

MINING FOR GOLD

SNZ High Performance Plan to 2012



15 December 2006



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Following the successful campaigns in 2005 and 2006 when SNZ surpassed each of its agreed performance targets the model will be significantly revised for the remainder of the campaign to Beijing 2008 and on to London 2012.

Nine major areas have been identified as factors in 2012 success:

1. Individual Pinnacle event swimmers (Olympic Games & World Championships)
2. Relay Pinnacle event and individual high-level international swimmers (World SC & Pan-Pacific Championships, Commonwealth Games)
3. Youth age swimmers (16, 17, 18)
4. Age Group swimmers (13, 14, 15)
5. 'Junior' age swimmers (10 & under, 11, 12)
6. Club & Regional Development
7. Distance including Open Water Swimming
8. Paralympic Swimming
9. Coach Development

It is remotely possible a girl aged 9 or 10 in 2006 may make the 2012 Olympic team so, except for immigration, all swimmers who will be on the 2012 team are currently 'in the system'.

Identification of the various pool swimmer groups will change from the current squad times progressive from 13 to 19 and Open ages to two systems, one based on world standards for swimmers 16 and over, and one based on NZ standards for those 15 and under.

World standards

FINA recently published the A & B qualifying standards for Beijing 2008. The A standard is the average 16th place in the 2004 and 2005 annual world rankings while the B standard is A+3.5%. SNZ will adopt the A standard for its highest identified national group and the B standard for the second-tier group and will submit revised Olympic selection standards to NZOC using only the A and B standards. Individual Olympic selections will be made only using the A standard while relay swimmers must have attained the B standard in an individual event to be eligible for selection. Relays must rank top 16 in the world in the 15 months preceding the Olympics.

FINA has also devised its own open-source points scoring system in opposition to the traditionally used swimews.com system. Both systems use an average of the all-time world top 10 as their base (1,000 points) but the algorithms underlying them produce totally dissimilar results. The FINA system will be used for recognition of the Youth age (16, 17, 18) swimmers at three levels, gold, silver and bronze - 800, 750 and 700

points. For comparison purposes the A & B standards approximate to 950 and 850 points. Within the Youth groups no age differentiation will be made – a startling 16 year old will gain higher recognition by swimming an 800 point performance rather than by being 16.

Qualification for all 16+ levels will be LC only at designated competitions and in Olympic events only.

NZ standards

SNZ has devised its own points scoring system (*XLR8*) for Age Group squads. The system is similar to the FINA and swimnews systems but based on the top 10 NZ performances at the last 10 years' National Championships in each event and in each single year age group (just to clarify; the FINA system is based on the all-time world 10 while the NZ system is based on the 'all-time' NZ top 10). This *XLR8* system will be used to identify three levels of Age Group squads and also replace the traditional event-by-event entry and award system for Junior (12 & under) swimmers, hopefully from 2008 onwards. Results from four events are combined for a total points score with distance freestyle and individual medley being compulsory inclusions. Restrictions are also placed on the number of short events allowed. This system will produce change in coaching focus and methodology forcing aerobic based, multi-stroke training to be the norm. The selection model:

Group	Age	Levels	Method	Standard	
Pinnacle A	Open		World rankings	16 th rank (FINA A)	
Pinnacle B	Open		World rankings	16 th + 3.5% (FINA B)	
Youth	16, 17, 18	Gold	FINA points	Male	Female
		Silver		800	800
		Bronze		750	750
Age Group	13, 14, 15	Gold	<i>XLR8</i>	700	
		Silver		4,000	
		Bronze		3,800	
Junior	10 & under, 11, 12	National	<i>XLR8</i>	3,600	
		Regional		2,800*	

NOTE: Junior *XLR8* scores TBC.

National relates to entry to NZ Junior Championships, Regional relates to Regional Assessment Days (see later)

Programmes at each level will ensure swimmers are prepared for the competitive and training demands at each subsequent level with the exception of Youth Gold who will be included in activities at a higher level (integrated with Pinnacle A and B) from time to time. Youth swimmers fast enough to qualify for higher standard activities will be included in those activities but for all other programming they will come under their respective age programme.

