

TAEKWONDO AUSTRALIA

National Program (Sparring)

This document clearly defines the athlete / coach pathways and outlines the strategies that will be used to help develop athletes and coaches from grass roots to elite levels.

The desired outcome of the National Program (NP) is to attract, identify, educate, foster, and provide athletes, coaches, and officials a transparent guide on which high level elite goals and performances can be realistically set and supported. The ultimate claim to success for the program would be the cultivation of medal performing at every Olympics.

The 'Tiers' within the NP structure have been designed so that athletes, coaches, and officials at all levels understand the progression from club to the National Team. The tiered structure provides a transparent approach that will allow all stakeholders a clear understanding of their obligations and the support on offer at each of the key tier levels.

Taekwondo Australia (TA) realises the importance of having a program accepted by all major stakeholders, internal and external, and will provide all possible support in instituting a sustainable program to ensure the future success of all athletes to all targeted Regional and International events including the Olympic Games.

TA also appreciates and wants to ensure the independence of the program for all the obvious reasons and it is of a major importance to TA to uphold the integrity of the pathway program. Put simply the TA Board approves the policies put forth and the National Sports Committee (NSC) ensures the operations of the NP within the scope of those policies.

TA recognises the difference between best practice strategies versus realistic can do strategies. In our current situation it is important to recognise our practical, financial, and operational restrictions when designing a viable national program. For this reason the pathway program tiers have been designed to accommodate a centralised elite system at the top end of the structure and a somewhat decentralised system at the lower end of the structure.

TA understands guaranteeing a quality program is paramount in ensuring an acceptable reliable and enduring model. This approach should ensure standards are controlled and a broader spectrum of athlete is attracted to the program. Accreditation programs will ensure state, high performance clubs, and national coaches are of an acceptable standard. These processes will also help ensure the quality control of the programs technical aspects.

In short the pathway now encompasses a decentralised approach at the tier 1 club level, semi centralised approach at tiers 2, 3, and 4, and a centralised approach at the tier 5 and 6 level.

Terminology:

ASC – Australian Sports Commission

The ASC is a federal organisation that coordinates government funds nationally and at state level through its State Sport Academies and Institutes.

AOC – Australian Olympic Committee

The AOC is an independent body affiliated to the International Olympic Committee (IOC) that coordinates Olympic recognised sports within Australia.

WTF – World Taekwondo Federation

The WTF is the international body recognised by the IOC. The WTF is responsible for the coordination of international events and delivery of policy to all International member Organisations. In our case the WTF coordinates with Taekwondo Australia (TA).

TA – Taekwondo Australia

TA is the Peak Taekwondo body in Australia recognised by the ASC, AOC, and subject to resolution the WTF.

It requires the recognition by these organisations so that it can deliver programs and send athletes to world bench mark events including the Olympic Games.

NSC – National Sport Committee

The NSC is the committee in charge of sport development in Australia. They particularly oversee the first four tier levels of the NSP: Club Level (CL), State Sport programs (SSP), High Performance Club (HPC) State High Performance Squads (SHPS), National T-League squad (NTLS), and National High Performance Squads (NHPS). After this point the ASC coordinates with the High Performance Committee (HPC).

HPC – High Performance Club

Clubs meeting the criteria can apply to be accredited by Taekwondo Australia as a High Performance club and participate directly in the development of national sport issues and programs.

NP Tiered Pathway

The NP is divided into tiers so that athletes, coaches, officials, parents and supporters can easily identify an athlete's progression and more easily plan their future development.

Tier 1 = Club Level

For Athletes who join their local club and compete within their club or with other local Taekwondo clubs. The club provides the athlete with all their fundamental training requirements. Coaching and training support is provided by the club coach.

Tier 2 = TA State Sport Programs (SSP)

For Athletes who compete at state championships and are identified to represent their state at the nationals or are participating in a higher tier. These athletes will then take on extra training with the assistance of the SSP to develop more advanced skills. Coaching and training support is provided by the State sports program and designated high performance club.

Tier 3 = State high performance squad (SHPS) & National T-League

For Athletes who are selected onto the state high performance squad. Athletes are selected based on the selection criteria and associated performance results. These athletes will be provided with more opportunity through more advanced training sessions, experience with higher profile coaches and staff, and National T – League program. They will continue to train with their SSP or high performance club when not taking advantage of T-League opportunities.

