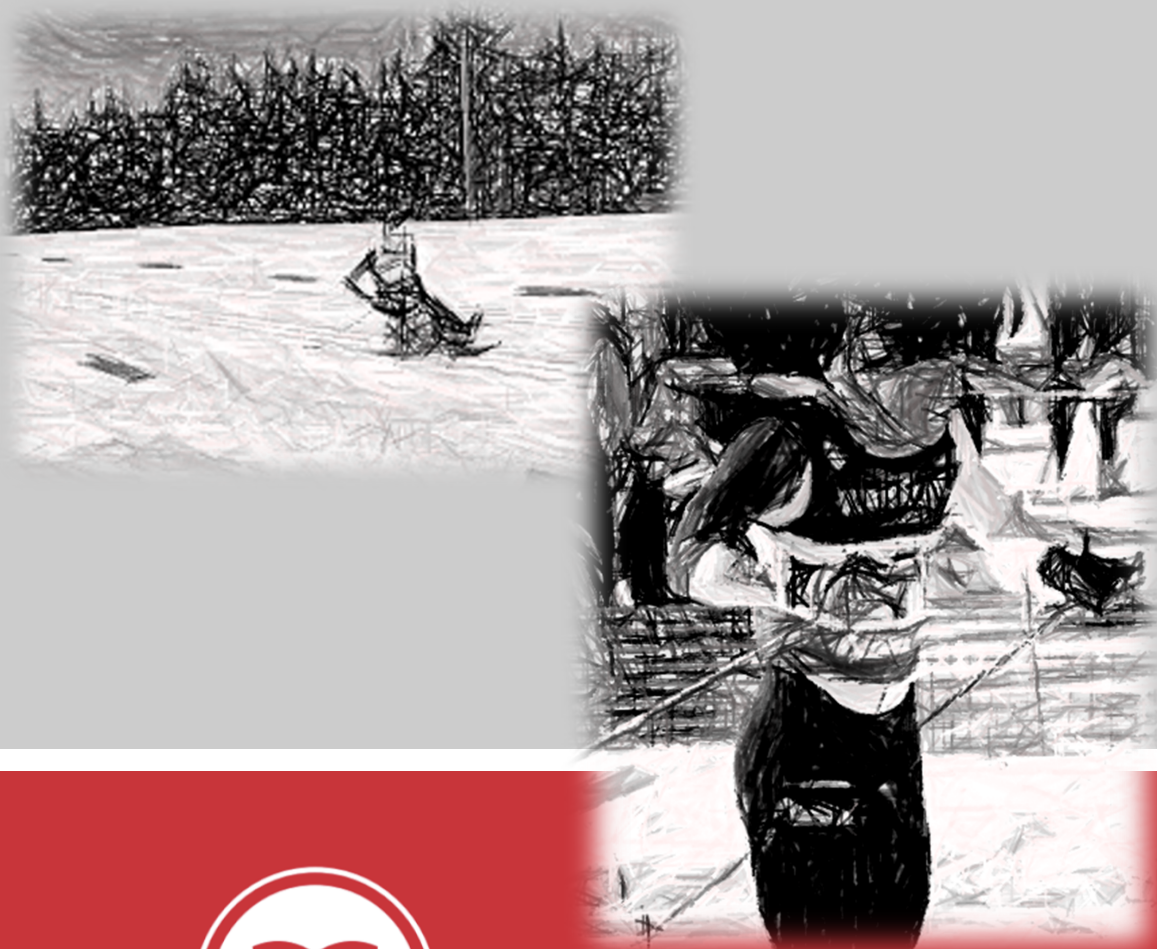


Cross Country Ski Ontario Excellence Programs

2024-2025



**Cross Country
Ski Ontario**

Overview

In alignment with its 2023-2028 [Strategic Plan](#), Cross Country Ski Ontario (XCSO) supports the pursuit of excellence whether you are an athlete, coach, official, wax technician, or event host. We are committed to ensuring that Ontario clubs, athletes and coaches are consistently recognized as among Canada's best.

Our objectives include developing more clubs that provide quality, intentional, and consistent daily training environments; developing more clubs capable of hosting Ontario Cup races; and supporting athletes, coaches, technicians and officials in their pursuit of excellence within effective development pathways. We will achieve this through:

- Long Term Athlete Development (LTAD) appropriate developmental programming opportunities involving more Ontario athletes.
- Identifying and engaging Ontario athletes who are dedicated to personal excellence through goal setting and a commitment to training and racing.
- A commitment to high performance aligned with our national sport organization Nordiq Canada (NC) and the National Team Development Centre (NTDC) - Thunder Bay.
- Professional development and mentorship opportunities for coaches and officials.
- Strategies and programs aimed to increase the number of trained, certified, and professional coaches.
- Assisting clubs and teams in developing year-round programs.
- Strategies to increase the number of clubs which host Ontario Cups and Youth Championships.
- Recognition and support of the university/college system as a viable and important athlete development pathway.

We, as a community of skiers, have the ability to achieve our goals by working together to support the pursuit of excellence of athletes, coaches, wax technicians, officials and event hosts.

