

# Next Gen-High Performance Pathways

Pillar Insights & Opportunities

Murray McCullough, Gwen Binsfeld, November 8<sup>th</sup>, 2023

# Speakers

***Gwen Binsfeld*** - Ontario Para Alpine Race Coordinator/Coach, Canadian Adaptive Ski (CADS), Co Chair, Pathways 2, Ontario Parasport Collective

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# The Collective...



Ontario  
Trillium  
Foundation



Fondation  
Trillium  
de l'Ontario



An agency of the Government of Ontario  
Un organisme du gouvernement de l'Ontario



Cross Country  
Ski Ontario



CANADIAN  
SPORT  
INSTITUTE



INSTITUT  
CANADIEN  
DU SPORT

ONTARIO



ONTARIO  
Volleyball



OSHA  
Ontario Sledge Hockey Association



athletics  
ontario

# Overview

- **History and Pillar Origins**
- **The Pillar's Story**
- **Measurable Impact**
- **Future potential**



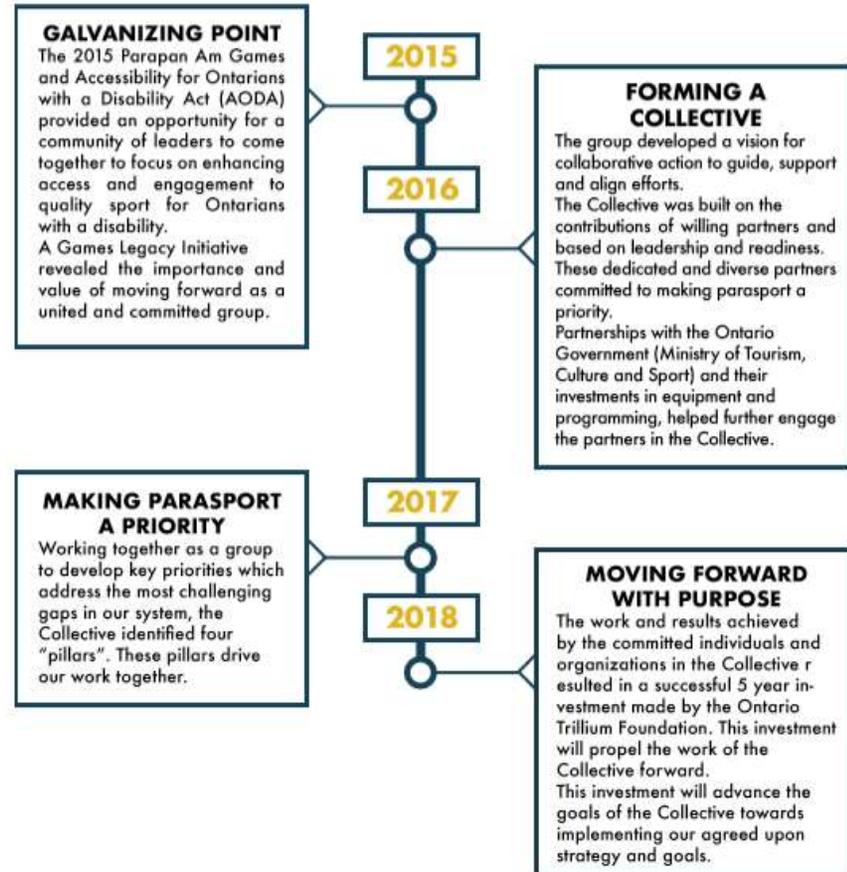
# *History & Origin* - *Excellence Pillar*

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# History



An agency of the Government of Ontario  
Un organisme du gouvernement de l'Ontario



# Origins

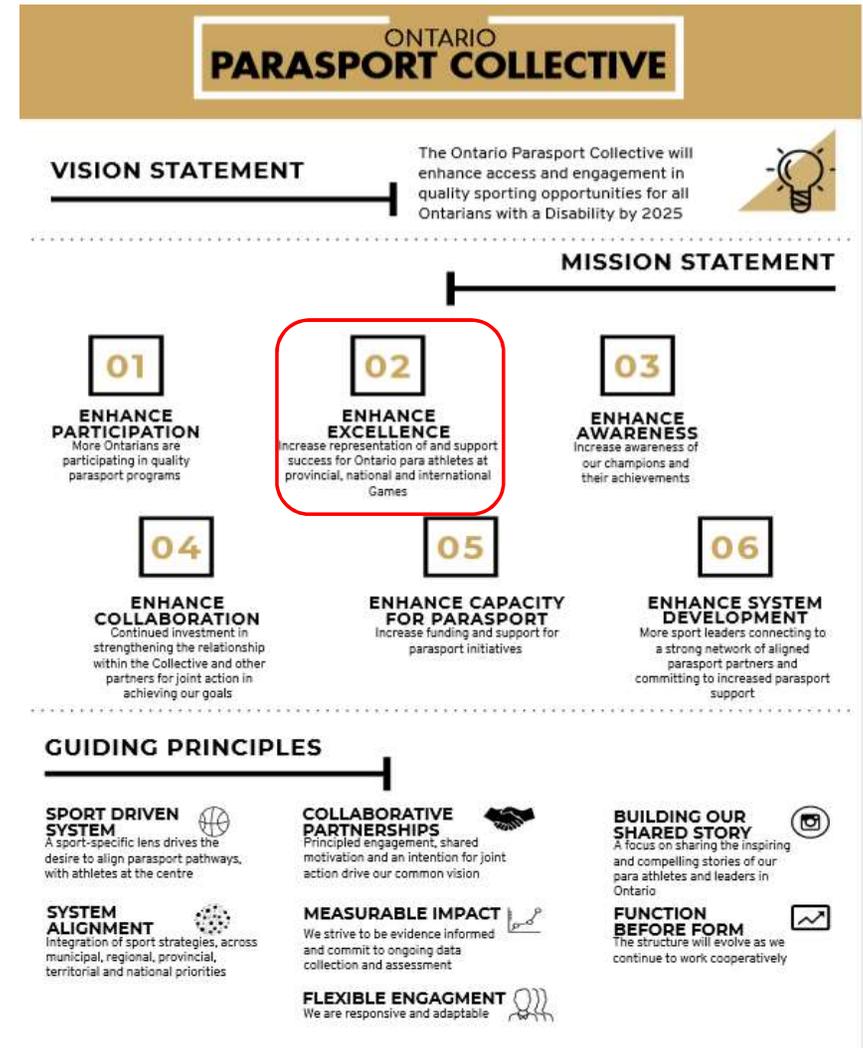
## Purpose

Facilitate the development of High-Performance Planning

Support pathway specific projects linked to GMProfiling

## KPI

Improved performance/results by Ontario Parasport athletes



# The Excellence Story

The Excellence Pillar was established to research and develop a strategy to help enhance high performance athletes in para sports in Ontario.

