

USA TABLE TENNIS
DEVELOPMENTAL STRATEGIC PLAN
July 2003

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I – EXECUTIVE SUMMARY

USATT as the National Governing Body for Table Tennis has recognized its deficiencies and obstacles that it must overcome to reach its goal. More importantly, USATT is ready to make the commitment to implement the programs set in this plan to make the necessary adjustments down the road in order to accomplish our main goal: Reaching the podium in the Olympic Games

-An important goal of the USATT is to be in the top tier of National Governing Bodies in the USOC as measured by winning Olympic medals and our status in the International Table Tennis Community. Competing for medals each Olympic year is our highest priority and that this commitment is woven through the strategic plan. To accomplish many of the objectives enumerated in this document the USATT intends to utilize the resources of the USOC Training Centers by establishing formal partnerships with them to complement the activities, milestones, and goals of the strategic plan. The Elite Athlete Committee will assume the responsibility of implementing this agenda upon approval of the strategic plan.

Appendices A and B present a frank assessment of the current status of USATT programs as well as a comparison to medal-winning Table Tennis programs throughout the world. This section also provides the basis to understand the specific problems of Table Tennis development in the USA and the answers for which comprise this plan.

For example, the identified problems for junior development are: (1) to provide facilities for daily practice employing quality coaching and practice partners, and (2) to create incentives and magnets that will attract juniors (and their parents) to a Table Tennis daily regimen, and to keep them in that program through the medal stage.

The first identified juniors problem is addressed through the creation of Regional Training Centers (RTC's). While it is understood that medal class players come from programs with a concentration of quality, the USA infrastructure is not sufficiently developed to produce medal class players across all cities in America, or even any city. Moreover, it has proven difficult to attract very young players, say age 8 to 10, to a single national center, due to the very natural resistance to separation from both players and parents. Regional Centers address these problems, and for 2-6 geographical areas, will allow the requisite concentration along with the ability to live at home.

The second identified juniors problem is to create incentives and rewards sufficient to motivate juniors and parents to want to train to the level medallists require. This is addressed as a continuum in this plan, from recognition at the regional and national levels, to travel invitations to tournaments, to training camps, to college scholarship opportunities, to bonuses for outstanding achievement, and even to a professional table tennis career. While it is true that many of these programs apply to the current National

Team, they are all designed to give juniors and parents comfort in choosing a table tennis life.

While this plan focuses on juniors and Cadets, the National Team cannot be ignored either. Our best athlete Gao Jun Chang just qualified to Olympic Games through the World Ranking by finishing in the top 8 players at the Worlds in May this year. The National Team problem has been identified as a lack of proper training and preparation due to funding limits. Most of our players have to work of course, and thus cannot commit to anything close to the needed daily training and frequent high-level competitions required at the medal level. It is not sufficient to begin training some few months before the Olympics, the medals all go to professional players who are in the continuous training and competition system for years. The days of amateurs competing for medals in Table Tennis are gone.

This plan is based on the current and best practices of the medal winning countries including training programs, coaching programs, junior programs and competitions. It is clear that we cannot win a medal until we have proper development for juniors, quality coaching, proper training and competitions, and a professional National Team.

This plan is comprehensive and designed for all components to work together with all elements ultimately directed at the development of medal athletes.

Considering the fact that 2004 is an Olympic year we will focus on preparing our team and represent USA the best we can at the Olympics Games. Meanwhile we will start developing the new structure that will cost less money but will help us to develop new programs set by this plan.

II – MISSION STATEMENT

USATT is committed to providing leadership, education, technical support, and the financial resources needed to stimulate growth, create outreach programs, service membership, and provide competitive opportunities needed to attain World, and Olympic Game medallists.

III - GUIDING PRINCIPLES

The following principles provide a guideline to board members, staff, committees and volunteers when making all USATT decisions.

Commitment to follow procedural protocol as defined in the USATT Bylaws

Commitment to having athletes on the Olympic Games podium

Responsibility to always consider Athletes needs

Commitment of financial responsibility.

Responsibility to maintain a high standard of membership services

Commitment to programs that expand membership growth and bring in additional revenues and resources

IV – GRASS ROOTS DEVELOPMENT

A) Scholarship Program.

Proposals are being developed to market potential scholarships for college Table Tennis players. National companies are targeted for these scholarships. USATT will form a new committee whose role will be to invent and develop a strategy to make Table Tennis a NCAA Championship sport and also approach different colleges to implement scholarship programs for college Table Tennis players.

B) Community Olympic Development Program

The United States Olympic Committee created Community Olympic Development Programs in 1996, (CODP's). These programs introduce children to the Olympic movement and its ideals. It is a support system for aspiring athletes creating talent identification and opportunities to maximizing potential.

USATT has already agreed to support the development of Table Tennis in the Palm Beach County, Florida COD Program and will encourage each and every CODP to commence a Table Tennis program and will be prepared to support these grass root initiatives.

C) Incentives for Developing Grass Roots Programs

USATT will develop an incentive program for the communities, clubs, and individuals that starts developing grass roots programs and will provide technical and logistic support.

D) Milestones and Responsibilities

Scholarship Program - form a committee by the end of 2003 which is the responsibility of the USATT BOD. Develop an action plan and strategy to carry it out by the middle of 2004, which will be the committees responsibility.

CODP - communities, clubs or individuals programs form The Grass Roots Committee by the end of 2003 which is the responsibility of the USATT BOD. Grass roots committee will work with different communities, clubs, and individuals and implement one program each year starting 2004.

V – REGIONAL TRAINING CENTERS

A) Establishment and Selection Criteria.

USATT will begin the process to create 4-6 Regional Training Centers in the next 6 years in order to help the best potential athletes have a continuous training program under the supervision of a good qualified coach. The Regional Training Center program will also provide national team members with proper facilities and training programs during the time they are not in preparation with the national team. Regional Centers will also help the development of those elite players who have not yet made the National Team.

However, the main goal of these Regional Training Centers remains to create a new generation of young players able to reach a high international level in the years to come and to win a medal in the 2016 Olympics Games.

Nomination of these Regional Training Centers will be done based on the following selection criteria and in accordance with specifications detailed in the Request for Proposal (Appendix C). Regional Training Centers must agree to comply with part B, "Mandatory Programs and Activities", and further, to organize in such a fashion as to comply with the provisions of part C, "Organizational Structure".

In order to be nominated as a USATT Regional Training Center a club or a local community must fulfill the following criteria:

- Have a full time coach who is at the regional level
- Proper conditions for practice
- Junior and/or Cadet program
 - Full time availability for the practice hall
 - Ability to run a resident program for the athletes that live in other cities and who want to join the training program.

B) Mandatory Programs and Activities

The following are required programs and activities for Regional Training Centers:

- The RTC must operate a Cadet and/or a Junior program.
- Cadets and Juniors must compose a minimum of 12 players counted together.
- Minimum 20 hours/week practice, with free coaching, for the players nominated and approved in the Regional Training Center.
- Availability for free practice for anyone in the top 25 in the USA (criteria TBD).
- Availability of a doctor (possibility of USOC volunteers) in case of injury or illness. Annual complete physical examination required for all nominated and approved players.
- The Regional Training Center coach must attend all the coaching seminars or courses held by USATT or USOC.
- The Regional Training Center coach must cooperate and comply with the training program established by the National Team Coach if one of his/her athletes is a member of the National Team.

C) Organizational Structure

The club or local community group that would like to become a Regional Training Center will submit to USATT a Training Center Committee application that will contain the following information (see also, Appendix C):

- Detailed features about the practice facility (lighting, size, floor type).
- Availability of a full time coach
- Existence of a Cadet or Junior program
- Availability to run a resident program
- Availability of a doctor
- List of the players that intend to be included in the Regional Training Center program (the list will contain: name, date of birth and rating)

The Training Center Committee will analyze the application and will make recommendations to the Elite Athlete Committee (EAC). The EAC will then make recommendations to the USATT Board of Directors, which has the final decision. The EAC must also approve the list of players for each center.

Once the USATT Board of Directors approves the application, the club will be nominated as a USATT Regional Training Center. In the beginning of its activity the RTC's coach will send out to the USATT Training Center Committee the training program for the Regional Training Center that will contain:

- Weekly practice schedule
- Tournaments that he/she intends to attend with the athletes for the year
- His/her goals as a coach (best achievable results)

At the end of each year - not later than the 25th of December - the RTC's coach will submit to USATT Training Center Committee an activity report for that year that will include:

- A list of player names that missed practice during the year, how many sessions each of them missed and the reasons for missing practice.
- Each player's best results in competitions.
- A list of player's ratings reached by the end of the year.
- The coach's comments about the player's commitment and response to the training program and progress evaluation.

