



# NTIS

## NORTHERN TERRITORY INSTITUTE OF SPORT

### HIGH PERFORMANCE SPORT FRAMEWORK 2014 - 2016

#### Introduction

The purpose of this framework is to outline key aspects relating to the role, responsibilities, structure and operations of the Northern Territory Institute of Sport (NTIS), in line with the NT High Performance Sport Pathway (attached) and the role of the NTIS in the National Institute Network, including its commitments to the National Institutes of Sports Inter-Governmental Agreement and the Australian Sports Commission's National high performance strategy; *Australia's Winning Edge*.

#### NTIS Purpose and Key Performance Indicators

As the NT Government's centre for sporting excellence, the purpose of the NTIS is to:

***Improve the quantity and quality of high performance coaches and athletes in the Northern Territory through targeted support to selected Peak Sporting Bodies and scholarship holders.***

The success of the NTIS is measured through 2 Key Performance Indicators (KPIs).

1. The development of effective high performance coaches across the Territory. This is measured specifically by:
  - a) 80% of identified high performance coaches meeting individual performance plan targets.
2. The delivery of high quality coaching and support services to athletes resulting in the development of outstanding athletes whose character and performances inspire Territorians. This is measured specifically by:
  - a) 80% of NTIS scholarship athletes meeting individual development plan targets.
  - b) 80% of identified academy athletes meeting individual development plan targets.

#### NTIS Philosophy and Principles for Success

The NTIS aims to make a positive difference in the lives of Territorians by providing talented athletes with access to a team of experts providing high quality coaching and servicing in an environment that challenges individuals to push themselves further and achieve more, so that we have better developed athletes who can succeed at the highest levels in sport and life.

The NTIS Purpose, KPIs and Philosophy are underpinned by three Principles for Success:

1. **Exemplary standards** – We set the bar higher than what one might think is realistic. We do not tolerate excuses, delays or non-compliance. NTIS athletes consistently achieve success/perform at the highest level; they have a “can-do”, winning attitude.
2. **Quality personnel and practices** – We work in a united fashion across disciplines sharing ideas, thoughts and knowledge while challenging views in a constructive, conciliatory way, which respects expert opinion and management decision making. We think strategically and innovatively, and use sound planning and evaluation processes across all work areas.
3. **Athlete-focused, expert-guided, coach-managed systems** – We apply a multi-disciplinary team approach that puts the athlete at the centre of work with integrated programs being specifically designed to meet each athlete’s requirements.

## Resources

In achieving its purpose, the NTIS is dependent on the significant support provided by the NT Government and on the partnerships and collaboration of key stakeholders that includes:

- National Sporting Organisations (NSOs);
- NT Peak Sporting Bodies (PSBs);
- NT Regional Sport Associations (RSAs);
- Local sporting clubs;
- the National Institute Network;
- the Australian Sports Commission;
- the Australian Olympic Committee;
- the Australian Paralympic Committee; and
- the Australian Commonwealth Games Association.

## NTIS Programs

Responsibilities, operations and support provided by the NTIS varies depending on the type of program. The four programs offered are:

- (i) Tier 1 – Sports with a full-time NTIS employed coach responsible for NTIS scholarship athletes as well as the development of coaches and athletes involved with PSB academy programs. The program includes a NTIS coach scholarship in Alice Springs.
- (ii) Tier 2 – Sports with recognised PSB academy programs are provided with support to develop high performance coaches and includes a NTIS coach scholarship in Darwin and Alice Springs, with recipients responsible for managing the development of coaches and athletes involved with PSB academy programs, including any NTIS scholarship athletes.
- (iii) Tier 3 - Sports with recognised PSB academy programs are provided with support to develop high performance coaches during talented athlete development camps run at various times of the year, as well as coaches managing any NTIS scholarship athletes.
- (iv) Individual Athlete Scholarships (IAS) - Awarded to athletes from sports that do not have a Tier 1-3 program.

Refer to the following tables for relevant program requirements and operational details.