Our research determined that:

1. There was an enormous discrepancy in the opportunities and strategies in developing High Performance athletes in the various para sports throughout the province.
  - While some sports had a well defined, and well funded pathway for the para athletes, others had limited or no development structure.
  - There is considerable diversity in the administration and management of para sports. Provincial Sport Organizations (PSOs) were disconnected.
  - Some para sports were completely integrated, others, segregated.

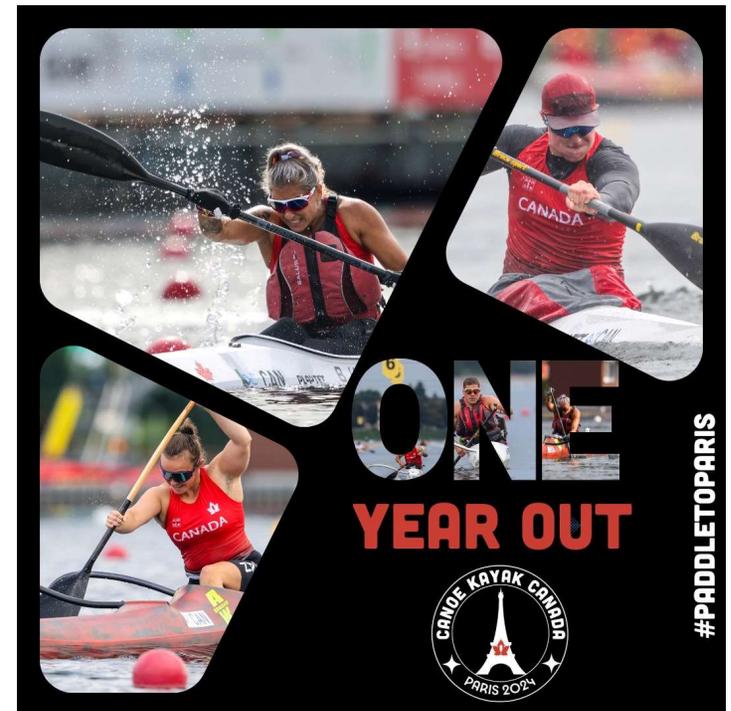
# Sport Organizations

Trying to sort our roles and responsibilities....



# 1. Integrated PSO's

Swimming, volleyball, cross country, curling, canoe/kayak, tennis,



## 2. Segregated Sport Organizations

### Disabled Sport Organizations DSOs

- Bocci – managed by Cerebral Sport Organizations CP
- Goal Ball – managed by Blind Sports (VI)
- Blind Hockey – managed by Blind Hockey (VI)
- Para Hockey – formerly sledge hockey with Ontario Sledge Hockey Association OSHA
- Amputee Golf – Para Golf Ontario
- Wheelchair Basketball, Wheelchair Rugby, Wheelchair Tennis, managed by Ontario Para Sport Network, ONpara (formerly Wheelchair Sports)

# 3 Multiple Disabilities – One Sport

Para Alpine, Nordic, Wakeboarding, Snowboard,

\*These accommodate many para athletes, but NOT all. Classification eligibility determines participation. Eg. Para Alpine and Nordic include, VI, paraplegics, quadriplegics, hemiplegics, CP, MS, Spina Bifida, Stoke victims, amputees



# Out of this Research....Swim Pilot \*

AWARENESS / ENGAGEMENT / GAPS ..... and BEYOND

## Participation Pathway: From Awareness to Engagement and Beyond

Darda Sales [PhD Student], Dr. Laura Misener [Advisor], and Kerri Bodin [MA Candidate]

### Introduction and Context

- The barriers and constraints to participation in sport and physical activity are well known (Rimmer et al., 2004).
- GAP:** How do individuals, families, and communities navigate challenges to become involved and flourish in sport/physical activity.
- Working with the Ontario Parasport Collective alongside the framework of the Long Term Athlete Development Model, we identify the process of becoming, and staying, involved in sport as the 'participation pathway'

**Introduction—Participation—Excellence**

#### Purpose

The purpose of this project is to develop a comprehensive participation pathway for individuals with a disability looking to engage in swimming.



#### Methodology and Theoretical Approach

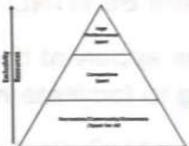
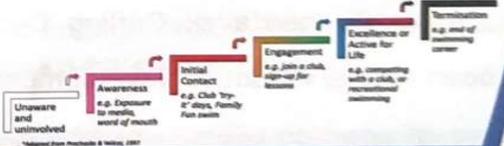
- Qualitative phenomenological approach
- 10-12 interviews with current and former athletes; min of 2 years experience in the sport
- Transtheoretical model used to frame how an individual with a disability may progress from initiating and remaining engaged in physical activity (Prochaska & Velicer, 1997)

### Theoretical Considerations

- The stages of change outlined in the transtheoretical model may align with the LTAD Pathway as developed by Canadian Sport For Life.
- Through an understanding of the lived experience of para-athletes, para-pathways may be set up more fluidly to ensure broader engagement of individuals with disabilities and for them to remain active in physical activity

### Sport Development Pathway Potentials

- Sport development refers to increasing participation opportunities and the benefits of sport involvement at all levels for community members (Taks et al., 2014).
- The 'participation pyramid' is the most commonly used model of sport development. Resources are often put into the top of the pyramid with the assumption that elite success will 'trickle-down' to inspire mass participation.
- The pyramid model is not empirically derived and fails to acknowledge how athletes may not move linearly through the system, particularly for late-entry sports or athletes with a disability (Green, 2005).
- Swimming Canada and the provincial governing body of the sport of swimming in Canada abide by the LTAD for both the development of able bodied and para athletes (Swimming Canada, 2008).
- Documents and previous models demonstrate limited understanding of para athletes experience moving through the LTAD and what supports assist with transitioning from one stage in the LTAD to the next.
- Key points of contact for awareness and involvement in sport: rehabilitation, family and peer support, and education system (Levins, Redenbach & Dyck, 2004).