In April 2005 SNZ introduced significant prize money for results and performances at targeted competitions available to both swimmers and their coaches. The programme is funded from SNZ Regional contributions and @Ri\$k funds. Over \$310,000 has already been paid out in 2005 and 2006 under this programme which, funding allowing, will continue in future years.

Support Services

SNZ, NZAS and AUT have funded a PhD physiology scholarship student based at the MISH HPC. A further appointment to assist with video technology is required.

At A, B and Youth Gold levels, sport science, sport medicine and performance lifestyle support is required. SNZ and NZAS have put together support team leaders in Medicine, ACE, Physiotherapy, Nutrition and Strength & Conditioning, together with a Coordinator, and a comprehensive Individual Performance Plan (IPP) workbook has been developed, completion of which is compulsory before services can be accessed. The HPC at MISH has been a prime user of support services but the rest of the country has lagged behind, largely due to lack of coach understanding and organisation. It is envisaged this will change under the new system and significantly more funds will be required in support areas. IPP's will be introduced as coach education tools before swimmers are eligible for NZAS support and to prepare for service utilization.

Standard performance and lifestyle monitoring tests have been developed and the battery will be expanded to cover all identified swimmer levels in water skills, swim-specific fitness and race-specific skills.

Innovation Technology

There a number of technology concepts being developed at present under the NZAS Innovation programme. These need to be completed at an early date if they are to impact Beijing performances; the more likely impact is London 2012.

Snowfarm Altitude Pool

A pool is planned at an elevation of 1,600m at Snowfarm, hopefully to be completed by March 2007. It is envisaged SNZ will use this facility extensively for all levels of identified swimmers (but not all identified swimmers).

Flume at Otago University

The flume is a unique point of difference for NZ but is in danger of being de-commissioned. NZ coaches and swimmers are starting to understand the benefits of using the flume and it was heavily supported around the recent Spring Championships.

1 PINNACLE A

This programme will be led by HPCD Jan Cameron and HPC Thomas Ansorg. Through to Beijing 2008 Jan will be based at the SNZ HP Centre at MISH actively coaching the HP group along with Thomas, and will take the Head Coach role at Pinnacle events in 2007 (World Championships) and 2008 (Olympic Games) as well as the World SC Championships in April 2008. If Jan is unavailable for the 2007 World University Games in Bangkok, Thomas will take the Head Coach role. Post Beijing Thomas will take over the MISH HP group and Jan will take a nation-wide role with A & B level swimmers and their coaches.

There are currently six swimmers who have met the A standard (this number will likely increase slightly at the December World Championships Trials) with targets of 10 prior to Beijing 2008 and 12 prior to London 2012. Allowing for a high number of expected retirements post-Beijing the track looks like:

2006	2007	2008	2009	2010	2011	2012
6	8	10	6	8	10	12

Given these progressions SNZ is confident in achieving its target of at least five top five finishes in Beijing, has set a target of at least three medals in London 2012 and can be a significant player on the world swimming scene by 2016.

Mark Saunders has been appointed Team Manager at major events through to Beijing 2008.

Prior to the 2006 Commonwealth Games Thomas Ansorg introduced a 'bonding' camp where the Games team developed the 'Swimming Haka' on the summit of Mt Ruapehu. This Haka stopped the meet at both the Commonwealth Games and Pan-Pacific Championships. Similar bonding camps (different venues and content) are planned before each pinnacle event.

Staging camps immediately preceding Pinnacle events have proved extremely successful since 2002 and venue and facilities have already been agreed for 2007 and 2008 at the Republic Polytechnic, Singapore which may also be suitable for staging prior to Delhi 2010. For 2009 and 2012 it may be advantageous to return to the pre-Athens site on Kefalonia although Bath University has indicated interest in hosting NZ for 2012.

HPC @ MISH

Access to water space at MISH for the HPC swimmers is restricted by other user groups. In the short term additional water space needs to be purchased and in the longer (not long) term SPARC is encouraged to consider funding MISH to provide a dedicated HP training venue (i.e. High performance and nothing but high

performance). It is imperative that SNZ has dedicated HP facilities if the country is to achieve and maintain a major position in world swimming and imperative SPARC has equivalent facilities in all priority sports if NZ is to attain and sustain a world-leading model. HP administration support at MISH needs to be in place by Christmas 2006.

