

Western Australia Performance Program



Supporting Western Australia's athletes to be their best

Audience: WA Water Polo Community Members

A partnership between

Water Polo Australia (WPA)

Water Polo WA (WPWA)

Western Australian Institute of Sport (WAIS)

WA Australian Water Polo League Clubs (UWA Water Polo Club and Melville Water Polo Club)

All Water Polo WA Clubs and Associations



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WA PERFORMANCE PROGRAM (WAPP)

Purpose

The purpose of the WA Performance Program (WAPP) is to optimise the collective experience, expertise, enthusiasm and resources available in Western Australian to position WA as the leading Water Polo State in Australia in terms of performances at National level (AWL, NSC and AYWPC) and representation in National programs. In addition the WAPP is designed to support the coaching and playing capability and capacity of all Clubs in WA, complimenting the broader initiatives to be undertaken as part of the National Strategic Framework (NSF), which places, Participants, Clubs and Sustainability at the core of all we do.

Stakeholders

The WA Performance Program (WAPP) is a partnership between:

- Water Polo Australia
- Water Polo Western Australia
- WAIS
- All WA Water Polo Clubs

Definitions

Australian Water Polo League (AWL) refers to the national competition conducted by Water Polo Australia

AWL Clubs – refers to the two Perth based clubs who currently participate in the AWL

National Age Group Program (NAGP) refers to the WPA National Programs for 20U, 18U, and 16U age groups.

National Performance Framework (NPF) refers to the integration of the talent identification, development, management and performance programs that ultimately lead up to the National senior teams. The summary of this document can be found [here](#) and the full version [here](#)

National Strategic Framework (NSF) refers to the overarching framework which provides strategic direction for Water Polo in Australia over through to 2030. The NSF can be found [here](#)

Water Polo Western Australia (WPWA) refers to the State Sporting Association responsible for the management of Water Polo in WA.

Western Australian Institute of Sport (WAIS) is the National Institute Network partner in WA

Western Australian Performance Program (WAPP) is collective the two programs which will be known as WAPP – North and WAPP – South. Each of the WAPP's will contain programs from 15U to Open level and be conducted through the off-season period from approximately May to September.

WAPP Operating Model

The WAPP will be based on the following operational principles:

- The WAPP will have two branches WAPP – North (WAPP-N) and WAPP -South (WAPP-S) and will be split into two distinct phases during the year.
- The WAPP-S will be delivered through a partnership between WPA, WPWA, Melville Water Polo Club and the Southern Conference Clubs (Dolphins Water Polo Club, Cockburn Water Polo Club, Somerset Water Polo Club and Peel Water Polo Club).
- The WAPP-N will be delivered through a partnership between WPA, WPWA, UWA Water Polo Club and

This document is being reviewed and updated regularly as the new program takes shape. The Management Committee once formalised will review this document again in early 2021.

the Northern Conference Clubs (Newman Water Polo Club, North Coast Water Polo Club, Stirling Water Polo Club, Triton Water Polo Club and Phantoms Water Polo Club).

- The AWL Clubs will be party to a Service Level Agreement (SLA) with WPWA to deliver the WAPP.
- WPA, WAIS and WPWA will sign a tri-party agreement for the delivery of services through the WAPP to Categorized Athletes.
- WPA will provide funding to WPWA to support the payment of the WAPP Head Coaches.
- The Head Coaches (n4) of the WAPP will be employed directly by the AWL Clubs, and the AWL Clubs will invoice WPWA, against the Service Level Agreement (SLA) for the payment of the Head Coaches through the WAPP. Further details relating to the appointment and employment of coaches can be found [here](#).
- The appointment of WAPP Age Group coaches will be managed by WPWA, and further details can be found [here](#).
- Selection of players into the respective WAPP will be conducted via Selection Panels appointed by WPWA and consistent with the guidelines provided by WPA as part of the National Performance Framework (NPF). Further details around player selection is provided [here](#)
- The calendar year will be broken into two distinct phases
 - In Season (School Terms 1 and 4) – refers to the traditional Water Polo season from approximately October through to March. All players and coaches will be based with their Clubs in **Competition** mode during this time.
 - Off Season (School Terms 2 and 3) – which is when the WAPP will be conducted refers to the period between approximately May and September. Players and coaches will be selected/appointed to be part of the WAPP during this time. Clubs will not run programs involving these athletes during this period of time.
 - In line with the National Competition Calendar (NCC). A more detailed annual breakdown is provided in [Appendix 1](#) and summarised at a high level below:
- WAIS will provide the Sports Science Sports Medicine (SSSM) support only to Nationally Categorized Athletes through the WAIS facilities and personnel.
- The WAPP's will be initially encouraged and ultimately in time required to provide a basic level of SSSM support at an age-appropriate level (defined through the Daily Training Environment Standards provided by WPA – see [Appendix 7](#) and [Appendix 8](#)) to players during the WAPP.
- All Nationally Categorized Players will have Individual Player Plans (IPP's) developed and monitored by the appointed WAIS Program Manager (p/T) in conjunction with WPA National Performance Director and respective Performance Program Head Coach.