<b>Tier 1 (coach employed) Program</b>	<b>Requirements</b>	<b>Operations</b>
	<p>The sport has demonstrated capacity to identify, develop and progress talented athletes and coaches from across the NT. This includes successful operation of a quality talented athlete academy program in the Top End and Central Australia regions.</p> <p>There is the ability for NTIS services to positively impact development of the current athlete and coach cohort, particularly athletes achieving NTIS Level 4 and 5 scholarship status.</p>	<ul style="list-style-type: none"> <li>- Support from the NTIS, valued in excess of \$200,000 per annum, includes: employment of a full-time Head Coach (with 'on costs') based in Darwin; a NTIS coaching scholarship valued at \$10,000 per annum to an identified coach in Alice Springs; access to agreed NTIS services (for identified coaches, scholarship and academy athletes) in Darwin and Alice Springs; and, an operational budget of approximately \$10,000 per annum to cover Head Coach travel arrangements, consumables, communications and information technology needs.</li> <li>- Under a 3 year agreement, the program is developed by the NTIS Head Coach and overseen by a Joint Management Committee (JMC) consisting of the NTIS Director and a suitable high performance representative from the PSB and the NSO respectively. The JMC will endorse and review the program, and its resourcing, on a bi-annual basis (or as otherwise required).</li> <li>- The Head Coach is employed by the NTIS on a contractual basis under NT Public Sector conditions as a Head Coach Level 2 or 3. Office space and related resources are provided by the NTIS.</li> <li>- The NTIS coaching scholarship will be used to support the development of the identified coach in Alice Springs (to offset costs associated with travel, equipment and consumables, for example) who will be actively involved in the day-to-day management and coordination of services to NTIS scholarship athletes and the Academy program more broadly in Alice Springs. Coaching scholarships are not available to any personnel employed by the PSB/NSO.</li> <li>- Athletes awarded a NTIS scholarship (refer attached NTIS Scholarship Categories) will be eligible for direct financial support each year to offset costs associated with scholarship arrangements including higher level training and competition opportunities.</li> <li>- The PSB/NSO contributes a minimum \$40,000 (plus GST) cash per annum to the NTIS for overall operation of the program. This payment is not attached to any specific aspect of the program such as coach salary or operational budget.</li> <li>- In addition, the PSB/NSO provides minimum funding of \$25,000 per annum for JMC agreed NTIS and Academy program operational requirements, targeted at development of identified, NT-based, athletes and coaches.</li> <li>- The NTIS Head Coach is responsible for NTIS scholarship athletes and management of the PSB academy program, including development of academy and representative level coaches.</li> <li>- The PSB provides suitable, year-round sport-specific training facilities and equipment for NTIS athletes and the academy programs.</li> <li>- Identified athletes undergo an Athlete Capability Assessment prior to being offered a NTIS scholarship.</li> <li>- NTIS scholarship athletes based in the NT access available services on an individualised as needed basis as per the approved Individual Athlete Development Plan.</li> <li>- The NTIS is not responsible for any costs associated with staff (including the Head Coach), scholarship athletes or coaches involvement in NT or national representative activities.</li> </ul>

<b>Tier 2 (coach scholarship) Program</b>	<b>Requirements</b>	<b>Operations</b>
	<ul style="list-style-type: none"> <li>• The sport has demonstrated capacity to identify, develop and progress talented athletes and coaches from across the NT. This includes successful operation of a quality talented athlete academy program in the Top End and Central Australia regions.</li> <li>• There is the ability for NTIS services to positively impact development of the current athlete and coach cohort, particularly athletes achieving NTIS Level 4 and 5 scholarship status.</li> </ul>	<ul style="list-style-type: none"> <li>– Support from the NTIS, valued in excess of \$100,000 per annum, includes NTIS coaching scholarships valued at \$10,000 per annum to one identified coach in Darwin and one in Alice Springs, and access to agreed NTIS services (for identified coaches, scholarship and academy athletes) in Darwin and Alice Springs.</li> <li>– Under a 1 year agreement, the program is developed by the respective NTIS coaches and overseen by a JMC consisting of the NTIS Director and a suitable high performance representative from the PSB and the NSO. The JMC will endorse and review the program, and its resourcing, on a bi-annual basis (or as otherwise required).</li> <li>– The NTIS coaching scholarships will be used to support the development of the identified coaches in Darwin and Alice Springs (to offset costs associated with travel, equipment and consumables, for example) who will be actively involved in day-to-day management and coordination of services to NTIS scholarship athletes and the Academy program more broadly in Darwin and Alice Springs. Coaching scholarships are not available to any personnel employed by the PSB/NSO. Office space and related resources for scholarship coaches may be provided by the NTIS.</li> <li>– No cash contribution from the PSB/NSO to the NTIS is required but the PSB/NSO is expected to financially support operations of the academy programs and development of all coaches involved.</li> <li>– The PSB provides suitable, year-round sport-specific training facilities and equipment for NTIS athletes and the academy programs.</li> <li>– Athletes awarded a NTIS scholarship (refer attached NTIS Scholarship Categories) will be eligible for direct financial support each year to offset costs associated with scholarship arrangements including higher level training and competition opportunities.</li> <li>– Identified athletes undergo an ACA prior to being offered a NTIS scholarship.</li> <li>– NTIS scholarship athletes based in the NT access available services on an individualised as needed basis as per the approved IADP.</li> <li>– The NTIS is not responsible for any costs associated with any staff, scholarship athletes or coaches involvement in NT or national representative activities.</li> </ul>

