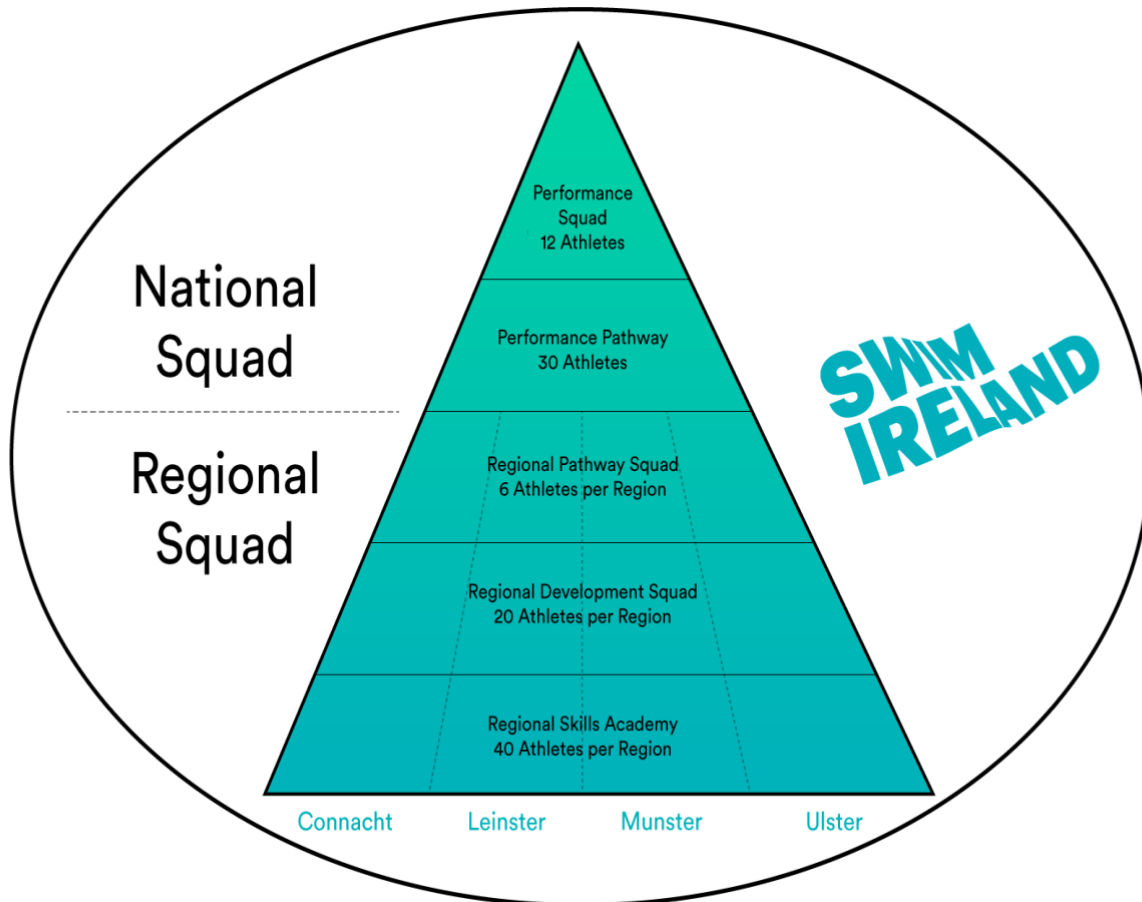


National Squad Programme 2018-2019

**SWIM
IRELAND**



Background

The Swim Ireland Performance Team have identified within the Performance V-MOST that a progressive and targeted National Squad programme is a key tactic in achieving the Performance objectives for Tokyo 2020 and through to Paris 2024. The programme will be aligned to the ‘On Track’ system and will evolve as such. The Regional Squad programme will sit directly below the National Programme and will display alignment to the National programme in terms of principles and content and will no longer operate as standalone programmes. For the National Squad programme, it is recognised that:

- Athletes should be ‘On Track’ in regards to either the 2020 or the 2024 Olympic Games and should be differentiated as such
- Particular athletes will be identified for targeted investment, support, and value-add opportunities dependent on their ‘On Track’ status and the ‘fit-for-purpose’ nature of their Daily Performance Environments (DPE’s)
- All National Squad members must be fully committed to an uncompromised and comprehensive training/coaching programme in preparation for peak performance in the relevant annual Swim Ireland international benchmark competition and the Trials for that event
- Through staff observation at previous Regional Squad, National Squad and/or National Team selections, athletes will have displayed behaviours and standards that are fully aligned with the Athlete Charter
- Athletes will be required to complete a daily online submission via the HRV4 monitoring tool and the home programme coach and the athlete will be required to make a Weekly Overview submission and Seasonal Overview submission to the Swim Ireland Performance Team