Synopsis of XCSO Excellence Programs

In order to achieve our objectives, XCSO will offer the following programs:

1. **Ontario Club Excellence Framework:** a program designed to support more clubs build capacity to provide quality, intentional, and consistent daily training environments (DTE's).
2. **XCSO Club Excellence Camps:** a series of camps designed to provide training opportunities and exposure to a high performance training and learning environment for Ontario athletes and coaches. These camps aim to provide system development alongside athlete development.
3. **Ontario Cup Race Series:** a province-wide competition series to encourage Ontario skiers to seek opportunities to achieve their individual goals. Every athlete who wants to race should have the opportunity to do so at well-structured, fun and fair events, with a variety of competition and formats, and that host sites that wish to host an Ontario Cup have the opportunity to do so. This series forms the basis for the:
 - a. The Ontario Cup Series Club Award
 - b. The Ontario Leader Bib Incentive Program
4. **Race Officials Mentorship Program:** a program targeting professional development and mentorship opportunities to Ontario's race officials. This will facilitate growing the pool of officials at the club as well as at the provincial level to support race organizations.
5. **Coach Mentorship Program:** a program designed to create partnerships and knowledge transfer between coaches in Ontario to support and facilitate the ongoing education of Ontario high performance coaches.
6. **Team Ontario Program:** designed to support high performance skiing excellence with options for Olympic Stream and Paralympic Stream athletes meeting eligibility criteria. Programming includes:
 - a. Olympic Stream Athletes:
 - i. Team Ontario Development Program
 - ii. Ontario Junior Ski Team (OJST)
 - iii. Ontario Ski Team (OST)/Ontario High Performance Sport Initiative (OHPSI)
 - iv. Female Athlete Bridge Program

- b. Paralympic Stream Athletes:
 - i. Ontario Para Nordic Foundations Program
 - ii. Ontario Para Nordic Development Team
 - iii. Ontario Para Nordic Ski Team
 - iv. Ontario Para Nordic Guide Program

7. Targeted Competition Support

- a. Supporting Ontario athletes at key selection races.

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Definitions

Nordiq Canada Program Nomenclature:

Olympic Stream Programs: Programming designed for non disabled athletes
Paralympic Stream Programs: Programming designed for athletes with a disability

NC Nordiq Canada

XCSO Cross Country Ski Ontario which is comprised of 4 districts:

LSSD Lake Superior Ski District

NCD National Capital District

NOD Northern Ontario District

SOD Southern Ontario District

CCUNC Canadian College and University National Championships

CSIO Canadian Sport Institute of Ontario

CPL Canada Points List (produced by Nordiq Canada)

DEVP Team Ontario Development Program

DTE Daily Training Environment

HPC XCSO High Performance Committee

IAPP Individual Athlete Performance Plan

IPB International Performance Benchmark (produced by Nordiq Canada)

LTAD Long Term Athlete Development Model

NTDC National Team Development Centre of which there are 3 in Canada:
Thunder Bay, Mont Ste. Anne and Canmore

OCUP Ontario Cup Race

OHPSI Ontario High Performance Sport Initiative

OCS Ontario Cup Series

OJST Ontario Junior Ski Team

OST Ontario Ski Team

OPNF Ontario Para Nordic Foundations

OPNST Ontario Para Nordic Ski Team

OUA Ontario University Association

YOB Year of Birth

YTP Yearly Training Plan

Ontario Club Excellence Framework Pilot Project

The Ontario Club Excellence Framework is a program designed to support more clubs in building the capacity required to provide quality, intentional, and consistent daily training environments (DTEs). We are committed to ensuring that Ontario clubs, athletes and coaches are consistently recognized as among Canada's best.

Scope of the Project

XCSO is looking to form a supportive partnership with (3) three clubs willing to engage in a pilot project aimed at developing programming and the infrastructure required to build an intentional training environment, which will in turn enhance an athlete's and a club's ability to perform to their full potential.

With the goal of supporting clubs in building capacity to provide quality, intentional, and consistent daily training environments (DTE's), we will integrate the [Gold Medal Profile \(GMP\)](#) into the Ontario Model by describing, evaluating, incentivizing and engaging clubs/teams in known, science-based Daily DTE best practices that directly correlate with enhanced athlete performance outcomes.

Successful athletic performance depends on the balanced integration of many factors: coaching, sport science, analysis, recovery, management, facilities, peer support, family support, financial resources, and many other factors. Research has shown that it is the environment that the athlete experiences every day that is the most critical component of a comprehensive and successful athlete development program.

This supportive partnership will consist of:

- A deep-level commitment towards improving the club's athlete development and performance capabilities and capacity, with the ultimate goal of supporting athletes in the Learn to Compete stages of the LTAD (U18) within the club environment.
- Pre and post gap analysis assessment of known elements of the performance environment.
- Coach development plan which examines the coaching resources and skills required to support a high quality training environment.
- A performance enabling relationship built on trust, positive attitudes, providing key resources and knowledge so that coaches, athletes, and support staff excel in their roles.

Expression of Interest

Clubs/teams are invited to submit an expression of interest in the form of a 1 to 2 page letter that introduces the club, its primary focus, associated partners and goals. The letter should convey the understanding of the partnership's purpose, objectives, and development context. Coach and athlete interest to undertake a partnership should also be included. Please highlight the number of coaches and athletes that could benefit from this program (in the short, medium and long-term). Feel free to include any relevant information you feel is important for us to know about you. The best partnerships are formed by working together towards a common goal.

Deadline to submit expression of interest for this pilot project: **December 31, 2023.**

For more information please contact Bryan Dubeau, techdirector@xcskiontario.ca.

XCSO Excellence Camps

XCSO Excellence Camps play an important role in creating and strengthening a collaborative, vibrant, ambitious competitive culture. Excellence Camps are intended to provide training and development opportunities to the greater Ontario ski community and will include coach and athlete education opportunities.

Focus

These camps are intended to provide Long Term Athlete Development (LTAD) appropriate training opportunities, and exposure to a high performance training and learning environment for Ontario athletes and coaches. The formalization of coach development will take place through application intake into the Coach Mentorship and Provincial Coaching Experience (PCE) program. [\[Jump to Coach Mentorship Program Description\]](#)

Location

Excellence camps will be held in partnership with clubs within each of the 4 XCSO districts.

- Northern Ontario District (NOD)
- Southern Ontario District (SOD)
- National Capital District (NCD)
- Lake Superior Ski District (LSSD)

Camps will be led and facilitated by an XCSO District Development Coordinator or suitable contracted position. Camps will take place between the end of June and the end of September.

