



HIGH PERFORMANCE & ATHLETE DEVELOPMENT STRATEGY 2016-2017

Leading a strong, vibrant squad in a growing sport

Message from the President

BMX Sports Western Australia is pleased to present the 2016/17 High Performance and Athlete Development Strategy.

Western Australia is proud to be the breeding ground to no less than four Olympic athletes across three Olympic Games including dual Olympian Lauren Reynolds. This strategy is a guideline to assist with the implementation of the High Performance and Athlete Development Squads, and to assist in developing a successful and sustainable High Performance and Athlete Development program. Allowing BMX Sports Western Australia athletes the opportunity to achieve podium finishes at the National Series and National Championships.

The benefits of the High Performance Strategy are offered by BMX Sports Western Australia as an investment in an athlete to help them meet the aims of the program, membership is not offered as a reward for past success.

As far as practicable the program will be targeted and delivered consistently across all regions and all clubs.

The High Performance and Athlete Development Strategy is intended to align with the objectives of the BMX Australia High Performance Strategy to enable athletes to seamlessly transition from state to national programs. We also work closely with our key partners, including national sport organisations (NSOs), WestCycle, the Department of Sport and Recreation and selected University campuses.

BMX Sports Western Australia invests in high performance for the many benefits it brings to our athletes, including the national pride we feel when we see West Australians standing on the podium at International competition or at the opening ceremony of the Olympic games. Our most successful athletes act as role models and ambassadors for the sport of BMX racing and their performances add fuel to the dreams of others. They also inspire other West Australians to be successful, whether this is in sport or other endeavours. Having West Australians winning on the world stage builds identity and promotes BMX Sports WA as a successful state sporting organisation.



Definitions

Athlete Development: Athletes aged from 14-16 years that have met the criteria, applied for and accepted the invitation for a position on the State squad.

High Performance: Athletes aged 17 years and over in the Junior and Elite class categories that have met the criteria, applied for and accepted the invitation for a position on the State squad.

Name	Position	Signed	Version	Date



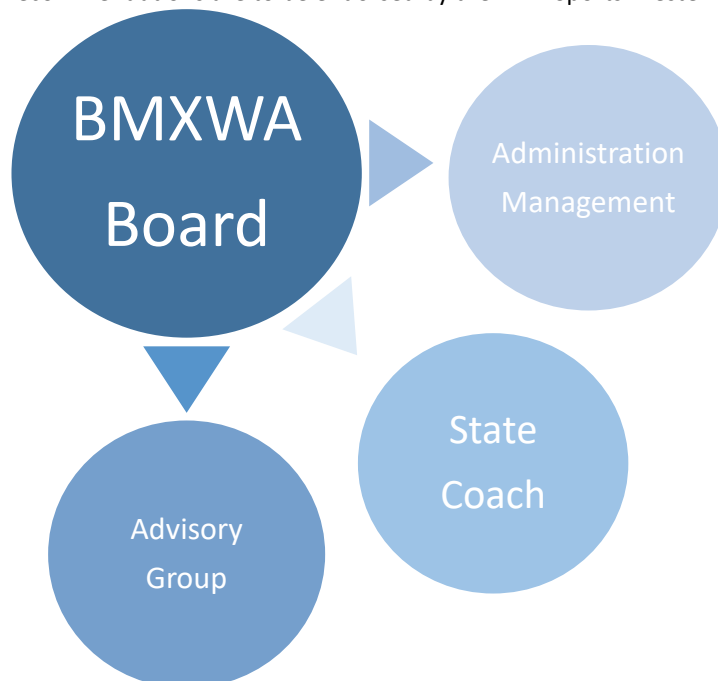
Management Structure

The High Performance and Athlete Development strategy is based around the following management structure, which is aligned with the “four pillars” of success. The structure below represents the roles and their relationship to the strategy:

- BMX Sports Western Australia Board
- Advisory Group
- Administration Management
- State Coach/es



All decisions and recommendations are to be endorsed by the BMX Sports Western Australia Board



Strategic Pillars

The “four pillars “of the Strategy form the priorities for the sport of BMX in Western Australia.