Tier 4 = National High Performance Squad (NHPS)

For Athletes who compete at National Championships and win a Gold medal or who qualify via the National T-League system. These athletes will be provided with more opportunity through more advanced training sessions, experience with higher profile coaches and staff, and international competition experience. They will continue to train with their SSP or high performance club when not taking advantage of NHPS opportunities. Coaching and training support is provided by the NSC.

Tier 5 = Shadow Olympic Squad (SOS)

Athletes that meet the AOC selection criteria.

Tier 6 = National Olympic Team (NOT)

Athletes that meet the AOC selection criteria.

Australian Championships or designated selection event

The minimum requirement for athletes participating at the National Championships is to have entered their own state selection championships for the same year.

Tier 3 - NDS**Tier 4 - NHPS**

Once an athlete gains selection onto the National T-League Squad and National High Performance Squad it is expected that athletes train at either their State or high performance club programs.

SOS & NOT attendance

Athletes who qualify into this squad / team must meet any necessary training and attendance requirements as determined.

At no stage during the first 4 tiers will athletes be instructed to train permanently with coaches other than those of their own choice. We will however be open with the athlete in regards to their deficiencies and how best to address them to align them with their goals. Better coach education will ensure this will not be a problem.

Program goals

- Have an agreed unified approach to the delivery of Taekwondo in Australia
- Forge a sustainable working relationship with our major stake holders: AOC, ASC, AIS, and the WTF.
- Provide a transparent system that athletes, coaches, officials, parents and supporters can digest and accept.
- Provide clearly documented pathways that an athlete / coach can aspire to
- Have athletes medal in International Benchmark events.
- Have Australia place in the top 10 countries
- Have Australia achieve maximum athlete numbers for the 2012 Olympics
- Have Australia medal or achieve superior performances at the Olympics
- Cultivate a strong supportive culture where athletes, coaches, and parents appreciate and strive to enhance the professional elite athlete.
- Ensure the system educates elite athletes so that their training habits and competition performances are at an acceptable international standard.
- Ensure education includes updated methods and that these methods are passed right down to the grass roots at the club level.
- Provide a high standard of club coach education through national and state programs to ensure high level grass roots participation.
- Provide a high level of State participation in all State Sport Programs and high performance clubs
- Provide a high level of National participation in all "T-League Squad" programs for athletes
- Provide a high level of National participation in all "National High Performance Squad" programs for athletes
- Ensure the appropriate athletes and officials are chosen for the Shadow Olympic and Olympic squads and that the process chosen allows the total acceptance and support for these individuals.

Long term goals

- Have a sustainable program where the system is bigger than the individuals involved and allows for the transfer of knowledge in a courteous and respectful manner.
- Have grass root clubs run an elite program where the training methods used ensure world standard fundamentals are developed in every athlete.
- Have a High Performance program run and supported in each TA State Sport program and high performance club.
- Have Taekwondo supported by the Australian Institute of Sport and by the various State Institutes (Academies) of sports
- Have Australia recognised internationally for our program strength and support by external bodies.
- Have international exchange programs and have developed high level technical and operational networks.

Appendix 1

NATIONAL PROGRAM ADMINISTRATION

The National program will be directed by the National sports committee (NSC).

The National sports committee will consist of a National Sport Manager, 5 High performance state coach representatives & 5 state team managers and the TA board members holding the sport portfolio position/s.

It has been identified that the HPC coaches are most productive producing elite athletes through activities at State levels or within their HPC programs and activities.

HPC coaches will be required to provide input at an annual planning meeting and from time to time may also be asked to travel with teams or sit on selection panels etc.

HPC coaches will be able to provide input directly to the state managers regarding issues at State level or through the National manager regarding the National High performance program.

Each State will support the State team manager financially to ensure a professional result and sufficient hours can be invested to tiers 3 & 4 to ensure the program functions professionally.

It is envisaged that the following structure will be used to manage the T-League, NSW & ACT, VIC & TAS, WA, SA, QLD will form 5 teams to contest approximately 3 times per year. The T-League is the primary responsibility of the National sport manager in conjunction with the state team managers. This program will be developed in detail once the national sport manager is appointed by TA.

