



# “AIMING HIGH”

## A Development Plan for Israeli Archery – Los Angeles 2028

Version 1.7

Israeli Archery Technical Committee

16.5.2018



ISRAELI ARCHERY FEDERATION



# Preface

Welcome to the "Aiming High – Los Angeles 2028" development plan. This plan is a system of changes and new programs which are meant to improve the performance levels of archery in Israel. It is built on many years of archery experience and the realization that without big conceptual changes the level of archery in Israel will continue to be poor, continue to lose almost all of its juniors and live with a constant fear of closure.

Over the years, Israeli archery has gone through many upheavals. Over the past 7 years, the former board of Israeli Archery (IA) was mainly preoccupied with survival – reorganisation after the dissolution of the previous board and a transformation from early development to an efficient organization, and it has undoubtedly done it well. The national archery facility in Wingate was constructed, the number of active archers has climbed (and has surpassed the requirements of the "Lubitsky Committee"), new clubs were formed, equipment was bought, archery was added to the Maccabiah Games (19th and 20th editions), many coaches and instructors were trained and much more. With archery in Israel running efficiently, it is time to take it to a higher performance level – **being internationally competitive on a regular and continuous rate across all archery disciplines.**

In the story of "Alice in Wonderland" an encounter between Alice and the Cheshire cat is described:

*One day Alice came to a fork in the road and saw a Cheshire cat in a tree.*

*"Which road do I take?" she asked.*

*His response was a question: "Where do you want to go?"*

*"I don't know" Alice answered.*

*"Then," said the cat, "it doesn't matter."*

The moral we take from this story is quite simple – as long as there are no performance goals for IA we shall achieve nothing, and everything achieved will be accidental. Therefore, as goals for the Olympic Games a decade from today, we are establishing the following goals:

- Qualifying a recurve gents team – 3 archers shooting both the individual and team events.
- Qualifying a lady recurve competing in the individual event.
- Competing in the mixed team event.

Overall – 4 archers shooting 4 different events.

In order to achieve these goals, additional goals for IA has been marked:

- Increasing the number of youth archers beginning archery.
- Increasing the number of youth archers reaching development squad levels.
- Decreasing the high level of dropout that currently exists.
- Professional assistance to the smaller clubs meant to ensure their talents stay in archery.
- Training junior archers as instructors, coaches, judges and administrators as an alternative to retirement.
- Increasing the motivation of young and senior archers to improve their performance
- Increasing the number of active instructors and coaches in old and new clubs.

The following document is written in a single gender, but is meant for both sexes.

# Part 1 – Youth Archers

The goal of this plan is, in part, to offer good organizational support for the young archers since their first days in archery until they are ready to compete internationally as seniors. In the past, the support from IA came has arrived quite late on the development pathway - when the archer is already ready to compete in international junior competitions, whether it is in financial support or training in youth squads. "Scouting" was done by asking clubs to report about potentials for international competitions, but there was no active tracking and identification of young archers

As our intention is to now assist with developing archers from day one, three new programs are initiated in which will enable active identification and tracking of development to occur:

- "Feathers" for under 12 y/o archers, and "Arrows" for over 12 y/o archers.
- The Youth Development Squad.
- The National Youth Team.

## Feathers and Arrows

The "Feathers and Arrows" (FA) program is an adaptation on the World Archery (WA) program which is implemented in many countries in the world. This program and its manual have been translated to Hebrew and edited into a manual which better fits the IA structure. It is a well-structured program that develops the technique, knowledge and skills expected of novice archers in accordance to their current development stage.

The program consists of 7 individual attainments:

- 2 Feather achievements – red and gold.
- 5 Arrow achievements – white, black, blue, red and gold.

Each of the attainments requires the young/novice archer higher standards of knowledge, abilities and performance. After achieving all of these attainments the archer is ready for the next stage of the development pathway.

This program allows young archers to advance their knowledge and skills in a structured way, which in addition to its high level of methodology also gives them motivation to stay in archery and to succeed. The concept of prizes showcasing higher proficiency levels is prevalent in many sporting disciplines (e.g. belts in combat sports), and this program takes a successful idea and implements it in archery.

FA examinations will be scheduled to the competition calendar in advance, and will be attached to six league competitions every two months.

The terms of the F&A program demands that:

- Examination for a new level can only be done once every two months, and only if the archer has completed at least 7 training sessions in that time.
- If the archer has failed the current examination (one “mistake” is allowed) then they can be re-examined in two months’ time and only if they had completed at least 7 training sessions since the previous examination.
- The examinations need to be in the presence of a qualified coach, a judge and an additional professional (either a qualified coach or instructor).
- If additional examination dates are required, they can be coordinated with the technical committee.

