



# Retention and Pathway

**Kip Harrington**

**OST Head Coach & Program Director**

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Toronto

# Introduction

## Role with AOA

- Program Director and Head Coach Ontario Ski Team
- Chairman of AOAC
- High Performance Advisory Role

*Help to develop a multi year vision and a plan for ski racing in Ontario.*



# AOAC Mission:

## Discuss and Develop Strategies

- Growth and Retention
- Pathways
- Development and Performance Strategies
- Coaches Education
- Program, policies and procedure
  - Selection
  - Schedule
  - Programming



# AOA Strategic Plan

## 2016-2010 objectives

- Retain more athletes at all levels / all stages
- Increase pipeline of accredited coaches and officials
- Have the highest level of provincial participation on the national alpine ski team
- Be recognized and valued by the Ontario alpine ski community for what we deliver as an organization



# AOAC Role, Experience and Efforts

## Members of the AOA Athletic Committee

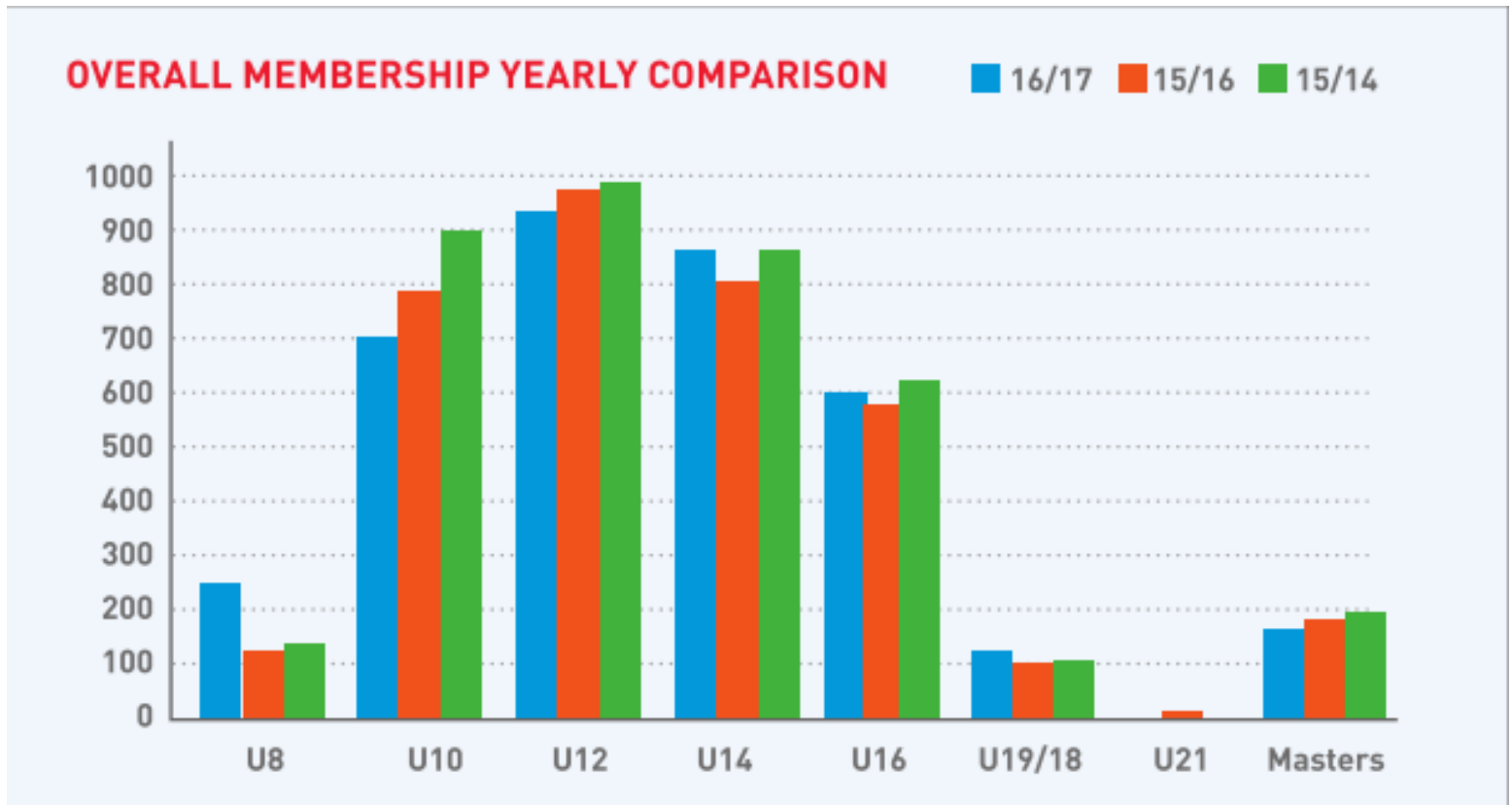
- Kip Harrington – Chair
- Robyn Skinner – AOA Athletic Director
- Joe Lavigne – U19/FIS Consultant
- Graeme Buckrell/Heather Metzger – U16 Consultants
- Jacques Reid – U14 Consultant
- Regional Representation from Divisions:
  - Nick Kwazniak/Tess Hynes - SOD
  - David Bradley - LSSD
  - David Hunt - NOD
  - Bruce Monkman – NCO

