

2024-25

Cross Country Ski Ontario

Mentorship Program Overview



Intake
Application

- The Case for Mentorship
- Expected Outcomes

Coach
Improvement Plan

- Needs Analysis
- Targeted Mentorship

Mentor Pairing

- Common Partnership Vision
- Establish a Community of Practice
- Expectations and Communication Preferences

Professional
Development Plan

- Identify Development Goals and Actions
- Para Nordic Infusion
- Regular Progress Reviews

Identify
Opportunities

- Immersion and Skill Development
- Mental Performance Consultation
- Formal Coach Education and Evaluations
- Provincial Coach Experience (PCE)

Debrief

- Validate Learning Outcomes
- Identify Next Steps

Program Outline and Timeline

May 2024

Reach out to targeted coaches.

- T2T Comp Intro coaches
- OHPSI High Performance coaches

Emphasis placed on increasing number of L2C coaches in Ontario.

June to March 2025

- Regular and ongoing communication between Mentor and Mentee
- Regular progress review of development actions
- Para Nordic considerations and infusion into coaching practices
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Provincial Coaching Experiences (PCE)

- Immersion opportunities with Team Ontario Dryland and On-Snow Camps
- Immersion with National Team Development Centre (NTDC) Thunder Bay
- Immersion opportunities with Nordiq Canada

Coaching Seminar

- In-person meeting with Mentors
- Networking with Ontario coaches and sport science experts

June 2024

- Review applications
- Gap Analysis and conversations to determine growth opportunities and ideal mentor pairings
- Establish partnership vision
- Set expectations and communication plan
- Development goals and Professional Development Plan

Ongoing

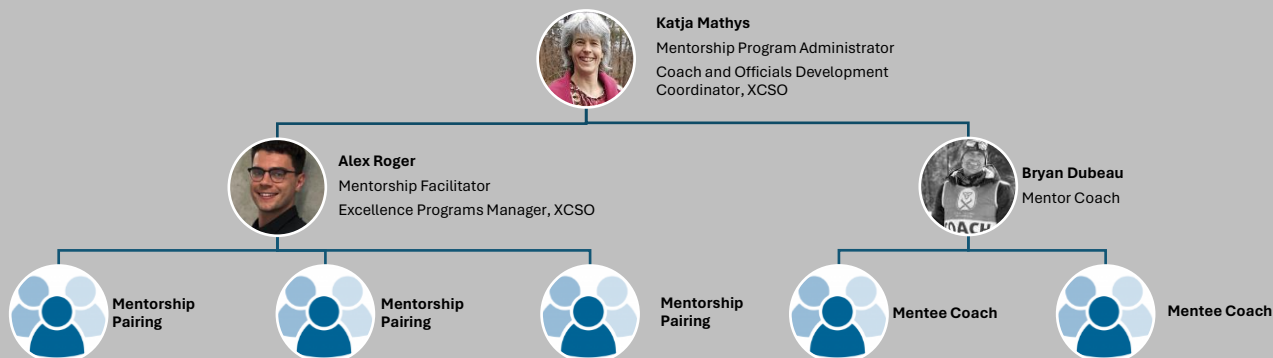
Identify high value learning opportunities

- Immersion experiences
- Mental Performance Consultation
- Formal NCCP coach education and evaluations
- Provincial Coaching Experiences (PCE)

Late March 2025

- Program de-brief
- Validation of learning outcomes
- Identify Next Steps
- Reflection

Mentorship Team



Team Ontario Immersion Opportunities

District Excellence Camps

- Southern Ontario District (SOD) July 10, 2024**
- Northern Ontario District (NOD) July 9, 2024**
- National Capital District (NCD) July 27-29, 2024**
- Lake Superior Ski District (LSSD) July 20-21, 2024**

Ontario Junior Ski Team (OJST)/Para Nordic

- Dryland- Hayward, WI September 21-29, 2024**
- On-Snow-Canmore, AB November 5-11, 2024**
- Para Nordic Ontario/Quebec August 6-11, 2024**

Ontario Ski Team (OST)





- Dryland-Rice Lake/Hayward, WI July 11-21, 2024**
- On-snow-Sovereign Lake, BC November 26- December 5, 2024**
- Altitude-Penticton, BC September 23-30, 2024**



Let's get started!