Financial

The WAPP's will be delivered through the provision of a combination of cash and value in kind support from WPA (Cash), WAIS (VIK), AWL Clubs (Cash and VIK), Program Partners (Cash and VIK) and non-Categorized WAPP athletes (cash via a levy).

WPA will provide funds to contribute to the cost of employing the respective Head Coaches to deliver the WAPP's from May to September. These funds will be provided to WPWA, and then via a service level agreement will provide the funds to the AWL Clubs to pay the coaches. For the avoidance of doubt, WPA funds will not be used to pay for AWL team coaching during the competition season.

The AWL Clubs will prepare an operating budget for the delivery of the WAPP and present to the PPMC for approval. Any levy charged to non-categorized athletes will be kept to a minimum and be the same across both WAPP North and South.

All parties will seek to collectively engage commercial partners to support the WAPP and State Team programs with any associated funds spread across both WAPP's.

The WAIS contribution outlined below is through service provision and will include, but may not be limited to the following areas for Categorised Athletes:

- Pool hire for joint sessions involving predominantly categorised athletes
- Physiotherapy
- Strength and Conditioning support and gym access at WAIS
- Nutrition
- Psychology
- Athlete Wellbeing and Engagement
- Travel Support as required for National and International events
- Screening, testing and profiling as determined by WAIS staff

Confirmation of the operating budget and any cost to athletes will be confirmed in February 2021.

Dispute Resolution

- Disputes are to be tabled in writing to WPWA and will be raised with the PPMC Management.
- If the matter cannot be resolved at the PPMC level that it will be escalated to an independent panel, coordinated by WPA.

WAPP Management Structure

The WAPP is managed by a single management committee to be known as the Performance Program Management Committee (PPMC), which is governed by a Terms of Reference. The PPMC will provide oversight of both the WAPP – North and WAPP – South. Each WAPP will conduct the day-to-day operation of the respective programs but will be accountable back to the PPMC for the achievement of the key outcomes.

Committee	Members	Core Responsibilities
Performance Program Management Committee (PPMC)	1. WPWA EO (Chair) 2. WPA NPD 3. WAIS Rep 4. AWL Club Reps (n2) 5. Non-AWL Club Reps (n2)	<ul style="list-style-type: none"> • Make recommendations to the WPWA Board on matters relating to the WAPP's. • Make recommendations to the WAPP – North and WAPP – South on operational matters as required. • Ensure consistency between the delivery of both WAPP's in terms of participant fees and delivery of the program. • Ratify the appointment of Coaches and ensure due process is followed in the appointment process. • Oversee and manage the grievance process relating to both Performance Programs • Distribution of minutes of meeting to all stakeholders • Meet monthly from January to April and bi-monthly thereafter to the end of 2021. • Manage the WAPP review process in 2021

- Management of the process to appoint coaches to Performance Programs (Senior, 19U, 17U, 15U).
- Report to WPWA and WPA on performance of WAPP.

WAPP Head Coach Employment

For the WAPP trial phase in 2021 the currently appointed AWL Head Coaches will be engaged to lead the respective WAPP's. The coaches will be engaged through to Sept 30, 2021 at which point the program will be reviewed and decisions made on the structure moving forward. Depending on the outcomes of the review the structure of coach appointments for 2022 may vary.

The WAPP Head Coaches will sign an agreement with the AWL Clubs through to Sept 30, 2021. The details of this include:

- The employment contract is with between the AWL Club and the respective Head Coach and will include responsibilities relating to the WAPP **and** coaching the AWL Team. The core responsibilities of the respective Head Coaches are outlined [here](#).
- Payments are made by the AWL Club to the Coach for the entirety of the contract.
- A Service Level Agreement (SLA) will be signed between WPWA and each AWL Club for the delivery of the obligations of the WAPP. The AWL Clubs will invoice WPWA the agreed fee for the provision of obligations under the SLA for the period of the WAPP (April to October). The terms and conditions of the SLA must be met in order for payment to be made to AWL Clubs.
- Head Coach performance against core responsibilities will be assessed as part of the WAPP Review Process in 2021.
- The Head Coach's contracts will include both obligations to the WAPP (off season) and the AWL Club (In-season).
- In 2021, the Head Coaches will also be responsible for coaching a team in the AWL and the obligations and review of this aspect will be managed directly by the AWL Club.

WAPP Age Group Coaches

The WAPP comprises an Open age program as well as programs for 15U, 17U and 19U athletes across both genders. A Head Coach and Assistant Coaches will be appointed to each age group and each gender to deliver the WAPP from May to September.