<b>Tier 3 (academy camps) Program</b>	<b>Requirements</b>	<b>Operations</b>
	The sport has a quality talented athlete academy program operating in the Top End and/or Central Australia regions.	<ul style="list-style-type: none"> <li>- Under a 1 year agreement, support from the NTIS includes access to agreed NTIS services targeted primarily at developing identified coaches, along with some athlete interventions, via a PSB delivered academy camp-based program (the number and format of camps run each year to be agreed by the NTIS and PSB by a specific date).</li> <li>- No cash contribution from the PSB/NSO to the NTIS is required but the program must be managed by an identified PSB representative and the PSB/NSO is expected to financially support operations of the academy programs and development of coaches involved. No JMC is required.</li> <li>- The PSB provides suitable sport-specific training facilities and equipment for NTIS athletes and the academy programs.</li> <li>- Athletes awarded a NTIS scholarship (refer attached NTIS Scholarship Categories) will be eligible for direct financial support each year to offset costs associated with scholarship arrangements including higher level training and competition opportunities.</li> <li>- Identified athletes undergo an ACA prior to being offered a NTIS scholarship.</li> <li>- NTIS scholarship athletes based in the NT access available services on an individualised as needed basis as per the approved IADP.</li> <li>- The NTIS is not responsible for any costs associated with any staff, scholarship athletes or coaches involvement in NT or national representative activities.</li> </ul>
<b>Individual Athlete Program</b>	<b>Requirements</b>	<b>Operations</b>
	The athlete's sport is not a NTIS Tier 1-3 Program.	<ul style="list-style-type: none"> <li>- Athletes from sports that do not have a NTIS Tier 1-3 Program can be awarded a NTIS Individual Athlete Scholarship (for a 12 month period) providing they meet the eligibility requirements (refer attached NTIS Scholarship Categories) and have a locally based coach that is appropriately qualified and committed (as determined by the NTIS, PSB and NSO) to manage the athletes development on a day-to-day basis.</li> <li>- NTIS Individual Athlete Scholarship holders, and the athlete's approved coach, can access agreed NTIS services and will be eligible for direct financial support each year to offset costs associated with scholarship arrangements including higher level training and competition opportunities.</li> <li>- Development of the athlete's program is undertaken by the approved coach. The NTIS and appropriate NSO high performance representative will endorse and review the program and its resourcing on a bi-annual basis.</li> <li>- Identified athletes undergo an ACA prior to being offered a NTIS scholarship.</li> <li>- NTIS scholarship athletes based in the NT access available services on an individualised as needed basis as per the approved IADP.</li> <li>- The NTIS is not responsible for any costs associated with any staff, scholarship athletes or coaches involvement in NT or national representative activities.</li> </ul>

