



HIGH PERFORMANCE PLAN 2022-2028

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Background

Judo has been part of the Canadian sport ecosystem since 1924. It wasn't until 1956 that Judo Canada was created to ensure the development of judo throughout Canada. The sport's pioneers promoted judo based on two of the maxims from the founder, Jigoro Kano: "maximum efficiency with minimum effort," and "well-being and mutual benefit." These maxims still guide our actions both on the tatami and in the organization of Canadian judo and they are reflected in our values.

This plan is intended to continue the work of those who came before us, to ensure that our sport continues to succeed, and thus be a model for the Canadian sport system and international judo.

Judo Canada Current and Future State

Current state

Over the past two years Judo Canada, like other organizations, has been affected by external factors such as sport safety, the #metoo movement and the 2020 pandemic and has had to act.

Judo Canada has been able to adapt quickly to most of these external pressures by developing processes and strategies to make Judo a safe and welcoming environment. By facilitating the return of the National Team on the tatami, Judo Canada was able to demonstrate its ability to adapt and adjust when necessary. The coronavirus crisis is having a negative effect on registrations that had already been stagnating in recent years at the club level, which has impacted provincial and national participation across Canada.

Provincial, territorial and national judo organizations lack succession plans to renew their outstanding staff and volunteers in key leadership positions. Judo is too often weakened by its amateurism, maintained and promoted by a few individuals. It makes it difficult to obtain buy in from membership due to those realities.

Judo Canada is currently oriented towards an entrepreneurial approach and uses tools, programs, and policies to help provincial and territorial judo associations change their approach. The support of some provincial and territorial judo associations has contributed to the advancement of judo in Canada in many ways, but some of these associations are struggling to assert their independence from Judo Canada.

It is recognized that Judo Canada is equipped to provide the community with tailored programs covering a variety of practices such as, but not limited to, recreational, competitive, and high-performance programs supported by numerous free tools (promotion, social media, etc.) available to provincial / territorial organizations and clubs across the country. High performance programs continue to be successful. These successes should be replicated by recreational judo in order to improve registration numbers as some provincial and territorial members have up to 45% of their registrants not returning for a second season.

Judo Canada has the good practice of sharing a significant amount of information with its members and registrants, resulting in a generally high level of satisfaction within the judo community and contributing to a sense of belonging. However, members can feel overwhelmed, and registrants may not be getting the information or they might be getting information that is often filtered or interpreted through provincial and territorial associations, clubs, coaches, and parents.

On the athlete performances side, Judo Canada has experienced success since the pandemic has affected the world. Although 2020 has presented multiple challenges, Canadian judo athletes have shown resilience and were able to come back strong in 2021. Judo Canada has demonstrated its leadership by implementing creative solutions. This resilience and creativity have brought unprecedented success in 2021 that are presented below.

Events	Gold		Silver		Bronze		5 th		7 th	
	Woman	Man	Woman	Man	Woman	Man	Woman	Man	Woman	Man
Worlds Senior	1						1	1		
Olympic Games					2			2		
Paralympic Games			1							
Pan-American Senior		1			1				1	

Athletes' successes have attracted significant media coverage on which Judo Canada can build its future high-performance system and funding that would support a solid network of regional training centres leading to a world class national training centre.

This high-performance plan aims at elevating Judo Canada system to a model inspiring individuals, clubs, provinces, and territories that will position Canada as a leading judo nation.



Future state

Our past does not always guarantee our future, Judo Canada must capitalize on its strengths and work on its weaknesses. We must also ensure that we remain agile and flexible to adapt to an ever-changing sports environment that is subject to external pressures beyond our control.

We will continue to act professionally with dedicated and competent employees. To do so, we must lead by example by establishing an inspiring succession plan for our members. Our structure will be adaptive and will be able to recognize individual needs when necessary.

Through targeted investments, and by drawing inspiration from other national organizations, we will influence change at the provincial and territorial association and club levels and within Judo Canada to better harmonize policies and programs from coast to coast.

Information sharing with all members, participants and partners will be improved and the information will be more easily accessible on our various electronic platforms. The education of our coaches, instructors, educators, and administrators will enable Canadian judo to remain inclusive of women, Indigenous peoples, new Canadians, and those living with a disability. Education and training will be made available to provincial and territorial members for their staff and volunteers.