The appointment of Age Group Head Coaches (AGHC) and Assistant Coaches (AGAC) will involve the following process and be managed by WPWA.

- WPA to develop position description for AGHC and AGAC including details relating to time commitment and obligations of the role.
- WPWA to conduct an EOI process for Coaches and Assistant Coaches
- WPWA to appoint one or two panels of appropriately qualified persons to appoint the coaches to each program. It should be noted that the State Team coaches for the National State Championships will be appointed from within this cohort of Coaches.
- Coaches appointed through to October 30, 2021, to include post WAPP and National State Championships review.

In total include the senior Head Coach roles, the WAPP requires 16 head coaches and 16 assistant coaches, creating an excellent platform for the development of local coaches who will then take knowledge back into their respective Clubs during the in-season competition period.

The Coaches in the WAPP's will be supported through the following initiatives:

- Engagement with National Coaches and National Performance Director
- The role will also include appointment to one of the WA teams for the National State Championships in their respective age groups.

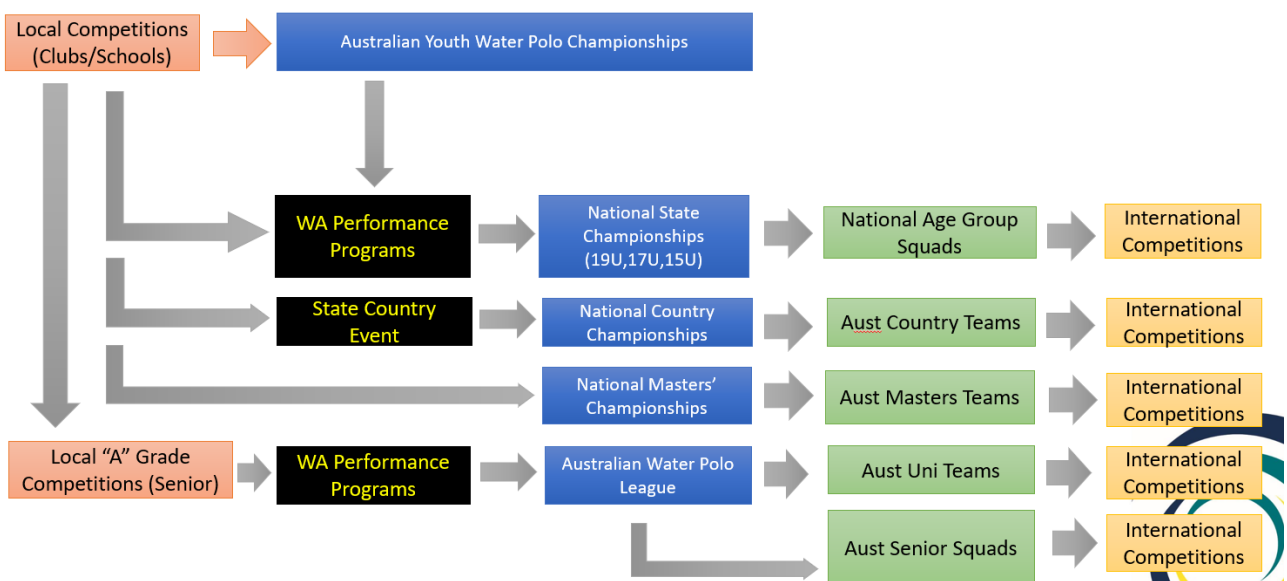
WAPP	Male	Female	State Team
South – Open Head Coach	Adam Richardson	Peter Arancini	Mentor Coach to State Team Head Coaches
South – Open Assistant Coach	Tbc	Tbc	
South – 19U Head Coach	Tbc	Tbc	State Team Head Coach (M & F)
South – 19U Asst Coach	Tbc	Tbc	State Team Asst Coach (M & F)
South – 17U Head Coach	Tbc	Tbc	State Team Head Coach (M & F)
South – 17U Asst Coach	Tbc	Tbc	State Team Asst Coach (M & F)
South – 15U Head Coach	Tbc	Tbc	State Team Head Coach (M & F)
South – 15U Asst Coach	Tbc	Tbc	State Team Asst Coach (M & F)
North – Open Head Coach	Andre Kovalenko	Damian Kelly	Mentor Coach to State Team Head Coaches
North – Open Assistant Coach	Tbc	Tbc	
North – 19U Head Coach	Tbc	Tbc	State Team Head Coach (M & F)
North – 19U Asst Coach	Tbc	Tbc	State Team Asst Coach (M & F)
North – 17U Head Coach	Tbc	Tbc	State Team Head Coach (M & F)
North – 17U Asst Coach	Tbc	Tbc	State Team Asst Coach (M & F)
North – 15U Head Coach	Tbc	Tbc	State Team Head Coach (M & F)
North – 15U Asst Coach	Tbc	Tbc	State Team Asst Coach (M & F)

WA PERFORMANCE PATHWAY

The performance pathway below describes the framework in which players and coaches can progress from local Club and Association level competition to the Olympic level, if they demonstrate the characteristics, capability and commitment required. This document is part of a larger document outlining the performance pathways around all States of Australia (which will eventually be hosted on the WPA website once completed.) . It should be noted that this is a guide and the path the success is rarely linear. This framework offers multiple pathways, multiple entry and exit points. It should be seen as a guide only.