Who

Athletes 13 and older. Participants are expected to gauge their own suitability for the demands of the camp. Attending athletes under the age of 18 MUST be supported by a club coach. Ideally, the ratio of coaches/parents to athletes should be 1-5, where possible. Attending coaches/parents are expected to be engaged and help support the delivery of the Excellence Camp.

- Club coaches
- Open to all athletes, no selection process.
- Mandatory attendance at one Excellence Camp for athletes on the following teams:
 - Team Ontario Development
 - Ontario Junior Ski Team (OJST)
 - Ontario Ski Team (OST)

Ontario Cup Race Series

Cross Country Ski Ontario is committed to offering a strong province-wide competition series to encourage our skiers to seek every opportunity to achieve their individual athlete goals. We do this by providing Long Term Athlete Development (LTAD) appropriate opportunities and competition incentives. Our objectives include engaging athletes across all age categories; working cooperatively to enable skiers to reach their podium potential; and growing Ontario's racing capacity by increasing the number of sites capable of hosting Ontario Cups.

Objectives for OCUP Host Selection

1. Schedule at least 2 individual Ontario Cup races starts per district.
2. Ensure that at least 2 Ontario Cup race sites offer Para Nordic Categories.
3. Choose Ontario sites over Quebec sites whenever possible.
4. Ensure that each Nationals' race format is offered at least once over the series.

OCUP Value Statement

Fast, fair and fun racing.

Every athlete who wants to race has the opportunity to do so regularly with a variety of competition and formats; host sites that wish to host an Ontario Cup have the opportunity to do so.

OCUP Race Series Incentives

1. Leader Bib Incentive
2. The Ontario Cup Series Club Award

The **OCUP Calendar** for the upcoming season is included in [Appendix 1](#).

The Ontario Cup Series Club Award

The goal of the Ontario Cup Series Club Award is to recognize the club with a strong breadth of performing skiers in the province.

The Ontario Cup leader bib points of the top 2 male and female skiers from each club in each category (U16, U18, U20) will be added together to create a total score for each club. The club with the highest final total score will be awarded the Ontario Cup Series Club Award Trophy.

Leader Bib Incentive

The Ontario Cup Series Leader Bib Incentive recognizes the top performing Ontario athlete of each gender in each of three categories after each Ontario Cup race.

Athlete Eligibility

Athletes in the U16, U18, U20 and U23 categories who:

- Hold a valid Nordiq Canada racing license registered with an Ontario club
- Are registered with an Ontario club
- Hold Canadian citizenship or Permanent Residence status
- Completed the Coaches Association of Canada SafeSport: Athlete and Rule of Two training modules

Athlete Selection

Selection of the leader bib recipient will be based on points accumulated from all OCUP race weekends using the table of ordinal points (25 points for first, 20 for second, 15 for third, etc). The current, updated and final category leaders will be determined at the end of each of the races in the OCUP Series. For sprint races the points are allocated based on final finish order.

Ontario Cup Leader Bib Ordinal Points

Place	Points	Place	Points	Place	Points
1	25	4	12	7	6
2	20	5	10	8	4
3	15	6	8	9	2
Note: Points will be awarded to the category in which the athlete was registered for each event.				10	1

Benefits

The top three final category leaders in each category for each gender at the end of the OCUP series will receive incentive grants as follows:

- First place \$150
- Second Place \$100
- Third Place \$50

Race Officials Mentorship Program

We are excited to welcome back the Officials Mentorship Program. The aim of this program is to provide professional development and mentorship opportunities to Ontario's race officials. This will facilitate growing the pool of officials at the club as well as at the provincial level to support race organizations. Through increased collaboration and knowledge sharing, XCSO aims to improve the officials' environment while increasing connections for those involved. This program provides an opportunity for officials to share experiences, learn in different environments and race venues, apply knowledge in different roles at races in Ontario and become acquainted with various clubs and their venues.

The program will be administered by Katja Mathys, XCSO Coaching and Officials Development Coordinator.

Pre-requisites: Level 1 and/or Level 2 Certification

Program Details:

Program Start: October

- Virtual/phone meeting with Katja Mathys
- discuss program, establish individual program structure, goal setting and explore outcome expectations
- examine succession planning at club; determine how to increase officials pool

Certifications: work towards attending Level 2 or Level 3 officials courses

Competitions (District Races or Provincial Races): December to March

- 1 to 2 races per official in different roles (shadowing TD and chiefs of competition areas, taking on the role of a chief)
- apply theoretical learning directly at races

Program Debrief Meeting: March

- submit Program Mentee Report
- face-to-face or phone meeting to discuss program, answer questions, share experiences , validate learning outcomes

Funding for Provincial Experiences is available

For details visit: www.xcskiontario.ca/officials

Coach Mentorship Program

Enhancing the Coach Experience

[\[Return to Excellence Camps\]](#)

Cross Country Ski Ontario's Coach Mentorship Program aims to facilitate partnerships and knowledge transfer between coaches in Ontario to support and facilitate the ongoing education of ON high performance coaches. Through increased collaboration and knowledge sharing, XCSO aims to improve the coaching environment in the province while increasing connections with coaches. Through this program, coaches can share experiences, exchange ideas, best practices, and coaching strategies resulting in an improved daily training environment for athletes.

Up to 5 coaches will be selected to be mentored by Bryan Dubeau, XCSO Technical Director. The program will be administered by Katja Mathys, XCSO Coaching Development Coordinator.

The formalization of coach development will take place through application intake into the [Coach Mentorship](#) and [Provincial Coaching Experience \(PCE\) program](#).