The leadership and a strong foundation will facilitate the implementation of the Strategy.

Leadership

*Provide clear direction and communication. Demonstrate strong leadership and governance.
Develop a culture of success within the BMX Sports Western Australia community.*

BMX Sports Western Australia Board	Advisory Group	Administration Management	Coach/es Position
Provide budget	Develop yearly calendar	Administrates the budget	Develop training session framework
Coach selection	Athlete selection	Develop athlete tracking system	Develop Athlete individual program as required
Athlete approval	Request funding	Westcycle coordination	Develop improvement plans as required
Promote and support the strategy	Long term development	BMX Australia focal point	Interface with athlete’s coaches
Review strategy	Review team selection criteria	Communication with stakeholders	Travel with Squad as required
Represent and select advisory group	Communication		Mentor Athletes
Approve Advisory group plans			Advisory group representation

Foundation

The success of this Strategy lies within the commitment of all BMX Sports Western Australia stakeholders to support and continuously develop the program in line with the strategy. This will include BMX Sports Western Australia board, employees, members, clubs, athletes, coaches, parents and stakeholders.



Leadership

*Provide clear direction and communication. Demonstrate strong leadership and governance.
Develop a culture of success within the BMX Sports Western Australia community.*

Governance

The BMX Sports Western Australia board will provide sound governance and strong leadership in guiding the BMX sports Western Australia High Performance and Athlete Development Strategy.

Ensure a focus on strategic planning and policy development to align with the plans and policies of BMX Australia.

Communication

Maintain a strong working relationship among the stakeholders that will ensure commitment by all to a shared vision, in which the best interest of the sport define the key criteria for decision making.

Ensure effective engagement and regular communication between BMX Sports Western Australia, athletes, clubs and stakeholders.

Culture

Best practice management structures providing accountability and transparency.

The overall High Performance and Athlete Development Strategy to be regarded as strong, vibrant and successful.



BMX Sports Western Australia Board Pillar 1

Objective: To provide the support to allow for the long term development of a comprehensive High Performance and Athlete Development program

Accountability

- Set a budget in line with the Advisory group's yearly recommendation. The budget is subject to annual review.
- Provide leadership and governance over the strategy and continue to monitor and develop as BMX in Western Australia grows.

Success Indicators

A successful strategy that runs in harmony and allows High Performance and Athlete Development squad members to develop to their full potential.

Produce finalists at the BMX National Championships and National Series, involving athletes from State Athlete Development and High Performance squads.

State squad athletes being selected for BMX Australia National High Performance Unit and Development Academy.

This strategy to be recognised by BMX Australia as a bench mark for High Performance and Athlete Development riders.



Advisory Group Pillar 2

Objective: To develop a comprehensive calendar that allows athletes to reach their full potential.

Activity

The advisory group to consist of the following members:

- BMX Sports Western Australia board member representative
- BMX Sports Western Australia appointed state coach/es
- Volunteer assistant

Develop a yearly High Performance and Athlete Development training calendar. To be developed within one month of the BMX Sports Western Australia State Championships and in conjunction with rider selection.

- Develop calendar to be approved by BMX Sports Western Australia board
- Yearly calendar to be validated in October
- Yearly calendar as a minimum to consist of the following:
 - Squad training sessions
 - Training camps
 - Strength and conditioning
 - Developing athletes
 - Sports Psychology
 - Nutrition
 - Recovery
 - Events

Review annually the development of the squad selection criteria.

- To be approved by BMX Sports Western Australia board.

Recommendation of athletes for selection to the State High Performance and Athlete Development squads.

- To be approved by BMX Sports Western Australia board.

Recommendation of athletes for National selection

- To be approved by BMX Sports Western Australia board.