## Discuss and Develop Strategies on

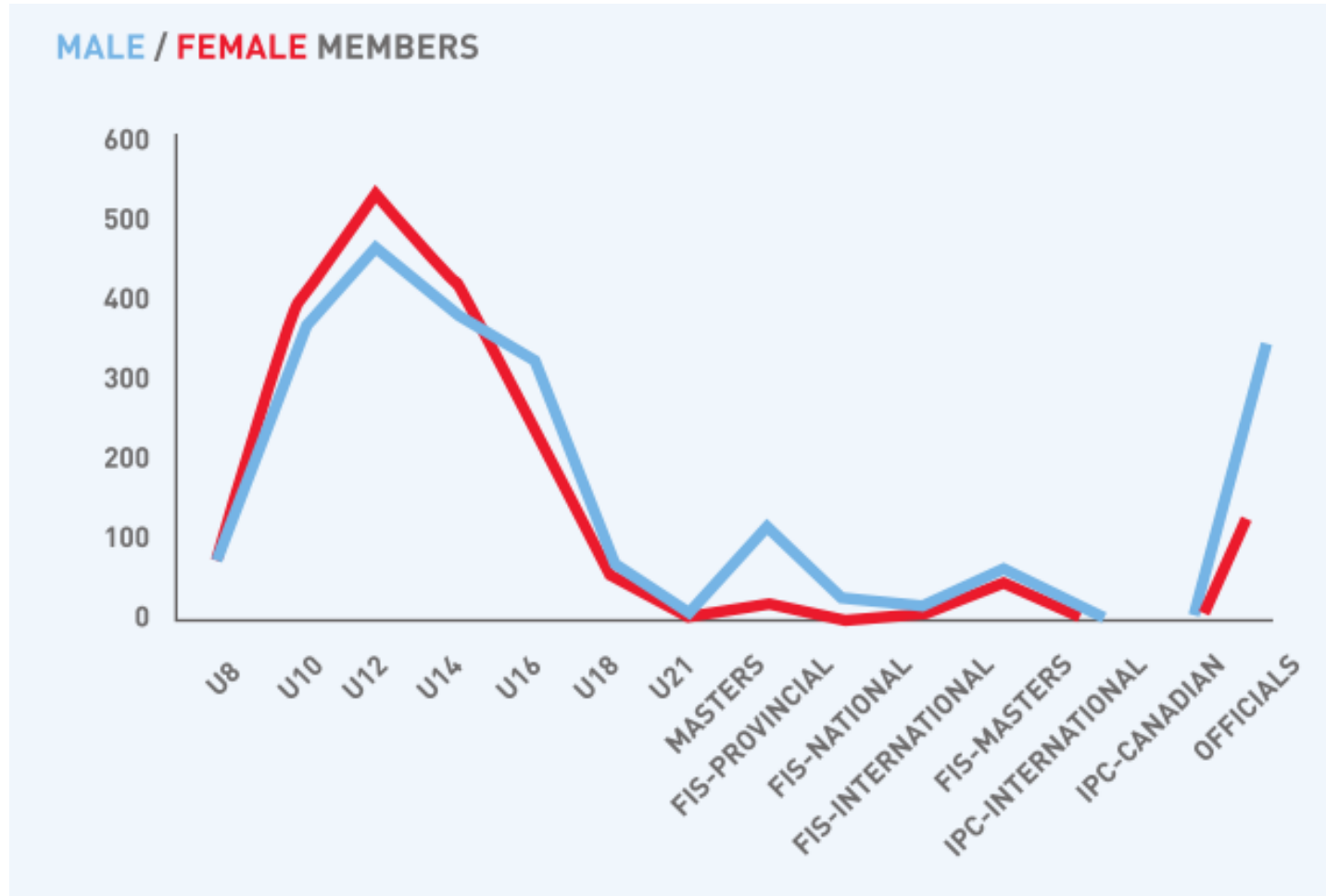
- Growth and Retention
- Pathways
- Development and Performance Strategies
- Coaches Education
- Program, policies and procedure
  - Selection
  - Schedule
  - ??