Ongoing Intake: Program Start

Virtual/phone meeting with XCSO's Technical Director to:

- discuss program,
- establish individual program structure,
- Prioritize goal setting, and
- explore outcome expectations

Professional Development Opportunities

(Throughout summer, fall, early winter)

- 1-2 training camp opportunities per coach
- Coaches will have opportunities to attend provincial camps- (Provincial Coach Experience) coach for that camp
- opportunity to observe coaches in action, participate in sessions and apply learning directly with athletes
- guidance and technical support to achieve personal and club objectives

Program Debrief Meeting

Face-to-face or phone meeting to discuss program, answer questions, share experiences and validate learning outcomes

Olympic Stream Team Ontario Program Overview

Athletes selected to participate in Team Ontario Olympic Stream programming will have access to a range of services provided by Cross Country Ski Ontario to support high performance skiing excellence. Within the overall program there are several sub-programs:

1. [Team Ontario Development Program](#) - U14 Y2 and older
2. [Ontario Junior Ski Team \(OJST\)](#) - U16 Y1, U16 Y2, and U18 Y1
3. [Ontario Ski Team \(OST\)/Ontario High Performance Sport Initiative \(OHPSI\)](#) - U18 Y2 and older
4. [Female Athlete Bridge Program](#)

Competition Categories by year of birth for the current season are in [Appendix 2](#).

Discretionary Additions to Ontario High Performance Camp Opportunities

The HPC designate, the XCSO Technical Director or a club coach may make a recommendation to the HPC for one or more additional athletes to be considered for Team Ontario programming opportunities. Any such exceptional cases will be reviewed by the committee in terms of the purpose and objectives of Team Ontario, as well as the athlete's progress to date and potential progression to the next level of performance.

Force Majeure

The HPC/XCSO will consider force majeure additions to the OJST and the OST only. Injury, illness, family misfortune, exceptional circumstances and equipment breakage will be considered valid grounds for a force majeure appeal. Appeal documentation to be provided to Cross Country Ski Ontario must include but is not limited to:

1. Physician letter if health related
2. A letter/email outlining exceptional circumstances
3. A letter/email from the present personal/club coach indicating their intent to support their athlete as an OJST/OST member.

Appeals will be evaluated by the HPC taking into consideration the reason for the appeal and results from other races. Force majeure documentation must be received **within 2 weeks of the naming of the selected team**. Documentation should be sent by email to the Chair of the HPC at jackxcgolf@gmail.com, with a copy to admin@xcskiontario.ca.

Appeals will only be considered where an athlete has clearly demonstrated that they were achieving the highest level of performance at the time of the incident/illness. The basis on which an appeal will be awarded will be at the discretion of the HPC and will only include information related to the incident/illness.

Ontario High Performance Committee

Member	Name	Title
Voting Members	Jack Sasseville	Chair
	Zari Horofek Sophie Tremblay	Athlete Reps
	Geoff Tomlinson	NCD Rep
	Toivo Koivukoski	NOD Rep
	Eric Bailey	LSSD Rep
	Sheila Kealey	University Rep
	Brian Rogers	SOD Rep
	John Cowan	Para Nordic Rep
Advisory Member/ Staff	Dwayne Barber	XCSO Chair
	Katja Mathys	Coaching Development
	Bryan Dubeau	Technical Director
	Jack Carlyle	NTDC Team Manager
	Stephanie Marler	Executive Director

Team Ontario Development Program

[\[Return to Program Overview\]](#)

This team is intended to introduce Ontario athletes to high performance concepts and engage these athletes in supplemental learning and training opportunities. XCSO's provincial programming is intended to be one of the many supports built around our developing athletes. To facilitate an alignment and sharing of best practices between all of these supports, club coaches and athletes in this program are expected to share and collaborate with Cross Country Ski Ontario staff and other coaches in this provincial program.

Athlete Eligibility

- Years of Birth/Category: U14 Y2 and older.
- Be a member of a registered XCSO club
- Intend to purchase a Nordiq Canada racing license and participate in the upcoming race season.
- Be a Canadian citizen or have Permanent Residence status
- For athletes in the U16 and older categories, evidence of completion of in the Locker the Coaches Association of Canada Safe Sport and Rule of Two training modules.

Competition Categories by year of birth for the current season are in [Appendix 2](#).

Benefits/Opportunities

- Access to virtual group sessions (example: nutrition, mental performance and technique)
- Team Ontario clothing item (upon successful completion of criteria)

Athlete Nomination

Athletes must submit their Team Ontario Development program **application on Zone4.ca by June 1**. The application will include:

- Team fee of [under review]
- Sign the Athlete Code of Conduct

- Planned training hours and goals for the upcoming season, by training period. See [Appendix 3 for Training Period Dates](#).

Additional Supporting Documentation

A copy of the applicant's Yearly Training Plan (YTP). Athletes must at minimum be entering their "Learn to Compete" stage of development and should aim to complete a minimum of 90% of their Nordiq Canada LTAD appropriate training hours guidelines (minimum = 405 hrs/year).

An online form submission of recommendation from their club coach indicating the athletes readiness for consistent and meaningful training. A link to the form will be provided during the application period.

Athlete Selection

Official selection for the Team Ontario Development program will be completed in early September, by a sub-committee of the High Performance Committee (to be named). To officially be named to the team and receive the Team Ontario kit, athletes must complete the following:

1. Submission of their Yearly Training Plan (YTP).
2. Have logged and completed their training for [Period 1](#) and shared their logs with the XCSO Technical Director as per application process.
3. Confirmation from their club coach, that the athlete has completed their training goals to that point, including hours and technical goals and are on track to complete their yearly training and competition goals.
4. Attend a district Excellence Camp (preferably in their home district).

Ontario Junior Ski Team (OJST)

[\[Return to Program Overview\]](#)

The Ontario Junior Ski Team program is designed to provide focused, developmentally appropriate training opportunities to the top developing athletes in the province. The OJST is a progressive learn to compete pathway aimed at consolidating technical and tactical skills. It is an important transition program as athletes prepare for high performance training and competition demands.

Athlete Eligibility

- Category: U16 Y1 and Y2, and U18 Y1.
- Be a registered member of an XCSO Club and hold a valid Nordiq Canada racing license registered with that club
- Be a Canadian citizen or have Permanent Residence status
- Have completed in the Locker the Coaches Association of Canada SafeSport: Athlete and Rule of Two Training modules.