2 PINNACLE B

This programme will also be led by Jan Cameron and Thomas Ansorg liaising with and influencing the personal coaches of swimmers throughout the country. Three, four-day training, testing and monitoring camps will be held at MISH for all A & B swimmers.

Expected numbers are 20-25 with at least two expected to graduate to Pinnacle A standard each year. This group will be included in combined A & B activities such as warm-weather and peak-volume camps, probably in Australia.

During the 2008 Olympic Games the B, and possibly Youth Gold group swimmers who are not part of the Olympic team will attend a camp at MISH and 'mirror' the Olympic programme over a 25m course with the aim of beating the NZ times at the 50m Olympics. At the conclusion of the camp they will travel to Australia to compete in the Australian Short Course Championships. This group will likely form the majority of the 2012 Olympic team.

3 YOUTH PROGRAMME

The Youth programme will commence in 2007 with selection from the 2006 NZ Summer Championships to the Junior Pan-Pacific Championships and Australian Youth Olympic Festival. 2007 ages will be 16-18 years with this group tracking through to 2008 as 17-19 etc. as follows:

Year	Age Range		
	Class of 2010	Class of 2011	Class of 2012
2007	16 – 18 years		
2008	17 – 19	16 – 18	
2009	18 – 20	17 – 19	16 – 18
2010	19 - 21	18 – 20	17 – 19
2011		19 - 21	18 – 20
2012			19 - 21

This will be led by Youth Programme Manager Clive Power at three levels of service:

Gold

FINA 800 points

This group will receive home programme visits where their coaches will be mentored and have camps at MISH (testing and monitoring) and in Dunedin (flume access).

Major annual competition exposure will be Australian Age Championships (with the exception of 2007 when Australian Swimming have banned foreigners from finals), the US Grand Prix circuit and the Japan Olympic Cup.

Silver

FINA 750 points

This group will have camps at MISH in combination with the Youth Gold group and access the Australian Age Championships.

Bronze

FINA 700 points

This large group of swimmers will receive bi-monthly electronic newsletters covering training and competition advice, race strategy, nutrition, etc.

The groups will be selected at the 2006 Summer Championships in December when the Junior Pan Pacific (18/u) team will be chosen.

4 AGE GROUP PROGRAMME

This 13-15 age group will be led by AG Programme Manager Trevor Nicholls at three levels of service.

Gold

4,000 *XLR8* points; expected numbers would be 6 – 10.

This group would receive home programme visits and compete at the Japanese Olympic Cup Age Group Championships in August each year and the Australian Age Championships.

Silver

3,800 *XLR8* points; expected numbers would be 10+ and would compete at the Australian Age Championships each year except 2007 and form the basis of selection to the annual Trans-Tasman Tri-series competitions.

Bronze

3,600 *XLR8* points; expected numbers would be 30+

Gold, silver and bronze swimmers (total 60-70) would participate in the continuing Tri-series Development camps at Palmerston North with three camps for each of three vertically selected groups. Swimmers are challenged with both wet (e.g. 1 a.m. time-trials) and dry (e.g. abseiling, sheep-shearing) tasks. The final camp each year will be a Tri-series competition between the three groups with two competitions each day.

Reporting and analysis templates will be developed for use at camps and during home programme visits. One copy will be sent to parents via the swimmer, one copy will be mailed to the home coach and one copy retained by SNZ with the data entered onto the Performance database.

5 JUNIORS

SNZ hold 'National Championships' at 10 & under, 11 and 12 year age groups with qualification and results based on single event standards. Many coaches and clubs place undue importance on this event and focus their programmes on success at this level. The event, held concurrently in N/C/S regions, is traditionally held in February so changes cannot be made for 2007, however, from 2008 onwards qualification and awards will seek to use the four-event *XLR8* system.

6 CLUB & REGIONAL DEVELOPMENT

The HP Team will identify swimmers aged 19 and over who do not achieve the FINA B standard but have a minimum standard of NZ Open finals. Swimmers selected from this group will receive no support from the National programme except for eligibility for PM Athlete Scholarships (PMAS). However, their coaches will be invited to 'buy-in' to a personal development programme. They will receive mentoring and development support from the HP team, including IPP assistance, and a clear pathway for their swimmers will be demanded:

March/April	NZ Youth & Open Championships (Identification meet)
August	Australian Short Course Championships
September	NZ Spring Championships (qualify for PMAS)
December	NZ Summer Championships
March/April	NZ Youth & Open Championships – must achieve B standard or dropped from the programme.