\*Adapted from Prochaska & Velicer, 2007

The University of Western Ontario

Faculty of Health Sciences

2018 Child Health Symposium



# Out of this Research...Swim Pilot \*

AWARENESS / ENGAGEMENT / GAPS ..... and BEYOND

1. Expanded support was needed to support the early development efforts, to facilitate high performance pathway
  2. Murray, and the Canadian Sport Institute (CSIO), took the pilot information, and created a grid, measuring strategy, for all para sports to identify and GAPS, & KPIs
  3. Other sports were then invited to apply for support for a development project. Rowing was one of the first to capitalize on the opportunity, with impressive results.
  4. All participating sports were able to progress developing athletes.
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*The Pathway - Excellence Pillar*

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# Objectives

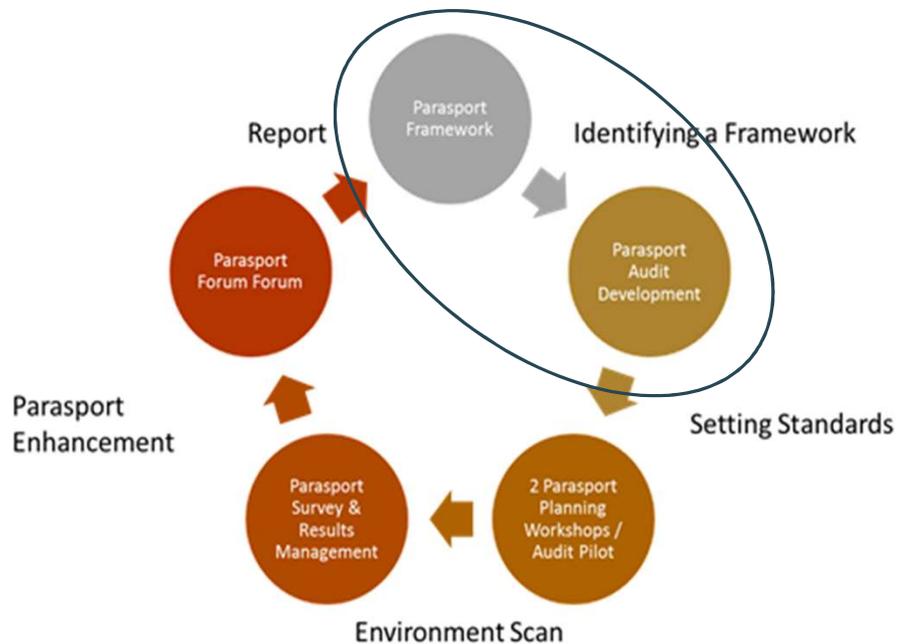
## Pathways 2 - Excellence

OAO - Enhanced opportunities to improve performance/results by Ontario Paraspport athletes at provincial, national, and international events.

1. Support a deliberate strategy/approach to engage PSOs/MSOs/DSOs and NSOs in **high performance planning.**
2. Support PSO in effective use of Sport Science and Sport Medicine to underpin **talent identification and confirmation**; aligning with NSOs to support their search for new athletes.
3. **Align** PSO with their respective NSO in operational areas identified with the **Sport Audit framework.**

# Leveraging Resources

## Pathways 2 - Excellence



High Performance Culture Indicators	High Performance Pillars	High Performance Determinants
Talent Identification & Tracking	Podium Pathway Development	Podium Pathway Structure
		PRT/WSOP Development
		Gold Medal Profile Development
	Podium Pathway Implementation	Performance Tracking
Supportive Performance Environment	Athlete Pathway	Classification
	HP Coaching	Pathway Integration
		Coaching Leadership
	Sport Science, Sport Medicine & Innovation	Coaching Expertise
		IST Structure
Technical Leadership	Protocols & Delivery	
	HP Vision & Strategy	
Deliberate Training & Competition Preparation	Competition Environment	Competition Planning & Structure
		Quality of DTE
	Daily Training Environment	

# Project Structure

## Pathways 2 - Excellence

PROJECT TEAM								Table 1
	Name	Job Title	Organization	Project Responsibility				
STAKEHOLDERS/ TARGET AUDIENCE: Who is project targeting?								Table 2
Stakeholder	Organization	Desired Impact			Direct or Indirect			
CRITICAL PATH								Table 3
Gap (linked to Gap Analysis tool)	Mitigating Strategy/Action/Program	Indicator/Outcome/Desired State	Measure	Target	Deliverable Date	Lead	Support	
PROJECT BUDGET								Table 4
What	Link to Gap(s)/Mitigating Strategy(s)		Cost	Funding Resource (PSO, NSO, Ontario Parasport Collective - <a href="#">OPC..</a> )		Funding Direction (PSO or NSO)		
LONG TERM PLANNING								Table 5
Gap (linked to Gap Analysis tool)		Mitigating Strategy/Action/Program		Deliverable Date/Year (2022)	Lead	Financial Support		