## **NT PSB Academy Programs**

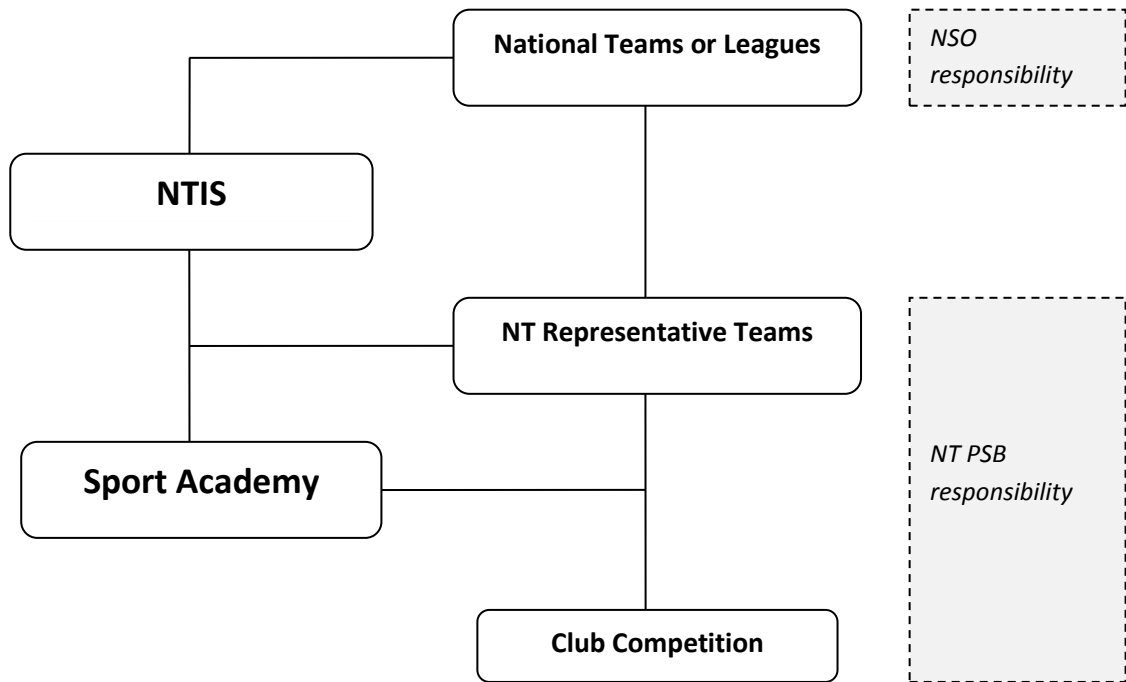
For a PSB to have a Tier 1 or 2 NTIS program, the sport must be operating academy programs, in the Darwin/Palmerston/Litchfield area and Alice Springs, that have the following characteristics in each region:

- Managed by an appropriate number of quality, (actual and developing) high performance coaches (e.g. ratio of 1 coach to every 10 athletes).
- Has a core group of identified, talented athletes with potential to progress to a NTIS Level 5 scholarship within 1-3 years.
- Involves regular training sessions run throughout the year that are focused on skill development, conditioning and education of athletes and coaches.
- Involves adequate PSB and NSO funding and in-kind support for athlete and coach development as well as general operations.
- Has access to suitable, year-round training and competition facilities and necessary equipment.

For a PSB to have a Tier 3 NTIS program, the sport must be operating an academy program in Darwin or Alice Springs with the following characteristics:

- Managed by an appropriate number of quality, (actual and developing) high performance coaches (e.g. ratio of 1 coach to every 10 athletes).
- Has a core group of identified, talented athletes with potential to progress to a NTIS Level 5 scholarship within 1-3 years.
- Has (at least 2) scheduled “camps” each year that are focused on skill development, testing and education of athletes and coaches.
- Involves adequate PSB and NSO funding and in-kind support for athlete and coach development as well as general operations.
- Has access to suitable training facilities and equipment for camps-based activities.

# NT HIGH PERFORMANCE SPORT PATHWAY



## NTIS ATHLETE SCHOLARSHIP CATEGORIES 2014

This framework has been developed, in alignment with the National Institute Network athlete categories, to ensure the primary focus of the NTIS is on:

- Identifying athletes with the greatest potential to contribute to *Australia's Winning Edge (AWE)* targets as well as NTIS outcomes;
- Prioritising support to these athletes; and
- Tracking performance over time.