Water Polo Western Australia Competition Framework for Talent Development (Players, Coaches, Referees)



National State Championships

The Competition Advisory Committee (CAP) has granted Western Australia, along with Queensland and New South Wales to enter two teams per gender per age group into the National State Championships.

WPWA will oversee the process to identify athletes for invitation into the WAPP's through competition season (Oct to Mar). The WAPP's will then serve as the Talent Confirmation process (consistent with the FTEM model) and State Squads of 15 will be selected by around the end of July for the 15U and 17U National State Championships. These squads will then conduct more joint sessions to prepare for the NSC's. Depending on initial intake numbers, athletes not selected in State Squad at this time may choose to return to their Club to prepare for the upcoming season, or continue to train with the WAPP/State Squads as part of their longer term development.

WPWA will appoint WA Selection Panels (WASP) for each age group. The responsibility of each Panel will include:

- Identification and selection of the WAPP squads outlined above in line with WPA principles
- Selection of WA teams to go to National State Championships (NSC) through the WAPP's
- Review of WA Team's Performances at NSC and recommendations for following year.

Each Selection Panel will comprise the following structure per gender per age group.

This document is being reviewed and updated regularly as the new program takes shape. The Management Committee once formalised will review this document again in early 2021.

- Two appointed WAPP Age Group Head Coaches (n2)
- WPWA can appoint additional selectors to ensure there is sufficient coverage of competition games during the season.

ATHLETE SELECTION

Nationally Categorised Athletes

WPA is currently responsible for the Categorisation of athletes against a standardised scale used for all sports. The purpose of the AIS Categorisation system is to guide the support provided to athletes through the NIN network (WAIS in this case). The scale, as adapted to Water Polo is described in [Appendix 2](#). In simple terms the following model can be applied to the Categorisation of Water Polo Athletes.

1. **Podium:** Multiple Olympian with demonstrated success at the elite level. Athlete is part of the current Olympic Cycle (Tokyo)
2. **Podium Ready:** Has likely been to an Olympics already or is a highly established core member of the current National team. Athlete is part of the current Olympic Cycle (Tokyo)
3. **Podium Potential:** Has not been to an Olympics, but is part of the current Australian squad and will likely be part of current Olympic campaign (Tokyo)
4. **Developing:** Highly Likely to be part of next Olympic Cycle (Paris), therefore considered likely to move to Podium Potential after the current Olympics, based on National Depth Charts
5. **Emerging:** Chance of being part of next Olympic Cycle, but highly likely to be part of the following (2028) Olympics, so would move into Developing after current Olympics (Tokyo)

Athletes who have been Nationally Categorised by WPA and the AIS will be automatically included in the Performance Program aligned to the Club at which they are a member. National Categorization is reviewed twice annually so this can change throughout the year. To ensure there is a critical mass of senior Categorised athletes training together the respective WAPP's conduct regular joint training sessions during the WAPP period. The respective Head Coaches will work collaboratively to schedule and plan these sessions as part of their position descriptions.

WAPP Athlete Selection Process

WPWA will oversee the identification and selection process for the WAPP Age Group programs which will be consistent with WPA National Selection processes outlined in the [WPA Performance Framework](#). For the avoidance of doubt, players do not need to be Nationally Categorised to be considered for National program selection. Players can be Nationally Categorised following selection into a National Squads, not before.

Categorised Athletes access the WAPP and WAIS services at no cost as they are supported through the contributions from WPA, WPWA and WAIS, while non-categorised Athletes selected into the Performance Programs will be charged a small levy to assist with the costs of the program. The PPMC will have oversight of the financial management of the WAPP.

The WAPP's will form part of the selection process for the National Championships (15U, 17U and 19U) each year, and it is recommended that any player wishing to be considered for selection in the WA team(s) for National State Championships participate in the WAPP if they are selected. Extenuating circumstances will be addressed on a case by case basis by WPWA. Equally coaches wishing to coach a State team to National State Championships, will need to be undertake a coaching role in the WAPP to be considered.

WAPP REVIEW PROCESS

The PPMC will review the WAPP monthly in May, June, July and August in the trial phase to ensure the program is being delivered as intended and to address any teething problems that occur. It is expected given the significant changes being made that there will be learnings and adjustments made through the program.