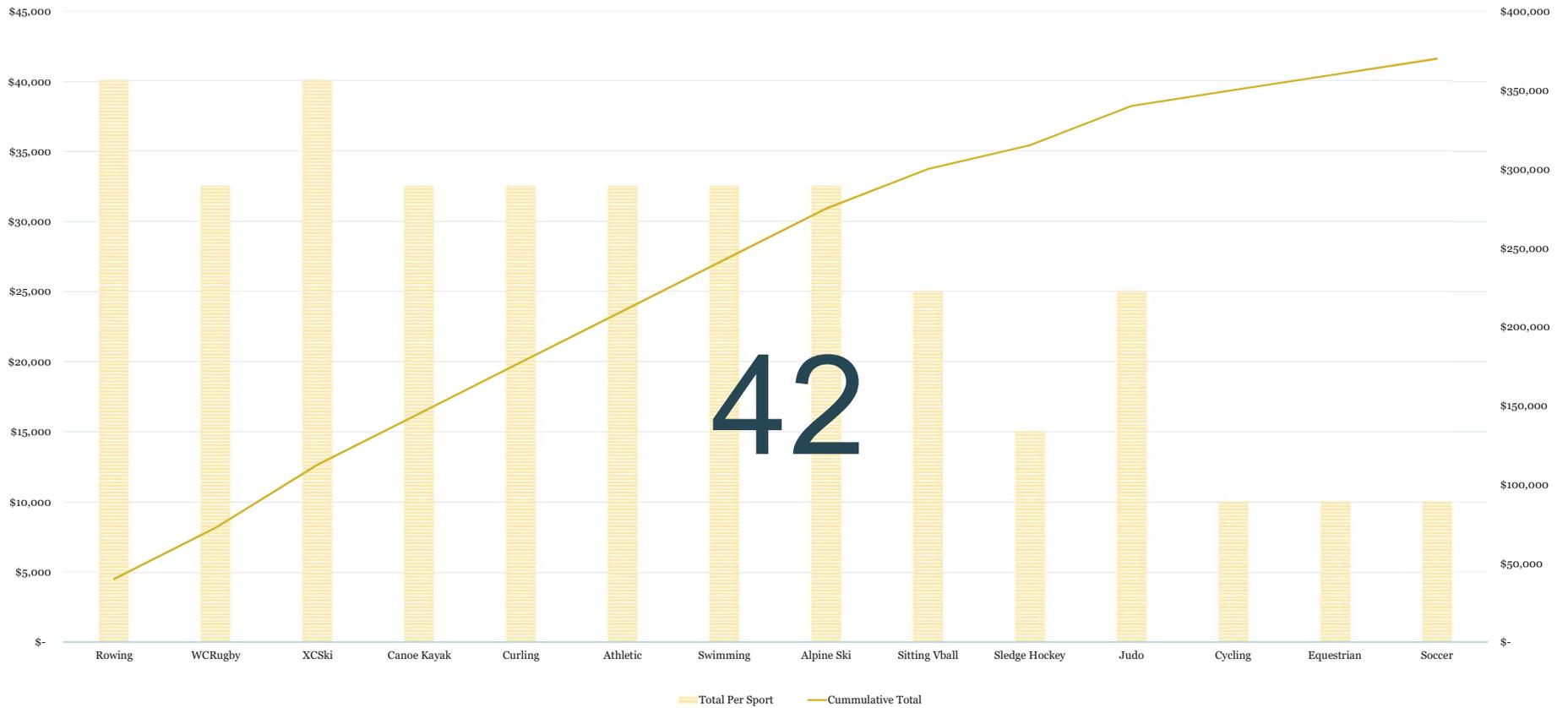
# Project Evaluation

## Pathways 2 - Excellence

Stakeholder Engagement			
Engagement	Partners Involved	Direct Impacts	Points
Very Strong	≥ 3 stakeholders involved from: <ul style="list-style-type: none"> <li>• National level (NSOs)</li> <li>• Provincial level (PSOs/MSOs/DSOs)</li> <li>• Clubs</li> <li>• Athletes</li> <li>• Coaches/Officials</li> </ul>	≥3 stakeholders targeted for direct impacts.	10 points
Strong	≥ 2 stakeholders involved from:	2 stakeholders targeted for direct impacts.	7 points
Satisfactory	≥ 1 stakeholder involved from:	1 stakeholder targeted for direct impacts	4 points
TOTAL ELIGIBLE POINTS:			
Key Performance Indicators			
KPIs	KPI Connection		Points
Very Strong	Gap(s) <i>connected</i> to Sport Audit tool, <i>Very clear</i> ; mitigating strategies, desired state, targets, and measurement.		20 points
Strong	Gap(s) <i>connected</i> to Sport Audit tool, <i>Clear</i> ; mitigating strategies, clear desired state, targets, and measurement.		12 points
Satisfactory	Gap(s) <i>connected</i> to Sport Audit tool, <i>Vague</i> ; mitigating strategies, clear desired state, targets, and measurement.		6 points
Unsatisfactory	Gap(s) <i>not connected</i> to Sport Audit tool, <i>Unclear</i> ; mitigating strategies, clear desired state, targets, and measurement.		0 points
TOTAL ELIGIBLE POINTS:			
Budget Sustainability			
Sustainability	Partners Involved	Amount Overall Investment	Points