The NZ Spring Competition in September will be short course and age group based (as 2006) and used as an evaluation point (performance, not results based) for PM Scholarships. A & B swimmers will not be evaluated at this competition.

Club Grants

Subject to available funding, SNZ will introduce a Performance Programme Grant system based on the number of swimmers attaining A, B or Youth gold standard at each year's designated event(s) ensuring a wide distribution of financial support to performing programmes. Awarded funds will be held by SNZ and coaches will apply for programme enhancement projects during the following year. If a swimmer changes programmes the grant will be made to the 'donor' programme not the 'recipient' programme. The HPC will be ineligible for this programme.

XLR8: swim faster, faster!

Awards are made to swimmers topping the bi-monthly ranking lists and swimmer and club awards to those topping the year-end lists. Poolside slates (for recording training details prior to transfer into logbooks) may be available to all swimmers on the *XLR8* listings.

MOMENTUM²12

Starting 12 December 2006 a challenge will be made to the whole swimming community – break every record in every event at every age group in every Region and Nationally before the start of the 2012 London Olympics; a total of 11,152 records - an average of 10 records each month in each Region and NZ. Subject to available funding monetary prizes will be offered to the first Region to achieve their challenge and smaller ones to each subsequent Region. Additionally, depending on funding, swimmers will receive prize bonuses (on top of the record prizes already

offered) for breaking the oldest NZ records in order as at 12 December 2006, and swimmer breaking a NZ record during the period will receive a swim cap and SNZ will seek to provide every club involved with a banner suitable for display at their pool. National progress charts will be produced for display, where practicable, at national and end-of-season regional meets as well as on the SNZ website.