Taekwondo Australia will need to financially underpin the National sport manager's remuneration package to ensure the program functions professionally.

This structure will provide a simple structure for TA to operate effectively and at a reasonable cost. The purpose of T-League is to strengthen the domestic standards by bringing national elite athletes together on a regular basis. This will also provide athletes with another level of development and introduce a TA product capable of attracting sponsors and potential interaction with Oceania countries and Asian countries.

Until the NSO status has been resolved between the WTF, ASC, AOC, TA & STA no government funding is available to appoint a National coaching director and associated program staff.

The program does not wish to displace athletes from clubs or state programs. Rather the program, under the direction of the national sport committee, wishes to deliver the following:

1. Provide a viable national plan for all Australian athletes and coaches
2. Provide a simple "coach friendly" delivery system utilising proven structures
3. Improve participant numbers
4. Strengthen domestic standard
5. Improve Taekwondo standing within our community
6. Improve International standard
7. International success

Appendix 2

TA HIGH PERFORMANCE CLUBS

TA will endorse the establishment of high performance clubs.

Clubs will have the opportunity to apply for status as a high performance club via expressions of interest submitted to the NSC.

The high performance clubs program aims to streamline the pathway from beginner through to elite performance and in doing so will utilise the resources and structures that already exist at a number of levels.

The program will formalise and build on what is already a strong development platform for the sport. Taekwondo Australia sees the program as a key vehicle to producing elite athletes now and into the future.

The aim of the program is to provide a support structure from which to develop the sport across a number of areas.

The ideal centre will have a strong program for beginner athletes, good number of athletes and coaches at club level, and an elite program producing the current and future talent of our sport.

The High performance club program will be established in co ordination with the National sports committee who see the development of the centre's as a key vehicle to maximizing and sustaining high performance in Taekwondo.

This program will provide new opportunities to grow the sport, the program will see a greater flow on from beginner student to sport participant, provide parents with more information on facilities and programs in place after their children have progressed beyond beginner.

To be seen as place where children can go on to join a High performance club is something that will be eagerly sought after by a number of Australian Taekwondo centres.

The overall aim is to align partnerships to facilitate an athlete pathway from beginner, right through to elite performance.

The NP will see an association between Taekwondo Australia, State programs and accredited high performance clubs.

To be a Taekwondo Australia High performance club is a great opportunity for any organisation. Organisations looking to express an interest in becoming a Taekwondo Australia High performance club need to contact Taekwondo Australia National Sports Committee.

The expression of interest and the application on completion will be sent to:

info@evotkd.com.au or mailed to: Taekwondo Australia High performance club program.

Attn: Jodi Brown National Sports Committee

Unit 1 /6 Deblin Drive

Narre Warren Victoria 3805

Enquiries regarding this program should be directed to

Jodi Brown - info@evotkd.com.au

Appendix 3

High performance clubs Selection Criteria

High performance club coach requirements:

Level 4 Taekwondo coach having coached a national team member attending a tier 4 event or above.

Able to commit to domestic and international travel 1 - 2 trips per year.

Able to commit to active participation in the SSP and activities when required.

Play a leadership/mentoring role in the activities of the SSP

High performance club facility requirements:

Easy access to a fully equipped Taekwondo specific training facility including matted floors, adequate apparatus, scoring systems, video recording equipment for analysis etc.

High performance club Underpinning Program

Establish or have an established underpinning training program which delivers the following:

Identifies and recruits talent

Have a junior development program from mini-squads to advanced juniors

Have an Age Group development program which is targeted and performing at an Australian age group championship level

High performance club requirements

Be a TA registered Taekwondo club

Be supportive and effective in the development of the club and its activities in pursuit of achieving the proposed performance indicators.

Support the day to day operations of the underpinning programs including team travel support to training camps and competitions.

Provide ongoing professional development for the staff.

It is desirable to have additional funding sources to the recovery of training and coaching fees in order to support the financial viability of the program.

High performance club Staffing

Engage a Level 2 or above coach under the guidance of a Level 4 coach and above.