The review of the WAPP will include qualitative and quantitative assessments as described below.

Qualitative Assessment	When	Who and How
Clarity and transparency of Coach appointment process	March 2021	WPWA via survey of WA Clubs
Clarity and transparency of Player Selection Process for WAPP and State Teams	March 2021	WPWA via survey of WA Clubs
Clarity of understanding of the WAPP Operating Model	March 2021	WPWA via survey of WA Clubs
Delivery of obligations of the WAPP	May June July August Sept	Monthly review with Head Coaches
Player / Parent / Coach satisfaction with the WAPP and State Team Program	October	WPWA via survey

WAPP Key Performance Indicators – 2021 Trial Phase

The Performance Programs will collectively be evaluated on the following measures. For reference Western Australia currently (2019/20 Season) represents 21.3% of the Water Polo Community in Australia.

Measure	2021 Target
Number of Categorised Athletes based in WA Performance Programs (M/F) (% of Nationally Categorised Athletes in Australia)	N/A 2021
Percentage of National Senior Squad from WA for annual BME event (M/F)	N/A 2021
Percentage of WA based players in National Age Group Squads (20U, 18U) Squads (M/F)	30% average across both genders
WA teams make Grand Final of each NSC division	3 of 6
Categorised Athletes with IPP's in place and reviewed twice per year	100%



Categorised Athletes meeting IPP Targets on top three priority areas	80%
Number of Clubs represented in A Grade (Premier) Competition	4
Number of Clubs from WA participating in Australian Youth Water Polo Championships	6
Participant / Parent Satisfaction Rating Players who report as being <i>Satisfied</i> or <i>Very Satisfied</i> with the overall deliver of the respective Performance Program via WPA managed survey	80%
Budget Management	<5% variation



APPENDICES

Appendix 1: Roles and Responsibilities of Stakeholders

Partner	Roles and Responsibilities with respect to the WAPP
AWL Club	<ol style="list-style-type: none"> 1. Provide a representative to the PPMC. 2. Financial Contribution to the delivery of the respective WAPP. 3. Party to Service Level Agreement for delivery of the respective WAPP obligations and employment of Head Coaches (n2). 4. Management of day to day operations of the WAPP during the off season period. 5. Management of respective AWL teams. 6. Management of University Partnership (if applicable). 7. Contribute to the sourcing, management and retention of commercial partners for AWL Team and WAPP. 8. Day to day management of AWL Teams and staff and all obligations of participation in the AWL Competition 9. Adherence with the conditions of the relevant Conference Model agreement or MOU as defined and agreed to.
Non-AWL Clubs	<ol style="list-style-type: none"> 1. Provide a representative to the respective PPMC (n1). 2. Support for the respective Performance Programs by encouraging Club coaches to seek appointment to WAPP coaching roles. 3. Adhere to the terms and conditions of the relevant Conference Model agreement or MOU. 4. Demonstrate best endeavours to provide an appropriate training environment and playing opportunities during the competition season for players to maximise retention of players at the Club. 5. Actively engage in supporting the respective AWL teams during the AWL season.
WAIS	<ol style="list-style-type: none"> 1. Provision of SSSM support and facility access for Nationally Categorized Athletes for the duration of their agreement with WAIS. 2. Provision of administrative support (0.X FTE) to oversee the preparation and management of Nationally Categorized Athletes. 3. Provision of representative to the PPMC. 4. Lead the local case management coordination of any Nationally Categorized players who sustains a serious injury or a situation that is beyond the scope of management of the respective Performance Programs. 5. Delivery of all WAIS Induction program to all Nationally Categorized Athletes and ensure all athletes are aware of relevant Codes and Policies 6. Facilitate the connection of Performance Program Head Coaches with WAIS SSSM Staff, other sport coaches and informal development opportunities for coaches.
WPWA	<ol style="list-style-type: none"> 1. Administration of Competition Framework within WA and the respective Conference Agreements. 2. Manage the Service Level Agreement with AWL Clubs for delivery of the WAPP. 3. Party to agreement between WPA, WPWA and WAIS to support Nationally Categorized Athletes 4. Chair the PPMC. 5. Delivery of Coach and Official Accreditation and Development Programs with



support from WPA.

6. Manage the appointment of Coaches to WAPP Age Group Programs.
7. Manage the appointment of WA Selection Panels to select WAPP squads and State Teams for National State Championships.
8. Logistical management of WA based teams attending National Championships (19U, 17U, 15U).