Furthermore, to improve communication and social media harmonization, content and templates will be shared with provincial and territorial members. Judo Canada will improve in communicating its purpose, goals, mission, and strategic directions to provincial and territorial organizations. Judo Canada will engage its members and registrants by keeping them involved in the development of key documents such as the strategic and high-performance plans.

Judo Canada will learn from challenges faced by leading provincial and territorial members that transition to the new reality of the sport system. Working with provincial and territorial members, the organization will improve its retention.

We will be an international model for the quality of our organization, the services we provide to participants of all abilities and our international results at the most prestigious events.

Our athletes will achieve performance at all levels of competition around the world preparing for the upcoming Olympics Games in Paris (2024) and Los Angeles (2028) by achieving the following performance objectives:

	2023	2024	2025	2026	2027	2028
Olympics / Senior Worlds Medal	1	2	1	1	1	2
Olympics / Senior Worlds Top 8	2	1	2	2	2	1
World Ranking Top 8	4	4	4	4	4	4
Junior World Championships Medal	0	1	1	1	1	1
Junior World Championships Top 8	1	1	1	1	1	1



Definitions

Active for Life is a movement within the Sport for Life framework in which Canadians become active for life by developing physical literacy. Along with physical literacy and sports excellence, Active for Life is one of CS4L's three key outcomes. This stage can be entered at any age (after the onset of the growth spurt), beginning with developing physical literacy in infancy, and evolves to being Competitive for Life, Fit for Life and/or Sport and Physical Activity Leaders through all phases of adulthood.

Athlete Development Matrix (ADM): within the Long-Term Athlete Development (LTAD) Framework, the ADM describes the skills and attributes of athletes progressing through the stages of the LTAD Framework. The generic Sport for Life Athlete Development Matrix (ADM) guides the National Sport Organizations (NSOs) to create a focused, sport-specific matrix of skills and attributes that optimize athlete development. This establishes the background knowledge to inform NSO program design, coaching programs and materials, and effective competition reviews. In the excellence stages of LTAD, the ADM skills and attributes underpin the Gold Medal Profile.

Canadian Olympic and Paralympic Sport Institute Network (COPSIN): the COPSIN provide a world-leading multi-sport daily training environment for high performance athletes, coaches and practitioners through expert leadership, programs, and sports science and sports medicine services.

Canadian Olympic Committee (COC) is the federal partner designated to represent the Olympic movement in Canada and authorizes and supports Olympic teams and athletes.

Canadian Paralympic Committee (CPC) is the federal partner designated to represent the Paralympic movement in Canada and authorizes and supports Paralympic teams and athletes.

Club means a club registered as such with their respective PTSO delivering judo instruction.

Coach means a registered and certified instructor trained to guide the development of Judo (certified in the National Coaching Certification Program offered by the Coaching Association of Canada).

Coaching Association of Canada (CAC) is the regulatory body overseeing the training and certification of coaches in Canada through several vehicles including the National Coaching Certification Program (NCCP).

Dojo: Refer to all types of martial art training facilities that may offer judo instruction.

Gold Medal Profile (GMP): The collection of skills and attributes that underpin the performance of an athlete capable of stepping onto the Olympic, Paralympic or Senior World Championship podium. The GMP is based on validated metrics with clear benchmarks for each of the skills and attributes, scaled according to the stage the athlete is at along the Podium Pathway. The GMP is the excellence reference point for all the stage based profiles in the LTAD Framework.

High Performance is a designation for an athlete, program or coach that is solely focused on IJF Senior, Junior and Cadet events reflected in the Olympic and Paralympic schedule. International Competition means a Competition held under the jurisdiction of the IJF or NSO member of IJF, inside or outside of Canada.

Indigenous communities: refer to a group of people or homogenous societies identified by self-ascription and ascription by others, who have continuously lived as organized community on communally bounded and defined territory, and who have, under claims of ownership since time.

IJF is the acronym for International Judo Federation – the governing body for Judo internationally.

JC means Judo Canada, the governing body of

Judoka : To be inclusive of athlete participating in all judo participation context including all genders, ages, ethnicity and physical abilities.

LOC means the Local Organizing Committee of a local, provincial, national, or international event.

Long-Term Athlete Development (LTAD) is a multi-stage training, competition and recovery pathway guiding an individual's experience in sport and physical activity from infancy through all phases of adulthood. LTAD is athlete centred, coach driven and administration, sports science and sponsor supported. Sequential stages in the LTAD pathway provide developmentally appropriate programs for all ages to increase participation and optimize performance. Key to LTAD is a holistic approach that considers mental, cognitive, and emotional development in addition to physical development, so each athlete develops as a complete person. Based on CS4L principles, LTAD, in a sport-specific context, promotes system alignment and integration between sports club, provincial/territorial and national sports organization.