National Squad Programme 2018-2019

Programme 2018-2019

Swim Ireland Performance will operate a two-tiered National Squad programme encompassing a Performance (PE) cohort for Olympic Games 2020 identified athletes and a Performance Pathway (PP) cohort for Olympic Games 2024 identified athletes. The Consideration Standards within the age bands are event and gender specific and have been aligned to provide a clear pathway of development for athletes progressing through the international ranks and are based on robust statistical and performance evidence from the 'On Track' system. The Programme aims to support athletes as they aim to reach their full potential at senior international level. Athletes do not have to have been members of the Performance Pathway cohort before achieving Performance status.

In addition to the annual National Squad programme, the National Performance Director (PE cohort) and National Performance Pathway Manager (PP cohort) will work in partnership with home programme coaches to ensure identified athletes are supported in achieving a DPE which is considered fit-for-purpose. This will be achieved through the Athlete Improvement Monitoring System (AIMs) and, if appropriate, through the Athlete Centred Environment (ACE) policy. Access to the National Squad will be dependent on the home programme coach being willing to work with the Performance Team in relation to the AIM's process and will also be dependent on an athlete's willingness to fully buy-in to this 'value-add' programme to ensure that we have maximum possible impact.

Athletes selected for the National Squad programme will not be eligible for selection for their respective Regional Squad programme in that season. Athletes rejecting a position on the National Squad will, by implication, be also rejecting a position on their respective Regional Squad programme in that particular season.

Benchmark Meets 2018-2019

1. In all circumstances, both the 2018 Irish Open Championships (Dublin) and the 2018 Commonwealth Games (Gold Coast) will be considered to be benchmark meet 'A'
 - For strokes/distances in which an athlete did not compete in an individual event, lead off legs in single gender relays will be considered
2. For athletes selected to compete in the 2018 LEN European Junior Championships (Helsinki), ONLY this meet will be considered to be benchmark meet 'B'
 - For strokes/distances in which an athlete did not compete in an individual event, lead off legs in single gender relays will be considered
 - Where an athlete competes in a relay event only, the 2018 Irish Summer National Championships (Dublin) will be considered as an additional benchmark meet 'B'
3. For athletes selected to compete in the 2018 LEN European LC Championships (Glasgow), other than those selected to compete in the 2018 LEN European Junior Championships (Helsinki), ONLY this meet will be considered to be benchmark meet 'B'
 - For strokes/distances in which an athlete did not compete in an individual event, lead off legs in single gender relays will be considered
 - Where an athlete competes in a relay event only, the 2018 Irish Summer National Championships (Dublin) will be considered as an additional benchmark meet 'B'
4. For athletes not selected to compete in the 2018 LEN European LC Championships (Glasgow) and/or the 2018 LEN European Junior Championships (Helsinki), ONLY the 2018 Irish Summer National Championships (Dublin) will be considered to be benchmark meet 'B'
 - For strokes/distances in which an athlete did not compete in an individual event, lead off legs in single gender relays will be considered
5. No other meets will be considered as a benchmark meet

National Squad Programme 2018-2019

Staff Structure

The Swim Ireland National Performance Director, the National Senior Team Head Coach and the National Performance Pathway Manager will oversee the implementation of the National Squad programme. With Swim Ireland Senior Leadership Team (SLT) support, the National Senior Team Head Coach will be the Lead Coach for the PE identified athletes, and the National Performance Pathway Manager will be the Lead Coach for the PP identified athletes. Coaches selected to support the Programme will be entitled to CPD points in doing so and will have their expenses covered by Swim Ireland.