WPA

1. Representative on the PPMC.
 2. Provide guidance relating to Daily Training Environment expectations
 3. Facilitate communication between respective National Head Coaches and WAPP Head Coaches including coordination of State Visits.
 4. Management of the WPA performance program and overarching strategy
 5. Review of athlete performances at Domestic and International level and provision of feedback to WAPP Head Coaches.
 6. Allocation of WPA program funding to WPWA for the WAPP.
 7. Formalization of MOU with WAIS and WPWA .
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Appendix 2: Performance Program Head Coach Core Responsibilities

1. Prepare age appropriate periodised program for the respective WAPP
2. Oversee the creation and monitoring of Individual Athlete Plans (IAP) for each Nationally Categorized Athlete in consultation with sports science sports medicine (SSSM) staff, WAIS Program Manager and relevant WPA National Coach
3. In conjunction with SSSM staff, management and monitoring of athlete training loads and well-being to optimise performance and retention of players
4. Delivery of the Daily Training Environment for respective squad in line with WPA expectations
5. Regular communication with respective National Team Head Coaches (Cadet, Youth, Junior or Senior) in relation to players in the program and players performing well.
6. Preparation of a handover report on each player at the end of the WAPP to be provided to and discussed with respective Club Coaches for each player in the Senior Performance Program
7. Support and mentor the coaches of the teams for National Championships (19U, 17U, 15U).
8. Coordination of Nationally Categorized Athlete testing in conjunction with WAIS Program Manager
9. Management and development of Head Coaches of underpinning Performance Programs (19U, 17U, 15U) to ensure consistency and continuity within respective gender and Performance Program
10. Regular communication with the WAIS Program Manager and WPA NPD
11. Monthly reporting to the PPMC against program obligations.
12. Management of on-going coach professional development for self and for coaches within the club

**Head Coaches of the respective 19U, 17U and 15U programs have the same roles and responsibilities listed from 1 to 7 only.*

Appendix 3: WAIS Program Manager Core Responsibilities

- Representative on the PPMC
- Regular communication (weekly) with respective program Head Coaches during the WAPP
- Support respective Performance Program Head Coaches with development of plans
- Attend Performance Program sessions regularly and monitor Daily Training Environment against agreed standards
- Coordinate the provision of SSSM support to categorised athletes through WAIS in line with



the MOU

- Coordinate the education and training of Performance Program staff in the use of AMS
- Coordinate testing of Categorised Athletes
- Monitor and coordinate IAP review meetings with respective Head Coaches (National Squads, Performance Programs, AWL Teams) for Categorised Athletes
- Reporting to AIS and WPA in line with agreements
- Administrative support to scholarship holders as required

Appendix 5: Logos and Branding

Each WAPP will have its own logo, consistent with a single logo developed to represent the WAPP.

Appendix 6: Annual Plan for WA High Performance Program 2021

Month	Administrative Responsibilities	Information for Players, Coaches and Competitions
Jan	<ul style="list-style-type: none"> Finalise the Management Committee Formalise the Service Level Agreement (SLA) between WPWA and AWL Clubs Confirmation of WAPP details WAPP facilitate the process of appointing Performance Program Head Coaches (n4) EOI for WAPP Age Group Coaching Roles and Selector Roles WAPP Coaches and Selectors Appointed Budgets confirmed and costs determined for participation in WAPP (non-categorised athletes) 	<ul style="list-style-type: none"> Local Club Teams compete in local senior and junior competitions Clubs preparing for AYWPC and AWL in April 2021 Scholarship holders access WAIS for SSSM services WAPP facilitate the process of appointing Performance Program Head Coaches (n4) EOI for WAPP Age Group Coaching Roles and Selector Roles WAPP Coaches and Selectors Appointed
Feb	<ul style="list-style-type: none"> Selection Panels begin assessing players – roster of allocation to games WAPP Coaches working collaboratively to develop plans Asst Coaches appointed to Age Group WAPP's PPMC meeting – monthly and reporting 	<ul style="list-style-type: none"> Local Club Teams compete in local senior and junior competitions Clubs preparing for AYWPC and AWL in April 2021 Scholarship holders access WAIS for SSSM services Asst Coaches appointed to Age Group WAPP's Selection Panels begin assessing players – roster of allocation to games
Mar	<ul style="list-style-type: none"> Confirm WAPP plans and pool bookings PPMC meeting – monthly and reporting 	<ul style="list-style-type: none"> Local Club Teams compete in local senior and junior competitions Clubs preparing for AYWPC and AWL in April 2021 Scholarship holders access WAIS for SSSM services Nationally Categorised players tested against benchmarks (WAIS/NPD) Annual Physical Screening of categorized players
Apr	<ul style="list-style-type: none"> PPMC meeting – monthly and reporting 	<ul style="list-style-type: none"> AWL 2021 AYWPC 2021 Short break post AWL and AYWPC