# Project Scope

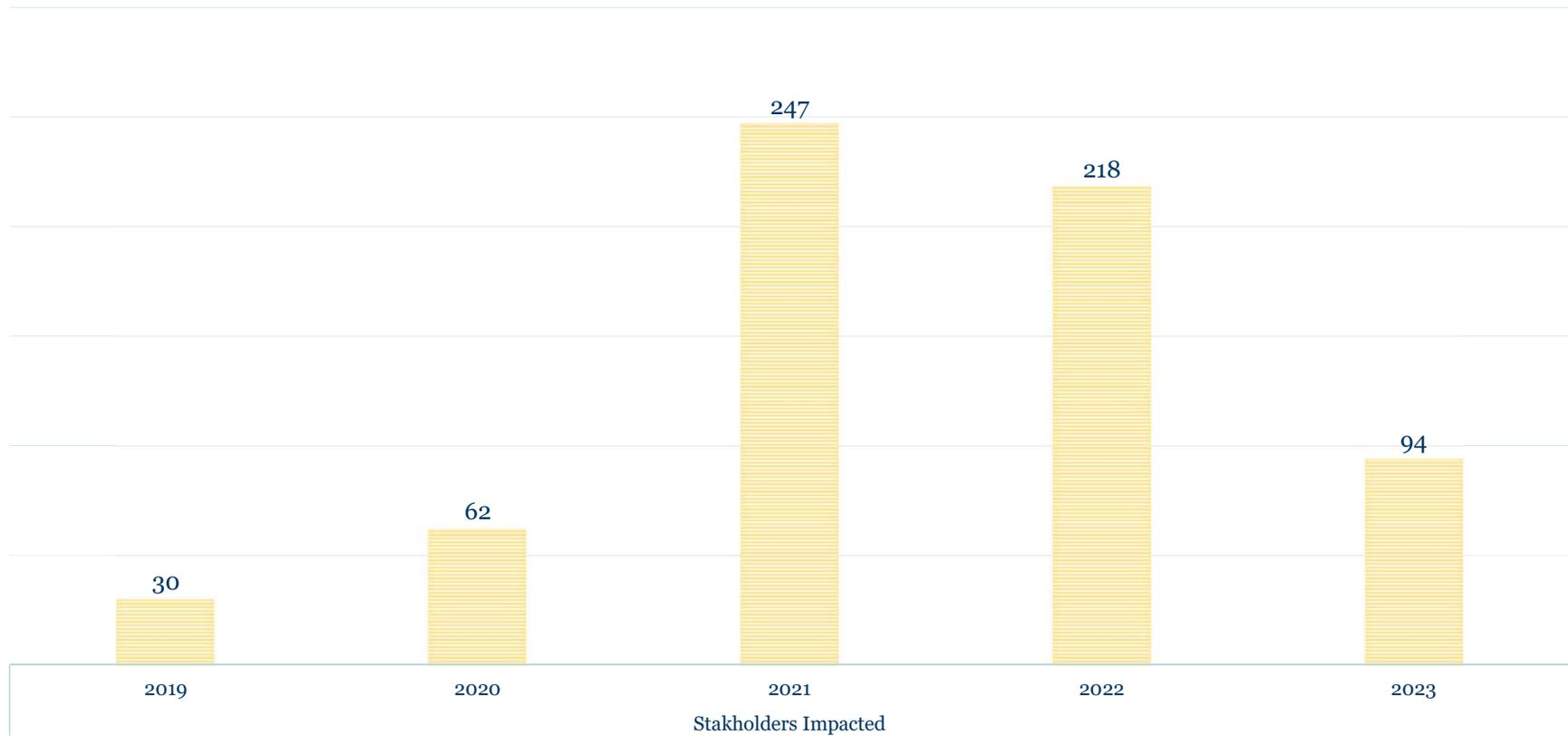
## OPC EXCELLENCE INVESTMENT



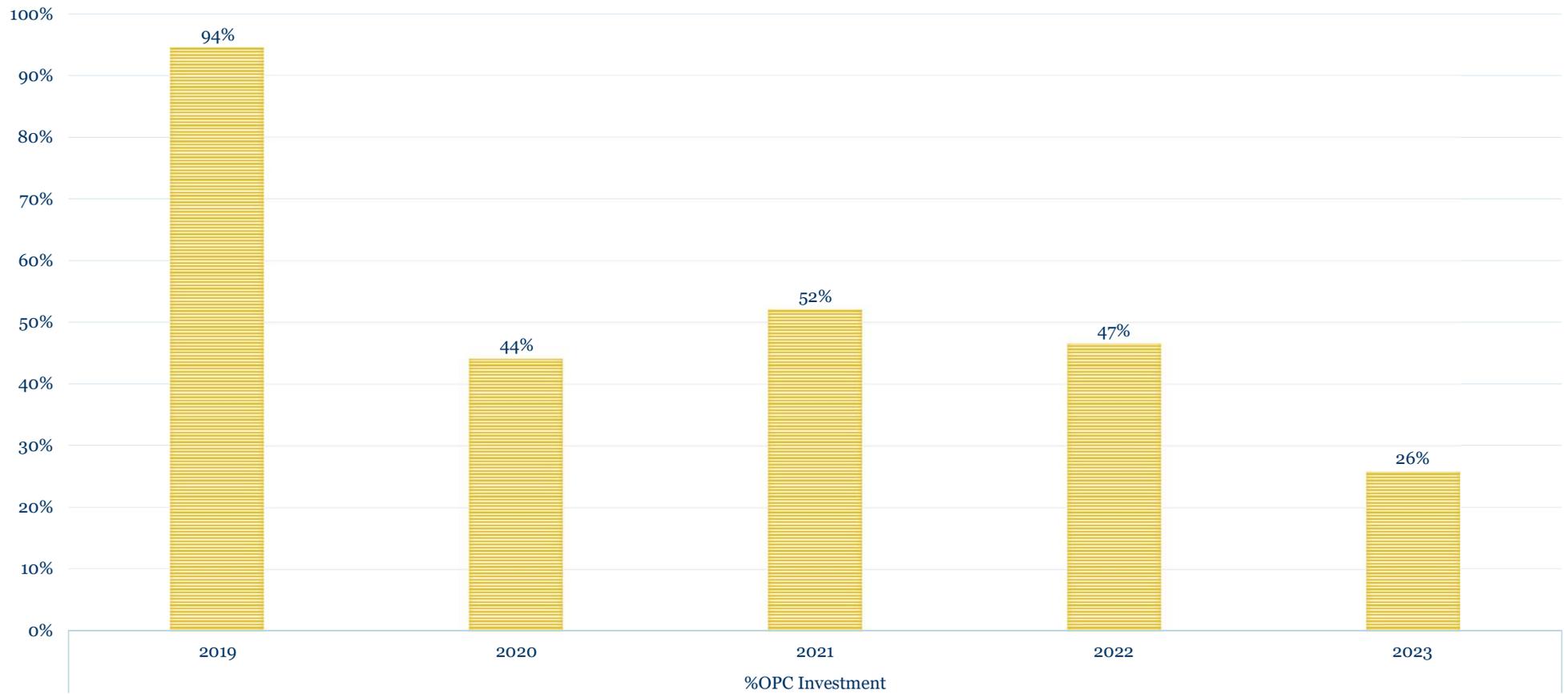
# *The Impact - Excellence Pillar*

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