Competition Categories for the current season are identified in [Appendix 2](#).

Athlete Nomination and Selection

Part 1: Minimum Eligibility Requirements

- To be eligible for the Ontario Junior Ski Team, athletes must first fulfill the following criteria
 - Compete in a minimum 7 individual OCUP* races. The OCUP schedule is at [Appendix 1](#).
 - Achieve a minimum best of sprint or distance CPL of 70 points.

Note: In the event of cancellation of or changes to OCUP races due to weather or other circumstances, the number of individual races which an athlete must compete in for selection to the OJST are identified in [Appendix 4](#).

*In an Ontario Winter Games year, eligible athletes may count the 2 individual races in lieu of OCUP races in their 7 required OCUP starts.

***Consideration for U18 Y1 (2007) athletes**

These athletes may count the interval start and mass start races (Open Category) at OUAs in lieu of OCUP races in their 7 required OCUP races. This is an exceptional consideration as Thunder Bay is the host of both OWG and OUAs in 2023, and therefore not hosting an

OCUP. These races will in no way contribute to the Leader Bib Incentive or the Ontario Cup Club Series Award.

Part 2: Ranking Lists

Three ranking lists will be produced by XCSO using Final Period Sprint & Distance CPL as published by Nordiq Canada (in mid-April):

1. Sprint Ranking
2. Distance Ranking
3. A ranking using the average of sprint and distance points (sprint and distance weighted equally).
 - o Each of the 3 ranking lists will identify the top 3 per gender for U18 Y1 and U16 Y2, for sprint, distance and average. If an athlete appears in the top 3 in any of these ranking lists and has more than 70 CPL points, they will be selected to the team.
 - o After removing the top 3 U18 Y1 and U16 Y2 athletes of each gender in each of the rankings - the next 4 athletes of eligible category with more than 70 CPL points will be selected to the team.
 - o Additional selection for athletes not captured above – if eligible athletes appear in the top 3 of their category (U16 or U18) of the Ontario Leader Bib incentive and are not captured in the above selection, they will be additionally nominated.

Part 3: Additional Supporting Documentation

Once nominated to the Ontario Junior Ski Team, additional documentation must also be submitted to complete their selection to the team:

- A copy of the applicant's Yearly Training Plan (YTP).
- Access to Training Logs
- Complete identified physical tests by the dates listed in [Appendix 3:](#)
 1. [Critical Speed Test](#)
 2. [Double Pole Peak Power: Ski Erg](#)

Athletes must also consistently fill out their training log and share them with the XCSO Technical Director, to maintain their place in the program. Failure to do so will result in an omission from additional training opportunities.

Part 4: Athlete Obligations

Ontario athletes who accept their nomination to the Ontario Junior Ski Team will be asked to:

- Sign an Athlete Contract and Athlete's Code of Conduct
- Pay a team fee of [under review]
- Pay a non-refundable camp deposit of [under review]
- Indicate the intent to register as an Ontario athlete in the upcoming ski season.

The Athlete Contract will include a schedule that outlines all planned Ontario Junior Ski Team activities for the upcoming season. The expectation is that athletes attend an Excellence Camp and the OJST training camp. Exceptions will be considered on a case by case basis.

Benefits/Opportunities

1. Excellence Camp (summer)
2. An OJST training camp (mid-September to December)
3. ON Team Jacket (if you didn't receive one last season)
4. Access to Ontario team ski equipment discounts (as provided by equipment suppliers)
5. Virtual sessions (based on availability)

Ontario Ski Team (OST)

Ontario High Performance Sport Initiative (OHPSI)

[\[Return to Program Overview\]](#)

The Ontario Ski Team is a high performance focused team. Athletes on this team will be representative of Ontario athletes who are targeting qualification for and competing in international events. This team will include eligible Ontario athletes named to Nordiq Canada's NTDCs, who are subject to the same criteria for access to OHPSI support.

Athletes on this team will be high-performance focused, performing at a National level and whose goals include World Junior/U23 Championships, Euro B Tour, Canada Winter Games, FISU Universiade, and other international events.

Athlete Eligibility

- Categories: U18 Y2 to U23 Y3
- Be a registered member of an XCSO Club and hold a valid Nordiq Canada racing license registered with that club
- Canadian citizen or have Permanent Residence status
- Have completed in the Locker the Coaches Association of Canada SafeSport: Athlete and Rule of Two Training modules.

Athlete Nomination and Selection

Part 1: Minimum Eligibility Requirements

- Using the Final Period Sprint and Distance CPL list, XCSO will compare athletes to their International Performance Benchmark (IPB) in Sprint or Distance with the highest percentage being used to rank the athletes.
- Athletes must also:
 - U18 Y2 athletes must compete in a minimum of 7 individual OCUP starts.
 - Compete in the Nordiq Canada National Championships (exceptions may be granted on a case-by-case basis)
 - Achieve a minimum average CPL versus IPB threshold ([as identified in Appendix 5](#))
 - Sign an Athlete Contract and Athlete's Code of Conduct
 - Pay the team fee of [under review].

International Performance Benchmark Percentages		
Category	CPL/IPB %	Minimum # of Ocup Starts
U18 Y2*	93%	7 individual Ocup races
U20 Y1	93%	n/a
U20 Y2	93%	n/a
U23 Y1	95%	n/a
U23 Y2	96%	n/a
U23 Y3	97%	n/a

*Considerations for U18 Y2 (2006) Athletes

- Athletes selected by XCSO to compete at the Youth Olympic Games Trials December 6 to 10, 2023 in Canmore AB can count these individual races in lieu of OCUP races in their 7 required OCUP races. These races will in no way contribute to the Leader Bib Incentive or the Ontario Cup Club Series Award.
- Athletes may count the interval start and mass start (Open or CCUNC category) races at OUAs in lieu of OCUP races in their 7 required OCUP races. This is an exceptional consideration as Thunder Bay is the host of both OWG and OUAs in 2023, and therefore not hosting an OCUP. These races will in no way contribute to the Leader Bib Incentive or the Ontario Cup Club Series Award.
- In a Canada Winter Games (CWG) year, CWG races will count as individual races in lieu of OCUP races in their 7 required OCUP races.
- Any athlete who qualifies for and attends Youth Olympic Games (Korea), and/or World Juniors (Slovenia) who meets their CPL/IPB % will be named to the Ontario Ski Team.