Together with this activity report the coach will submit the training program for the Regional Training Center for the next year that will contain:

- The weekly practice schedule
- Planned tournaments schedule
- Proposed and revised list of the training center's athlete roster
- The coach's goals for the year

The USATT Training Center Committee (TCC) at the end of each year will make an evaluation of each training center and submit it to the EAC. Also at the end of each year the EAC will analyze the activities of each Regional Training Center based on the Training Center Committee's evaluations. The EAC will then submit its recommendations in order to improve the training center activity to the Board of Directors.

D) Evaluation Criteria

At the end of the each year the TCC and EAC will analyze the Regional Training Center's activity according to the following criteria:

- Compliance with mandatory programs and activities for RTC's
- Player development (players will be evaluated not only by rating and results, but also on fundamentals such as technique, style of play, mentality, and footwork).
- Overall size and efficiency of the RTC program

The EAC will devise a ranking for the RTC that will be published in USATT Magazine. RTC's that fail to meet basic program requirements may be replaced by other Centers after the annual review. The ranking system will be established by September 30, 2004.

E) Milestones and Responsibilities:

- 1- Form the Training Center Committee by the end of 2003. This is the responsibility of the USATT BOD.
- 2- Make necessary paper work for bids and post it on the USATT web page by September 2004. This is the responsibility of the TCC.
- 3- Open the RTC according to the following schedule:

Schedule of Center Establishment

2005- open 2 Regional Training Centers
2007- open 1 Regional Training Center
2008- open 1 or 2 Regional Training Centers
2010- open 1 or 2 Regional Training Centers
Responsibility of the TCC, EAC and USATT BOD.

VI – NATIONAL CADET AND JUNIOR TEAMS PROGRAMS

Each year USATT will select a National Cadet Team and a National Junior Team for each gender. Cadets must be under 15 years old and Juniors under 18 years old. National Teams will have a training program based on an annual training plan designed by the National Team Coaches. The plan will combine the training in Regional Training Centers, the National Training Center, and participation in domestic and international tournaments as well as foreign exchange programs and camps.

A) Olympic (National) Training Center

USA Table Tennis is planning to establish an Olympic (National) Training Center in order to provide a better standard and a secure facility for the preparation of our National Teams and the most talented US players. The Olympic (National) Training Center's activity will be based on scheduled training camps for national teams and a residential program for the elite players who want to improve and practice full time. The EAC must approve the resident athletes who will attend the National Training Center.

The training camps for National, Cadet, and Junior teams will be scheduled according to the yearly training plan made by the National Team's Coaches and approved by the EAC.

From time to time, as opportunities present themselves, the National Team Coaches may elect to bring high level practice partners to the Olympic (National) Training Center, or to schedule joint camps at the National Training Center with teams and players from other countries. Also the Olympic (National) Training Center may have an exchange program with National and Olympic Training Centers from other countries.

B) Selection Criteria for Cadet and Junior National Teams

The selection of Cadet and Junior National Teams is based on Trials.

If the International calendar does not allow for the holding of a Junior and Cadet Trial Event the EAC may establish a selection criteria based on following:

- Age
- Rating
- Results in domestic competitions with emphasis on:
 - 1) U.S. National Championships
 - 2) U.S. Open
 - 3) Junior Olympics
- Results in International Competitions
- Commitment to Table Tennis and the National Team Training program

The EAC and the National Team Coaches will select the National Cadet and Junior teams each year. The number of members on each team will be decided each year according to the USATT budget and needs. To be consistent with systems used in World Junior events the team will be selected according to the calendar year January 1- December 31 and according to the ITTF cut off date of birth, which is January 1. For example, to be eligible for the 2004 Junior Team a player must be born on or after January 1, 1986.

Each team will have 2 or 3 substitutes just in case a team member is injured or for some other reason a player cannot commit to the complete National Team program.

For Junior and Cadet international trips, the EAC will decide the number and size of the traveling team based on the recommendation of the National Team Coaches.

C) Training Program for Cadet and Junior National Teams

The National Cadet and Junior teams will have a yearly training program that will be designed by the National Team coach and approved by the EAC.

The training program will contain:

- National team camps at National Training Center or elsewhere
- Camps planned to be held overseas with National team
- Practice schedule to be held at an RTC or National Center under supervision of a coach; and/or schedules for independent training to be performed by a player on their own at a club.
- International tournaments the National team is going to attend

- Team goals (set according to the milestones for each year)

The training program must follow the USATT Athlete Development Pipeline Training Standards.

D) Milestones and Responsibilities.

As an ongoing milestone for every year is the training program that is the National team coach's responsibility.

- | | |
|-----------|--|
| 2004 | Have juniors and cadets teams participate in 2 International Youth Opens, Worlds, and one training camp overseas. |
| 2005 | Participate with juniors and cadets teams in 4 International Youth Opens, Worlds, and 2 training camps overseas. |
| 2006 | Participate with the juniors and cadets teams in 5-6 International Youth Opens and win 2-3 medals. Participate in 2 training camps overseas. Open the Olympic (National) Training Center, which is the responsibility of the USATT BOD and the USATT Executive Director. |
| 2007 | Win 2-3 gold medals in International Youth Opens.
Win a medal at the World Junior Championships. |
| 2006-2012 | Participate in 5-6 International Youth Opens and join training camps overseas or in the US each year.
Win medals in International Youth Opens and the Youth World's (if held) and the Worlds.
Have 2 juniors on the National Team and in the World Ranking. |
| 2013-2016 | Top juniors will advance in the world ranking and replace the National Team members. |

VII – NATIONAL TEAMS PROGRAMS

The USA National Team is the highest-level team that will represent the US in International Competitions including the World's and the Olympic Games. Every year USATT will select a National Team according to selection criteria.

A) Selection Criteria

The EAC and National Coaches will establish the selection criteria for the National Team according to USOC, ITTF and USATT rules and regulations.

B) Training Program

The National Team will have a yearly training program that will be made by the National Team Coach and approved by the EAC.

The training program will contain:

- National team's camps planned to be held in the USA.
- Camps planned to be held overseas
- International tournaments the National team will compete in
- Practice schedule to be held at an RTC or National Center under supervision of a coach; and/or schedules for independent training to be performed by a player on their own at a club or overseas.
- Date when physical examination is scheduled
- Team goals

The training program must follow the USATT Athlete Development Pipeline Training (Appendix C) Standards.

The training program and the goals for each year should reflect the way up and help the USA Team to achieve its main goal: To win a medal in the 2016 Olympics Games.

C) Milestones and Responsibilities.

As an ongoing yearly milestone is the training program that is the National Team Coach responsibility.

- 2004 Qualify minimum 4 players in Olympics- WS- Top 16, MS Top 64, WD Top 32, MD-Top 32
Worlds- Women's Team – top 16; Men's team –top 30
- 2005 ITTF Ranking- Top 100- 2W, 2M

- Worlds- MS –top 64, WS-top 32
- 2006 ITTF Ranking- Top 100 - M-3; W-3
- 2007 ITTF Ranking- Top 100- M-4; W-4
- 2008 ITTF World – Top 100 – M-2; W-2; Top 200-2 juniors
- 2009 ITTF Ranking- Top 75- M-2; W-2; Top 150- 1 junior
- 2010 ITTF Ranking- Top 50 M-1; W-1; Top150- 2 juniors
- 2011 ITTF Ranking- Top 50- M-2; W-2; Top 100 –1 former junior, Top
150- 2 juniors
- 2012 ITTF Ranking- Top 30 –M-1; W-1; Top-75- 1 former junior. Top
100-2juniors
- 2013 ITTF Ranking- Top 20- M-1; W-1; Top 50- M1; W-1
- 2014 ITTF Ranking- Top 20-M-1; W-1; Top 30- M-2; W-2
- Worlds- Top 8 in team event
- 2015 ITTF Ranking- Top 10- M-1; W-1; Top 20- M-1; W-1
- Worlds- win 1-2 medals in individual events
- 2016 ITTF Ranking- Top 10- M2; W-2
- Worlds- Medal in Team event
- Olympics- medal

VIII – COACHING PROGRAM

A) Coach Certification Program.