		<ul style="list-style-type: none"> • Selection Panels confirm Performance Program Squads for each centre at 15U, 17U and 19U levels to supplement categorized athlete list following AYC.
May	<ul style="list-style-type: none"> • WAPP's commence • IAPP's established with all categorized players and Categorized players tested against benchmarks (WAIS)/ Head Coach, National Coaches, NPD • PPMC meeting – monthly and reporting 	<ul style="list-style-type: none"> • WAPP's commence with regular joint sessions between Categorized Athletes from each Program • Scholarship holders access WAIS for SSSM services
Jun	<ul style="list-style-type: none"> • PPMC appoint coaches to WA State Teams for NSC • Review point • PPMC meeting – bi-monthly and reporting 	<ul style="list-style-type: none"> • WAPP's commence with regular joint sessions between Categorized Athletes from each Program • Scholarship holders access WAIS for SSSM services
Jul	<ul style="list-style-type: none"> • WPWA facilitates the selection process of 15U and 17U teams to attend WPA National Championships in September. 	<ul style="list-style-type: none"> • WAPP's commence with regular joint sessions between Categorized Athletes from each Program • Scholarship holders access WAIS for SSSM services
Aug	<ul style="list-style-type: none"> • PPMC meeting – bi-monthly 	<ul style="list-style-type: none"> • WAPP's commence with regular joint sessions between Categorized Athletes from each Program • WA Age Group squads begin to do regular joint sessions as part of preparation for National State Championships • Scholarship holders access WAIS for SSSM services
Sept	<ul style="list-style-type: none"> • Handover process between WAPP and Clubs to manage players transition back to Club teams. • Communication between State and Club teams to manage player load through this 1 month period leading to National State Championships • Categorized players tested against benchmarks (WAIS) 	<ul style="list-style-type: none"> • WA Age Group squads begin to do regular joint sessions as part of preparation for National State Championships • Players who are not selected in WA Age Group teams return to Clubs from Sept 1, 2021 to prepare for the season. • WAPP's commence with regular joint sessions between Categorized Athletes from each Program • Scholarship holders access WAIS for SSSM services
Oct	<ul style="list-style-type: none"> • WAPP review • Post National State Championships review • Respective 19U squads named and undertake minimal preparation (most will be involved in AWL prep and exams) 	<ul style="list-style-type: none"> • WAPP Players and Coaches return to respective Clubs for the local season • Local Club Teams compete in local senior and junior competitions and prepare age group teams for AYWPC

	<ul style="list-style-type: none"> • PPMC Management Meeting – bi-monthly 	<ul style="list-style-type: none"> • Scholarship holders access WAIS for SSSM services
Nov	<ul style="list-style-type: none"> • Finalise review process and develop plans for 2022 	<ul style="list-style-type: none"> • Respective 19U squads named and undertake minimal preparation (most will be involved in AWL prep and exams) • Local Club Teams compete in local senior and junior competitions and prepare age group teams for AYWPC • AWL Clubs preparing for AWL season • Scholarship holders access WAIS for SSSM services
Dec		<ul style="list-style-type: none"> • Respective 19U squads named and undertake minimal preparation (most will be involved in AWL prep and exams) • Local Club Teams compete in local senior and junior competitions and prepare age group teams for AYWPC • AWL Clubs preparing for AWL season • Scholarship holders access WAIS for SSSM services

Appendix 7: WPA Daily Training Environment Recommendations – Senior Program

WPA have provided the following guidelines in relation to the Daily Training Environment (DTE) for the Senior Squad athletes who are part of the WAPP. These guidelines have been developed in conjunction with the national coaching staff.

Coaching	<ul style="list-style-type: none"> • 1 x Head coach plus 1-2 assistant (support/discipline specific) • Head coach to have experience (approximately 5 years coaching at elite level) with demonstrated understanding of contemporary coaching systems including knowledge of skill development, physical preparation, intensity/loading, technical and tactical water polo specific methodology. • Assistant position/s to have experience (1-3 years working with senior athletes) flexibility is considered with discipline specific assistant (i.e., Strength and Conditioning.) understanding of coaching, technical/tactical
Physical Preparation	<ul style="list-style-type: none"> • 3 x session per week (approximately 1 hour each) sessions to include flexibility work, core stability etc. <i>NB physical preparation work has many different activities and can be facilitated in a gym or on pool deck or in other suitable venues. These sessions can also be combined with other activities. (cross training activities)</i>
Swim Conditioning.	<ul style="list-style-type: none"> • 2-3 x sessions per week (approximately 1 hour each), depending on the phase of training. Swim sessions can be simply lap swimming or can be incorporated into other training (water polo specific drills)
Water Polo Training	<ul style="list-style-type: none"> • 4-6 x Session per week (up to 2 hours each)
Competition Season	<ul style="list-style-type: none"> • During the AWL session it is anticipated that athlete could play more than 1 game per week. Consideration should be given to workloads under these circumstances. (additional club competition games may also be considered.)
Active Rest / Body / Mind Maintenance	<ul style="list-style-type: none"> • Consideration should be given to active rest and body/ mind maintenance and incorporated within the overall training program

WPA have a range of material videos, written programs that will be available to assist AWL clubs with program content.

