

## **FHO Athlete Pathway Project Committee Terms of Reference**

### **PURPOSE**

The purpose of the project is to create an Athlete Pathway for participants accessing programs and services in the sport of field hockey in Ontario. Given that each PSO must provide programming for participants from novice to high performance, a clear and structured framework is required to ensure an outstanding participant experience and satisfaction. The Project Committee will complete its work and then make recommendations to the Board of Field Hockey Ontario.

### **OBJECTIVES**

1. To review the nature, scope and quality of the current Field Hockey Ontario Athlete Pathway including an assessment of the pathway's position within the structure of the National Athlete Pathway.
  - a. To highlight the connection on a wide range of areas in the 2021-2026 FHO Strategic Plan
  - b. Recommend FHO's role in each areas (lead vs. support vs. input)
2. To identify gaps within the current pathway including the reasons for these gaps and potential solutions.
  - a. Assist in guiding the development of provincial programs from recreational to high performance;
  - b. Support registered clubs and coaches that are certified through the national certification program with tools and resources for athlete training programs;
3. To examine the participation of athletes in Field Hockey Ontario's sport programs, with a view to diminish barriers to participation.
  - a. Assist FHO's staff in liaising with clubs to ensure alignment of the LTAD program across Ontario, to ensure registrant clubs have the proper resources to implement LTAD pathways;
4. To link to the work of other relevant partners such as Field Hockey Canada or other Provincial Sport Organizations internal and external to Ontario.
5. Perform such additional tasks as may be delegated to the Committee from time to time.

### **CONSIDERATIONS**

The project will include the following key considerations:

- Participation rates and the variety of opportunities in the current athlete pathway.
- Current level of competitiveness within the high-performance portion of the pathway.
- Links with Ontario and Canadian High-Performance Sport frameworks – Sport Canada, OHPSI, Coaches Association of Ontario and Canada, OTP, Games.
- Views of the various stakeholders – athletes, parents, coaches, officials, administrators, alumni.
- Links to the Canadian "Long Term Athlete Development" model.
- Geographic limitations of the current model.

- The impact of school/university programs and club programs on the current athlete pathway.

### **STAKEHOLDER CONSULTATION**

Broad consultation will engage the following audiences:

- Athletes
- Coaches
- Officials
- Parents
- Clubs
- Regional Executives
- Program Staff
- High School and University staff whose institutions offer field hockey
- Ontario/Canadian Sport Community including other PSO's and Field Hockey Canada

### **CONFIDENTIALITY**

The nature and subject of discussions and deliberations on matters before the Committee are confidential

### **RESOURCES**

The Athlete Pathway Committee will receive the necessary resources from Field Hockey Ontario to fulfill its mandate and may from time to time have staff and/or interns assigned to assist the committee with its work.

### **AUTHORITY**

The Athlete Pathway Committee will make decisions via vote, then propose action in the form of a recommendation to the Executive Director. The Executive Director may approve or revise prior to it being sent to the Board. The Board may approve the recommendation, revise or send it back for further investigation.

### **COMMITTEE STRUCTURE**

1. The group shall comprise up to eight (8) other persons. Four (4) of the positions are club representatives from across the province, three (3) FHO alumni / current National team members and one (1) other person who is a third party member and the best person for the role
2. The Chairperson will be a volunteer member of the area.
3. A quorum shall be the Chairperson plus three (3) committee members.
4. Subcommittees can be created under the discretion of the Chairperson and approval of FHO Executive Director

### **MEETINGS**

The Committee will meet online or by telephone, as required. Meetings will be as called by the Chairperson with a frequency of meeting monthly or more frequently at the call of the Chairperson.

#### **APPOINTMENT**

The Executive Director, in consultation with the President of the Board of Directors, invite members of the FHO community to express interest to sit on the Athlete Pathway Committee, depending on each individual's interest and other skill sets required to satisfy committee obligations.

#### **TERM**

The appointment of the Athlete Pathway Committee will be made at the FHO Annual General Meeting of each year with the term of one (1) year. Existing members may stand again for a maximum of three (3) years. Expression of interest will be sent out by mid-September and will close within three (3) weeks.

#### **PROCESS & TIMELINE**

The project will commence on **Monday, November 16<sup>th</sup>, 2020** and the final report, with recommendations, will be submitted to the Executive Director by **Friday, July 31<sup>st</sup>, 2021**.