- *"Where do you see yourself in two years? 5 years?"*
- *"Do you have a plan to get there?"*
- *"How do you learn best?"*

Benefits Of Mentorship

-  Increased self-confidence and problem-solving
-  Learning from other's experiences
-  Exposure to new and different perspectives
-  Increased capacity to self-reflect

"The mentorship program helped me to gain new perspectives and grow my leadership skills all while contributing to the next generation of our developing athletes"

**Mentee Coach
2023 Mentorship Program**

Application Link

Sample Camp Plan



Team Ontario Dryland Camp

July 26-30, 2023
Warton, ON

Daily Schedule

The daily schedule is a template for the training and other activities that will go on during the camp. It is subject to change depending on weather and other factors (i.e.: Smoke). Skiers should remain flexible and ready to adapt to these changes, should they arise

Wednesday Jul 26	Time	Activity	Training time
AM		Travel to Warton - to arrive between 1-2 pm (TBay ETA 4:30pm)	
PM	3:00 PM	Short orientation meeting	
	3:30	Zone 1 run: Oliphant Beach North and Back	1 - 1.5
		Para Sit	
		Oliphant Fen: Boardwalk/Shore Road	
		Mountain Board	
EVE	5:30	Supper preparation	
	6:00	Group Supper	
	7:30	Full Orientation Meeting: goal setting, expectations, standards, team culture	
	8:30	WC Video- DP focus??? (Leslie)	
	10:00	Bed Time	
	10:30	Quiet Time	
		Total for day	1 - 1.5
Thursday July 27	7:00 AM	wake up	
AM	7:15	Activation run, activity and stretch	
	7:45	Breakfast	
	8:30	Bus departure for training	
	9:00	Zone 1 ski or roller ski - technique DP	1.75 - 2.25
		Old Mill Road/Grey Road 1 to Colpoys Lookout	
		Para	
		stay on Old Mill Road	
PM	11:30	Bus departure for Outdoor Education Centre	
	12:00	Lunch	
	1:00 - 2:30	DP Video Review small groups	
	2:30	Bus Departure for PM training	
	3:00	Intensity - ski walking - Threshold - zone 3	1.5
		Grahams Hill/run back to Big Bay/Ice Cream/Swim	
		Para	
		Big Bay or Cedar Hill Park	
		CORE/Sprints	
		meet Big Bay Ice Cream @ 4:30	
EVE	5:30	Bus Return from training	
	6:00	Supper	
	7:00	Bus Departure for Sauble Beach	
	9:00	Bus return to Outdoor Education Centre	
	9:30	Free time	
	10:00	Bed Time	
	10:30	Quiet Time	
		Total for day	3.25 - 3.75
Friday July 28	7:00 AM	wake up	
	7:15	Activation run, activity and stretch	
	7:45	Breakfast	
	8:30	Bus Departure for training	
	9:00	Zone 3 roller ski - DP (Early AM)	1.75-2.25
		Grey Road 17 (Hwy 6 to Kemble/return)	
		PARA- DP	
		Grey Road 17 (rail trail or across Hwy)	
		Distance Ski	
	12:00	Bus Return to Outdoor Education Centre	
	12:30	Lunch	
	1:00 - 2:30	Quiet time	
		Coach Logistics for adventure	
	2:45	Prepare for PM training	
	3:00	Cansoing- Out the door (BOEC)	1.5-2.5
	6:00	Supper	
	7:30	Team Meeting: Long workout logistics/Fueling Plan for long workouts (Alex Maycock)	
	9:00	Free time	
Saturday Jul 29	7:00 AM	wake up	
	7:15	Prepare gear for the day	
	7:45	Breakfast	
	8:30	Bus departure for training	
	9:00	Adventure Workout	3 - 5
		Big Bay to Skinners Bluff (Skate Roller/ski)	
		PARA	
		Range Road	
		Skinners Bluff to Lundy Lane (road run) (long route)	
		Distance Ski	
		Lundy Lane to Centennial Park (Classic Roller/ski)	
		Finish at Centennial park	
		Finish at Centennial Park (swim/snacks)	
	4:00 PM	PU at Centennial Park	
	6:00	Supper	
	7:30	Recovery Round Table: Education Session (full staff)	
	8:30	Campfire	
	10:00	Bed Time	
	10:30	Quiet Time	
		Total for day	3 - 5
Sunday Jul 30	7:00 AM	wake up	
	7:15	Pack and clean for travel	
	7:45	Breakfast	
	8:30	Yoga: Parida	1
	9:30	Camp Debrief (Word Cards)	
	12:00	Lunch	
	1:00 - 2:30	Departure	
		Total for day	1
		Total for camp	11-16