# Retention



# Retention



# Committee Findings re causes

## Major issue across all sports

- Roughly 70% of kids drop out of sport at 13 (US/UK/Canada)
- Kids aren't having fun
- Pressures
  - To Perform (coaches and parents)
  - Time Commitments
  - Social
- Focus on Winning creates exclusion
- Cost
- Education

**FIS age change + increasing education pressure on grade 11** make 15-16 an easy age to leave the sport

## Branding

- Inconsistent Programming (performance criteria)
- Negative perceptions towards the sport

## Lack of Clarity and options in Pathway.

- High Performance
- Development
- Participation





# Committee Recommendations

- Research the Broader Issue and Strategies
  - What are successful Sports doing?
- Independent Research Company to find out why people are leaving our sport.
- Consistent and Transparent Policies and Procedures
  - What do successful Clubs/Programs do?
  - Programming
  - Selection Criteria
  - Multi Year Development Strategies
- Athlete Education Opportunities
  - Formal Education partners
  - Post Secondary Courses or credits while ski racing
  - Learn more about specific pressures (Ontario vs Other provinces and countries)
- Coach Education
  - impacts Growth, Retention, and Performance
- Promote Ski Racing
  - Information and education (use events like OCup etc. to have information sessions with parents about FIS and options)
  - Marketing



# Why Stay in Ski Racing?

## **Benefits of Sport**

Fun, Health, Healthy Habits, Friendship, Teamwork and Problem solving,  
Improvement in academics, boost self esteem

**Greater chance of carrying the lessons of sport into adulthood** or staying with sport for life (vs. stopping as an adolescent)

## **Personal Growth, Skill, and Enjoyment**

## **Greater opportunity for Success!**

Talent takes time to develop



# Why is Retention at FIS Important

## **Culture**

- Develop base
- Overall Knowledge of the Sport
- Role Models, Leaders and Mentors
- Future Coaches

## **Strong Pathways**

- High Performance
- Participation
- Allow long term development options

## **High Achievement**



# CAST Ontario Representation

## 2001-2010

- Erin Mielzynski, Georgian Peaks
- Madison Irwin, Craigleith/OST
- Kelly VanderBeek, Chicopee/Private
- Patrick Biggs, Camp Fortune/OST/Dartmouth
- Brigitte Acton, Searchmont/Tremblant/QST
- Larisa Yurkiw, Georgian Peaks/NSA/OST
- Nic Zoricic, Craigleith/OST
- Scott Barrett, Osler Bluff/OST/UOV
- Meg Ryley, Craigleith/OST
- Maggie Pattillo OST
- Pat Wright, OST
- Tyler Nella, GP/NSA/OST
- Lauren Lattimer, Searchmont/OST
- Phil Brown, Craigleith/OST/Iced Out Racing



# CAST Ontario Representation

## 2012-2014

- Morgan Megarry, Craigleith/OST
- Julia Roth, Devil's Glen/OST
- Roni Remme, Alpine/NSA
- Jack Crawford, Georgian Peaks/Whistler Ski Club
- Candace Crawford, Georgian Peaks/OST

## 2015-Present

- Ali Nullmeyer, Georgian Peaks/GMVS
- Roni Remme, UOU



# OST Membership and Pathways

## Men

Declan McCormack, GMVS  
Hunter Watson, NCO  
Sam Duff, NCO  
Jared Burks, SOD  
Alex Duff NCO  
Jake Mealey, British Ski Academy  
Ben Hanson, British Ski Academy  
Harrison Wood, SOD

(6 Men “left or retired” the OST)  
(3 Women “left or retired”)

## Women

Camryn Metzger, OST  
Gwen Dymond  
GMVS/Global Racing  
Brianna Macdonald, Burke  
Nicole Clarke, NCO  
Emily Field, OST  
Emma Pownall, OST  
Camille Vibert, OST