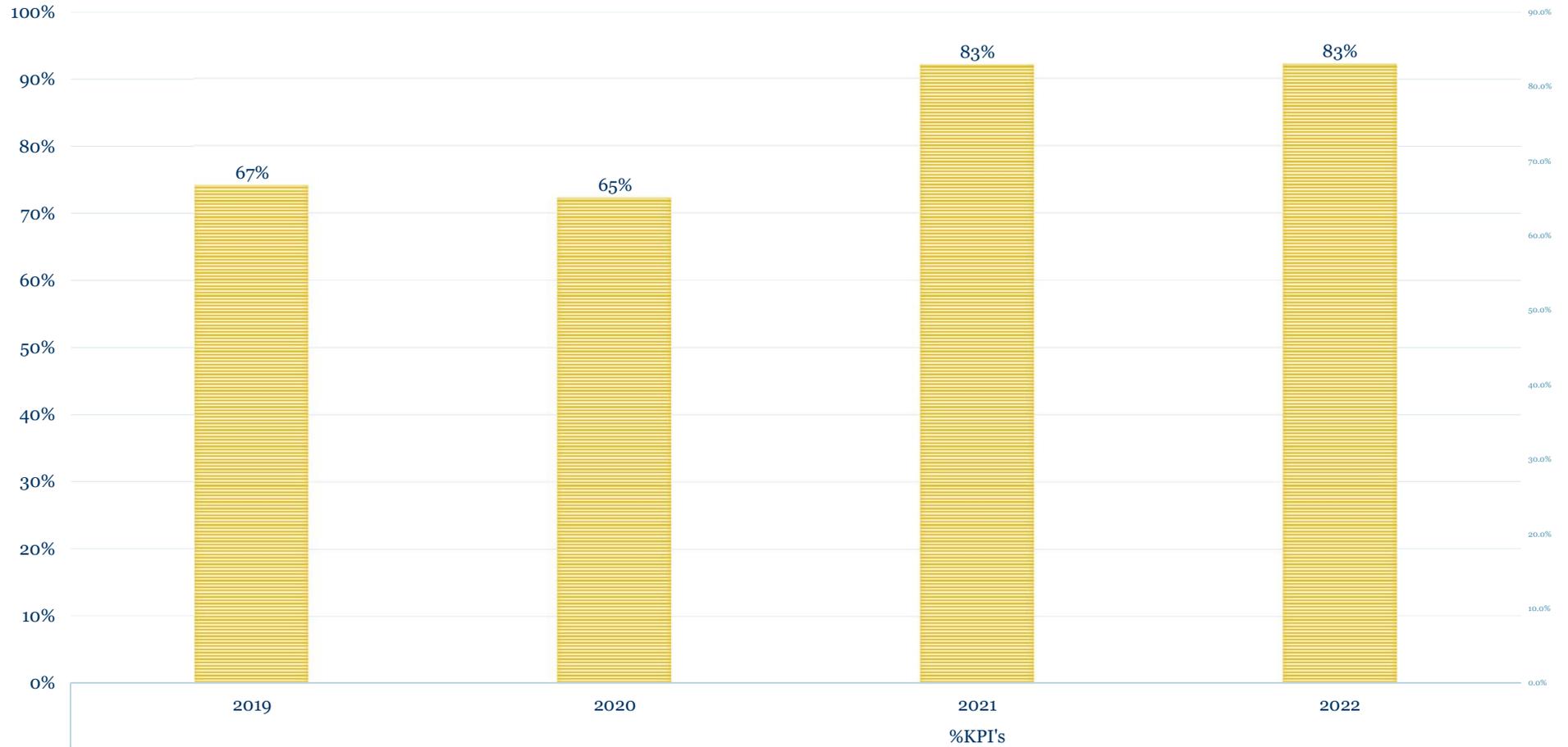
# Impact...by the numbers



# Impact...by the numbers



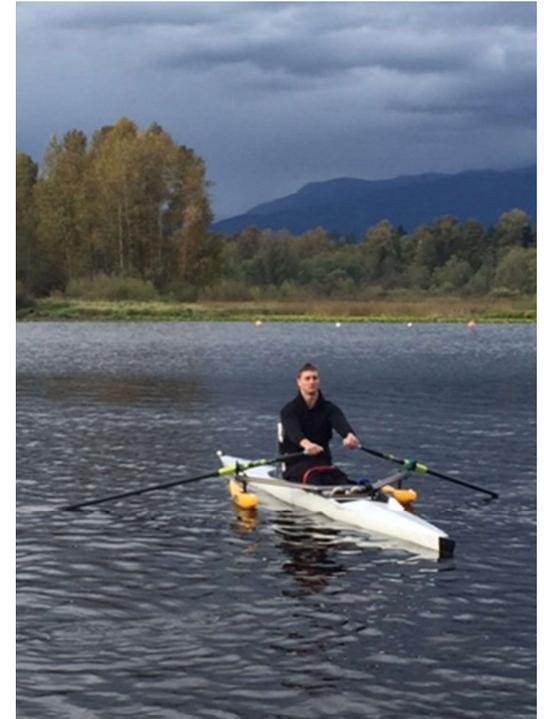
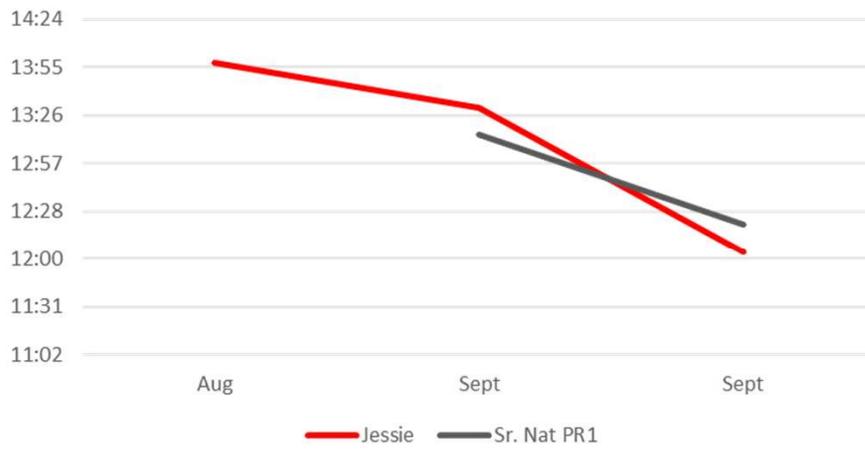
# Impact...by the numbers