The seven stages of LTAD include:

1. Active Start
2. FUNdamentals
3. Learn to Train
4. Train to Train
5. Train to Compete
6. Train to Win
7. Active for Life*

*Active For Life stage also includes all judoka in their teenage and early adulthood years who choose to participate in the sport for reasons different than pursuing performance at the world stage.

National Sport Organisation (NSO) means the National Sports Organization responsible for specific sport in Canada. (i.e. Judo Canada)

Optimal: The best or most effective possible in a particular situation.

Own the Podium (OTP) is a federal funding partner who determines Sport Canada high performance grant amounts for NSOs based on specific performance criteria and Olympic results.

PJC is the acronym for Pan American Judo Confederation – the governing body for Judo in the Americas' continent.

Podium Pathway: describes the sport - defined excellence stages of Long-Term Athlete Development and specifically applies to athletes on a trajectory toward podium results at the highest level of their sport. Podium Pathway encompasses both the Podium Results Track (PRT) and the Gold Medal Profile (GMP).

Policies is a set of strategies, guidelines or rules that define the conduct of the organization.

Provincial/Territorial Sport Association (PTSO) means anyone of Judo B.C., Judo Alberta, Judo Saskatchewan, Judo Manitoba, Judo Ontario, Judo Québec, Judo N.B., Judo N.S., Judo P.E.I., Judo Newfoundland-Labrador, Judo Yukon, Judo Nunavut, NWT Judo Association or any of their successors and assignees.

Provincial Team means a team made up of Judo registered and representing the same Provincial Association.

Physical Literacy means having the fundamental movement skills, fundamental sports skills and motivation that enable an individual to read their environment and make appropriate decisions while moving confidently and with control in a wide range of physical activities in both indoor and outdoor environments. Registrant of JC means a person duly registered with Judo Canada and who has paid applicable fees.

Referees means an individual certified provincially, nationally, or internationally to adjudicate the rules of Judo and to ensure that a judo match meets the required rules, standards of safety and fairness.

Sensei: Identify all instructors, teachers, coaches of all genders, ages, ethnicity, and physical abilities.

Sport Integrity: is in reference to upholding the values of high performance sport to counter threats such as doping, match manipulation, poor governance, violence, abuse and harassment (all forms – sexual, racial, gender, etc.), and provides support and encouragement to Canadian leaders that are internationally influencing the promotion of positive values, anti-doping and ethics in sport at the international level.

Sport Scientists: Expert in sports medicine disciplines and sports sciences including performance analyst.

Volunteering is an exchange between the organization and the volunteer. The needs of both must be met for the relationship to be satisfying and effectively maintained. The tasks must provide an opportunity to meet both the social and intellectual needs and/or learn or display competency of the volunteer to maximize their personal ROI.

Vision

Canada is regarded as an overachieving judo nation, nurturing the growth of Judo and its contribution to Canadian society, and celebrating its international competitive success while respecting sports safety and integrity principles.

Mission

Support Canadian judokas' preparation to win medals at World Championships and Olympic / Paralympic Games; guide and engage in initiatives to increase judo participation in Canada.

Values

- Prioritize Health and Safety
- Embody the values of Fair Play and Drug-free sport
- Seek Excellence
- Positive leadership and respect for others
- Be transparent in and policy-based decision-making

High performance Pillars

Strategic pillars are to be used to regroup our area of focus under common themes that will support our vision of tomorrow judo, these pillars are our people, system and culture as defined below.

People

Judoka/athletes, coaches/instructors, parents, officials & administrators, and system experts are holistically supported and have the tools to systematically improve to achieve world-class results in a values-based Judo Canada system.

System

The Judo Canada system is evidence-based, principled, nimble, and innovates to enhance participation and high-performance opportunities and outcomes.

Culture

A culture exists where integrity, trust and inclusivity foster collaboration across the system in both official languages.

Strategic Areas

Athletes

Desired State

Judo Canada is holistically supporting athletes throughout their high performance sports career, while increasing and sustaining its pool of podium potential athletes.