In the U.S.A. there are 200 certified coaches. There are four levels of certification that a coach can achieve; club, state, regional and national level. The first level before club is the instructor level and it is for Physical Education teachers who want to teach Table Tennis in schools.

Of the 200 coaches in the U.S.A., only 10 make a living coaching Table Tennis. The other 95% are part time coaches usually affiliated with a local club.

USATT will improve the existing certification program in order to raise the quality level of coaching in the U.S.

By the end of 2003, USATT will form a Coaching Committee that will evaluate the actual certification system and implement a more professional and comprehensive one.

The new certification will have:

- Updated and more comprehensive tests
- A better bibliography and structure of classes for the coaching courses
- Combined tests for higher levels
- An improved test for instructor certification

The Coaching Committee may nominate a National Coaching Director in charge with the coaching certification system and with coaching seminars according to the committee's strategy.

The Coaching Committee will nominate the Regional Coaching Directors that will be in charge of the coaching certification program in their respective region.

B) Training and Development of Coaches.

Goals

Develop a more professional Coaching Certification Program

Increase the number and the quality level of certified coaches in the U.S.A.

Keep the certified coaches up-to-date and knowledgeable on new techniques, rules, equipment, and strategies.

Implement an incentive program through recognition and nomination of the coaches based on the best quality of work performed.

Programs

Annually three or more seminars will be conducted by USATT to help coaches stay up to date on coaching techniques, rules, equipment, and strategy.

Develop a special coaching page on USATT web site and USATT magazine reserved only for coaching news.

Develop a proper updated bibliography that will allow new coaches to take the USATT certification tests.

Develop a new updated "Table Tennis Instructors Guide"

Develop a mentor-coaching program that helps young coaches learn more from experienced coaches. Provide an opportunity for deserving National Coaches to accompany National Teams and work under the direction of the National Team Coaches.

Develop and update yearly a USATT library that will include videos, articles, photos, and membership materials that will be accessible to any coach.

Participate with our best coaches in the ITTF High performance seminars. Only the coaches that follow USATT coaching programs will be invited.

Support all Physical Education teachers and communities with technical information and logistic help in implementing Table Tennis in schools and community centers.

Recognize and award the coaches that have high-participation junior programs and those that produce champions.

C) Selection of National Teams Coaches.

The Coaching Committee advises the EAC about the nomination of the coaches for National Teams and for RTC's. The advice will be based on the level, results and the background of each coach. The final decision will rest with EAC.

The EAC based on Coaching Committee advice will select the Coaches for the National Team and the National Cadet and Junior Teams.

D) Milestones and Responsibilities.

Ongoing yearly milestones

- Every year USATT will hold 3 seminars for coaches, which is the responsibility of the Coaching Committee and the National Coaching Director.
- Advise EAC upon nomination of the National Team Coaches when necessary. This is the responsibility of the Coaching Committee.
- Updating the coach's page on the web site and the coach's library, which will be the responsibility of the Coaching Director.
- Coaching recognition program. Responsibility of the Coaching Director.
- Supporting PE teachers and communities in developing Table Tennis, which will be the responsibility of the Coaching Committee and the Coaching Director.
- Improve the Coaching Certification Program. Responsible parties will be the National and Regional Coaching Director.
- Conduct an ITTF High Performance seminar when available. The Coaching Committee's responsibility.

-2003 -Form the USATT Coaching Committee. Responsibility of BOD.

-2004 -Nominate the National and Regional Coaching Directors.
-Update and improve the Coaching Certification Program.
 Responsibility of the Coaching Committee.
-Develop the USATT Coaches web page.
-Develop the Coaches Bibliography and the Instructor Guide.
-Nominate the coaches for Junior and Cadet National Teams.

-2005 -Develop the USATT coaches library.
-Identify 2 coaches for the Regional Training Centers.

-2007 -Nominate one additional Regional Training Center Coach.

- 2008 -Nominate one or two additional Regional Training Center Coaches

- 2010 -Nominate one or two additional Regional Training Center Coaches

IX - SPORTS MEDICINE AND SPORTS SCIENCE

In order to develop world class players it is necessary to use the resources of USOC Sports Medicine and Sports Science and Technology, such as: motion studies, new training methodology to improve reflex muscles, sports psychologists to improve mental awareness and vision as well as many others.

For National teams it is necessary to use all these resources in order to catch up with the top countries in a short period of time. Accordingly, USATT will use the USOC resources in Sports Medicine and Sports Science and Technology in order to help athletes in their effort to reach the top level in the world.

For the athletes that will follow an intensive residential program and for National team members, USATT will use the assistance of Sports Medicine and Sports Science and Technology at the request of National team's coaches as required by need.

X – TOURNAMENTS

Tournaments are a very important part of the athlete's training program and must be well-chosen and organized in order to help player development according to their age and level.

A) Cadets and Juniors

1- Domestic tournaments:

- Create organized tournaments for Cadets and Juniors (Top 12).
- Create organized team tournaments only for Cadets and Juniors.

2- International Tournaments

- Increase the number of International Tournaments for Cadets and Juniors where they will compete against players of the same age. By doing this we will have the opportunity to compare the level of our players with other International players and decide what has to improve and what we need to do in the near future.
- Participate in more camps with other countries.

B) Elite Athletes

1 – Domestic Tournaments:

- Create more professionally organized tournaments. This will include better prize money, playing conditions and publicity.
- Study the possibility of implementing a league system based on a club structure and/or college leagues.

2- International tournaments:

- Keep organizing the US Open with the ITTF Pro Tour. This is the best opportunity for all US elite athletes to play against the best players in the world and for all US coaches to observe what's new in Table Tennis.
- Increase the number of International tournaments for the National team.

C) Milestones and Responsibilities.

Domestic tournaments:

- 2005 Organize Top 12 for Juniors and Cadets
- 2006 Implement Team Championships for Juniors and Cadets and begin a study for the league system.
- 2007 Implement League System.

XI - INTERNATIONAL RELATIONS

Develop relations with the ITTF and try to fill as many seats as possible on different committees of the ITTF. This will help to develop multi-relations with the most powerful countries in Table Tennis.

Take advantage of the funds allocated by ITTF for various activities and the Olympic Solidarity Program and grants that help in developing our athletes.

Utilize USATT's relationship with the Chinese Table Tennis Association in the lead-time up to the 2008 Olympic Games in order to:

1. Exchange programs and training camps.
2. Exchange coaching programs.
3. Develop a structure of sponsors that are interested in marketing their product in China and attract them as sponsors for supporting our athlete development.
4. Develop new relations with European Countries in order to give our players the opportunity to train in Europe and play in European Leagues until we develop our own League system.
5. Develop relations with former Eastern European countries with good playing levels and a low cost of living in order to help our players to train for longer periods of time at low costs.
6. Develop relations with the National and Olympic Training centers in Europe and Asia to implement exchange programs based on reciprocity.
7. Develop an internationally focused marketing plan and run world-level/world-class events.
8. Develop a good exchange program within the North American Continent with the assistance of the Canadian Table Tennis Association in helping our young players to develop.

XII – ATHLETE AND COACH COMPENSATION

USATT will develop an athletes compensation system that will help them to become more responsible, more interested in playing Table Tennis, and allow them to make a living from Table Tennis.

This system will motivate the athletes to train hard and to improve steadily if they wish to take advantage of it.

A) Stipends:

- Stipends for national team members

The stipend level will be different for the National Team, the Junior National Team, and the Cadet National Team. Stipends will be allocated only for the athletes that follow the complete National team program. The stipends will be paid monthly based on the National team coaches report and the satisfactory completion of required team training program. The EAC reserves the right to reduce or eliminate player stipends if a player fails to satisfactorily complete the National Team Program.

The stipends will be determined by the EAC on a yearly basis according to the budget, goals, and the program that payers have to follow.

B) Financial Incentives Based on Performance:

1) Bonus for Improving World Ranking:

The system should motivate the player to reach the top level of the World Rankings:

<u>Proposed bonus:</u>	
Top 100	\$ 500
Top 70	\$ 1,000
Top 50	\$ 2,000
Top 40	\$ 3,000
Top 30	\$ 4,000

Top 20	\$ 6,000
Top 10	\$ 10,000

If a player reaches a level, receives a bonus and then drops back, that player will not receive the bonus after he/she reaches that same level in which the bonus was already paid for.