National Squad Staff (coaches and support staff) will be selected at the discretion of the National Performance Director. Selections will be reflective of the Squad size, the needs of the individual athletes selected, as well as considering the optimum balance of the Squad as a whole. National Squad Coaches must:

- i. Be a registered Swim Ireland member for the 2018-2019 season and in good standing
- ii. Be a full time resident within Ireland and be a practising coach within an Irish swimming programme
- iii. Hold a Swim Ireland Coaching Licence
- iv. Other than in exceptional circumstances, have applied for a place on the Advance Coach Education Programme for the 2017-2020 period (where offered)
- v. Other than in exceptional circumstances, have provided first hand service or support as a coach as part of the National Squad or Regional Squad Programme in the period 1st September 2017 – 31st August 2018 (where offered/requested)
- vi. Where offered/requested, have engaged as part of the Home Programme Coach Policy in the 2017-2018 season
- vii. Be aligned with the statements within the Swim Ireland 'On This Performance Team' booklet

Annual Membership Fee

Athletes will be asked for an annual membership fee that will contribute to the overall cost of the programme and this fee will be agreed annually. The fee in the 2018-2019 season will be £410.00/€460.00 for the Performance Pathway cohort and £615.00/€690.00 for the Performance cohort. There may be additional costs associated with athletes requiring additional services.

Enquires

All enquiries where coaches or athletes require clarity on any of the information within this document should direct these to the National Performance Director via npd@swimireland.ie

National Squad Programme 2018-2019

Performance Cohort (PE)

Age Groups:	Male 14 Years & Over	Female 13 Years & Over
Maximum Athlete Quota:	12	
Athlete Selection:	National Performance Director & National Senior Team Head Coach	

Selection Criteria:

1. Athletes to achieve one or more of the published Consideration Standards (see pages 7 & 8)
2. Consideration Standards are to be achieved in the period 1st April 2018 – 31st August 2018 and from benchmark meets 'A' and/or 'B' only
3. In the case where more than 12 athletes achieve one of the standards, the athletes will be ranked as a percentage inside of the standard, to the maximum squad size of 12

Programme Expectations:

- 100% attendance to the mandatory activities detailed within the programme
- Online HRV4/National Health & Wellness Protocol monitoring (daily submission)
- Attendance and weekly report submissions
- Home programme coach and/or athlete submission of Weekly Overview and Seasonal Overview monitoring feedback as requested by the National Senior Team Head Coach
- Regular 'In-Touch' status established with one or both of the National Centres (if not a full time member of a National Centre)
- Participation in the 2018 Irish National SC Championships (unless international selection prevents this from occurring)
- Participation in the 2019 Irish Open Championships
- Participation in the 2019 Irish Summer National Championships (unless international selection prevents this from occurring)
- Considerations will be made in relation to key academic/examination periods and selected athletes wishing to be excused from part of the Programme must write to the National Performance Director (npd@swimireland.ie) no less than three full calendar months in advance of such a request around a particular date/s
- For athletes who have an illness or an injury which, (in the NPD's opinion) justifies non-attendance at a particular National Squad activity, they may seek to be excused (at the NPD's discretion) subject to the receipt of a satisfactory doctor's note/certificate (illness) or chartered physiotherapist's note/certificate (injury) prior to the request

Annual Programme & Key Dates:

- National Squad Orientation & Testing Day (15/09/18)
- National Squad Identified Athlete Profiling Onshore Camp (31/10/18 – 02/11/18) *
- National Squad Offshore Camp (01/12/18 – 08/12/18) *
- National Squad Offshore Camp (30/12/18 – 06/01/19)
- National Squad Offshore International Meet (31/01/19 – 04/02/19)
- National Squad Pre-Validated Onshore Camp & International Meet (03/03/19 – 10/03/19) *
- National Team Day (subject to international selection) (06/04/19)
- National Squad Camp & International Meets (05/06/18 – 17/06/18) *

'*' Identified athletes only

(All dates are subject to ratification and change as necessary and all activities are subject to budget allocation)

National Squad Programme 2018-2019

Performance Pathway Cohort (PP)

Age Groups:	Male 14 – 23 Years (event specific)	Female 13 – 20 Years (event specific)
Maximum Athlete Quota:	30	
Athlete Selection:	National Performance Director & National Performance Pathway Manager	

Selection Criteria:

1. Athletes to achieve one or more of the published Consideration Standards (see pages 7 & 8)
2. Consideration Standards are to be achieved in the period 1st April 2018 – 31st August 2018 and from benchmark meets 'A' and/or 'B' only
3. In the case where more than 30 athletes achieve one of the standards, the athletes will be ranked as a percentage inside of the standard, to the maximum squad size of 30

Programme Expectations:

- 100% attendance to the mandatory activities detailed within the programme
- Online HRV4 monitoring – attendance and weekly reports
- Home programme coach and/or athlete submission of Weekly Overview and Seasonal Overview monitoring feedback as requested by the National Senior Team Head Coach
- Regular 'In-Touch' status established with one or both of the National Centres (if not a full time member of a National Centre)
- Participation in the 2018 Irish National SC Championships (unless international selection prevents this from occurring)
- Participation in the 2019 Irish Open Championships
- Participation in the 2019 Irish Summer National Championships (unless international selection prevents this from occurring)
- Considerations will be made in relation to key academic/examination periods and selected athletes wishing to be excused from part of the Programme must write to the National Performance Pathway Manager (nationalpathway@swimireland.ie) no less than three full calendar months in advance of such a request around a particular date/s
- For athletes who have an illness or an injury which, (in the NPPM's opinion) justifies non-attendance at a particular National Squad activity, they may seek to be excused (at the NPPM's discretion) subject to the receipt of a satisfactory doctor's note/certificate (illness) or chartered physiotherapist's note/certificate (injury) prior to the request

Annual Programme & Key Dates:

- National Squad Orientation & Testing Day (15/09/18)
- National Squad Identified Athlete Profiling Onshore Camp (31/10/18 – 02/11/18) *
- National Squad Offshore Camp (01/12/18 – 08/12/18) *
- National Squad Offshore International Meet (31/01/19 – 04/02/19)
- National Squad Offshore Camp (30/12/18 – 06/01/19) *
- National Squad Onshore Camp (18/02/19 – 21/02/19)
- National Team Day (subject to international selection) (06/04/19)
- National Squad Offshore Camp (15/04/19 – 20/04/19)
- National Squad Camp & International Meets (05/06/18 – 17/06/18) *

'*' Identified athletes only

(All dates are subject to ratification and change as necessary and all activities are subject to budget allocation)

National Squad Programme 2018-2019

Retention

Retention in the PE and the PP Programme will be based on the following criteria:

- Suitability of Daily Performance Environment (DPE)
- Training attendance and commitment in the home programme
- Regional and National competition attendance
- Online HRV4/National Health & Wellness Protocol monitoring (daily submission)
- Home programme coach and/or athlete submission of Weekly Overview and Seasonal Overview monitoring feedback tool
- Regular 'In-Touch' status established with one or both of the National Centres
- Positive engagement with staff
- Attitude, positivity and performance behaviours displayed on National Teams, previous National/Regional Squad periods and National Centre 'In-Touch' sessions
- Resilience
- Work ethic
- Openness to learning
- Athlete Charter and 'sham-R-O-C-K' buy in
- Personal accountability

Coach Development Programme

- Ensure that coaches have access to the National Centres to develop and refine their performance knowledge
- Targeted coaches to be invited to Swim Ireland education events
- A home programme coach to be offered attendance and observation opportunity at all onshore National Squad activities
- Breakaway identified coach development opportunities during certain National Squad activities

Parent Support Programme (athletes under 18 years) –regular communication with parents/families to cover:

- General updates
- Long Term Athlete Development
- 'sham-R-O-C-K'
- Anti-Doping
- Lifestyle (nutrition, education, social)
- Scenario's Workshop
- Parents Eye View of the programmes
- Performance and Performance Pathway parenting

