

Junior Performance

Junior Performance Squad is for swimmers competing at county level and progressing towards Regional & National Championships. Competitions will be located both in and out of the region to develop the necessary experience for achieving these goals and future progression in the sport. Swimmers are expected to attend a seasonal swim camp for improved independence and experience. The main emphasis of the training program is continuing development of stamina and endurance combined with great stroke and skill technique.

Swimmers have multiple county qualifying times and are within 5% of two East Region long course qualifying times for the season (at least 1 time must be in an event longer than 50m). At the Head Coach's discretion other swimmers may be deemed eligible for this squad if they meet the squad expectations and can withstand the training intensity and maintain desired skill levels.

Ages Males 11-15 / Females 11-14 as of 31st December

This Squad is split into two groups to utilise pool and land training space, the differences in training times are highlighted below. You will be advised by the Head Coach which group you are in, please do not ask to switch groups as it will not be possible.

Training Sessions

	Pool Sessions		Strength & Conditioning Sessions	
Monday	8.00-9.30pm	King's Lynn	7.00-7.45pm* Group 2 Only	King's Lynn
Tuesday	8.00-9.30pm * Group 1 Only	Downham Market	7.15-8.00pm* Group 1 Only	Downham Market
Wednesday	8.30-9.30pm	Downham Market	5.00-5.40pm	Zoom
Thursday	8.00-9.30pm	King's Lynn		
Friday	6.00-7.30pm	King's Lynn		
Saturday	7.00-8.30am	Downham Market		
Sunday	5.00-6.30pm * Group 2 Only	Downham Market		

Specific Squad Expectations

- Swimmers have the ability to and demonstrate the attitudes and behaviours to progress and compete at Regional level. **Reference the OADF** characteristics, attributes, behaviours, attitudes and habits mentioned at the end of this document.
- They demonstrate a strong work ethic and are committed to achieving the attendance requirement of attending 80-100% of training sessions each week and a minimum of 5 pool sessions and 1 land training session each week.
- Swimmers are on poolside at least 15 minutes before the start of each pool session (excluding Tuesdays & morning training) to complete stability and mobility work.
- Swimmers are encouraged to stretch after sessions.
- A positive mindset both in training and competition.

- A team player, respectful, supportive and caring.
- Swimmers are working towards achieving process objectives in competition.
- Consistently demonstrate 3-5 fly kicks of all wall in a streamlined position.
- Can hold 10 x 100 FC @1.45
- Can hold 10 x 100 IM @2.00
- Can kick 100m on 2 different strokes in under 2mins 10sec
- Loves race day and thrives in a competitive environment.
- Swimmers set process orientated goals to motivate and drive their own development.
- Swimmers are learning to make their own choices and balance swimming, school / work and social commitments.
- Swimmers are learning to be accountable for their own effort, actions and behaviours.
- Swimmers have up to date licensed times (within the last 6 months) in the following events as a minimum: All 50s and 100s, 200 Free, 200 IM plus at least one other 200m event, 400 FC and 400 IM.
- Swimmers attend the seasonal intensive training Camp.

Equipment

- Stretch band for pre-pool work / shoulder stability and strengthening
- Red looped resistance band for land training
- Finis Streamlined Kickboard or Similar
- Fins
- Pull Buoy
- Hand paddles
- Snorkel
- Drinks bottle

Reviews

Swimmers progress and ability to meet the criteria and expectations of the squad will be monitored throughout the season. Swimmers who are not meeting the criteria and expectations for the squad will be informed of this and will be given a set period of time to reach the required standard. If swimmers are still not meeting the squad's criteria and expectations after this time frame, they will be moved to a more appropriate squad for their abilities, attitude, commitment and ambition.

The Optimal Athlete Development Framework (OADF) within WNSC - a set of characteristics, attributes, behaviours, attitudes and habits to promote the optimal development of swimmers within WNSC, based on British Swimming's OADF. The identified characteristics etc for swimmers within your squad are mentioned below along with how coaches and swimmers can aim to develop these areas. The OADF is split into three clear areas, the Person, the Athlete and the Performer.

Person						
		Enjoys the Journey	Resilient & Robust	Driven	Good Learner	Independent
Junior Performance & Youth Competitive	Behaviours, attitudes and characteristics	Beginning to form a supportive network	Competition results are not the be all and end all	Learning how to set goals	Focusing on technique and skills	Formal and informal communication with coach and older swimmers
		Training is geared towards achieving common goals	Ups and downs are part of life	Learning to focus on process rather than outcome	Open to challenges knowing it will help them improve	Takes responsibility for their own equipment, snacks and hydration and makes sure they have everything they need
		Working together as a group		Learning to focus on the controllables	Listens to feedback and wants to learn	Is involved in meal preparation at home and takes and interest in their nutrition
	How?	Good attendance	Goal setting	Education on how to set goals and focus on the process	Getting to know the coach	Learning how to manage their time between swimming, school and other commitments
		Training camp	Debriefs with coach post race	Coach led discussions on what is and isn't controllable	Team activities	Packing their own bag for training and competition
		Goal setting & planning	Opportunities for failure to occur are planned into training and competition calendar		Feedback and education	Making sure drinks bottles are filled and they have post training snack for the way home
			Displays higher levels of commitment			Helping prepare meals at home, learning how to make good food choices
						Helping prepare and pack food for competitions

Athlete					
		Performance Behaviours	Physically Suitable	Coachable	Technically Excellent
Junior Performance & Youth Competitive	Behaviours, attitudes and characteristics	Sets process goals with coach	Learning and practicing pre and post pool		
		Listens to feedback	Developing movement patterns, strength, stability and mobility in land training	Accepting feedback and acting on it	Training for all strokes and distances not specialising in any one stroke or distance
		Wants to achieve but doesn't chase success, focuses on process not outcome	Participating in other sports but leaning towards swimming as a priority	Developing coach-athlete relationship	Always working to improve technique and skills
	How?	Core values	Attending as many pool and land sessions as possible	Getting to know coach-athlete to develop relationship	Medley based training
		Goal setting - process based with coach	Completing pre and post pool work	Team bonding - swim camp	Skills and strokes are tested and challenged in training
		Education	Takes part in other sports		

Performer					
		Loves Race Day	Execute your Race Plan	Perform when it Matters	
Junior Performance & Youth Competitive	Behaviours, attitudes and characteristics	Enjoy being a part of a team and having fun	Race goals are still process focused not outcome based	Learning how to do many races in one day by entering multiple races and racing heats and finals	
		Attend a Level 1 Meet for experience	Maintain good skills and technique under pressure - particular UW phase	Not letting how others are doing effect your own performance	
			Learning how to reflect on their swims realistically		
	How?	Compete at a variety of competitions and enter a variety of events	Pre and post race talks with coach	Entering a variety of events across the weekend	
		Supporting team members in every race	Experience failure and learn how to bounce back from it	Being uncomfortable by swimming strokes and distances you don't normally do	
		Taking part in team competitions / events		Any withdrawals agreed with the coach	