New Zealand Long Course Open Records

As at 31 October 2006

	Event	Time	Name	Competition	Date
1	200 BK	2.00.48	Paul Kingsman	Olympics - Seoul	21.09.88
2	800 FR	8.05.32	Danyon Loader	NZ Opens - Wellington	15.03.91
3	1,500 FR	16.26.44	Phillippa Langrell	Pan Pacs - Edmonton	24.08.91
4	200 BK	2.10.79	Anna Simcic	Pan Pacs - Edmonton	24.08.91
5	400 FR	4.12.96	Phillippa Langrell	Olympics - Barcelona	28.07.92
6	800 FR	8.35.57	Phillippa Langrell	Olympics - Barcelona	30.07.92
7	100 FR	50.12	John Steel	Pan Pacs - Kobe, Japan	13.08.93
8	1,500 FR	15.27.36	Danyon Loader	NZ Opens - Wellington	6.04.94
9	800 FR REL	7.21.67	NZL (T Bray, J Steel, G Callaghan, D Loader)	CWG - Canada	20.08.94
10	50 BR	28.23	Paul Kent	Australian Champs - Perth	30.03.95
11	400 FR REL	3.21.52	NZL (J Steel, N Tongue, T Bray, D Loader)	Pan Pacs - Atlanta	12.08.95
12	100 BR	1.02.26	Paul Kent	Australian Open - Sydney	21.04.96
13	200 FR	1.47.63	Danyon Loader	Olympics - Atlanta	23.07.96
14	400 FR	3.47.97	Danyon Loader	Olympics - Atlanta	23.07.96
15	200 BF	2.11.62	Elizabeth Van Welie	Olympics - Sydney	19.09.00
16	50 FR	25.43	Toni Jeffs	CWG - Manchester	2.08.02
17	400 IM	4.44.56	Elizabeth van Welie	CWG - Manchester	4.08.02
18	100 FR	55.99	Alison Fitch	Pan Pacs - Yokohama	28.08.02
19	50 BK	26.23=	Cameron Gibson	NZ Opens - Wellington	16.04.03
		26.23=	Scott Talbot-Cameron	FINA World Champs - Montreal	30.07.05
20	50 BK	23.27	Brad Herring	NZ Opens - Wellington	17.04.03
21	100 BK	55.39	Cameron Gibson	NZ Opens - Auckland	31.03.04
22	200 IM	2.15.71	Helen Norfolk	NZ Youth & Open Champs - Wellington	29.03.05
23	100 BF	52.49	Corney Swanepoel	NZ Youth & Open Champs - Wellington	30.03.05
24	50 BF	23.76	Corney Swanepoel	NZ Youth & Open Champs - Wellington	31.03.05
25	50 BR	31.21	Zoe Baker	NZ Youth & Open Champs - Wellington	1.04.05
26	200 BR	2.30.54	Kelly Bentley	NZ Youth & Open Champs - Wellington	29.05.05
27	200 FR	2.00.38	Helen Norfolk	FINA World Champs - Montreal	28.07.05
28	50 BF	27.01	Elizabeth Coster	FINA World Champs - Montreal	29.07.05
29	100 BR	1.10.51	Annabelle Carey	2005 Commonwealth Trials	9.12.05
30	200 BF	1.56.64	Moss Burmester	Melbourne Commonwealth Games	16.03.06
31	100 BF	1.00.34	Elizabeth Coster	Melbourne Commonwealth Games	18.03.06
32	800 FR REL	8.02.20	NZL (L Boyle, H Norfolk, A Fitch, M Ingram)	Melbourne Commonwealth Games	18.03.06
33	400 IM	4.18.20	Dean Kent	Melbourne Commonwealth Games	19.03.06
34	200 IM	2.01.08	Dean Kent	Melbourne Commonwealth Games	20.03.06
35	50 BK	28.89	Hannah McLean	Melbourne Commonwealth Games	20.03.06
36	400 FR REL	3.43.49	NZL (L Boyle, A Fitch, H Norfolk, H Mclean)	Melbourne Commonwealth Games	20.03.06
37	400 MED REL	3.40.76	NZL (S Talbot-Cameron, G Snyders, M Burmester, C Gibson)	Melbourne Commonwealth Games	21.03.06
38	100 BK	1.00.83	Hannah McLean	Melbourne Commonwealth Games	21.03.06
39	400 MED REL	4.06.30	NZL (H McLean, A Carey, E Coster, A Fitch)	Melbourne Commonwealth Games	21.03.06
40	200 BR	2.15.98	Dean Kent	NZ Youth and Open Championships - Ch	15.04.06

Regional Assessment Days

RADs will continue in a similar manner to 2006 with swimmer selection based on *XLR8* and each Region holding three full day camps covering swimmers from every club.

The principle of a coach from each club attending will continue – no coach, no swimmer, no exceptions. Depending on available funds 'PB' booklets may be distributed to every swimmer attending a RADs camp.

SNZ Ambassadors (Danyon Loader, Toni Jeffs, Liz Van Welie) have been contracted to attend RADs and this programme will be continued and possibly extended down to Club level.

Club & Regional Development Programme

A Club Support & Development Programme is being developed by the National Education Manager which seeks to emulate the Australian GoClub and English Swim21 programmes allowing organizational audit and 'best practice' encouragement.

7 DISTANCE INCLUDING OPEN WATER

Clive Power will manage this programme and a NZ Open Water Coach will be appointed.

goLD go LONG DISTANCE!

A nationwide web-based goLD programme will be introduced using *XLR8* and **swimformation** algorithms with swimmer and programme recognition on a bi-monthly and annual basis.

A goLD Squad will be selected following the NZ Summer Championships, December 2006. The Squad will be standard based rather than age differentiated and will include Open Water specialists. Open Water competitions will be scheduled during January and February for this Squad and a group selected from the April NZ Youth & Open Championships will attend the US GP circuit.

The successful distance camp model used in October 2006 with US Head Open Water Coach Bill Rose will be continued with camps in May and September/October each year.

The Australian Open Water Championships in December 2006 and 2007 will be used as the NZ Trials for World Open Water Championships in 2007 and 2008. The 2008 World Championship is the first and second tier selection meet for Beijing 2008.

FINA's qualification criteria for the Marathon 10k in Beijing 2008 ensure a high probability of NZ invitation. SNZ have indicated to NZOC they will be submitting selection criteria tougher than the IOC/FINA criteria. NZ Open Water swimming has been neglected over the past five or six years but, as it is exploding in standard and popularity world-wide and a sport at which New Zealanders could excel, a comprehensive development programme needs to be in place as soon as possible.