Successful candidates shall receive the appropriate pin commemorating that achievement immediately following the examination. The only exception is the golden arrow pin which will be given to all successful candidates together at the annual IA gala event. The member of the technical committee whom is in charge of youth archery is the only authority to authorize the golden arrow achievement. In order to achieve said achievement, the examination needs to be done in his presence, and examinations aimed specifically for the golden arrow awards shall be scheduled in advance.

## Youth Development Squad

The “Youth Development Squad” (YDS) is a program to fill-in the professional void between finishing the FA program and reaching a level high enough to be accepted to the Youth National Team (if the archer is not there yet).

This program will benefit the archer professionally as an addition to what is given to him in his club. The YDS coach will work in cooperation with the archer’s personal coach to identify issues to be addressed. This cooperation is crucial to the proper development of the archer without causing technical dissonance to him by receiving different feedbacks from the two coaches. Work meetings between the YDS coach and the personal coaches will be arranged on a regular basis. The main goal of the YDS is to give another point of view on the young archer, usually from a high level professional, in addition to what is available in the club and might otherwise be missed.

Training sessions will be a 4 hour session every two weeks. That will give enough time to work on the issues identified in the previous session. The sessions will alternate between the Wingate National Institute and clubs wishing to host YDS trainings. The training schedule will be published in advance.

Additional support on the YDS includes:

- Two training camps organised annually:
  - During Passover at the beginning of outdoor season.
  - At the end of the summer vacations as preparation for indoor season.

- The head conditioning coach will prepare a general conditioning training plan for YDS members.
- Physical and satisfaction measurements will be taken twice per year.

Applicants for the YDS need to be:

- Ages 14 and above.
- Attainment of the golden arrow award.
- At least two years of archery experience.

Exceptions shall be referred to the judgement of the YDS coach and for approval by the IA technical committee.

Financial support of YDS members with financial difficulties will be given for public transportation to sessions, in accordance to public transportation fares and receipts.

## National Youth Team

The National Youth Team (NYT) is a program for young archers who intend on competing internationally, and are willing to adhere to the professional requirements needed of them. Working together with like-minded archers on a weekly basis under the supervision of the NYT coach will push them forwards - as is prevalent in archery and other sporting disciplines across many countries.

The NYT will be limited to a maximum of 20 archers, with a maximum of 5 per category.

Training sessions are held as a 4 hour weekly training session in the Wingate National Institute.

Additional support on the NYT includes:

- Four training camps organised annually:
  - During Passover in the beginning of outdoor season.
  - At the end of the summer vacations as preparation for indoor season.
  - Two training camps preceding big international competitions during the year
- The head conditioning coach will prepare an individually tailored conditioning training plan for NYT members.
- Physical and satisfaction measurements will be taken three times per year.
- Depending on budget constraints, additional support will be provided in nutrition, psychology services, equipment and additional training sessions.

## Terms and Conditions for the Youth Programs

- In order to represent Israel in official international competitions (in which registration through IA is required) the young archer needs to be in one of the junior programs.
- Monitoring of scores, shooting technique and general development will be done by the technical committee and the national coaches from an archer's initiation of the development pathway (starting usually at F&A).
- The final professional say about an archer's shooting will be reserved to the national coach. Nevertheless, we recognize there are different shooting philosophies and techniques, and that every coach has his own opinion about it. Therefore we stress that the national coach's input comes as an addition to the personal coach, and not as a replacement. The work is in cooperation and not competitive.
- The national coach shall present an annual training plan for members of the national squads in accordance to key competitions, with personal individualization for each of the members. Regular work meetings shall be conducted between the head coach and the personal coaches to coordinate work and goals.

## Additional Changes

In addition to the youth programs, the following changes and additions will be implemented:

### Junior captain

This position will be bestowed on a member of the NYT who has good social skills and a high work ethic. The captain will be the right-hand man of the NYT coach and will help with the smooth running of the team – including intra-team conflicts which may arise. As a role model, the captain's working ethic and success will inspire the members of the team to work hard and succeed.

The captaincy is meant to acknowledge a remarkable junior and also to inspire motivation for success. The younger members of the team will inspire to be captains themselves in due time.

The captain will receive special honours: a page on the federation's website, his name engraved on a special trophy (with the rest of the captains) and a fully kitted captain's uniform.