Athlete Category	Level	Definition
Podium	1	International senior competitor in an individual athlete or team event with a medal performance at benchmark competitions and is considered capable of maintaining this level of performance.
Potential Podium	2	International senior competitor in an individual event or team with a ranking 4-8 at benchmark competitions and considered capable of progressing to medal performance within 2 years.
International	3	International senior competitor in an individual athlete or team event at benchmark competitions and considered capable of retaining or progressing this level of performance in the next 4 years.
Developing (International)	4	Athlete with the capability to achieve at least International level status within 1-3 years. Athlete that has signed a contract with a team competing in a national professional competition (or better).
Emerging (International)	5	Athlete with the capability to achieve at least International level status within 4-7 years. Athlete with capability to achieve national professional competition (or better) status within 1-3 years.

*Explanatory Notes: Senior: Open age, not age-specific; Benchmark competitions: Competitions which are of significance to AWE targets, and Australia's international sporting success more broadly; Capability: assessed by reference to defined sport specific criteria and process; National professional league: AFL, A-League/W-League; NBL/WNBL, NRL, First Class Cricket, Super 15 Rugby, Trans Tasman Netball, ABL, etc. competitions.*

### NTIS Athlete Scholarship

A NTIS athlete scholarship will be awarded to athletes residing in and (where possible) representing the NT who are not competing as a professional<sup>1</sup> in their sport. Athletes will be assessed under one of the 5 scholarship levels (above).

Within the 5 levels, only NT-based athletes have provisions available for "Injured" athlete status.

Level 1-5 athletes are eligible to access all NTIS services within the NT. Athlete eligibility for direct financial support will be determined on a case-by-case basis.

If an athlete, on a Level 1-4 scholarship at the time, chooses to move outside the NT to improve training and competition opportunities, then they may retain scholarship eligibility if they are competing for the NT (where possible). Service support will only be provided when these athletes are in the NT. Any funding support will be determined on a case-by-case "as available" basis to possibly assist with initial relocation and/or return trip to the NT

<sup>1</sup> An athlete who has a professional sport license (e.g. golf, triathlon) and/or is on a professional contract competing in a national or international league/championship series (e.g. AFL, NRL).



to train with their respective sport program (and to assist with any public relations activities). If a level 1-4 athlete's scholarship level drops to Level 5 status (or lower) while interstate or overseas, the NTIS will consider maintaining their scholarship for a further 12 month period only.

### **Individual Athlete Scholarship (IAS)**

Available to athletes who meet Level 1-5 National Sporting Organisation (NSO) sport eligibility in a sport where the NTIS does not have a Sport Program (Tier 1, 2 or 3).

The applicant must be:

- Endorsed by a representative of the NT Peak Sporting Body (PSB) or NSO;
- An Australian Citizen and/or be eligible for Australian representation;
- Representing the NT in competitions where possible;
- A resident of the NT. Residency is defined as going to school/university or working and living in the NT. Athletes who relocate interstate, while on NTIS scholarship, for an extended period of time, will have their scholarship status assessed on a case-by-case basis;
- Required to nominate a local coach, to be approved by the NTIS and NSO, who will be responsible for planning and managing their training, competition and NTIS servicing in consultation with the relevant national coach.

### **NTIS Training Agreement**

The offer of a NTIS Training Agreement will be considered by NTIS senior management and approved by the NTIS Director on a case-by-case basis. The following athletes can be considered:

- (i) NT-resident who is competing nationally or internationally as a professional athlete but is not a Level 1-5 athlete.
- (ii) A recognised Level 1-4 athlete from interstate or overseas, or a Level 5 athlete on scholarship within the National Institute Network, who is based in the NT for a short period of time (e.g. max. 3 months).
- (iii) An ex NTIS Level 1-5 scholarship holder (up to 12 months hence) who has returned to the NT for a short period of time.
- (iv) A NT-resident who, based on nomination by the Head Coach of a NTIS Sport Program, is considered a valuable training mentor and role model for NTIS scholarship athletes in the sport.

Athletes offered a NTIS Training Agreement are not eligible for financial support from the NTIS but can access NTIS facilities and agreed services on a pre-arranged basis when in Darwin or Alice Springs.