8 PARALYMPIC SWIMMING

SNZ has liaised with PNZ in the selection criteria and staffing appointments for the IPC World Championships in Durban, RSA in December 2006 and has integrated Paralympic Championships into the NZ Age Group Championships for a number of years. SNZ is in ongoing negotiations with PNZ to absorb Paralympic swimmers into the SNZ programme. If negotiations are concluded Clive Power will manage this programme and, together with Hadleigh Pierson, a camp is already arranged for January 2007.

Full plans and targets which depend on available resources are still to be decided but they will include at least the following and must conclude in Olympic medals.

Two information/training camps will be held early in 2007 one in the North Island and one in the South Island. The camps would be held over 2 days and would have as their main goal to provide information on training, competition pathways and improve awareness opportunities available for swimmers with disabilities at international level.

Swimmers from around the country would be selected using competition e.g. South/North Island Games and any national competition through to April 2007. Former Paralympians and footage from Paralympics Games would be used as part of the promotion to get swimmers on the programme through to 2012. For 2007 the major focus events would be the Oceania Paralympic Championships in Darwin and the Australian Junior National Games in Sydney.

9 COACH DEVELOPMENT

Over the past twelve months there has been increasing interaction between the proposed Youth Programme Manager and Age Group Programme Manager and 'home' programmes which has highlighted deficiencies in coaching standards and, consequently, the knowledge and ability levels of the swimmers.

The Elite Coaches' Workshop (May), the annual Coach School (October), Tri-series camps (year-round), Regional Assessment Days (year-round) and the recent 'distance' camp have each been seen as extremely valuable educational activities, however there is still deep concern about the majority of programmes and the practical application of coaching knowledge leading to competence and results.

The following will be developed and introduced to enhance the successful programmes already introduced:

- Formal criteria for 'Carded' coaches, possibly as simple as coaches of A, B and Youth Gold swimmers.
- Instructive sessions preceding the annual Elite Coaches' Workshop.
- Visitations of 2-3 days minimum with specific checkpoints.
- 'Coaches Cookbooks' at three levels **prescribing** the frequency, duration, content and method of training while encouraging a style of coaching delivery which develops athlete awareness and responsibility.
- Time-keeper certification for coaches.
- Multi-tasking examinations (time, splits, SR with multiple swimmers).
- 'Associate' Coach programmes during the Tri-series Development camps.
- Research into the possibility of a University-based, formal Coach Education certification endorsed by FINA.

Coach support would link directly to SNZ certification level:

Assistant Coach Certificate	Cookbook vol 1, " <i>How to boil an egg</i> "
Skills Coach Certificate	Cookbook vol 2, " <i>Egg and chips</i> "
Development Coach Certificate	Cookbook vol 3, " <i>Cordon bleu cookery</i> " (web based)
Performance Coach Certificate	
High Performance Coach Certificate	

Subject to available funding, waterproof resources will be produced at Cookbooks 1 and 2 levels together with DVD support.

Content at the early levels will be entirely prescriptive and cover a full year's work with periodic assessment. It will include minimum standards for pool set-up, coach presentation (dress and demeanor), pool use, land conditioning, reporting systems to

parents, progression levels, log book requirements, generic job descriptions and code of conduct. Coaches at this level will be expected to attend RADs which are seen as their 'pinnacle' event. Posters will be produced showing periodised training themes and long term athlete development (LTAD) guidelines and recommendations.

The Cookbook at level 2 (Skills) will also be prescriptive but may be web based allowing coaches to choose from different menus. At level 3 (Development) the cookbook will allow them to create their own recipes.

Development Certified coaches will receive programme visits during which the Mentor Coach will run the programme 'shadowed' by the home coach who will receive a written report with observations of the swimmers' ability, application and attitude. Follow-up visits will be shorter and the home coach will run the programme.

All coaches receiving visits will meet as a group prior to the SCAT Conference and at Age Group Nationals bringing with them their attendance logs, annual training and competition results and their swimmers' test and competition results. A 'basic skills' workshop will be provided including pool practical sessions covering standard test sets (STS), session management and compatible training sets.