The captain shall be appointed by the NYT coach in collaboration with the technical committee and with the approval of the board of IA. The captain needs to have, at least, an instructor's certificate or is in the process of attaining one. The role shall be for a maximum period of 2 years, until the archer is 21 of age or until the 1/09 –whichever comes first.



## Redefining the competitive distances

The IA emphasizes categorization of shooting distances according to the rules and regulations of WA. Nevertheless, an investigation of current participation of youth in outdoor competitions concluded that a vast majority of youth archers refrain from participating in such competitions due to two main reasons:

- **Physical abilities** – WA dictates that the shooting distances of all cadets (under 18) are 60 meters (recurve) or 50 meters (compound). More often than not, this has caused young archers to refrain from showing up for outdoor competitions for several years due to the distance being too far to their physical capabilities. Their competitors being much older and possibly more experienced than themselves also were an issue.
- **Gender mixing** – it has been common in many competitions in Israel to mix competitors of both genders in the youth categories. This has been found to deter girls from competitions.

As a solution, we are adopting models used in several countries abroad. They allow competitors of a similar age and same gender to compete together in distances suitable for their physical abilities. This is meant to encourage youth archers to participate in outdoor competitions by minimizing the deterrents.

The new official IA shooting groups are:

### 720 Round

		Bow		Recurve					Compound			Barebow		
		Target face (cm)		122					80			122		
		Distance (m)		70	60	50	40	30	50	40	30	50	40	30
Seniors (m)	Men over 18	72					72			72				
Seniors (f)	Women over 18	72					72			72				
Masters (m)	Men over 50		72				72				72			
Masters (f)	Women over 50		72				72				72			
1st class	Boys under 18		72				72			72				
	Girls under 18													
2nd class	Boys under 16			72			72			72				
	Girls under 16													
3rd class	Boys under 14				72		72			72				
	Girls under 14													
4th class	Boys under 12					72			72					
	Girls under 12													

### 1440 Round (FITA)

		Recurve/Compound												
		122						80						
		90	70	60	50	40	30	20	50	40	30	20	15	10
Bow	Target face (cm)	Distance (m)												
Seniors (m)	Men over 18	36	36						36		36			
Seniors (f)	Women over 18		36	36					36		36			
Masters (m)	Men over 50		36	36					36		36			
Masters (f)	Women over 50			36	36					36	36			
1st class	Boys under 18		36	36					36		36			
2nd class	Boys under 16			36	36					36	36			
	Girls under 18													
3rd class	Boys under 14				36	36					36	36		
	Girls under 16													
4th class	Boys under 12					36	36					36		36
	Girls under 14													
5th class	Girls under 12						36	36					36	36

		Barebow												
		122						80						
		90	70	60	50	40	30	20	50	40	30	20	15	10
Bow	Target face (cm)	Distance (m)												
Seniors (m)	Men over 18			36	36					36	36			
Seniors (f)	Women over 18			36	36					36	36			
Masters (m)	Men over 50			36	36						36	36		
Masters (f)	Women over 50					36	36					36		36
1st class	Boys under 18				36	36					36	36		
	Girls under 18													
2nd class	Boys under 16					36	36					36		36
	Girls under 16													
3rd class	Boys under 14						36	36					36	36
	Girls under 14													

The categories for the indoor competitions remain the same, as is described in the protocol for hosting league competitions.

## Team competitions in youth competitions

To add interest in the indoor youth competitions, a team round will be added. It will be held immediately following qualifications if the number of competitors allows it.

The team competition will feature teams of three archers from the same club who qualified with the highest scores. The team consists of the highest qualifying archers, regardless of gender or bow discipline (with the exception of compound).

The format of the competition is in accordance to WA rules, with the exception of timing. Each shot will have 30 seconds (instead of 20) – therefore ends of 180 seconds. Scoring will adhere to WA team set system rules.

## Separation of the youth and senior Israeli championships

Due to the increased number of archers participating in the Israel championship, they are starting to fill over capacity. We recognise this as a chance to separate the youth categories from the senior ones, and hold a separate youth championships.

This kind of separation exists in many countries, in archery and other disciplines, and it is frequent that the youth competitions have many more spectators than the senior one (usually families). Some of the youth championships are considered much more prestigious than the senior ones (e.g. Jamaica's school athletics championship). We will use this as an opportunity to make the Israeli youth championships a colourful festival which is full of people and is interesting – which will also help in forging the young archers in an exciting competition.