If a player skips one or more levels he/she will receive a bonus for as many levels as he/she skipped.

2) Bonus for Outstanding Performance

These payments will be a different bonus according to the competition level and the place the athlete attains. The competitions for which USATT will award bonuses will be:

Olympic Games:

1 st place	\$ 100,000
2 nd place	\$ 50,000
3 rd place	\$ 15,000
4 th place	\$ 5,000
Quarter finals	\$ 3,000

World Championships:

1 st place	\$ 50,000
2 nd place	\$ 25,000
3 rd place	\$ 6,000
4 th place	\$ 5,000
Quarter finals	\$ 3,000
Top 16	\$ 2,000

The following are bonuses only for ITTF World Junior Circuit athletes that includes Cadets and Juniors:

Bonus for Juniors:

1 st place	\$ 500
2 nd place	\$ 300
3 rd and 4 th	\$ 150

Bonus for Cadets:

1 st place	\$ 300
2 nd place	\$ 200
3 rd and 4 th	\$ 100

The bonus can be applied to the team event or doubles event, but the money will be split between the teammates or partners.

C) Coach Incentives:

Bonus for outstanding performance.

Coaches will receive a bonus amount equal to 25% of any player bonuses, subject to the following limitations.

- The funding will come from USATT not the players. Nothing in this section should be construed as a reduction of player bonus money.
- If more than one coach is involved in a bonus situation, the coaching bonus will only be paid once, which may be split by the involved coaches. In the event of disputes, the EAC & ED of USATT will determine the appropriate split.

D) Milestones and Responsibilities

Establish the criteria and date of implementation for Stipends and Financial Incentives based on performance, and Coach incentives. Proposed date June 2004. The responsibility is of the USATT BOD.

XIII – Revenue Generation Plan

The Developmental Strategic Plan (DSP) can only be fully executed to the extent that funding will be available for each of its components and milestones. Therefore, a Revenue Generation Plan (RGP) consistent with the DSP must be formulated and executed in parallel with the DSP. USATT possesses certain powers, assets and properties. Using these, USATT will create new activities and programs that generate new income in addition to increasing income in existing ones (at the same time try to reduce costs and unnecessary expenses). The following are some examples of revenue sources:

- Seek Corporate Sponsorships from non-table tennis companies to supplement those existing ones in the table tennis industry.
- Seek donations from the table tennis members and non-members.
- Organize the US National, and the US Open/Pro Tour on professional basis with low costs and increased income.
- Begin organizing the US Open Team Championships in a similar way as the profitable US National Championships to an additional source of revenue.
- Capitalizing on our strong international relations with China, and that the 2008 Olympics will be in Peking, plan tours by the National Team to China and find sponsors and advertisers for the guaranteed television broadcasts of the tour in China.
- Implement the USATT League and increase our revenue through the league membership fee.
- Implement an incentive plan based on a commission basis for individuals or company that are willing to find sponsors in their state for USATT.
- Improve USATT web page, renegotiate the company and find contract for advertising with the table tennis other non-table tennis companies interested to buy space on our web page.
- Make USATT magazine more profitable and a source of increased income.
- Review fees annually and increase them as appropriate. Services will be priced accordingly at cost plus profit margin. Fees such as those for ratings, equipment approval, and sanction charged by USATT by virtue of its power as an NGB, will be reviewed regularly and increased. (Note: Similarly, cities increase fines for illegal parking or for a business license to raise revenue, states increase registration fees.)

XIV – Anti-Doping

Doping violates the ethics of both sport and medical science, and is prohibited. USATT supports the Olympic Movement Anti-Doping Code and will adhere to the policies and procedures of the US Anti-Doping Agency (USADA).

The fundamental objective of USATT and the Olympic Movement is to eliminate doping from Table Tennis. Doping threatens the health of the athlete and the integrity and dignity of amateur sport. Drug testing followed by punitive action and the threat of public disclosure, in tandem with drug abuse education and ethical considerations, are in place as deterrents to doping.

USATT supports the USADA in maintaining a drug testing and education program. USATT will circulate all information that USADA sends to the NGBs, to our athletes, coaches, and Elite Athlete/Athlete Development Committees. This effort is to help in the education of our athletes, coaches, and committee members.

USATT will up-date its By- Laws according to the latest rules and laws of USADA. Our proposed date is by the end of 2003, which will be the responsibility of the USATT BOD.

APPENDIX A – STATUS OF NATIONAL TEAMS

This is intended as a brief summary of the effort and practices of the countries that are currently winning medals in Table Tennis, versus our own efforts. This process draws into sharp focus the problems faced by USATT in developing Olympic medal winners.

Who is Winning Medals in Table Tennis?

China of course is the major power in the sport. China won all of the gold medals in the last Olympics and several of the other medals. After China; Korea, Sweden, Yugoslavia, Taiwan, Germany and France have also won Olympic medals. In the last Worlds Austria won the title in Men's Singles. All of the Olympic and World Championship results come from Asia and Europe.

What do they do?

To start with, the members of the above country's teams are all professionals. This has been true for a long time. USA is the only country of essentially amateurs in the top division of the Worlds. Here are the European and Asian systems:

European Model

European teams rely heavily on their extensive clubs system. The top players all play professionally for clubs through a five to seven month season. All of the top players are highly paid for this, earning 25K – 100K per year for men and 10K-40K for women. These contracts are net of tax, and often include an apartment and a car. Club members are required to practice about seven hard practices each week, with the weekend allocated to league competitions.

In addition to league requirements, European teams hold national team camps at the rate of about one per month during the season. Their national teams travel to 8-12 international tournaments per year. Players in the top thirty for men, and top ten for women, make an income from their table tennis sponsor as well. Many national teams also pay players a regular income, and most have a bonus system for outstanding performance.

European players are required (by contract) to spend about 1200-1400 hours per year on the table, either in hard training or in competition. Since the players are so well paid, their clubs and associations are able to demand a full-time professional level of commitment.

All European players (say in the top 100) are able to live comfortably on their table tennis income. None work in outside jobs. Because clubs or national teams pay travel expenses, players are actually able to save some money. A few of the very best get rich.

Asian Model

Most Asian countries focus on national team training camps. They also have extensive clubs systems, but these are used more for development (except in Japan). In Asia, most young players would give up all other careers to play professional Table Tennis, due only partially to the lack of quality alternatives. In most cases, a professional Table Tennis life offers much higher pay and status than anything else.

Most Asian countries have plenty of players and so have national team camps of fifty or more players. There are many players with many styles. Asian team members, especially the Koreans and Chinese, spend about 1800 hours per year on the table in hard training or competitions.

All players have living expenses and travel expenses paid for them. In Japan and South Korea this income comes mainly through sponsors. All top Asian countries spend enough to send their national team members to 8-12 international competitions per year. All have an extensive performance bonus system. Deng Yaping, three times Olympic gold medallist, has reportedly received over a half a million dollars in performance bonuses.

In short, all Asian national team members are playing professionally almost every day against top competition, and making a good living at it.

What do we do currently?

For the past ten years or so, we have selected a National Team and sent them to several tournaments each year. Usually, we go to one or two ITTF Pro Tour tournaments and we spend about 10-15 days training in National Team camps per year. National Team members do train on their own, but organized training amounts to only about 100 hours per year. National Team members receive about \$ 2,500 from the USOC's Athlete Support Grant each year.

What are the Problems?

We have a vast difference in the level of preparation between our team and medal winning country's teams. They go to 8-12 ITTF Pro Tour tournament per year, we go to one or two. They spend 1400-1800 hours of hard training against top competition each year; we do, at most, about 100 hours. They are professionals; our team is computer programmers and college students. They get \$100K while we give our players 2.5K.

Consequently, most of our team members have jobs and families so they do not have the time to commit to a full-time training/tournament schedule. Even if they were able to afford it. Our players' practice in their spare time at their local clubs with inferior coaching and inadequate practice partners.

Since a table tennis professional career in the USA is so improbable, most of our players dedicate themselves first to careers, college, families, etc. They are realistic as well – most of our team fights to make the USA team, and then go to the Olympics unprepared and unmotivated.

