

## PROVINCIAL DEVELOPMENT PROGRAM

<b>Type:</b>	<b>Governance</b>	<b>Policy Number:</b>	<b>29</b>
<b>Authority:</b>	<b>Board of Directors</b>	<b>Date Approved:</b>	<b>May 2018</b>
		<b>Date Amended:</b>	<b>January 2025</b>

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### **Goal:**

The goal of the Provincial Development Program is to develop the competition skills of water polo athletes who are committed to high performance. The goal is to create a Provincial Team from those who participate.

The Provincial Development Program will incorporate a holistic approach to training, including dry land training, swimming conditioning, water polo skills (individual, team, technical and tactical) and life skills (travel management, nutrition, tactics and video review).

This Policy applies to members of the Manitoba Water Polo Association (MWPA) including athletes, coaches, chaperones and parents of athletes and will be reviewed on an annual basis when there is a Provincial Team assembled.

This is NOT a substitution to any local club competitive program. This is additional training available for athletes to complement the club's program.

### **Development Program**

The MWPA will facilitate a program for athletes to grow and develop into future provincial team members.

### **Athlete Eligibility**

- Be a resident of Manitoba (exceptions may apply e.g., exchange students)
- Be registered with the MWPA and a water polo club<sup>1</sup>
- Be in good standing with their water polo club, MWPA and Water Polo Canada
- Must acknowledge and adhere to the MWPA Code of Conduct and Commitment to Safe Sport
- Must not be subject to any disciplinary action or investigation of disciplinary action
- Must attend Evaluation Session
- Must submit Athlete Profile

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<sup>1</sup> Athletes who do not have a water polo club in their city/town may be permitted to join the Provincial Development Program and Provincial Team with special caveats. The MWPA Board and/or Committee will consider and approve special caveats on a per case basis. For example, the athlete may be required to perform additional training on their own or with a complementary sport.

## **Process to apply for Provincial Development Program**

- Complete the application form and return in the MWPA office by the date indicated.
- Athletes under the age of 18 must have the form signed by a parent or guardian.

## **Selection Criteria**

The Provincial Program will select athletes who show the highest level of effort, competitiveness, coachability, and skill. Consideration will be given to athletes who have shown the most development through training, those who demonstrate responsibility, and those who would benefit most from participating.

The following criteria will be evaluated:

- Technical competence (foundational and position-specific skills)
- Fitness and physical capacities (speed, endurance, agility, aerobic capacity, mobility)
- Tactical competence (decision-making, awareness, positional flexibility, reading the play)
- Attitude (cooperation, receptiveness to feedback, adjustment to different skills and tactics, respect for players, coaches, officials, and support staff)
- Team orientation (ability to connect with and respect teammates and coaches, influence team environment in a positive manner, demonstrate inclusivity and collaboration)
- Competitive ability (temperament, resilience, commitment, performing under pressure, coping with obstacles, response to feedback)

## **Skills Assessment**

- a. Defensive abilities:
  - Capacity to neutralize the direct opponent with the press
  - Capacity to steal balls
  - Capacity to understand and apply defensive game plan
  - Capacity to adapt to the situation
- b. Offensive counter-attack abilities:
  - Capacity to anticipate the offensive counter-attack
  - Capacity to take advantage during counter-attack
  - Capacity to draw kick outs during counter-attacks
  - Capacity to score or assist goals during counter-attack

- c. Offensive abilities:
- Capacity to keep and protect the ball
  - Capacity to read the game (pass the ball appropriately)
  - Capacity to take advantage of the direct opponent (driving, setting hole)
  - Capacity to draw kick outs
  - Capacity to score
  - Capacity to understand and apply defensive game
  - Capacity to adapt to the situation
- d. Defensive counter-attack abilities
- Capacity to anticipate the defensive counter-attack
  - Capacity to cover the direct opponent
  - Capacity to cover the indirect opponent

Athletes must “Meet Expectations” or be very close to the physical and technical skills in order to be accepted into the Provincial Development Program.