Due to the potential impact of this separation on the composition of the IA board (due to the current IA constitution) the young archers will not be allowed to participate in both championships. If a young archer chooses to shoot in the youth championships he is not allowed to shoot the senior championship of that season, and vice versa.

## Archery in schools

This subject is currently in the final stages of regulation with the ministry of education. When this subject will be finalized, the federation will work towards the formation of activities in schools inspired by the USArchery NASP program. When enough school programs are formed, a special Israeli school championship will be held. It will be comprised of individual and team competitions.

## Junior achievement pins

The junior achievement pins will be elaborated in the next chapter. The junior pins are meant, as are the senior ones, to increase the motivation to practice, improve and achieve – regardless of the archer's current level.

These pins shall be awarded annually in the IA gala event. As mentioned earlier, the FA pins (apart from the golden arrow) will be awarded immediately following the testing.

## Additional youth qualifications

Even though the goal is to help young archers achieve success, we acknowledge the fact that not every archer will achieve greatness. Nevertheless, good people shouldn't leave the sport of archery only due to lack of sporting success! Our solution is to incorporate them in different roles in the archery community so they can help the sport grow - while also enjoying it.

The dropout of archers in IA in the transition stage from junior to senior shooting is almost absolute. In fact less than 5 archers/coaches/administrators in IA nowadays have started as juniors and stayed in archery to adulthood.

Young archers who show keenness to archery and stay for a lengthy period of time should be trained in different positions that can benefit archery and they can also enjoy (e.g. instructors, coaches, judges, administrators and IT personal). The "excellence pyramid" will always exist, but our goal is to turn it into a trapezoid shape.

## Part 2 – General Changes

The changes discussed in the previous chapter are designed to give the young archers a pathway to excellence from day one in archery until they are ready to compete internationally. These programs motivate the youngsters, benefit them with organized professional supervision, increase the numbers of archers staying in the sport and increase the level of archery. The following chapter will present additional organizational changes which are designed to “upgrade” IA for the benefit of all its members, to increase the exposure of archery in Israel, to improve on the competition formats and to increase the interest in IA.

### Changes in the Barebow Division

In order to catch up with world barebow proficiency levels and to make the category more challenging, the following changes are made:

- Increasing the maximal distance shot by barebows in outdoor target competitions to 50 meters (it is currently 30 meters) on a 122 cm target face.
- Changing the target face in indoor competitions to a full 40 cm target face (it is currently 5-10 zones 80 cm).

### National Records

As of today, there isn't an exact and accessible data on the Israeli records across the different disciplines. As simple a concept as keeping a record database is, it is extremely important. The records will be accessible on the IA website, and whenever a record will be broken it will be acknowledged on the website, the IA Facebook page and in the annual gala event.

In addition to the national records, a record of personal bests and seasonal bests will be kept. This database shall be added to the professional tracking of the junior teams, which will give the coaches and technical staff valuable information.

### National Ranking

In many countries, not only in archery but across different sports, a continually updated ranking system of sorts exists. Our proposed ranking system is not based on achievements in competitions (e.g. a silver medal - final rankings), but on a calculation made of the best qualification scores during a competitive season.

The ranking will exist as a separate addition to other achievements (e.g. the Israeli championships), and will give archers the motivation to participate in as many competitions as possible to try and improve their overall ranking.

The national ranking will be calculated as follows:

- **Indoor rankings** – will be calculated using the three best scores in a WA regulation 18 meter round.
- **Outdoor rankings** - will be calculated using the three best scores in a WA regulation 720 round.

Notes on the ranking:

- An archer who hasn't completed at least 3 competitions in one season will not be added to the rankings.
- Scores made in league matches, including club or workplace leagues, will not be used for the rankings.

Scores achieved in international competitions can be used for the rankings only if:

- The competition is an official one, for which registration can only be done through IA.
- The archer doesn't have 3 other scores due to collusion between local and international competition dates.

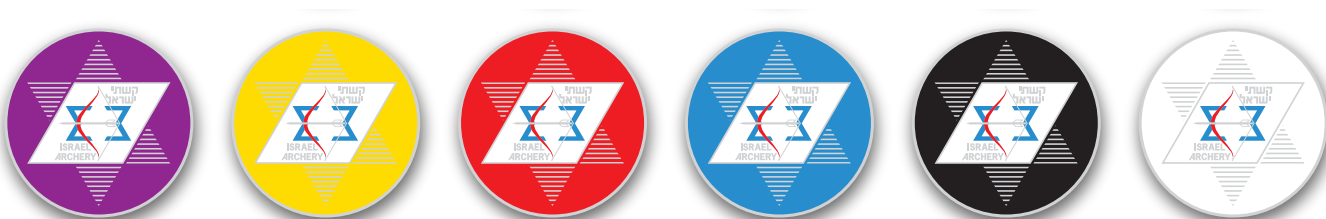
The outdoor ranking will close the week prior to the annual gala event, with the winners of each ranking pronounced then.

