



Melbourne Collegians Water Polo Club

Athlete Development Program (MCAD)

2013-2014 Policy Guide

1 Aim of the MCAD Program

The Melbourne Collegians Water Polo Club has had a successful Junior Development program over the last 10 years represented by the Club's results at both State and National competitions and the number of National Squad representatives. We are now at a stage where we need to make this development more structured and offer those athletes wishing to advance their Water Polo further training opportunities. In the past this has occurred prior to National Club Championships but we now propose this to be year round for all Junior athletes Born 1995 and after.

This new program coincides with the arrival in May 2013 of Slobodan Macic from Montenegro. We have been guided by Sloba in the development of the Program which is based on the well-proven Montenegro programs starting with athletes as young as 8 years.

Some comments about the program:

- This is an elite program for those wishing to extend their Water Polo
- There is a higher expectation of athletes in their attendance, their punctuality, their focus and their discipline at training compared to the basic Club training
- There is an application process-it is not assumed all applications will be successful
- Apart from improving the athletes' Water Polo skills the benefits for athletes will include:
 - Improving discipline, organizational skills and fitness acquisition skills
 - Opportunities for National Club trips and Club camps in Australia and overseas

2 Time Frame of this policy guide

This applies to the Development Program for the 2013–14 year. The Program will be conducted over 8 weeks of each school Term. The VIS and WPV have coordinated the Development pathways outlined below since 2010. The MCAD Program has been organized so that athletes could still participate in those Pathways. Unfortunately at this stage WPV have not finalized the Tier program going into the 2013-2014 year. There may therefore be clashes and difficulty for our athletes to attend the Tier program sessions if they wish to be involved in the MCAD program. It is expected that athletes in the MCAD Program are participating in Club training. This is a prerequisite for the Program.

In the 2013-2014 year the Senior MCAD will be for Boys only. The Junior MCAD will be for all Girls (born 1995 or after) and Boys born 1999 or after.

Development Level	Operated by	Age Range / Criteria
Tier 1	VIS	Australian Selection (Australian Team, Junior Australian Team, Australian Talent Identified athletes)
Tier 2	WPV	Ages 15 years plus
Tier 3	WPV	Ages 12 – 15 years
Senior MCAD	MCWPC	Born 1995-1999
Junior MCAD	MCWPC	Born 1999-2002

3 Program Outline

MCWPC is committed to the development of talented female and male participants. Our goal is to nurture and prepare participants to allow them to maximise their potential including participation and competition to elite levels.

The program will include the following key areas:

- Program length is from July 2013 – June 2014
- Program participation involves:
 - Water Polo skill and tactical acquisition
 - Swimming conditioning for Water Polo
 - Strength & Conditioning for Water Polo
 - Injury prevention / injury management
- Coach Mentoring and Development for Club coaches

MCWPC encourages all activities to be conducted in an environment that is positive, respectful and nurturing of all participants

4 Program Details

Participation in the program has compulsory elements including:

- Attendance at Club training sessions
- Minimum 2 MCAD sessions per week
- Athletes to complete training diaries so their Coach can assist in achieving balance in the athlete's activities

Expectations of Participants

Athlete Participation

Participation in the MCAD program involves the following expectations:

- Availability for all training and other program requirements.
- Attendance at MCWPC Club training sessions
- Non-participation will be with the agreement of the Coach
- Athlete to strive to meet or exceed the performance criteria established by their Coach
- Athletes conduct to meet the standards prescribed in the MCWPC Guiding Principles, and to be in line with WPV and AWPI policies
- Athlete and their families will be responsible the financial commitment required for participation in the squad.
- Athletes choosing to cease membership of their selected squad must provide written notice to their Coach, including the date at which they will cease participation.

- Payment of fees one Term in advance
- The athlete will be required to pay any outstanding fees that have accrued up to the time they formally cease participation.

Coaching Participation

Participation in the MCAD program involves the following expectations:

- Accreditation & training to the standards specified by MCWPC
- Coaching conduct to meet the standards prescribed in the MCWPC Guiding Principles, and to be in line with WPV and AWPI policies
- Completion of the WPA “Membership Protection Declaration”
- Receive Mentoring from the MCWPC Head Coach
- Provide Mentoring and Training to other Club Coaches
- Continual development of coaching skills
- Provision of a safe, inclusive and positive environment for all participants to achieve their potential

Expectations of MCWPC

MCWPC seeks to provide a safe, inclusive and positive environment for all participants in the program.

MCWPC specifies the Guiding Principles by which it requires all participants (Coaches, Athletes, Spectators and Officials, MCWPC Administrators) to achieve.

If a program participant believes that these standards are not being met, the participant can pursue any of the following methods for resolution:

- Informal resolution with the relevant parties
- Formal resolution as detailed in the Member Protection Policy
- Complaints raised under the Member Protection Policy can be formally advised either to a trained “Member Protection Officer” or to MCWPC directly

5 Selection

For the 2013-14 Program athletes can apply to join the Program by sending applications to the Director of MCAD Program.

Selection criteria will include:

- Previous attendance and performance record at Club training
- Adequate swimming and Water Polo skills for the applied level
- Completion of the application process which include:
 - Complete application form
 - Complete consent form after reading attached documentation
 - Attend introductory talk from Director and/or Head coach

6 De-Selection of Participants

To retain selection in the squad, athletes must be performing at a level that benefits both the positive progression of both themselves and the program.

Suspension or removal from the MCAD Program can occur for:

- Breaches of MCWPC Guiding Principles, WPV or AWPAL policies
- Failure to meet attendance requirements
- Failure to meet payment requirements

The MCAD Program Director will provide notification of suspension or removal after consultation with the Head Coach. The participant has the right to appeal suspension or expulsion directly with the MCWPC Board either through the MCWPC Secretary or Member Protection Officer.

7 Fees

Participants will be invoiced in advance, with payment terms being 14 days from invoice. Non-payment of expenses may lead to removal of a participant from the program. Athletes and their families having challenges meeting payment obligations are advised to contact the MCWPC Treasurer for a confidential discussion with the view to achieving a mutually agreeable outcome.

8 Appendix

Additional documents to refer to:

MCAD Program Athlete Application and Consent Form

MCWPC Guiding Principles

WPV Code of Conduct

WPAL Member Protection Policy