# Impact...Individual



Performance Progression

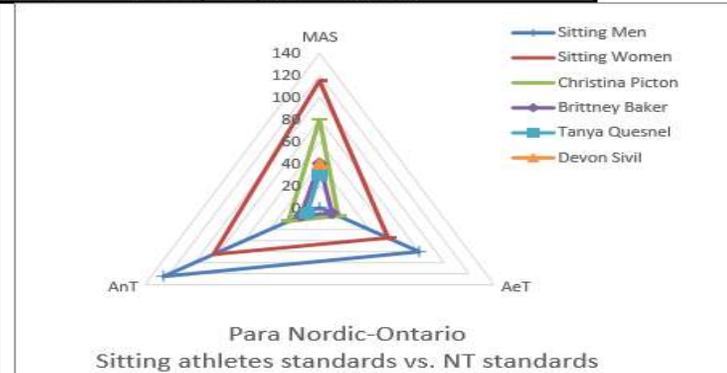
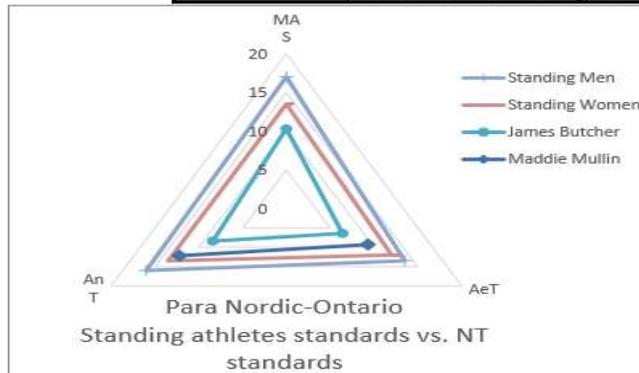


# Impact...Individual



Para Nordic Ontario: Physiological Testing Compared to National Team standards							
	Athlete Names	Physiological Measures (KPIs)			Percent Difference from NT standards		
		MAS	AeT	AnT	MAS	AeT	AnT
Standing Athletes	James Butcher	10.3	6.4	8.4	-39%	-53%	-48%
	Maddie Mullin		9.3	12.2	-23%	-10%	
Sitting Athletes	Christina Picton	80	15	25	-30%	-73%	-71%
	Devon Sivil	40					
	Brittney Baker	40	10	15	-65%	-82%	-82%
	Tanya Quesnel	30		10	-74%		-88%
National Team Standards Data provided by NT physiologists (using NT testing database)	Standing Men	17	13.5	16			
	Standing Women	13.5	12	13.5			
	VI Men	18.5	15	16.5			
	VI Women						
	Sitting Men	N/A	80	125			
	Sitting Women	115	55	85			

\*\*Please note that the sitting athletes performed their testing on a different type of arm ergometer as the NT uses (Monark vs. Lode Arm erg) therefore it is hard to directly compare these results.



# Impact...Programmatic

Para Nordic Program  
Development Project

Final Report

November, 2021  
Run Fast Consulting Inc.



Cross Country  
Ski Ontario



# Impact...Systematic



Home > Programs & Education > OHPSI Program

PROGRAMS & EDUCATION

## Ontario High Performance Sport Initiative

Identifying, supporting, and building Ontario's future national and international champions.

### OHPSI Key Performance Indicators

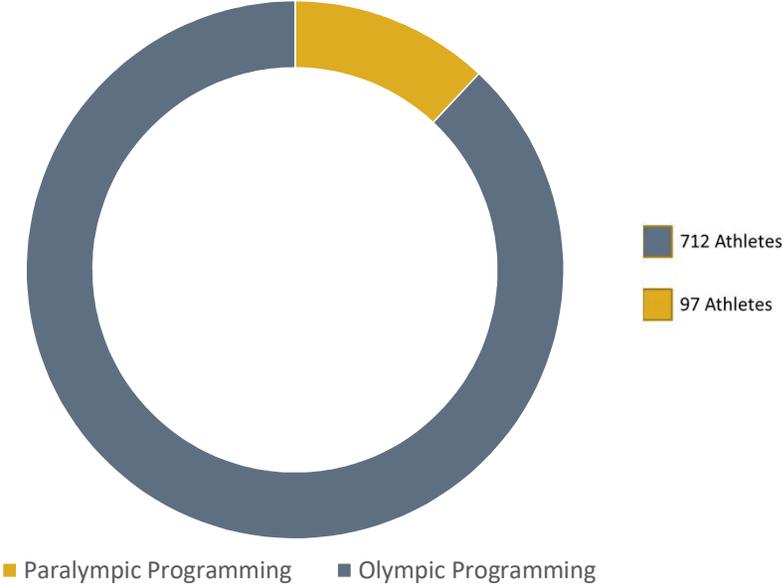
Gap	KPI
Coaching & Technical Leader Expertise & Retention	% of targeted coaches with a complete PDP informed by a coach development framework.
Technical Planning	% of targeted athletes that have SSSM strategies integrated to support their IAPP
Training Environment Quality	% of DTE's ranked as 'optimal' by athletes, coaches, IST and relevant stakeholders.
Paralympic Athlete Pool Depth**	# of paralympic athletes engaged in a sport led, in reach multisport opportunity.