Funding is the major problem. Our budget is about \$ 110- 120K, for both National Team and Junior development, and it has been going down in recent years. The Asians and Europeans spend at least **one million dollars** on just their national teams alone. **We are being outspent 20 to 1, and the funding gap is getting wider.**

On the positive side, the natural talent on the USA team is quite high. On our women's team we have two players that have won Olympic medals for their former countries of China and Yugoslavia. These players, at age over 30, are easily young enough to win again, but they are spending all their time working, in school, or otherwise making ends meet. Our first women player Gao Jun Chang is actually training in China where she wants to finish college. This is a happy situation because Gao plays at the University Team and she can train professionally throughout the year. She finished in top 8 in the last Worlds, which proves that good and sustained practice throughout the year brings good results.

We can develop the most talented juniors in the history of the world, but until we can properly send them for training and tournaments we will not win a medal.

APPENDIX B – STATUS OF JUNIOR and CADET NATIONAL TEAMS

What do they do in Europe and Asia?

In Europe and Asia, where Olympic medals are generally won, they enjoy a highly developed infrastructure for Table Tennis. If a junior wishes to play Table Tennis in Europe, the chances are that he will be able to play at school or at a local club – both of which will offer superior coaching and excellent practice partners.

Also, it is generally understood at European Clubs and special Asian sports schools, that training everyday – from a fairly early age – is a must for elite athlete development. Both of our two National Team members, who have won medals for their birth countries, report that they began to play Table Tennis almost everyday from about age 8.

Finally, in Europe and Asia, many high profile tournament and sports stars abound. This not only gives motivation and incentive to Cadets and Juniors, but to their parents as well. If everyone knows about that player that just signed a million-dollar (we are not kidding) contract to play Table Tennis, both parents and kids gain a different view about career choices and options.

Where the economic realities often produce fewer good career choices for children, the option of pursuing a Table Tennis career is very viable and desired, particularly in Eastern Europe and Asia.

What are the problems in the USA?

That same Junior, if born in the USA, would in all likelihood not find near the infrastructure. Only a very few Table Tennis programs exist in schools. Where local clubs exist, they more often than not meet only once per week, and only a lucky few would find good coaching and practice partners available.

The infrastructure problems are being addressed in grass roots programs, but that will take some time to develop. For the Elite plan, we have to find ways to bring daily practice, high quality coaching, and good practice partners to the elite juniors.

Another problem is attracting and keeping juniors amid the array of competing activities. Not only are other sports available to the junior, but also those sports may well have a higher profile and greater appeal, especially to parents. Many parents try to introduce a variety of activities to their family that may include different sports and activities. While this is popular, it is also inconsistent with the development of medal class athletes.

Therefore, we need to develop magnets and attractions – such as a scholarship program at a preferred University – that players could work towards, and that could be used as a partial justification for all of the hard work

A young Tiger Woods may well be able to forego college, but American Table Tennis players do not see a professional career in Table Tennis as a viable life. A scholarship program at a preferred University would change all this of course, and would create a goal in and of itself.

This would be particularly valuable because USA Table Tennis attracts a majority of Cadets and Juniors from the Asian American community (as one might expect). No other ethnic group places a higher value on education than this one.

A good estimate is that over 90% of our top juniors elect college or other career pursuits and then drop out of daily training at age 17-18. Although these players may continue to play, if they don't stay in an organized program with daily practice, good coaching and quality practice partners, they are off the medal track. A college scholarship program at a preferred school would not only create incentive for juniors, but would also allow the concentration of quality training to continue into the college years.

For elite juniors, it takes at least ten years of hard practice (3-5 hours per day) to make an Olympic medallist, starting from about age 8. We not only have to provide the facilities, the coaching and the practice partners, but we also have to create enough incentive to have the junior (and parents) want to go to practice everyday and forego some alternatives.

APPENDIX C – ATHLETE DEVELOPMENT PIPELINE TRAINING STANDARDS

Stage 1:

The ideal ADP (see diagram on page 34) is designed first to increase the base of membership with kids from 5-7 years and older and make them improve based on proper coaching, training program, adequate competition system and strong financial support. These athletes will be selected either in school or after school programs at the 5-7 year old range. Their program will emphasize fundamental striking skills, hand/eye coordination, and physical development, often without the use of the table tennis table (as in the Newgy program).

Between 5 and 7 years, participants are supposed to learn only the grip and some basic strokes, playing for fun and developing some coordination skills. Stage 1 curriculum will espouse concentration games with sticker and patch rewards for completing basic striking skills. The curriculum will be modeled after the Newgy and successful United States Figure Skating Association (USFSA) programs.

Stage 2:

In the second stage, students will start to establish style, learning the basic strokes, footwork, serve and serve return, how to compete, developing speed and start playing in local, regional and national competitions organized specifically for their age (7-10).

Stage 3:

In stage 3, students are to reach a level based on USATT's proprietary National Ranking system (rating) of over 1900 for males and over 1800 for females. They will continue to improve their strokes, technique, speed, footwork, coordination, and endurance. The volume of work/year will be 600-800 hours (including practice and competition). Students will keep playing local, regional and national competitions and domestic leagues.

Stage 4:

Athletes who are enrolled in stage 4 programs are to be rated over 2100 (male) and over 2000 (female). They will start to develop playing style, develop physical skills (speed, coordination, and endurance), and learn strategy and refined strokes. The volume of work per year is 800-1000 hours (practice and competitions). The top 20 of these athletes should participate in training camps, foreign exchange programs, and

international competitions. These activities will help the top players improve their match skills and reach a stronger mental capacity. In this stage, the sponsor's support is required in order to motivate the player and help him with necessary equipment.

Stage 5:

In stage 5, the elite player should work 1200-1400 hours/year (practice and competitions) with a National level coach who has had previous international competition experience. The goal of stage 5 is to get the top students to attain an international ranking by the age of 18. They will be highly motivated based on strong sponsorship and playing in professional tournaments. The national coaches in the training center will coordinate the training program for the top 20 players. This group will participate in national and international competitions, leagues and foreign exchange programs. Training program tasks should be strokes (refined), strategy, improving technique, developing style of play, speed, endurance, and strength.

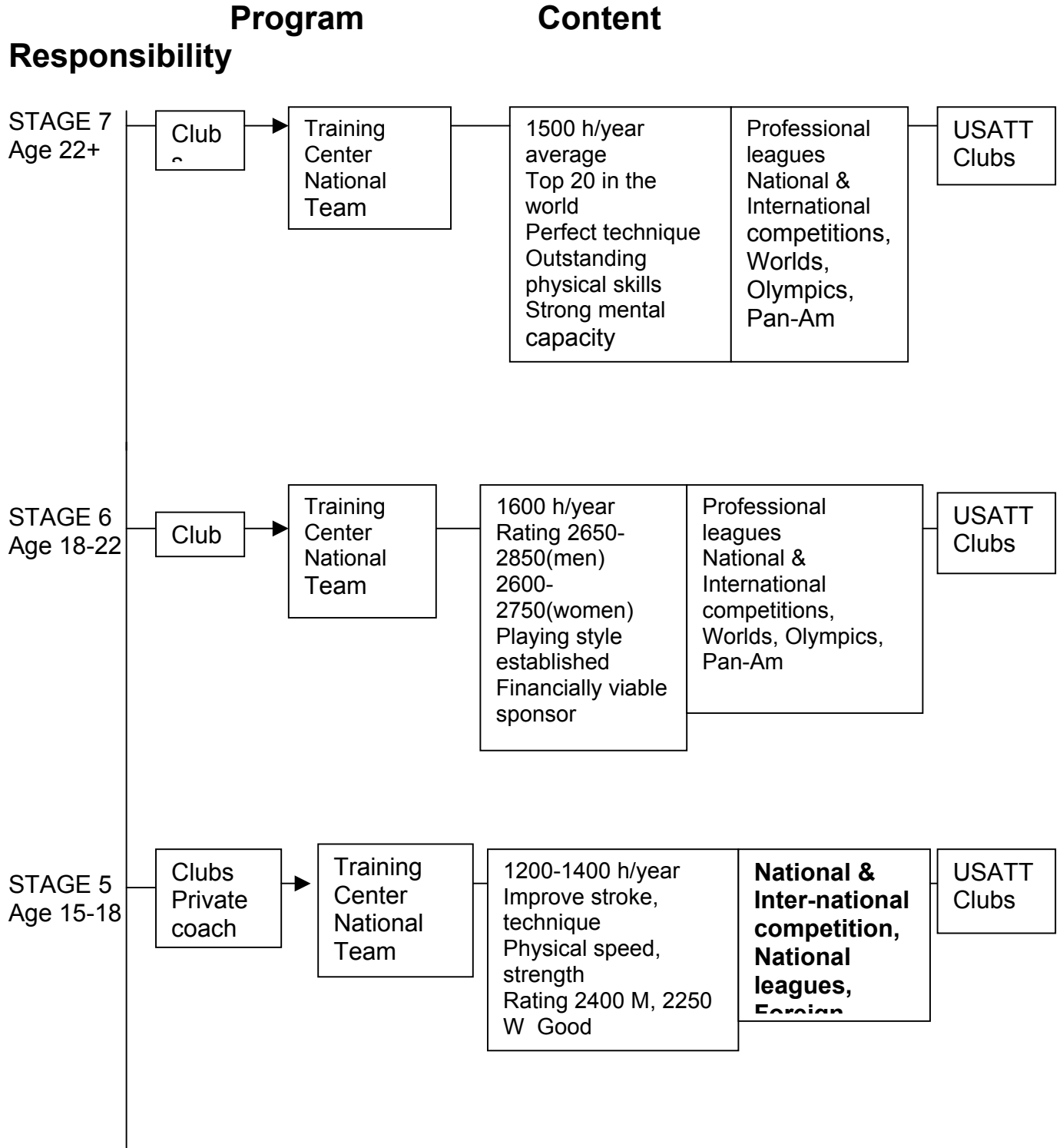
Stage 6:

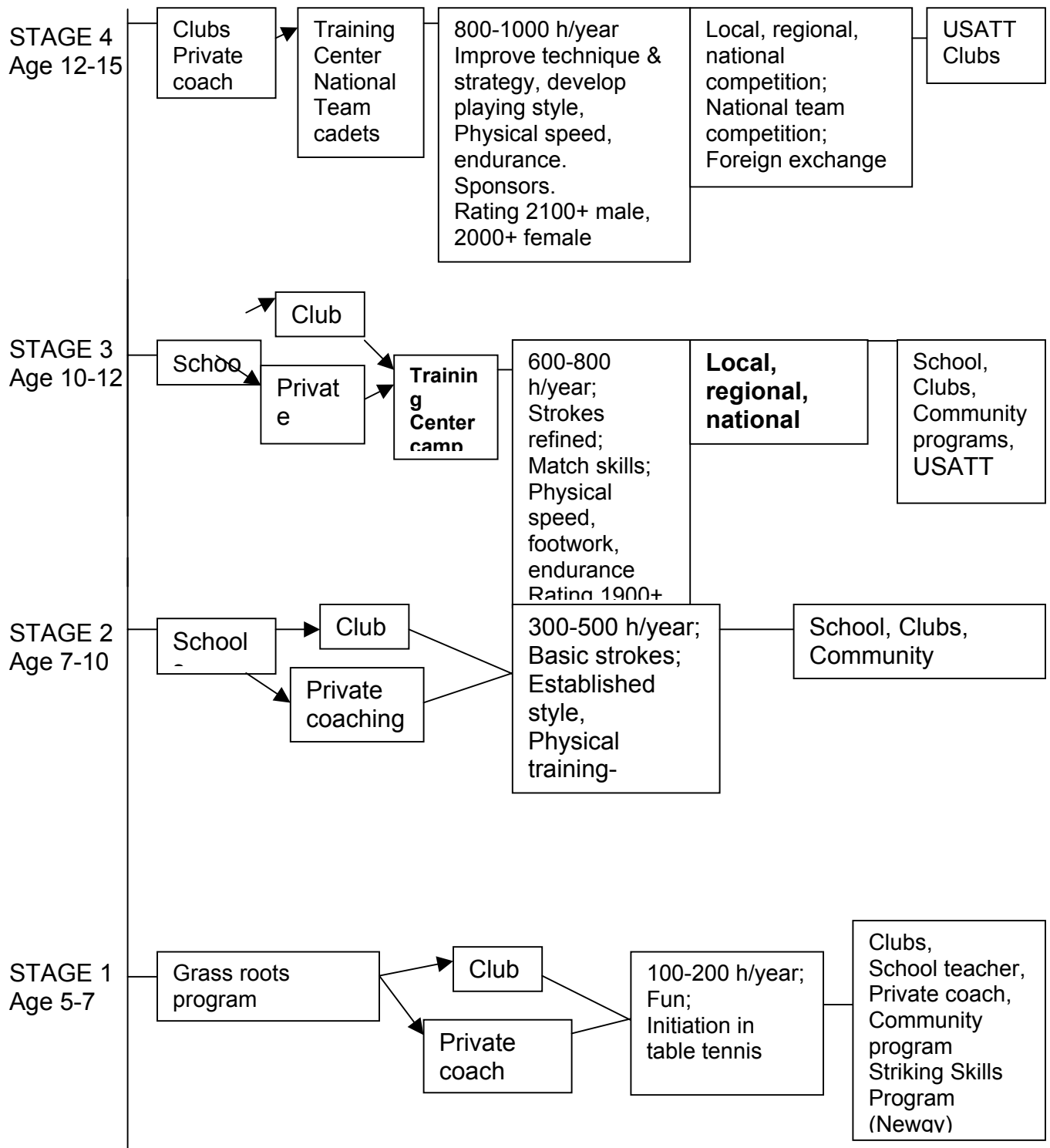
In stage 6, the player should be in the top 100 in the world and reach a rating of 2650-2850 (men) and 2600-2750 (women). In this stage, the volume of work will be 1600 hours/year (average). Mentally and physically strong, the playing style is established. Players should be dedicated full time to table tennis, having strong financial support (sponsors), and contracts. They will participate in national and international competitions and professional leagues and the elite will practice in a national training center.

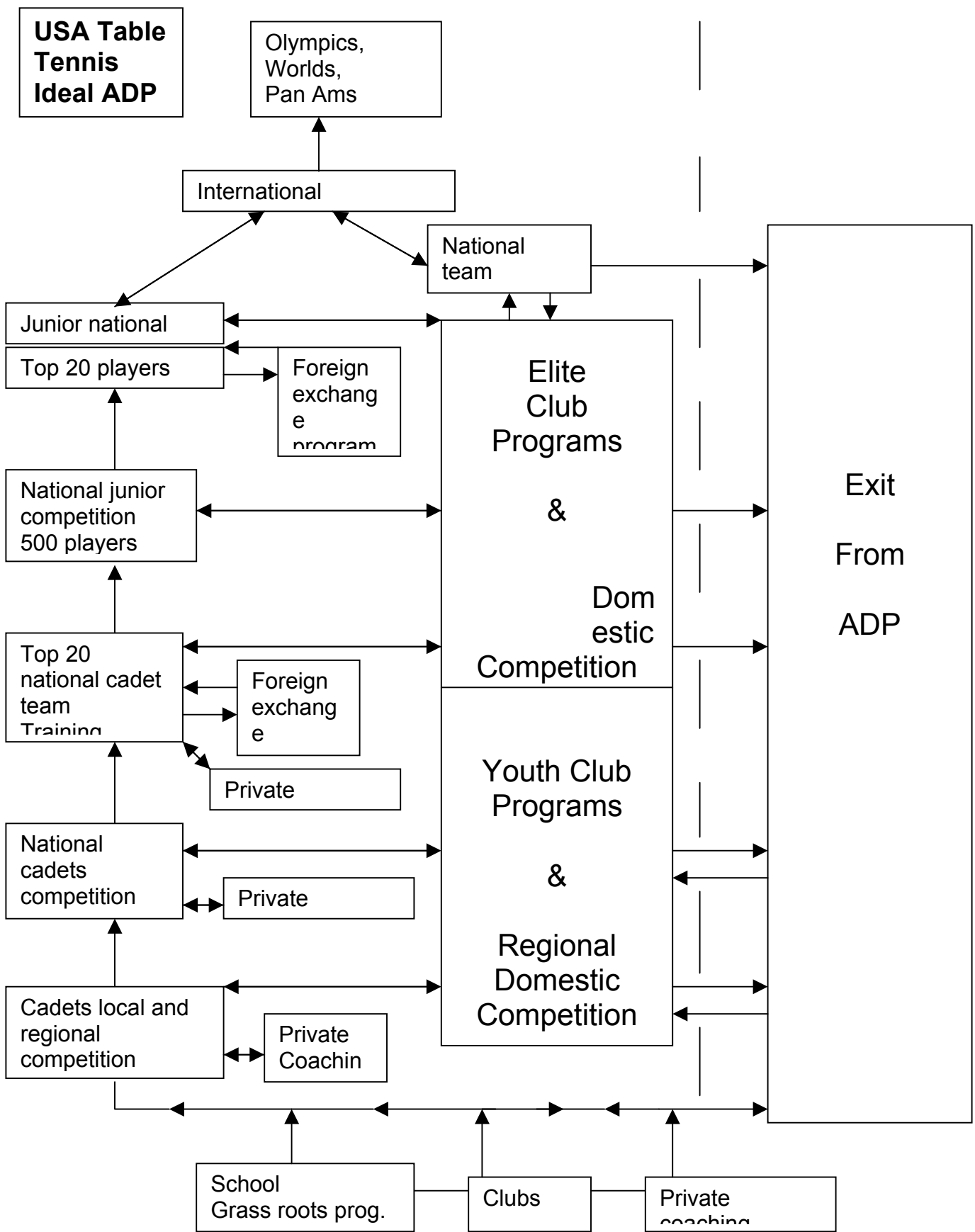
Stage 7:

In stage 7, players are 22+ years old and ranked in the top 10-20 in the world. The technique must be perfect; they must have a strong mental capacity and outstanding physical skills. Training will be held in a national training center, and they will participate in an ITTF Pro Tour, Worlds, Olympics, Pan Am, and US professional leagues. Very important at this stage are sponsorships, contracts and professional tournaments, which help the player to make a living.

ADP STAGES, CONTENT AND ORGANIZATIONAL RESPONSIBILITY

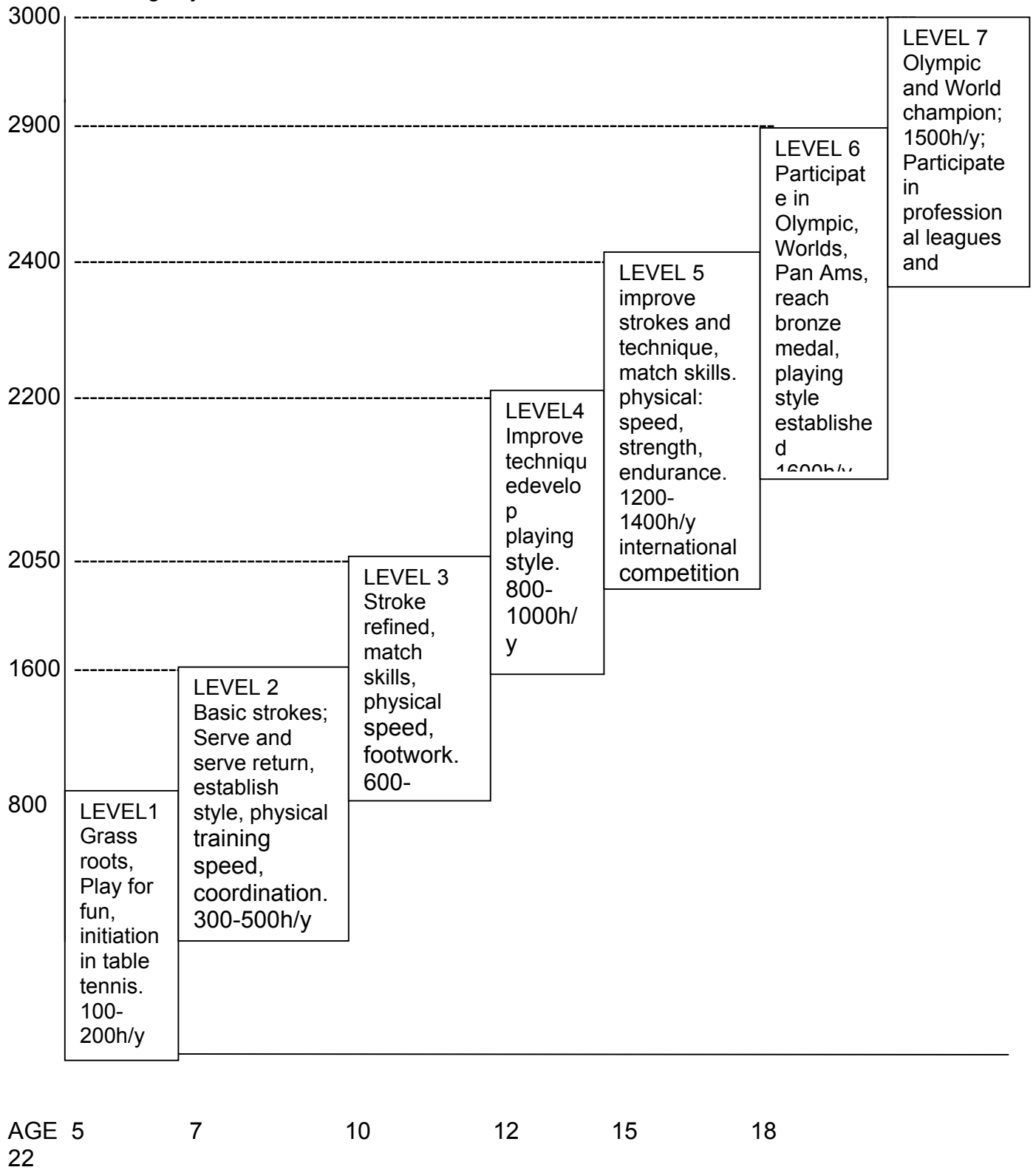






USA Table Tennis
Ranking System

USATT IDEAL ADP



CRITICAL ADP ISSUES

The following issues must be resolved in order to make the ADP successful:

1. Establish budget for elite athletes. Focus on those athletes identified by criteria and coaches.
2. Implement regional schools programs, focusing on ADP stages 1 and 2, which must be interconnected, near strong local clubs and within regions. Increase pool size, focus on females.
3. More training center opportunities.
4. Stronger domestic competitions.
5. Obtain know-how from world powers.
6. Strengthen club system.
7. Coaching and athlete competencies.
8. Improve use of Sports Science (technology) and physical therapy.

CRITICAL SUCCESS FACTORS

- Identification, development, and support of elite athletes and coaches.
- Improve professional structure of domestically held events.
- Create stronger partnerships with international community.
- Implementation and development of grassroots programs to increase athlete pool size.
- Foster environment where clubs grow and prosper.

PROGRAM BASE

A. Athletes

The registered athletes we should have in the US are as follows:

Level	Age	Numbers	USA Table Tennis Rating	
			Male	Female
1	5-7	200,000	No rating	No rating
2	7-10	1,000,000	500-1900	500-1800
3	10-12	500	1900+	1800+
4	12-15	500	2100+	2000+
5	15-18	500	2400+	2250+
6	18-22	300	2650-2850	2600-2750
7	22+	100	2700	2500

The reason for breaking down the membership into these age ranges is that the ideal ADP uses these ranges. This also helps to emphasize the number of players who start to play table tennis and how many of them reach the top level. For example; between 7 and 10 years of age 1,000,000 kids will play table tennis in schools or clubs. After 10 years old only the best 500 of them will play in clubs and tournament competition. The others will go for other sports, will focus on school or will play occasionally for fun.

From levels 4 and 5, only the top 20 would be on the cadet and junior National team. They will practice in training centers.

Mainly the top 5 players from levels 6 and 7 will compose the National team.

B. Athlete Compensation

- Top athletes should be compensated for their outstanding results in order to help them improve.
- The compensation system should be established in order to motivate the athletes to train hard and to improve all the time.

- Compensation should be different for each athlete according to the World ranking or medals earned in the Olympics and the Worlds. Each athlete who is entitled to receive this compensation has to sign a contract stipulating certain responsibilities to USATT in return for the support (i.e. training a certain number of hours/week, participate in all camps and competitions with National team, follow the USATT training program, etc).
- Besides compensation, a bonus system for outstanding performance would be welcome in order to motivate players to play full time and get better.

