



## International Team Staffing (ITS) Program

The International Team Staffing Program (ITS) is a mentor program designed to provide top-level coaches and team leaders with opportunities in the international tournament arena. The goal of the program being to create a 'team' that works in harmony, demonstrates respect for colleagues and archers while developing an understanding of the top archers' competitive needs that leads to success on the medal stand.

The objectives of the ITS program are:

- Consistency. Repeated travel with a 'team' gives athletes and staff the opportunity to build relationships leading up to a major event.
- Coaches and Team Leaders respect their defined roles. When the staff is familiar with what their role is relative to other staff and athletes, it creates a less stressful environment for all parties.
- A Planned Coaching Approach. Ongoing coordination and communication allows for a "no surprises" approach for coaches or athletes with the development of a plan that works for everyone.

### Program Pre-requisites and Commitments

#### COACH POOL A:

##### Pre-requisites:

- Regional coach or higher
- Successful Team Coach experience
- Commitment through the upcoming Olympics/Paralympics
- Ability to travel to:
  - World Cup events / Minimum 2 events

##### Commitments

- USAA National Outdoor Target Championships
  - USAT Qualifying events / Minimum 2 USAT events
  - Camps – USAT; Jr. USAT; Para USAT; JDT; JOAD / Minimum 1 camp
- Number of participants: 3-5 coaches

#### COACH POOL B:

##### Pre-requisites:

- Regional coach or higher
- Commitment through the upcoming two Olympics/Paralympics
- Ability to travel to:
  - World Archery Americas International Development Events / Minimum 1 event i.e. JDT, USAT, Jr. USAT, Para USAT



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### Commitments:

- USAA National Outdoor Target Championships
- Camps – USAT; Jr. USAT; Para USAT; JDT; JOAD / Minimum 1 camp  
Number of participants: 3-5 coaches

### **TEAM LEADER POOL:**

#### Pre-requisites:

- Successful Team Leader experience
- Extensive FITA rules knowledge – USAA certified Judge by 2012
- Commitment through the upcoming Olympics/Paralympics
- Ability to travel to:
  - World and World Cup Events
  - World Archery Americas International Development events i.e. JDT, USAT, Jr. USAT, Para USAT
  - Camps – USAT; Jr. USAT; Para USAT; JDT; JOAD  
Number of participants: 2 –3 team leaders

### **SELECTION:**

1. The above requirements will be sent to all eligible coaches and team leaders in the database annually.

2. USA Archery's ITS Review Committee will review applicants annually for placement on the ITS staff and issuing staff assignments. The ITS Review Committee will review applicants on the following criteria:

- Pre-Requisites for the position for which they have applied
- Applicant's prior years reviews (if applicable)
- Applicants ability to support the overall goals of the ITS program, which include being able to create a 'team' that works in harmony, demonstrates respect for colleagues and archers while developing an understanding of the top archers' competitive needs that leads to success on the medal stand.

3. The group that will review applicants and make final determination on placement to ITS as well as team staffing assignments will be the ITS Review Committee comprised of:

- |  |   |
|--|---|
| a. CEO                                 | d. Coach Development Manager                    |
| b. National Head Coach/Para Head Coach | e. USOC Athlete Advisory Council Representative |
| c. High Performance Manager            |   |

### **SELF-FUNDING: Limited to: 1 position per event**

Interested coaches or team leaders who want to pay their expenses to an event for the purpose of gaining experience.



## **International Team Staffing (ITS) Program**

- Must have been in the ITS pool for 1 year.
- If more than one applicant, then ranked by seniority.
- If seniority is same, selection group will make final determination.

NOTE - If coaches are unable to meet the required commitments due to financial hardships or other unforeseen events, that individual must request, in writing, an exemption to the ITS Review Committee for consideration. The ITS Review Committee can approve the continued placement upon review of the written request.