An interactive web 'chat room' may be set up for these coaches. Any coach not registering on the programme will forfeit the right to any support including national team selection and, although their swimmers will be eligible for selection all swimmer support will be withdrawn. If the coach is not the head Coach of the programme the Head Coach must sign off that they have total autonomy of programming their group.

Certification sign-off after Theory courses will be by Practical assessment during home program visits and verified evidence of improved swimmer performance levels at NZ National Championships. Swimmers changing programmes will have a twelve-month moratorium before their points can be used for Certification completion.

Identified coaches will be selected as Scholarship coaches and allowed structured access to the HPC at MISH. Their home programme will be covered off during this time by the YPM or AGPM. It may be possible for them to be accompanied at MISH by one or two of their best swimmers.

Coaches at Performance level (4) must have worked a minimum of two Tri-series camps (and potentially higher level camps also) before being eligible for NZAS Carded Coach nomination.

Available development opportunities:

- SNZ School of Coaching
- RADs

- Tri-series camps
- Programme visits
- Elite Coaches' Workshop
- Event camps
- International selection
- PM HPC Scholarships

Clive Rushton
High Performance Programmes Director
December 2006



A World top 16

B (A+3.5%)

Youth	800 pts	G
16-18	750	S
	700	B

AG	XLR8 4,000	G
15/u	3,800	S
	3,600	B

SNZ Target numbers at each age/performance level

	2006	2007	2008	2009	2010	2011	2012
CWG	WC	OG	WC	CWG/PP	WC	OG	
>5 medals	5 to 8 top 8	>5 x top5	TBA	TBA	TBA	> 3 medals	
A	6	8	10	6	8	10	12
B	20	22	24	20	24	28	32
Youth	6	8	10	12	14	16	18
16-18	20	22	24	20	24	28	32
	36	40	44	48	52	56	60
AG	8	10	12	14	16	18	20
15/u	20	23	26	29	32	35	38
	60	65	70	75	80	85	90

FINA B		FINA A	
FINA A + 3.5%		World Rank 16	
0:23.13	0:26.32	0:22.35	0:25.43
0:50.95	0:57.17	0:49.23	0:55.24
1:52.53	2:03.47	1:48.72	1:59.29
3:58.01	4:20.05	3:49.96	4:11.26
15:45.12	8:54.04	15:13.16	8:35.98
0:57.07	1:03.86	0:55.14	1:01.70
2:03.91	2:17.38	1:59.72	2:12.73
1:03.72	1:11.43	1:01.57	1:09.01
2:18.37	2:33.40	2:13.69	2:28.21
0:54.71	1:01.43	0:52.86	0:59.35
2:01.79	2:15.42	1:57.67	2:10.84
02:05.6	02:20.0	02:01.4	02:15.3
4:27.44	4:55.06	4:18.40	4:45.08
Male	Female	Male	Female

Youth Bronze		Youth Silver		Youth Gold		
FINA 700 Pts		FINA 750 Pts		FINA 800 Pts		
FR	0:24.64	0:27.72	0:24.08	0:27.09	0:23.57	0:26.51
	0:54.41	1:00.84	0:53.17	0:59.45	0:52.04	0:58.19
	1:59.34	2:12.15	1:56.62	2:09.14	1:54.14	2:06.39
	4:12.67	4:36.71	4:06.92	4:30.42	4:01.67	4:24.66
	16:41.33	9:25.33	16:18.55	9:12.46	15:57.71	9:00.70
BK	1:00.75	1:07.91	0:59.37	1:06.37	0:58.10	1:04.95
	2:11.45	2:24.64	2:08.46	2:21.35	2:05.72	2:18.34
BR	1:07.77	1:15.49	1:06.22	1:13.78	1:04.81	1:12.21
	2:26.71	2:42.04	2:23.37	2:38.36	2:20.32	2:34.99
BF	0:58.27	1:04.94	0:56.94	1:03.46	0:55.73	1:02.11
	2:09.70	2:22.62	2:06.75	2:19.38	2:04.05	2:16.41
IM	2:13.77	2:28.06	2:10.73	2:24.70	2:07.94	2:21.61
	4:44.08	5:10.71	4:37.62	5:03.64	4:31.70	4:47.18
	Male	Female	Male	Female	Male	Female