<b>Physical Tests:</b>	
Field Player Test	Timed 100m swim between 1:20 to 2:00 min
Goaltender Test	Goalie Jump Test between 0:20 and 0:23 seconds
<b>Movement &amp; Technical Tests:</b>	Vertical Eggbeater with Arms Out for 0:30s
	Passing tempo positive and negative for 1min: Goal is to maintain Tempo for the duration, with no difficulties in negative catching.
	Shooting Tempo positive and negative for 1min: Goal is to maintain Tempo all the time on both sides, with no difficulties with negative; strong legs support and follow-through, systematic power and accuracy

### **Athlete Commitment**

- demonstrate a commitment to the sport and their teammates.
- attend 80% of Provincial Development Program training sessions, camps, events and competitions.
- attend 80% of their club’s weekly training sessions, camps, events and competitions where there is not a direct conflict.
- pay all fees before travel
- conduct self in a manner as outlined in the Code of Conduct
- wear Provincial Program uniform at all Provincial Program events which includes all training sessions and competitions.

## **Parent Commitment**

- Play a positive and respectful role supporting participating athletes and coaches
- Have the responsibility to get their child to practice and competitions on time
- Respect and support Coach decisions in practice and tournament play
- Must be willing to participate in fundraising activities
- Direct concerns to the Provincial Development Program Head Coach
- Any concerns that cannot be resolved with the Coach or are related to a breach of the Code of Conduct may be referred to the Provincial Team Committee for review.

## **Coach Responsibilities**

- Athlete selection for the Provincial Development Program and the Provincial Team, distribution of players, and playing time is solely the responsibility and at the discretion of the Head Coach. The Head Coach may consult on these decisions or defer to the Assistant Coach working directly with a specific team.
- Establish team rules and supervise team play.
- Submit an Annual Report in June each year, evaluating the year's activities and plans for the next year, as well as any budgetary requests.
- Compliance with the MWPA Screening Policy.
- Coaches will communicate with athletes in person (face to face) about water polo activities and through email. Other methods may be used where expedient, such as a texting app, where the message is sent to the entire team and parents/guardians. Under no circumstances should coaches and athletes have one-on-one communication.
- Social contact with athletes is limited to water polo related activities.
- Coaches must demonstrate commitment to professional development and improving coaching qualifications.

## **Coach Evaluation**

- The Head Coach will be provided with feedback on an annual basis by the Provincial Program Committee Chair and the Board of Directors.
- The Head Coach will supervise the Assistant Coaches and conduct performance reviews annually.

## **Coach Compensation**

- The Head Coach and any Assistant Coaches will be paid according to a Pay Schedule which will be reviewed by the MWPA Board of Directors prior to October 1<sup>st</sup> every year.

- The Provincial Team will cover transportation, accommodation, and meal expenses for Coaches and any required Referees who travel as members of the Provincial Team.
- MWPA may support coach training opportunities. Coaches will need to submit requests to the Executive Director to include purpose, location, cost, and how the training would be applicable to the Provincial Development Program.

### **Chaperones**

- Chaperones will travel with the Provincial Team when participating in out-of-province tournaments. More information is found in the Travel Policy.
- Chaperones will be reimbursed for transportation, accommodation and meals on a per diem basis.
- Chaperones are responsible for the athletes when not under the direct supervision of the coach for the duration of the trip and until the athletes are released to the parent's care.
- A same-gender parent of a traveling player will be the first choice in selection for chaperoning responsibilities. Chaperones will be selected on a rotational basis.
- Chaperones must be screened in accordance with the MWPA Screening Policy.
- Chaperones will provide, or arrange for, nutritious meals keeping cost as a priority.
- Chaperones will promote an experience that is positive, supporting the athletes and team performance.

### **Travel**

- All out of town travel must be sanctioned and coordinated by the MWPA.
- All Provincial Team travel costs must be paid in advance of departure.

## **Training Schedule**

- March: training and testing
- March 31: final selection of athletes
- April to June: training
- April 30: team selection for travel
- National Provincial Championships in Montreal (June/July)
- Other tournaments or exhibition games may be possible in the fall

## **Fees**

Budget and fee amounts will be determined on a yearly basis and will be published on the MWPA website:

- Deposit due by February 28 (will be refunded if not selected)
- April 7: Training Session Fees due
- May 15: Travel Fee (1<sup>st</sup> installment) due
- June 15 Travel Fee (2<sup>nd</sup> installment) due

In the event an athlete is unable to travel based on medical reasons (with a doctor's certificate), refunds of deposits and travel fees may be considered and are at the discretion of the MWPA Board of Directors.

No other reimbursement will be considered for withdrawal prior to travel, except in exceptional circumstances, as determined by the MWPA Board of Directors.