C. Coaches

- In order to reach the top level in the World a player should be trained from 5-7 years old until 22+ by a certified coach.
- For level 1 the grassroots program, the teachers for physical education and the club coaches will work to implement a selection program for kids.
- The National training centers will develop training program for national teams based on full time availability of the players.
- The top players between 12 and 15 years old should be placed in a local or regional training center and the top 20 in the country should train at the National training center under assistance of full time coaches.
- From 7 to 12 years old, players will practice in schools or clubs or with private coaching . Those with real talent will be moved to one of the Regional Training Centers, following the cadet training program.
- The coaching certification program is organized in 4 levels:
 - club
 - state
 - regional
 - national
- The number of coaches should be increased according to the number of players who play in schools, clubs, private coaching, and of training centers (local, regional, national).
- USATT must keep track of the activity of all coaches and reward or recognize the coaches with the best results and activities in junior development programs.

D. Athlete and Coaching Competencies

Athlete and coaching competencies should be developed and updated yearly. According to our coaching certification program the coaches must be able to train a player with a certain level as follows:

Coaches Level	Players ranking
Club	1000-1600
State	1600-2000
Regional	2000-2300
National	over 2300

If a coach wants a player to perform better at a certain level or move up to a higher level, the coach determines what competencies are needed to accomplish these goals. USATT provides opportunities for coaches to receive this training through several avenues:

1. Video library with the latest news about techniques and tactics in table tennis;
2. Coaches camps – special camps for coaches where they can learn more and improve their coaching level;
3. Coaching seminars held by USATT Coaching Development Director;
4. Tests for coaches – if a coach wants to get a higher classification, he must pass a test through the coaching certification program;
5. Consult national team coaches for any information they want in order to improve their level;
6. USATT magazine – articles about what is new in table tennis written by national coaches;
7. Attending national team camps.
8. USOC Coaching Magazine
9. First Aid and CPR Certification

E. International Relations

International relations will be an important part of strengthening our ADP. With China, Japan, Sweden, and other Eastern European countries already with sophisticated grassroots programs and international competitions, USATT has a golden opportunity to learn and gather know-how at a rapid pace by developing and furthering exchange programs for youth with international trips for youth and coaches.

With international manufacturers interested in expanding programs in the US recreational market and the table tennis superpowers enamored with what

American culture has to offer, there are many and numerous exchange opportunities to capitalize on.

F. Facilities

- 3-4 RTC's fully equipped with 10 tables each.
- 1 National Training Center for Juniors and Cadets (10 tables).
- 1 National Training Center for National Teams (6 tables).
- Training hall will have either rubber or wood floor; light intensity should be higher than 500 lux, temperature in hall 70 degrees F.
- Each training center should be properly equipped in order to provide facilities for physical training (running, weights) according to the age of the players.
- Clubs and schools where the youth start to develop table tennis skills need only necessary equipment: hall, tables, paddles, balls.

G. Sports Science and Technology

Sports Science and Technology will play an increasing importance in the future as we develop top-level athletes who compete with the best. With the availability of sophisticated motion studies, diet, training to improve reflex muscles, and sports psychologists to improve mental awareness and vision, there are tremendous opportunities to tap into new ideas and relationships not yet discovered.

H. Equipment

Our elite athletes currently get the very best and latest in rubber top sheets and accessories from their respective sponsors. With the international manufacturers and technology production processes located overseas, equipment is not an area where USA Table Tennis can develop a competitive advantage for the foreseeable future.

I. Talent Identification.

A battery of tests should be set in order to help teachers in schools identify a pool of kids with skills for table tennis. Mainly the test should emphasize touch, coordination, and speed. These skills are present at an early age (5-7) and are necessary for table tennis. After stage 1, USATT's national rating system is the best measure of talent identification. As players move through stages, the rating system becomes a better and better measure of talent identification and performance. The database of match results will become a powerful statistical

measure of performance and in setting standards in years to come. Not only can we measure athletes' improvement, but also the success of coaches, training centers, and programs.

While the National Rating System is important to the success of USA Table Tennis' ADP, it should be used as a tool and not a means. As such, visual observation to identify unique talents is equally important.

J. Training Standards

Training volume (hours/years) should mainly follow the ideal ADP. We must mention that this volume is composed of numbers of hours of practice + numbers of hours of competitions.

The ratio between practice and competition is different from level to level, and the time spent in competitions should be increased from one level to the next one. The intensity of training is variable according to the task of the training, the time when the training is done, and the time when the peak is planned (i.e., before the competition, volume should be decreased and the intensity should be increased).

Training partners are very important to maintain a high level training standard and accelerate the player's progress. In order to improve faster, each player should have a better - ranked partner who will help him to develop his table tennis skills and his physical abilities to a higher level.

Training should continue all year, with a short vacation for 2-3 weeks if the competition calendar allows or if an injury occurred.

The Chinese train 40-45 hours/week for seniors and European countries around 30-40 hours/week, having a lot of competitions like league matches and tournaments. The US is well behind in training time and number of competitions. In order to catch up with these countries, we must start with the youth preparing them for hard and long term training periods and getting them in strong and professional competitions.

USOC Programs' Role in ADP

USA Table Tennis has opportunities to tap into the many resources and funding programs offered by the USOC. These include Community Development Programs, Coaching Seminars, International Relations Grants, Sports Science and Medicine, Olympic Training Center usage for Training Camps and or International competitions, and finally Performance Plus programs (in the future). The USOC Training Centers will also play an important role as they provide young and elite athletes and coaches an opportunity to train and observe under the Olympic umbrella.

As we grow our membership and elite athletes, particular emphasis will be on the vast array of coaching programs and 'know how' the USOC can provide to our emerging coaches. More coaches will be needed, and USOC knowledge and experience will become vital in helping USATT coaches reach a standard as good as or better than anywhere else in the world. Lastly, as some top athletes emerge, the USOC programs and grants, which directly fund training activities of these athletes, will also play an increasingly important role.

APPENDIX D – MILESTONES CHART

Year	Training Center	Olympic	World	ITTF Rank	Grass Roots	Junior	Coaching
2004		Qualify 4 WS-top 8 MS-top 64 WD-top 32 MD-top 32	WT-top 16 MT-top 30	Top 30- 1 W Top 100- 1 W, 1 M	Plan to implement TT in college	Participate 2 junior open and Worlds, 2 camps overseas Nominate the coaches	Coach certif.prog. Nat. and Regional coaching Dir.,web page,seminar s
2005	Open 2 RTC		WS-top 32 MS-top 64 WD-top16 MD-top 32	Top 100: 2 M, 2 W	CODP-TT in new community	4 junior open, Worlds, 2 camps overseas	2 coaches for RTC coaching library, seminars
2006	Open Olympic TC		WT-top 16 MT-top 20	Top 100: 3 M, 3 W	Implement TT in College	Win 2-3 medals in junior open	Seminars, Mentoring program
2007	Open 1 RTC		WS-top 16 MS-top 32	Top 100: 4 M, 4 W	Implement One program in community or school	2-3 medals in open and 1 medal in Junior Worlds	1 coach for RTC seminars,
2008	Open 1-2 RTC	Qualify 4 at least 1 junior-	WT-top 12 MT-top 16	Top 100: 2 M, 2 W Top 200: 2 juniors		Medal in Junior Worlds and reach 200 in W R	1-2 coaches for RTC seminars
2009			WS-top 32 MS-top 64 WD-top16 MD-top16	Top 75: 2 M, 2 W Top 150: 1 junior		2 junior make the national team	Mentoring program , seminars
2010	Open 1- 2 RTC		WT-top 20 MT-top 24	Top 50: 1 M, 1 W Top 150: 2 juniors		According to training program	1-2 coaches for RTC
2011			WS-top 32 MS-top 64 WD-top32 MD-top 64	Top 50: 2 M, 2 W Top 100: 1 former junior Top 150: 2 juniors		According to training program	Seminars, Mentoring program
2012		Top 16 MS and WS	WT-top 8 MT top-8	Top 30: 1 M, 1 W Top 75: 1 former junior Top 100: 2 juniors		According to training program	Seminars, Mentoring program
2013			WS-top16 MS-top 16 WD-top 8 MD top 8	Top 20: 1 M, 1 W Top 50: 1 M, 1 W		According to training program	Seminars, Mentoring program
2014			WT- top 8 MT- top 8	Top 20: 1 M, 1 W Top 30: 2 M, 2 W		According to training program	Seminars, Mentoring program
2015			WS-top 4 MS-top 8 WD-top 4 MD-top 4	Top 10: 1 M, 1 W Top 20: 1 M, 1 W		According to training program	Seminars, Mentoring program
2016		Medaling	WT-top 4 MT-top 4	Top 10: 2 M, 2 W		According to training program	