Note: In the event of cancellation of or changes to OCUP races due to weather or other circumstances, the number of individual races which a U18 Y2 athlete must compete in for selection to the OST are identified in [Appendix 4](#).

Part 2: Additional Supporting Documentation

To complete their selection to the Ontario Ski Team, athletes must submit the following supporting documentation:

- A copy of the applicant's Yearly Training Plan (YTP).
- A letter of recommendation from their club coach indicating the athlete's readiness for consistent and meaningful training, in relation to the team's goals (see above).
- Access to athlete's training logs for the XCSO Technical Director.
- Athletes must also complete an XCSO Individual Athlete Performance Plan (IAPP), to be approved by the XCSO Technical Director in consultation with the athlete and their personal coach. The IAPP will be reviewed at least once prior to the start of the following racing season.

Part 3: Athlete Obligations

- Athletes must complete all CSIO health screenings and complete the XCSO-CSIO Testing Camps
- Athletes must attend one XCSO Club Excellence Camp (preferably in their home district)
- The athlete must regularly communicate with the XCSO IST and supporting staff.
- Athletes must also consistently fill out their training log and share it with the XCSO Technical Director to maintain their place in the program.

Official selection of an athlete to the Ontario Ski Team will take place once all of the above steps have been satisfactorily completed and presented by the XCSO Technical Director to a sub-committee of the High Performance Committee (to be named). Failure to complete program requirements will result in an omission from additional training opportunities.

Please contact the XCSO Technical Director (techdirector@xcskiontario.ca) if clarification is needed. The OHPSI program is offered through a partnership with the Canadian Sport Institute Ontario and designed to support a comprehensive provincial high performance sport system that allows for sustained success of athletes and coaches at the very highest levels of international sport. The goal of the OHPSI program is to identify and support Ontario athletes who are best capable of achieving future international success.

Benefits/Opportunities

1. Access to virtual sessions (ie:nutrition, mental performance and technique).

2. Access to Team Ontario ski equipment discounts (as provided by equipment suppliers)
3. Virtual coaching support from the XCSO Technical Director and Integrated Support Team (IST), as needed.
4. Access to provincial team camp opportunities.
5. Individualized sport science support in nutrition and/or mental performance, depending on CSIO screening.
6. Strength coaching support.
7. Wax support at targeted races (on a case by case basis).
8. ON Team Jacket (if you didn't receive one last season).

Female Athlete Bridge Program

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In an effort to address the gender disparity in the current Ontario high performance landscape, in particular during the post-secondary transition, additional female athletes who fall within 3% of their XCSO CPL/IPB percentage benchmarks will be nominated to the Ontario Ski Team Female Athlete Bridge Program.

Athletes must complete all components of the Ontario Ski Team selection process. If selected, the program will offer targeted opportunities and support determined during the IAPP process and include team clothing.

Paralympic Stream Team Ontario Program Overview

Athletes selected to participate in Team Ontario Paralympic programming will have access to a range of services provided by Cross Country Ski Ontario to support high performance skiing excellence. Within the overall program there are several sub-programs:

1. [Para Nordic Foundations Program](#)
2. [Team Ontario Para Nordic Development Program](#)
3. [Ontario Para Nordic Ski Team](#)
4. [Ontario Para Nordic Guide Program](#)

Discretionary Additions to the Ontario Para Nordic Ski Team and/or Camp Opportunities

The XCSO Technical Director, XCSO PN Lead or a club coach may make a recommendation for the consideration of one or more additional athletes to be considered for Team Ontario programming (camp/team) opportunities. Any such exceptional cases will be reviewed by the HPC in terms of the purpose and objectives of Team Ontario and the athlete's progress to date and potential progression to the next level of performance.

Force Majeure

The HPC/XCSO will consider force majeure additions to the ON PN Ski Team only. Injury, illness, family misfortune, exceptional circumstances and equipment breakage will be considered valid grounds for a force majeure appeal. Appeal documentation to be provided to Cross Country Ski Ontario must include but is not limited to:

1. Physician letter if health related
2. A letter/email outlining exceptional circumstances
3. A letter/email from the present personal/club coach indicating their intent to support their athlete as an OPNST member.

Appeals will be evaluated by the PN Lead, XCSO Technical Director and PN Chair taking into consideration the reason for the appeal and results from other races. Force majeure documentation must be received **within 2 weeks of the naming of the selected team**. Documentation should be sent by email to the XCSO Executive Director at admin@xcskiontario.ca.

Appeals will only be considered whereby an athlete has clearly demonstrated that he/she was achieving the highest level of performance at the time of the incident/illness. The

basis on which an appeal will be awarded will be at the discretion of the HPC and will only include information related to the incident/illness.

Ontario Para Nordic Committee

Member	Name	Title
Voting Members	John Cowan	Chair
	Jacob Porter	LSSD Rep
	Andrew Pittman	NCD Representative
	Vacant	NOD Representative
	Madison Mullin	Athlete Representative
	Perry Sakki	SOD Representative
Non-Voting Members	Dwayne Barber	Chair of XCSO
	Jennifer Nieson	XCSO Para-Nordic Lead
	Bryan Dubeau	XCSO Technical Director

Para Nordic Foundations Program

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Athletes named to the Para Nordic Foundations program will be representative of Ontario's para nordic athletes looking to develop their athlete practices in para-sport by engaging in supplemental opportunities provided by XCSO.