Engage an assistant coach to the High performance club program where deemed necessary.

Provide administrative and logistical support to the coaching staff in order for the total program to function effectively and deliver a quality service to all members.

(Club)

State Sports Program (SSP) requirements:

Financial support for the State sport Manager and High Performance coach/ coaches.

Provide operational support to the High Performance coach and the high performance club program.

Appendix 4

STATE SPORT PROGRAMS

1. Overview

The future performance of our Athletes rest in the ranks of the developing Junior, Intermediate and emerging Senior players of Taekwondo Australia.

The NP provides a clear developmental path for athletes, coaches and officials that aspire to be among our elite.

2. Objective

To develop a broad pool of athletes that are capable of consistently performing at medal winning levels at high level domestic events and international opens.

3. Strategy

Establish a coordinated NP that has the task for achieving the stated objective through the determination and delivery of specific strategies and programs that address the needs of the developing athletes exposing and leading them to international level.

4. State Sports Program (SSP)

4.1 General Approach

Due to Australia's relatively small athlete population and our broad geography it is considered necessary to develop players by bringing improved coaching practises to each State at "grass roots" level.

As such the SSP has two major components:

Introduction, Development & Current trends - State Training Squad (STS)

Physical/technical Preparation and Simulation – National T-League Squad (NTLS)

a) State Training Squad (Introduction, Development & current trends)

The STS is targeted at all athletes with the focus being firmly on high level practice and education.

b) National T-League Squad (Sport Specific Preparation & Simulation)

The NTLS is focused on exposing identified high performance athletes to high level competition on a regular basis to accelerate skill acquisition.

4.3 State Sports Program

It is envisaged that a state sports committee is established comprising :

State sport manager – NSC committee

State coach representative – NSC committee

Recruited members as determined by the NSC representatives

The State squad is recognised as a development level program and has a broad based approach. Members will be determined by performance results at State championships. Ie Gold & Silver medallists Black & Red belts 12& 13yrs and above – the criteria is determined by the relevant state sports committee and as suits the particular state.

The NSC committee will direct each State Program through co ordination with the National Sports manager and appointed state coach representatives to create a consistent and coordinated approach, nationally.

Purpose

ATHLETES

To identify promising athletes and provide for their development.

To ensure the smooth transition of club level athletes, coaches and officials to state level - to maintain fluid pathways.

To nominate athletes for inclusion in the State program

ADMINISTRATION

To establish an expert committee able to manage and develop athletes and co ordinate with the state committee in regards to directing income towards sport programs and to ensure financial viability and accountability of the SSP through meeting sound budgetary requirements and to reporting regularly to the State body.

Summary

The athlete / coach development pathways provide a process for the development of knowledge, skill and experience for athletes, coaches and officials. Additionally it provides the framework for all stakeholders to exercise the appropriate level of care and diligence in ensuring athletes are ready to compete at an high domestic levels & be Internationally competitive with a minimum of risk and the best chance of success.

Appendix 5

STATE HIGH PERFORMANCE SQUAD

NATIONAL T - LEAGUE

1. Overview

The future performance of our Elite athletes is developed through exposure to a strong domestic competition and frequent exposure to high level match practice.

The NP provides a clear developmental path for athletes, coaches and officials that aspire to be among our elite.

In essence this squad forms a national shadow team and athletes can be selected onto the national High performance squad based on performance at T – League, Nationals or International competitions.

2. Objective

To develop a national pool of athletes that are exposed to a national level competition experience on a regular basis.

3. Strategy

Establish a coordinated NP that has the task of achieving the stated objective through the determination and delivery of specific strategies and programs that address the needs of the developing athletes exposing and leading them to international level.

4. State High Performance Squad (SHPS)

4.1 General Approach

Due to Australia's relatively small athlete population and our broad geography it is considered necessary to develop players by bringing them together for high level competition.

As such the SHPS has two major components:

Physical/technical Preparation and Simulation – State High Performance squad

National competition – National T - League

A) National T-League Squad (Sport Specific Preparation & Simulation)

The NTL is focused on exposing identified high performance athletes to high level competition on a regular basis to accelerate skill acquisition.