National Squad Programme 2018-2019



MALE CONSIDERATION TIMES (LONG COURSE) 2018-2019 'ON TRACK' PERFORMANCE (PE) 2020 & PERFORMANCE PATHWAY (PP) 2024

Event	Cohort	Born 1995 (or earlier for PE)	Born 1996	Born 1997	Born 1998	Born 1999	Born 2000	Born 2001	Born 2002	Born 2003	Born 2004
50m Freestyle	PE	22.49	22.49	22.49	22.49	22.49	22.49	22.49	22.49	22.49	22.49
	PP			22.79	23.11	23.43	23.76	24.10	24.43	24.43	24.43
100m Freestyle	PE	49.51	49.51	49.51	49.51	49.51	49.51	49.51	49.51	49.51	49.51
	PP			50.25	51.00	51.77	52.55	53.33	54.13	54.13	54.13
200m Freestyle	PE	1:48.45	1:48.45	1:48.45	1:48.45	1:48.45	1:48.45	1:48.45	1:48.45	1:48.45	1:48.45
	PP			1:49.44	1:50.76	1:52.09	1:53.43	1:54.79	1:56.17	1:56.17	1:56.17
400m Freestyle	PE	3:50.82	3:50.82	3:50.82	3:50.82	3:50.82	3:50.82	3:50.82	3:50.82	3:50.82	3:50.82
	PP					3:52.93	3:55.26	3:57.61	3:59.99	4:02.39	4:04.81
800m Freestyle	PE	8:00.33	8:00.33	8:00.33	8:00.33	8:00.33	8:00.33	8:00.33	8:00.33	8:00.33	8:00.33
	PP					8:07.52	8:15.32	8:23.25	8:31.30	8:39.48	8:47.79
1500m Freestyle	PE	15:17.38	15:17.38	15:17.38	15:17.38	15:17.38	15:17.38	15:17.38	15:17.38	15:17.38	15:17.38
	PP					15:32.04	15:46.96	16:02.11	16:17.50	16:33.14	16:49.03
100m Backstroke	PE	54.65	54.65	54.65	54.65	54.65	54.65	54.65	54.65	54.65	54.65
	PP						55.24	56.12	57.02	57.93	58.86
200m Backstroke	PE	1:59.55	1:59.55	1:59.55	1:59.55	1:59.55	1:59.55	1:59.55	1:59.55	1:59.55	1:59.55
	PP						2:01.13	2:02.95	2:04.79	2:06.67	2:08.57
100m Breaststroke	PE	1:01.14	1:01.14	1:01.14	1:01.14	1:01.14	1:01.14	1:01.14	1:01.14	1:01.14	1:01.14
	PP				1:01.15	1:01.83	1:02.51	1:03.19	1:03.89	1:04.59	1:04.59
200m Breaststroke	PE	2:13.39	2:13.39	2:13.39	2:13.39	2:13.39	2:13.39	2:13.39	2:13.39	2:13.39	2:13.39
	PP		2:14.11	2:16.12	2:18.16	2:20.24	2:22.34	2:24.48	2:24.48	2:24.48	2:24.48
100m Butterfly	PE	52.95	52.95	52.95	52.95	52.95	52.95	52.95	52.95	52.95	52.95
	PP	53.56	54.36	55.18	56.00	56.84	57.70	57.70	57.70	57.70	57.70
200m Butterfly	PE	1:58.62	1:58.62	1:58.62	1:58.62	1:58.62	1:58.62	1:58.62	1:58.62	1:58.62	1:58.62
	PP				2:00.02	2:01.46	2:02.92	2:04.39	2:05.88	2:07.39	2:07.39
200m I.M.	PE	2:01.46	2:01.46	2:01.46	2:01.46	2:01.46	2:01.46	2:01.46	2:01.46	2:01.46	2:01.46
	PP		2:02.67	2:04.27	2:05.88	2:07.52	2:09.18	2:10.86	2:10.86	2:10.86	2:10.86
400m I.M.	PE	4:22.15	4:22.15	4:22.15	4:22.15	4:22.15	4:22.15	4:22.15	4:22.15	4:22.15	4:22.15
	PP				4:25.94	4:29.93	4:33.98	4:38.09	4:42.26	4:46.50	4:46.50