The goal of this program is to provide an entry point to more structured and engaged programming.

Athlete Eligibility

- Years of Birth/Category: Open
- Be a member of a registered XCSO club
- Intend to purchase a Nordiq Canada racing license and participate in the upcoming race season.
- Be a Canadian citizen or have Permanent Residence status
- For athletes 14 years of age and up, completed in the Locker the Coaches Association of Canada SafeSport: Athlete and Rule of Two training modules.

Benefits/Opportunities

- Access to virtual group nutrition, mental performance and technique sessions.
- Access to in person training camps with other PN athletes

Athlete Nomination

Athletes must submit their Team Ontario application on Zone4.ca.

- Team fee of [under review].
- Applications are on-going and will be considered on a case by case basis. Applications will include the following supporting documentation:
 - Planned training and goals from the application date to the end of the winter racing season.
 - Goals and Training can be broken into the 3 periods of the year as identified in [Appendix 3](#).

Team Ontario Para Nordic Development Program

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Athletes named to Team Ontario Para Nordic Development will be representative of Ontario's most committed and engaged para athletes looking to develop their athlete practices in para-sport by engaging in supplemental opportunities provided by XCSO.

The goal of Team Ontario is to provide stimulating and engaging programming.

Athlete Eligibility

- Years of Birth/Category: Open
- Be a member of a registered XCSO club
- Intend to purchase a Nordiq Canada racing license and participate in the upcoming race season.
- Be a Canadian citizen or have Permanent Residence status.
- Athletes 14 and up must complete in the Locker the Coaches Association of Canada SafeSport: Athlete and Rule of Two training modules

Benefits/Opportunities

- Access to virtual group nutrition, mental performance and technique sessions.
- Virtual coaching support from the XCSO Technical Director, as needed.
- Team Ontario kit (upon completion of selection criteria)
- Functional Movement Screening, if deemed appropriate, if available

Athlete Nomination

Athletes must submit their Team Ontario Development program **application on Zone4.ca by June 1**. The application will include:

- Team fee of [under review]
- Sign an Athlete Contract and the Athlete's Code of Conduct
- Planned training hours and goals for the upcoming season, broken into 3 training periods as identified in [Appendix 3](#).
- Additional Supporting Documentation:

- A copy of the applicant's Yearly Training Plan (YTP). Athletes should look to engage in "training" at least 5x a week on average (which could include physio and mobility exercises)
- An online form submission of recommendation from their club coach indicating the athletes' readiness for consistent and meaningful training. Link to be provided in the application process.

Note: After the June 1st deadline athletes already part of the Para Nordic Foundations program may still apply for the Team Ontario Para Nordic Development program. These athletes will be required to fulfill equivalent expectations to the original applicants, with exact timelines, to be determined on a case-by-case basis, in consultation with the XCSO Technical Director & XCSO PN Lead.

Athlete Selection

Official selection of Team Ontario Development program will be completed in October, by a sub-committee of the Para Nordic Committee (to be named). To officially be named to the team and receive the Team Ontario kit, athletes must complete the following:

- Have logged and completed their training for [Period 1](#), and shared their logs with the XCSO Technical Director. Specific information will be available during the application process.
- Confirmation submission from their club coach, that the athlete has completed their training goals to that point, including hours and technical goals and are on track to complete their yearly training and competition goals. Link to be provided to coaches in the registration.

Athlete and Coach Obligations

XCSO's provincial programming is intended to be one of the many supports built around our developing athletes. To facilitate an alignment and sharing of best practices between all of those supports, coaches with athletes in this program are expected to share and collaborate with Cross Country Ski Ontario staff and other coaches in this provincial program.

Ontario Para Nordic Ski Team

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Athletes named to the Ontario Para Nordic Ski Team program will be representative of Ontario's highest performing paralympic athletes at the Ontario Cup Series, National Championships, & Canada Winter Games (when applicable).

Athlete Eligibility

To be eligible for selection to the Ontario Para Nordic Ski Team athletes must meet each of the following criteria:

- Be a registered member of an XCSO Club and hold a valid Nordiq Canada racing license registered with that club
- Canadian citizen or have Permanent Residence status
- Compete in a minimum of 4 identified Ontario Cup (or equivalent: Para Sports/CWG/OWG) individual races
- Compete in a minimum of 2 individual races at the 2024 Nordiq Canada Ski Nationals
- Athletes 14 and up must complete in the Locker the Coaches Association of Canada SafeSport: Athlete and Rule of Two training modules
- Pay team fee of [under review]

Benefits/Opportunities

- 2-3 XCSO Para Nordic Training Camps (One of these camps may be infused with a Team Ontario Olympic Stream Camp)
- ON PN Ski Team race suit & jacket (if you already don't have one)
- Access to remote educational opportunities (i.e., nutrition, mental performance or similar) when available
- Access to Sport Science/Sport Medicine through the CSIO OHPSI program (when available)
- Access to Ontario team ski equipment discounts (as provided by equipment suppliers)

Athlete Selection (minimum of 4 athletes)

Top athlete by PN CPL points, in each gender and discipline (standing and sitting)

- Please note: Races with PN CPL are at Nordiq Canada's discretion and are based on

depth of field with reference skiers

Athlete Obligations

- Wear Team Ontario gear at Nordiq Canada Ski Nationals
- Attend a minimum of 2 XCSO Para-Nordic Training Camps. This may include attendance at a XCSO Excellence Camp in the athlete's district.

Ontario Para Nordic Guide Program

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In support of our Para Nordic program, XCSO is recruiting Guides for our VI athletes. Guides will work alongside athletes in both a training environment and competition.