Outcomes

- Post-COVID number of judokas on the Podium Pathway has return to March 2020 levels.
- Gender, ethnic and cultural diversity of national teams' judokas reflects the composition of the Canadian population.
- Carded athletes meet established performance benchmarks at each step of the Podium Pathway.
- A clear and honest picture of the HP Pathway is well communicated to the entire Canadian judoka population via the LTD
- Carded athletes are prepared and assisted in their transition out of the High Performance Pathway.
- The transition of identified carded athletes into leadership roles in the judo community or elsewhere in the Canadian sports system is encouraged/facilitated.

Coaches

Desired State

Judo Canada's sports system has recruited, developed, and retained competent world-leading coaches.

Outcomes

- Gender, ethnic and cultural diversity of recruited coaches reflects the composition of the Canadian population.
- A new generation of HP Coach trained in the Competition Development stream.
- Identified HP coaches are NCCP certified Competition : High Performance
- Identified HP coaches are provided with personalized professional development to enhance their skills and knowledge that are assessed every two years.
- Coaches are holistically supported throughout their career and guided/trained towards different career pathways adapted to their personal life journey.

Technical Experts

Desired State

Judo Canada's HP sports system has recruited, developed, and retained world-leading technical leaders.

Outcomes

- Gender, ethnic and cultural diversity of technical experts recruited is a reflection of Judo Canada's population.
- Hiring of full-time technical experts who recognize and understand the specificity of parajudo preparation requirements and needs.
- Identified technical experts are supported to participate in international sports organization committee activities.
- Technical experts holistically supported throughout their career and guided/educated towards different career pathways adapted to their personal life journey.
- Recruit a technical expert/Performance analyst to mine existing Internet resources to gather competition intelligence.

Referees

Desired State

Judo Canada's HP sports system has recruited, developed, and retained world-leading referees.

Outcomes

- Gender, ethnic and cultural diversity of recruited referees reflects the composition of the Canadian population.
- Referees are provided professional development opportunities to enhance their skills.
- Identified referees are supported to participate on International Federation referees' committees.
- Referees remain active for optimum periods of time, to achieve stability, continuity, and success in their sport.

Performance Sciences, Research, and Innovation

Desired State

Judo Canada collaborates with a sustainable pool of world-leading performance scientists delivering consistent sports science, sports medicine and research and innovation to all identified Podium Pathway athletes and coaches.

Outcomes

- Optimal number of qualified PSRI practitioners supporting athletes on the Podium Pathway in their Judo Canada Daily Training Environment (DTE) and in the Competition Environment (CE)
- Gender, ethnic and cultural diversity of recruited (accredited) PSRI practitioners reflects the composition of the Canadian population.
- Succession plans are developed to ensure enough quality practitioners to support the athletes on the Podium Pathway.
- Delivery of the coach-driven Integrated Performance Sciences services plan, based on the individual athlete performance gap, in accord with the overall HPP.
- Podium targeted athletes receive consistent levels of performance science services.
- Athletes, coaches, technical leader and PSRI practitioners have access to applied research and innovative solutions to drive podium success.

Podium Pathway

Desired State

Judo Canada and the PTSOs track the development of athletes through their Podium Pathway, including Podium Results Track and Gold Medal Profile, which is fully aligned with their Athlete Development Matrix.

Outcomes

- Judo Canada has a Podium Pathway, including Podium Results Track and a Gold Medal Profile.
- Judo Canada Athlete Development Matrix is linked to its Gold Medal Profile.
- Judo Canada tracks its athletes on the Podium Pathway by using evidence-based data analytics.
- Paralympic athletes' special needs are addressed.

Daily Training Environment

Desired State

Athletes and coaches are supported at optimal training times through specific programming, resources, and services, within appropriate HP training facilities.

Outcomes

- Athletes, coaches, technical leaders and PSRI practitioners have access, at the required times, to the appropriate HP training facility.
- Athletes have a quality, welcoming, healthy, inclusive, and safe DTE that encourages fair play and a drug-free sport.
- National and international training hubs are established to maintain athletes' optimal readiness for competition with adequate environments.
- DTE alignment throughout the HP system (Club/PSO/NSO).

Competition Environment

Desired State

Athletes have constant access to appropriate competitions aligned with their individual performance plan to enhance their progression through the Podium Pathway.

Outcomes

- Judo Canada's competition plan is coherent and aligned with its annual HPP while supporting the progression of athletes throughout the Podium Pathway.
- Athletes and coaches have access to appropriate and consistent Performance Science support during competition.
- Athletes and coaches have a quality, welcoming, healthy, inclusive, and safe CE that encourages fair play and a drug-free sport.