National Squad Programme 2018-2019

FEMALE CONSIDERATION TIMES (LONG COURSE) 2018-2019									
'ON TRACK' PERFORMANCE (PE) 2020 & PERFORMANCE PATHWAY (PP) 2024									
Event	Cohort	Born 1998 (or earlier for PE)	Born 1999	Born 2000	Born 2001	Born 2002	Born 2003	Born 2004	Born 2005
50m Freestyle	PE	25.23	25.23	25.23	25.23	25.23	25.23	25.23	25.23
	PP	25.33	25.59	25.84	26.10	26.36	26.62	26.62	26.62
100m Freestyle	PE	55.29	55.29	55.29	55.29	55.29	55.29	55.29	55.29
	PP	55.99	56.78	57.57	58.38	59.28	1:00.11	1:00.11	1:00.11
200m Freestyle	PE	1:59.85	1:59.85	1:59.85	1:59.85	1:59.85	1:59.85	1:59.85	1:59.85
	PP			2:01.55	2:03.25	2:04.97	2:06.72	2:08.50	2:10.30
400m Freestyle	PE	4:12.34	4:12.34	4:12.34	4:12.34	4:12.34	4:12.34	4:12.34	4:12.34
	PP			4:15.86	4:19.44	4:23.08	4:26.76	4:30.49	4:34.28
800m Freestyle	PE	8:40.89	8:40.89	8:40.89	8:40.89	8:40.89	8:40.89	8:40.89	8:40.89
	PP				8:46.72	8:53.04	8:59.43	9:05.91	9:12.46
1500m Freestyle	PE	16:33.37	16:33.37	16:33.37	16:33.37	16:33.37	16:33.37	16:33.37	16:33.37
	PP				16:57.33	17:09.54	17:21.90	17:34.40	17:47.05
100m Backstroke	PE	1:02.09	1:02.09	1:02.09	1:02.09	1:02.09	1:02.09	1:02.09	1:02.09
	PP			1:02.49	1:03.55	1:04.63	1:05.73	1:06.84	1:07.98
200m Backstroke	PE	2:13.10	2:13.10	2:13.10	2:13.10	2:13.10	2:13.10	2:13.10	2:13.10
	PP		2:14.77	2:16.66	2:18.57	2:20.51	2:22.48	2:24.47	2:24.47
100m Breaststroke	PE	1:07.93	1:07.93	1:07.93	1:07.93	1:07.93	1:07.93	1:07.93	1:07.93
	PP			1:08.10	1:09.06	1:10.02	1:11.00	1:12.00	1:13.01
200m Breaststroke	PE	2:29.27	2:29.27	2:29.27	2:29.27	2:29.27	2:29.27	2:29.27	2:29.27
	PP		2:30.49	2:32.44	2:34.43	2:36.43	2:38.47	2:40.53	2:40.53
100m Butterfly	PE	59.20	59.20	59.20	59.20	59.20	59.20	59.20	59.20
	PP		59.84	1:00.68	1:01.53	1:02.39	1:03.27	1:04.15	1:04.15
200m Butterfly	PE	2:11.29	2:11.29	2:11.29	2:11.29	2:11.29	2:11.29	2:11.29	2:11.29
	PP		2:13.12	2:14.99	2:16.88	2:18.79	2:20.74	2:22.71	2:22.71
200m I.M.	PE	2:15.02	2:15.02	2:15.02	2:15.02	2:15.02	2:15.02	2:15.02	2:15.02
	PP		2:16.11	2:17.88	2:19.67	2:21.49	2:23.33	2:25.19	2:25.19
400m I.M.	PE	4:44.46	4:44.46	4:44.46	4:44.46	4:44.46	4:44.46	4:44.46	4:44.46
	PP			4:48.10	4:51.84	4:55.64	4:59.48	5:03.37	5:07.32

National Squad Programme 2018-2019

National Squad Athlete Charter

Background

The Athlete Charter was written and constructed by 40 Irish international athletes (swimmers & divers) at the Swim Ireland National Team Day in 2017 and will be reviewed on this day in April each year and/or National Squad Orientation in September each year and will be reviewed at this time on an annual basis

Introduction

This is our Charter – the sections Ethos, Behaviour and Performance embody our beliefs. We are a team of talented athletes who will achieve our best performances when it matters

Ethos

Our team has a unique quality - we are Ireland. With a positive mindset, self-belief and 100% commitment we are capable of a success that will be remembered forever. We view each other as champions, trust our teammates to make good decisions, have each other's back and support the whole team. We believe in 24-hour training to be the best, having the craic and enjoying being Team Ireland

Behaviour

I am a professional; I am well prepared, I wear my colours with pride and I am recognised for my dedication, skill, hard work and full commitment. I am part of the team. I know my teammates and, win or lose, I encourage, support and motivate them. I trust my coaching team and follow the process with a positive attitude to all that is training and all that is performance. I am always ready to embrace and adapt to innovative and changing practices

Performance

I am part of an elite team working 24/7 to perform to my best with a professional attitude. I will give total commitment to my performance, stepping up on the day to achieve positive results. I understand that one performance does not define me; I will strive to be consistent and get the little things correct. I will embrace easy gains giving myself the best opportunities to succeed. I will know I have given my all for myself and the team

We are 'challengers in green' performing as a team not as a collection of individuals

'sham-R-O-C-K'

R - Respect – we respect our ethos;

O - Ownership – we own our behaviour and our performance;

C - Commitment – we are committed to our ethos, our behaviour and our performance;

K - Knowledge – we know our Athlete Charter



High performing people in a high performance system working in unison to consistently achieve Olympic and World medals