# *The Potential* - Excellence Pillar

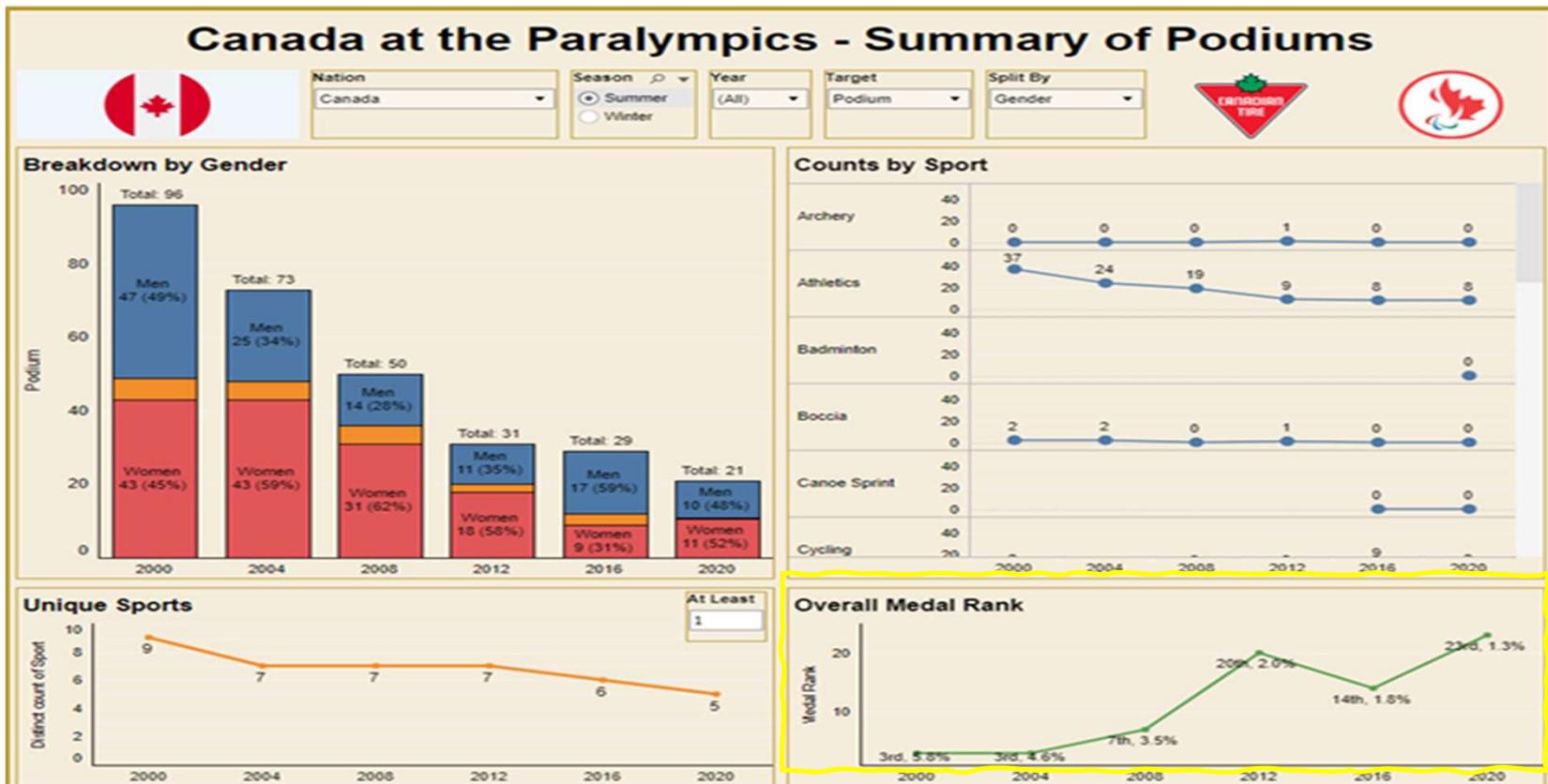
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# Potential...Athletes

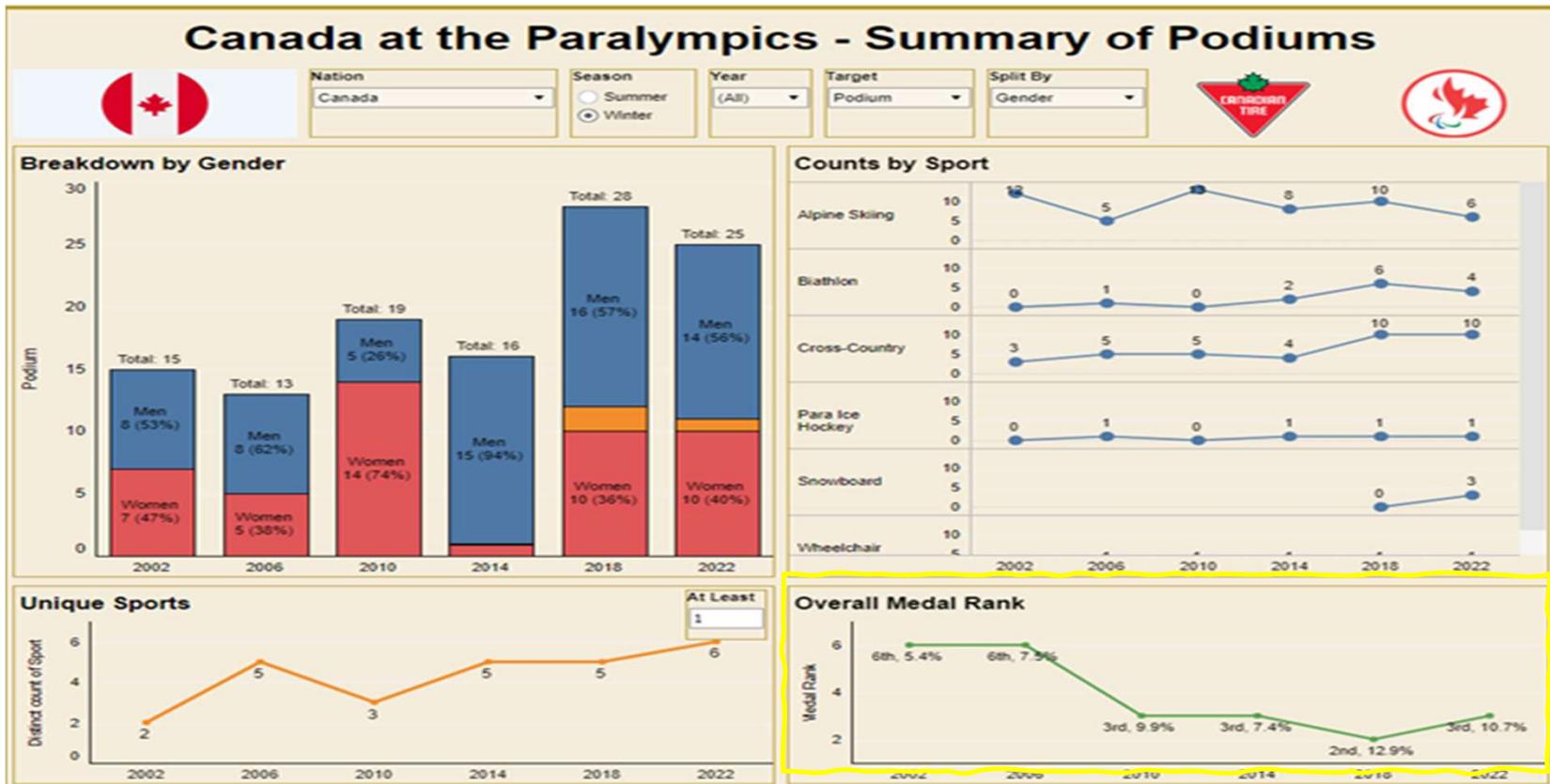
OHPSI Targeted Athlete Ratio



# Potential... Summer Performance



# Potential... Winter Performance



*Thank You!*

