherance of this process.

High Performance Team Logo

USAT will provide a distinctive High Performance Team logo to recognize affiliated teams. Teams selected for the lead-in Development Team status will be provided with a logo as well. Use of USAT logos must comply with USAT standards, particularly in terms of placement, color, size and limits on use on apparel other than that of USAT sponsors.

Grants and Funding Cycle

USAT may fund three (3) or more new teams in 2018. A grant of **up to \$5,000** may be awarded to each new team, with additional funding available to these teams in year two (up to \$3,000), three (up to \$2,000) and four (up to \$1,000), provided these teams continue to meet the expectations outlined above. Funding is reduced annually after the first year, with the understanding that teams will not be eligible for funding after the fourth year and are expected to be self-sustaining at that point. Teams are encouraged to immediately begin the process of seeking supplemental sponsorships and grants and to develop a membership fee structure that will lead to long term viability. Funding for this program is subject to USAT Board of Directors annual budget approval. Grants are distributed on or about April 15th (first 50%) and October 15th (remaining 50%), provided the team is in good standing.

Loss of Funding and/or Designation

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 funding and loss of High Performance Team status.

Geographic Distribution

Among the goals of this program is to achieve a degree of regional distribution when selecting grant recipients. Therefore, team location will be a consideration in the selection process. USAT reserves the right to select more than one recipient in a city, state or region.

Application and Deadlines

Form: <https://goo.gl/forms/cIBdAEalM6n4e1le2>

Deadline: Rolling