Age Group Bronze						
XLR8 3,600 Pts						
900 point standard						
FR	0:27.58	0:26.61	0:25.89	0:29.32	0:28.82	0:28.41
	1:00.17	0:58.09	0:57.30	1:03.74	1:02.34	1:01.46
	2:10.79	2:05.89	2:03.55	2:17.16	2:13.82	2:12.45
	4:35.20	4:24.98	4:19.56	4:47.60	4:39.78	4:38.54
	18:12.67	17:31.44	17:09.01	9:54.42	9:37.82	9:33.47
BK	1:06.87	1:04.40	1:02.63	1:10.03	1:08.72	1:07.60
	2:24.58	2:18.47	2:13.77	2:30.55	2:27.13	2:24.77
BR	1:16.25	1:12.87	1:11.14	1:19.03	1:18.15	1:17.52
	2:45.04	2:36.77	2:33.26	2:51.83	2:49.42	2:46.40
BF	1:06.70	1:03.52	1:02.21	1:10.15	1:08.27	1:08.11
	2:27.27	2:19.95	2:16.77	2:33.74	2:31.20	2:29.47
IM	02:29.2	02:22.6	02:19.1	02:34.6	02:32.0	02:30.2
	5:14.85	5:01.15	4:52.28	5:26.69	5:19.95	5:16.13
	13	14	15	13	14	15
	Male		Female			

Age Group Silver						
XLR8 3,800 Pts						
950 point standard						
	0:26.96	0:26.02	0:25.31	0:28.66	0:28.17	0:27.78
	0:58.82	0:56.79	0:56.01	1:02.31	1:00.94	1:00.08
	2:07.86	2:03.06	2:00.77	2:14.08	2:10.81	2:09.47
	4:29.02	4:19.03	4:13.73	4:41.15	4:33.50	4:32.28
	17:48.14	17:07.83	16:45.91	9:41.07	9:24.94	9:20.60
	1:05.36	1:02.95	1:01.22	1:08.46	1:07.17	1:06.08
	2:21.33	2:15.36	2:10.77	2:27.17	2:23.82	2:21.52
	1:14.53	1:11.23	1:09.55	1:17.25	1:16.39	1:15.78
	2:41.34	2:33.25	2:29.81	2:47.97	2:45.63	2:42.66
	1:05.20	1:02.09	1:00.82	1:08.57	1:06.73	1:06.58
	2:23.97	2:16.81	2:13.70	2:30.28	2:27.80	2:26.11
	2:25.86	02:19.4	02:16.0	02:31.1	02:28.6	02:26.8
	5:07.78	4:54.38	4:45.72	5:19.36	5:12.77	5:09.03
	13	14	15	13	14	15
	Male		Female			

Age Group Gold						
XLR8 4,000 Pts						
1,000 point standard						
	0:26.37	0:25.45	0:24.76	0:28.04	0:27.56	0:27.17
	0:57.54	0:55.55	0:54.79	1:00.95	0:59.61	0:58.77
	2:05.07	2:00.38	1:58.14	2:11.16	2:07.96	2:06.65
	4:23.16	4:13.39	4:08.20	4:35.02	4:27.54	4:26.35
	17:24.86	16:45.43	16:23.99	9:28.41	9:12.63	9:08.38
	1:03.94	1:01.58	0:59.89	1:06.97	1:05.71	1:04.64
	2:18.25	2:12.41	2:07.92	2:23.96	2:20.69	2:18.44
	1:12.91	1:09.68	1:08.03	1:15.57	1:14.73	1:14.13
	2:37.82	2:29.91	2:26.55	2:44.31	2:42.02	2:39.12
	1:03.78	1:00.74	0:59.49	1:07.08	1:05.28	1:05.13
	2:20.83	2:13.83	2:10.79	2:27.01	2:24.58	2:22.93
	2:22.68	2:16.37	2:13.00	2:27.82	2:25.33	2:23.61
	5:01.07	4:47.97	4:39.49	5:12.40	5:05.95	5:02.30
	13	14	15	13	14	15
	Male		Female			

Competition Selection Pathway