Competencies

- Ability to cross country ski in both classic and free techniques
- Previous cross country ski racing experience is beneficial but not required
- Ability to work with athletes and help them achieve their performance goals

All guides will be required to complete/provide the following upon acceptance into the program (if not already completed)

- CAC Safe Sport Training Module
- CAC [Rule of Two Training Module](#)
- CAO [Coaching Athletes with a Disability](#)
- Provide a criminal record check for the vulnerable sector

Application Process

- Apply via [XCSO VI Application](#)
- Applications are being accepted on a continuous basis.
- For more information contact Jen Nieson, XCSO PN Lead at para@xcskiontario.ca

Appendix 1 - 2023-2024 Ontario Cup Race Series

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2023-2024	Event	Race Formats	Location
2-3 Dec	FIS Canada Cup West	Sprint Cl / Free Mass	Sovereign Lake BC
9-10 Dec	Youth Olympic Games Trials YOB 2006-2007-2008 only	Sprint Free 10 km Classic	Canmore Nordic AB
15-17 Dec	OCUP / QCUP #1 (Fri/Sat/Sun) FIS Canada Cup (Fri/Sat/Sun) (Para Nordic Categories)	FIS - Sprint F / Int Free / Cl Int OCUP/QCUP - Int Free / Sprint F / Cl Int	Gatineau QC (Nakkertok)
28-29 Dec	Suggested - District Winter Break Camps		Districts
4-7 Jan	*FIS World Junior Trials QCUP# 2	Sprint F / Cl Int Mass Start Free	Saint-Ferréol-les-Neiges QC (Mont Sainte Anne)
5-7 Jan	* OCUP #2 (Para Nordic Categories)	Int Start Free / King's Court Classic / Mass Start Classic	North Bay ON (North Bay Nordic Ski Club)
20-21 Jan	OCUP #3	Qualifier + Club Team Sprint Free / Int Start Classic	Lakefield ON (LCS/Kawartha Nordic)
2-4 Feb	OCUP / QCUP #4 (Fri/Sat/Sun) FIS Eastern Canadian Championships (PN TBC)	Sprint Free Classic Interval Start Free Mass Start	Sherbrooke QC (Bishop's University)
16-18 Feb	Ontario Winter Games YOB 2008-2009-2010 only (Para Nordic Categories) (Factory Glide Wax)	Free Technique Qualifier and District Relay / Int Start Classic	Thunder Bay ON (Lappe Nordic Centre)
22-23 Feb	OFSAA		Lakefield College School
24-25 Feb	OUA		Lakehead University
24-25 Feb	OCUP #5 (Para Nordic Categories)	Int Start Classic Prologue (1pm) Pursuit Start Free	Sudbury ON (Walden Nordic)
1-2 Mar	Ontario Youth Championships U14 and younger		Sault Sainte Marie ON (SooFinnish Nordic)
9-16 Mar	Nordiq Canada Ski Nationals (Para Nordic Categories)	Int Start Free / Cl Sprints / Club Team Sprint F / Cl Mass Start	Gatineau QC (Nakkertok)
23 Mar	XCSO Provincial 6-hour Skiathon and Ski Club Fundraisers		Clubs/Districts
30 Mar	XCSO Spring Finale		TBC based on snow conditions
	= OCUP Starts for Ontario Bib Point Series and Team Ontario Selection		

Appendix 2 - Competition Categories for 2023-2024

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Olympic Stream Athletes

Category	Age at 31 Dec 2023	YOB
U14 Y1	12	2011
U14 Y2	13	2010
U16 Y1	14	2009
U16 Y2	15	2008
U18 Y1	16	2007
U18 Y2	17	2006
U20 Y1	18	2005
U20 Y2	19	2004
U23 Y1	20	2003
U23 Y2	21	2002
U23 Y3	22	2001

Para Nordic Stream Athletes

Standing Classes	LW2-LW4	Skiers with leg impairments
	LW5-LW8	Skiers with arm impairments
	LW9	Skiers with both leg and arm impairments
Sit-Skiing Classes	LW10-LW12	All sit-skiers have impairments affecting their legs
Visually Impaired	B1 to B3	All skiers have a visual impairment

Appendix 3 - Training Periods and Test Dates

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Training Periods for the 2024-2025 race season are defined as follows:

- Period 1: May 6, 2024 to September 2, 2024
- Period 2: September 2, 2024 to Jan 6, 2025
- Period 3: Jan 6, 2025 to April 27, 2025

Physical Tests required by members of Ontario Junior Ski Team (OJST) :

1. [Critical Speed Test](#)
2. [Double Pole Peak Power: Ski Erg](#)

Testing Results for the 2024-2025 race season must be submitted by the following dates:

Set 1: July 3rd, 2024

Set 2: November 3rd, 2024

Appendix 4 - Race Cancellation

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There are 15 individual races identified as OCUP starts for U16 athletes.

There are 13 individual races identified as OCUP starts for U18 athletes.

- If 1 individual race is canceled, completion of 7 individual races (U18 & U16)
- If 2 individual races are canceled, completion of 6 individual races (U18 & U16)
- If 3 individual races are canceled, completion of 5 individual races (U18 & U16)
- If 4 individual races are canceled, completion of 5 individual races (U18 & U16)
- If 5 individual races are canceled, completion of 4 individual races (U18 & U16)
- If 6 individual races are canceled, completion of 3 (U18), or 4 (U16) individual races
- If 7 individual races are canceled, completion of 2 (U18), or 3 (U16) individual races
- If 8 individual races are canceled, completion of at least 2 individual races must be completed for both U16 & U18.

Appendix 5 - International Performance Benchmarks

for Olympic Stream Athletes

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Category	Age	YOB	Distance Women CPL Score	Sprint Women CPL Score	Distance Men CPL Score	Sprint Men CPL Score
U18 Y2	17	2006	84.0	86.5	87.0	87.5
U20 Y1	18	2005	86.5	89.0	89.5	90.0
U20 Y2	19	2004	88.5	91.0	91.5	92.0
U23 Y1	20	2003	90.5	93.0	93.5	94.0
U23 Y2	21	2002	92.0	94.0	94.5	95.0
U23 Y3	22	2001	93.0	95.0	95.0	96.0