WPA also have a list of S&C providers in each state who can assist with physical training technique and methodology upon request

Appendix 8: Club Daily Training Environment Recommendations – Age Group Athletes

Introduction: It is important at the early development stage of athletes that they receive the correct level of training and conditioning. Competing interest (clubs, schools, States and Institutes) can overload athlete leading to injury and disappointment. WPA has drawn upon the expertise of the performance staff to develop guidelines to assist the water polo fraternity to understand the require DTE for these athletes

NB: WPA recognises that some entities may not be able to meet all suggested training/conditioning loads within the guidelines however it is recommended that they form the basis of programs to help the continued development of the whole system (from grassroots to representative teams)

	Development Under 14	15 & Under	17 & Under	19 & under
Coaching	1-3 years coaching experience under a senior coach with technical expertise	2-4 Years coaching experience with periodic technical education under senior coaching staff	2 -4 Years coaching experience with periodic technical education under senior coaching staff	3-5years coaching experience with periodic education under senior coaching staff plus 1-2 years team coaching experience
Physical/ Flexibility/ Strength / Conditioning Training	1 x session per week introduction to conditioning training plus flexibility condition prior to water polo specific sessions	1 -2 x session per week introduction to conditioning training plus flexibility condition prior to water polo specific sessions	2 x session per week introduction to strength and conditioning training plus flexibility condition prior to water polo specific sessions	2-3 x session per week introduction to strength and conditioning training plus flexibility condition prior to water polo specific sessions
Swim Conditioning	1 x specific swim conditioning session plus water polo specific swimming conditioning during other WP activities	1 -2 x specific swim conditioning session plus water polo specific swimming conditioning during other WP activities	2 x specific swim conditioning session plus water polo specific swimming conditioning during other WP activities	2-3 x specific swim conditioning session plus water polo specific swimming conditioning during other WP activities
Water Polo Specific Training	1 x water polo training	1-2 water polo training	3-4 water polo training	3-4 water polo training
Competition	1 x competition/school game	1-2 x competition/school games in conjunction * with water polo training	2-3 x competition/school games in conjunction * with water polo training	2-3 x competition/school games in conjunction * with water polo training
Active Rest/ Body/ Mind Maintenance	1 x social cross training /school or other activity including active rest	1-2 x cross training/ school or other activities including active rest	1-2 x cross training/ school or other activities including active rest	1-2 x cross training/ school or other activities including active rest

- When athletes are in a competition phase consideration should be given to training loads/frequency during water polo training.
- Active rest is encouraged when a coach believes that an athletes weekly training and competition loads need adapting.

Appendix 9: National Categorization Framework

Performance Pathway Categories	Description & Criteria
PODIUM	Olympic Pathway – athletes in a senior team/squad that has won a medal at an Olympic Games, World Championships or agreed BME ¹ in the previous 24 months and must be considered capable of winning a medal at the next Olympic/Paralympic Games, as measured against the Athlete Assessment Matrix.
PODIUM READY	Olympic Pathway – athletes in a senior team/squad that has placed 4-8th at the most recent Olympic Games, World Championships or agreed BME ² . Athletes must be considered capable of progression to PODIUM level and targeting a medal at the next Olympic Games, as measured against the Athlete Assessment Matrix
PODIUM POTENTIAL	Athletes in a Senior squad where the Senior Team does not achieve a top 8 finish at the pinnacle or BME and who will have achieved agreed performance benchmarks which, alongside international competition performances, reasonably indicative of their future potential for podium success, as measured against the Athlete Assessment Matrix. Athletes must be considered capable of progression to at least PODIUM READY level categorisation within the agreed sport matrix timeframes.
DEVELOPING	Athletes have progressed through a reliable talent confirmation phase and are selected in the National Junior (20U) or Youth (18U) Squad in the previous 12 months. Athletes must be considered capable of progression to at least PODIUM POTENTIAL level categorisation within the current or next Olympic Cycles (minimum 5 year and maximum 7 year timeframe) , as measured against the Athlete Assessment Matrix and considering top 8 team performance at the world championships or equivalent when they occur.
EMERGING	Athletes have been identified by an NSO via a valid and reliable talent identification process, known as the National Youth / 18&U Squad. (agreed in advance and with future podium potential characteristics identified), as detailed in the Athlete Assessment Matrix and considering top 8 team performance at the world championships or equivalent when they occur.

¹ Pinnacle Event – will vary across sports but is the peak event typically occurring within a four-year cycle

² BME (Benchmark Event) - will be agreed at the beginning of the cycle as part of the planning process and **MUST** be an event with comparable performance standards to those needed at the pinnacle event.

3. Each squad, not including the senior squad, is limited to the age specified under FINA rules for participation at the identified pinnacle and BME competitions.