Success Indicators

Complete and deliver a successful training calendar

Convene quarterly advisory group meetings

Successful training sessions and results.



Administration Management Pillar 3

Objective: To provide administration and financial management in line with BMX Sports Western Australia guidelines.

Accountability

- Ensure that the budget is managed in line with the agreed value and allocated to the approved activity.
- Develop and manage an athlete's performance and development tracking system.
- Liaise with Westcycle to ensure all available grants and support that is available is realised.
- Communicate squad activity and successes to the BMX Sports Western Australia community and stakeholders.
- Book facilities and arrangements as required for squad activities
- Working with the advisory group to ensure that there is maximised support to obtain any sponsorship opportunities available.
- Communicate with BMX Australia in relation to athlete opportunity for National selection.
- Communicate to the community the Expression of Interest information for State Coach/es position.
- Develop and communicate Volunteer application for Advisory group position.

Success Indicators

Budget that is managed within agreed values, including any external funding or sponsorship that is obtained.

Athlete development tracking tool development in 2016

Maintain and update regular squad information to the community and stakeholders.



Coach/es Position Pillar 4

Objective: Provide athletes with mentoring and coaching to a high professional standard.

Activity

The coaching position to:

- Be an appointment for one year plus a one year option
- Representative of the advisory group
- Develop and deliver session training plans in line with athletes needs
- Design and implement individual athlete programs as required
- Liaise with Athletes, parents, athlete personal coaches, administrators and key stakeholders
- Mentor athletes
- Educating athletes and parents in the phases and strategy of training, eg: tapering, recovery.
- Travel to National events as required
- Keep up to date with BMX Coaching techniques and rules
- Provide written athlete reports and debriefs as required

Success Indicators

Produce results at the BMX National Championships with 50% of riders being awarded a National Plate.

Produce results at the BMX National series with 30% achieving a podium position.

Produce and conduct successful training sessions

Conduct successful training camps throughout the year

Development of an athlete in line with BMX Sports Western Australia squad strategy

Conduct educational sessions

Complete and submit written athlete reports as required

Take into account the physical, educational, vocational and psychological development needs of individual athletes



Foundation

The success of this Strategy lies within the commitment of all BMX sports Western Australia stakeholders to support and continuously develop the program in line with the Strategy. This will include BMX Sports Western Australia board, employees, members, clubs, athletes, coaches, parents and stakeholders.

Communication

The Strategy to be communicated to all clubs, registered coaches, squad athletes and parents.

Copy to be sent to BMX Australian coaching director.

Available on BMX Sports Western Australia website.

Operational

Operational support – to ensure the quality management structure and support systems align with BMX Australia.

To engage and build partnerships with key stakeholders.

Continue to develop and maintain sustainable budgets.

Maintain a Strategy that remains current and effective for the development of Athletes.

Review process for the Strategy

The Strategy to be monitored at required Board meetings.

The Strategy to be formally reviewed annually and may be adjusted to take into account changing environments or new opportunities.

Monitor and assess the effectiveness of the athletes to ensure that their program is tailored to their specific needs in order to maximise individual improvements.

Future Opportunities

Continue to develop the Crackerjack and Dynamite programs by providing information sessions to assist with the transition of athletes to the Athlete Development squads and beyond.

Investigate a reward tier system for athletes that achieve podium placings during the National Series and National Championships.



Responsibility Plan

Task	BMX SPORTS Western Australia	Administration Management	Advisory group	Coach
Budget	✓	✓	✓	
Develop Yearly calendar	✓		✓	✓
Squad Selection	✓		✓	✓
Develop Training Programs/session plans				✓
Develop Improvement Plans		✓	✓	✓
Travel opportunity with the Squads		✓		✓
Communication	✓	✓	✓	✓
Administrate Budget		✓		
Develop & manage tracking system		✓		
Squad Sponsorship		✓	✓	
Conduct annual review	✓	✓	✓	✓