# U16 National and International Performance?



# U16 National Championships

- U16 Nationals last hosted in 2011 where Ontario won the Overall Cup.
- 2017 Overall Cup winner Quebec, 2<sup>nd</sup> place Alberta, 3<sup>rd</sup> place Ontario
- 2017 Results include:
  - **SLALOM TOP 10** (6 Women / 2 Men )
  - **GS TOP 10** (3 Women / No men)
  - **SUPER G TOP 10** (2 Women / 3 Men)
  - **AC –Combined** (3 Women / 1 Men)





# Committee Findings regarding Pathways and Programming

- Retention affects performance (Obviously!)
- Athletes are leaving the province at U18 to continue racing
- Disjointed/Gap (U16 HP team, no U18 HP, Ontario Ski Team)
- Programs are small and serve multiple rolls
  - High Performance
  - Development
  - Participation
- Geography and Cost
  - Providing enough days on snow is expensive



# Committee Recommendations re Pathways and Programming

- Consistent Pathway U16-U18-U21.
  - High Performance
  - Development/Participation
- Bolster U18 level
  - Increase Numbers
  - Regional vs OST Programming
  - Funded High Performance Programming
- Long Term Development Strategy
  - Skill Development
  - Skiing, Training, Race Volume volumes and focus
  - Share Resources?
- Improve sport and fitness culture
- Coaches Education!
  - Create new CLUB EXCELLENCE program





# Coaching Presentation

**Kip Harrington**  
**OST Head Coach & Program Director**

Nov 3, 2017  
Toronto



# Coaches Education

- Athletes are changing – Coaching is changing
- Increases Athlete Retention in sport
- Common Understanding, Approach and Terminology are critical for Learning
- ACA content is developed by coaches in the field (WC, EC, Devo, Provincial, U14-U16)
- Important for everyone (entry level coach to Veteran coach)
- My goal this season is to be PL certified



# Ski Technique is Simple:

So why is it so challenging?

- Speed
- Courses
- Terrain
- Conditions
- Visibility
- Pressure
- Fear
- Etc!



# World Leading Coaches with Simple a Simple Message:

- Max Carca (Italy Head Coach)
- Albert Doppelhofer (Germany)
- Dusan Grasic (Canada)



# Ski fundamentals are the foundation of Racing

- Balanced
- Dynamic
- Rhythmical
- Coordinated
- Athletic
- Active
- Adaptable

## Race Technique is specific:

- To Generate and Carry speed
- To Line and Turn Shape
- Because Stability and control are critical
- How do you generate speed in a turn?





# The Basics:

- Position (athletic)
  - Stacked
  - Aligned
  - Ankle Flexion (shin Pressure)
  - Upper Body faces down hill
  - Hands forward and quiet
- Platform
  - Base of support throughout the turn
  - Position + Joints + Effective use of equipment
  - Snow contact
- Loading the skis (energy)
  - Use ankle/knees/hips to roll skis on edge
  - Forces and ankle flexion will engage the ski
  - Active pressure increases energy
- Releasing skis (to accelerate)
  - Maintain pressure on the skis
  - Decrease angles and open ankle while moving forward in the direction of travel
  - Upper body Faces Down Hill
- Line:
  - Choice of path in a race course
  - Use of space and direction to generate and carry speed.
  - Depth (= distance travelled in to a turn)
- Commitment
  - Outside Ski
  - Line



# Line and Phases of the turn

- Entry
  - Establish Platform
  - Use Joints to roll the skis on edge
  - Flex ankle and resist or actively pressure skis
  - Commit!
- Apex
  - Greatest forces to resist
  - Slowest Speed in the turn
  - Begin travelling in new direction
- Exit
  - Acceleration
    - Release skis and move in Direction of travel to accelerate and link turns



## Common Technical Errors:

- Poor Platform at start of turn
  - Out of balance
  - Out of alignment
- Release skis at Apex
- Deceleration and instability at Exit and Transition

## Common Line Errors:

- “Pinching” at the gate or not travelling far enough across the fall line
  - Result of not finishing the turn or not travelling far enough across the fall line
  - The gate is in the way!
  - This forces technical errors and disrupts flow and speed



## Quick Notes:

- Clear, Consistent Message
- Educate
  - Technique
  - Line
- Skiing is Dynamic
- Acid Test
  - Relevant focus
  - Relevant Drills



# Erik Read, Val d'Isere (FRA) GS

Val d'Isere Home of quattro

LIVE EUROSPORT 2 Audi

Audi FIS Ski World Cup

GENERALI

Val d'Isere

LONGINES

50 YEARS FIS SKI WORLD CUP

Евроспорт 2

52	Erik READ	CAN		24	-0.09	1:13.79
Leader 1st run +2.17						

15:38 / 1:05:01