Good Governance

Desired State

All stakeholders in Judo Canada's HP system adhere to transparent governance and business best practices, to develop and protect the integrity of the sport.

Athletes feel comfortable speaking out on governance and sport-related issues and in expressing their concerns to Judo Canada or other related organizations.

Outcomes

- Judo Canada implements best governance practices as per Sport Canada report card and the COC code of governance.
- HP technical leaders have clear lines of authority and decision-making based on detailed roles and responsibilities within Judo Canada governance structure.
- Judo Canada's decision-making process includes an influential athlete voice.

High Performance Planning

Desired State

Judo Canada has a clearly defined and comprehensive quadrennial HPP that leads to sustained international performances. There are policies harmonization and collaboration in the Judo Canada HP sports system.

Outcomes

- Judo Canada's HPP is monitored (internally and externally) and adjusted regularly, based on identified performance gaps related to Senior World Championships/Olympic Games/Paralympic Games plans.
- Judo Canada has HP programs that support harmonization of PTSOs and clubs' pathways.

Communication

Desired State

Transparent communication with PTSOs is ensured by appropriate channels..

Outcomes

- Judo Canada regularly communicates/shares with its PTSOs, including clubs, athletes, coaches, and parents, information, tools, resources, and policies to help them understand and improve judo in Canada.

Integrity

Desired State

Judo Canada has the tools, resources, and expertise to ensure its HP sports system is values-based.

Judo Canada's HP sports system has zero tolerance for abuse, harassment, discrimination, wrongdoing and doping in sport.

Outcomes

- Participants in Judo Canada's HP program have the tools, resources and support to ensure values-based high-performance sports.
- The Judo Canada HP program is free of abuse, harassment and discrimination.
- Judo Canada's HP program is fair, safe and inclusive.
- Participants in Judo Canada's HP program have access to the necessary resources and processes to manage their complaints about abuse, harassment, discrimination, unfair or unsafe sports experiences.
- Judo Canada HP results are free of antidoping infractions.
- Judo Canada and its PTSOs have adopted the philosophy of the Responsible Coaching Movement

Evidence-based decisions

Desired State

Judo Canada has the ability and capacity to make evidence-based decisions that drive innovation.

Outcomes

- Judo Canada has a repository of information on international trends in judo.

Safety

Desired State

Judo Canada develop protocols to safeguard the health integrity of it HP athletes within its scope and sphere of influence.

Outcomes

- All personnel working with HP athletes have received adequate training on protecting athletes' health.

Appendixes

Appendix A: Roles and Responsibilities

Judo Canada: To enhance opportunities for Canadians to participate in judo and offer the opportunity to achieve their personal goal through policy leadership and strategic financial investments.

Provincial/Territorial judo association: Govern Judo provincially/territorially respecting the vision, mission and values of Judo Canada and the Province in accordance with requirements of sport governing/funding agencies. Deliver and support programs and services that promote the growth and sustainability of Judo in the province/territory

Club: Service judoka/registrants with programs and services that promote the growth and sustainability of Judo in the community

Dojo: Offer safe physical environment to Judo Clubs

Coaches/instructors: Deliver safe and appropriate programs to judoka/registrants encouraging their holistic growth

Judoka (registrants): Engage in programs offered by their clubs and deliver by their coaches/instructors

Sport Canada: To enhance opportunities for Canadians to excel in sport within their chosen context, through policy leadership and strategic financial investments at the federal level.

COC: To provide leadership for podium success and, in conjunction with the NSOs, lead the planning and preparation of the Canadian team for the Olympic, and Pan American Games and promote the principles and values of Olympism.

CPC: To provide leadership for podium success and, in conjunction with the NSOs, lead the planning and preparation of the Canadian team for the Paralympic and Parapan American Games. To lead the development of a sustainable Paralympic sport system in Canada that will enable athletes to reach the podium at the Paralympic Games.

Special Olympics Canada: Is dedicated to enriching the lives of Canadians with an intellectual disability through sport.

Canadian Deaf Sports Association (CDSA): is dedicated to the development of high performance Deaf and hard of hearing athletes. Through direct financial support CDSA helps athletes participate in international sport events sanctioned by the International Committee of Sports for the Deaf, and the Pan American Sports Committee for the Deaf

Canadian Blind Sport: Recognized national sport organization for the Paralympic Sport of Goalball, and advocates within the sport system for Canadians who are visually impaired or blind.

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