B) International Competition

The NHPP is targeted at all athletes with the focus being firmly on high level practice and exposure to national level athletes opponents on a regular basis

4.3 Selection of State High Performance Squad

It is envisaged that a state sports committee is established comprising:

State sport manager – NSC committee

State coach representative – NSC committee

Athlete representative.

Recruited members as determined by the NSC representatives

The State High Performance squad members will be determined by a selection panel established by the State sports committee.

The NSC committee will direct each State Program through co ordination with the National Sports manager and appointed state coach representatives to create a consistent and coordinated approach, nationally.

Purpose

To identify high performance athletes and provide for their development.

To ensure the smooth transition of state development athletes, coaches and officials to High performance level to maintain fluid pathways.

To nominate athletes for inclusion in the NTLs and NHPS

To establish an expert committee able to manage and develop high performance athletes and co ordinate with the state committee in regards to directing income towards sport programs and to ensure financial viability and accountability of the SSP through meeting sound budgetary requirements and to reporting regularly to the State body.

Summary

The athlete / coach development pathways provide a process for the development of knowledge, skill and experience for athletes, coaches and officials. Additionally it provides the framework for all stakeholders to exercise the appropriate level of care and diligence in ensuring athletes are ready to compete at an high domestic levels & be Internationally competitive with a minimum of risk and the best chance of success.

Appendix 6

NATIONAL HIGH PERFORMANCE PROGRAM

1. Overview

The national high performance program supports elite athletes be competitive internationally by exposure to high level International competitions, strong domestic competition and national training camps.

The NP provides a clear developmental path for athletes, coaches and officials that aspire to be among the world's best. And provides opportunity for Australia's best athletes to come together for elite level training and practice on a regular basis.

2. Objective

To develop world class athletes capable of consistently performing at medal winning levels at international benchmark events.

3. Strategy

Establish a coordinated NP that has the task for achieving the stated objective through the determination and delivery of specific strategies and programs that address the needs of the developing athletes exposing and leading them to international level.

4. National High Performance Program (NHPP)

4.1 General Approach

Due to Australia's relatively small athlete population and our broad geography it is considered necessary to develop elite players by exposure to frequent high level domestic and International competition practice.

As such the NHPP has two major components:

Physical/technical Preparation and Simulation – National T-League (NTL)

Intense high performance competition practice – International competitions

A) National T-League Squad (Sport Specific Preparation & Simulation)

The NTL is focused on exposing identified high performance athletes to high level competition on a regular basis to accelerate skill acquisition.

B) International Competition

The NHPP is targeted at all athletes with the focus being firmly on high level practice and exposure to world class opponents.

4.3 National high performance Program

The National High Performance squad members will be determined by a selection panel established by the national sports committee.

Athletes will be selected through performance at Taekwondo Australia national championship, T / League performance and International performance.

It is acknowledged that some divisions at nationals are not as competitive due to various reasons. Therefore the Gold medallist may not be selected onto the high performance squad automatically.

Purpose

To identify high performance athletes capable of Olympic level competition and benchmark events.

To ensure the smooth transition of state high performance athletes, coaches and officials to National high performance level to maintain fluid pathways.

To nominate athletes for inclusion in the NTLS and NHPS

To establish an expert committee able to manage and develop high performance athletes and coordinate with the state committee in regards to directing income towards sport programs and to ensure financial viability and accountability of the SSP through meeting sound budgetary requirements and to reporting regularly to the State body.

Summary

The athlete / coach development pathways provide a process for the development of knowledge, skill and experience for athletes, coaches and officials. Additionally it provides the framework for all stakeholders to exercise the appropriate level of care and diligence in ensuring athletes are ready to compete at an high domestic levels & be Internationally competitive with a minimum of risk and the best chance of success.

National sport manager

Appointed performance coaches and appointed High performance committee members

The NSC will direct the High performance program in co ordination with the national sport manager to create a consistent and coordinated approach, nationally.

Purpose

To establish a national high performance squad capable of medal performances at international benchmark events.

To ensure the smooth transition of state/ league level athletes, coaches and officials to national level to maintain fluid pathways.

To provide a clear pathway for athletes to progress.

To maintain financial viability and accountability of the NHPP through meeting sound budgetary requirements and to report regularly to the TA board.