## Achievement Pins

In addition to pins given away in the FA program and the immortal 1440 pins, a new pin system will be implemented. The new achievement pin system is designed to benefit archers of all levels, and push them to improve and excel. In order to earn a certain achievement pin, the archer must shoot at least three competition scores in one season higher than the bar established for that level. To clarify – if an archer shoots 3 scores of a certain level and 4 scores of a lower level, he will still receive the pin for the higher accomplishment.

In the first year of operating this (2017/8 outdoor season) we shall adopt the scores used in the British system, and after that season we will match the scores to Israeli levels if need be.

There are 6 pins for senior archers (white, black, blue, red, yellow and purple) and 5 pins for cadets (white to yellow). Junior achievements are equal to the senior ones.



## Seniors, Juniors and Cadets

The following tables detail the achievement scores for the seniors, juniors and cadets:

Seniors & juniors	720						1440					
	3rd Class	2nd Class	1st Class	Bowman	Master Bowman	Grand Master Bowman	3rd Class	2nd Class	1st Class	Bowman	Master Bowman	Grand Master Bowman
Recurve gents	213	341	434	528	592	628	481	716	885	1065	1190	1259
Recurve ladies	128	234	349	474	552	596	364	602	817	1037	1169	1242
Compound gents	374	509	563	622	654	675	774	1026	1134	1248	1311	1352
Compound ladies	249	362	506	582	628	655	634	845	1092	1220	1298	1342
Barebow gents	74	134	243	358	420	486	191	328	538	745	858	982
Barebow ladies	43	74	139	234	331	364	114	224	391	602	788	845

Cadets under 18	720					1440				
	3rd Class	2nd Class	1st Class	Junior Bowman	Junior Master Bowman	3rd Class	2nd Class	1st Class	Junior Bowman	Junior Master Bowman
Recurve boys	114	235	351	508	579	244	481	716	1004	1149
Recurve girls	67	147	242	383	477	187	391	602	873	1037
Compound boys	203	322	468	532	600	538	774	1026	1134	1248
Compound girls	89	196	299	526	547	338	634	845	1092	1220
Carebow boys	74	115	179	249	362	161	244	375	509	716
Carebow girls	66	97	147	212	290	187	266	391	539	697

The scores for cadets are the same across the different age groups and distances.

## Instinctive archery achievement pins

The achievement pin system in instinctive archery will be implemented in two mixed genders categories, seniors and youth.

Every year the achievement pins will be distributed according to the following quotas:

Instinctive	Senior						Youth				
	3rd Class	2nd Class	1st Class	Bowman	Master Bowman	Grand Master Bowman	3rd Class	2nd Class	1st Class	Junior Bowman	Junior Master Bowman
Number of pins	6	6	6	4	2	1	5	5	5	3	1

The achievement pin system in instinctive archery will be awarded according to a cumulative ranking points system. The final competition rankings of the archer in specified competitions throughout the year will earn him ranking points; with competitions counted towards this ranking consist of field, 3D and "instinctive" competitions.

In the 2017/8 competition year the ranking will be calculated out of the 3 best results in 4 specified competitions. From the 2018/9 competition year onwards it will be calculated out of the 4 best results in 6 specified competitions. The ranking points are:

Gold	25	5th place	13	9th to 16th place	5
Silver	21	6th place	12	17th to 36th place	1
Bronze	18	7th place	11		
4th place	15	8th place	10		

In case of a draw in ranking points leading to an excess of archers in one achievement category – the quota for said category will be increased to the number needed.

All the achievement pins will feature the same design, with the colour differences between them distinguishing the different categories. The cadet pins will feature a silver pin material and the senior pins feature golden material (the same as the WA 1440 pin system).

## Gala Event

As previously mentioned, the gala event will be scheduled to the end of the official competition year (September) and the outdoor ranking will close in the week prior to the event. This event is meant to increase social cohesiveness in IA, increase the connection between the board and the archers and to honour all the archers for their achievements throughout the year. The president and CEO of IA will speak and present IA achievements of that year.

During the event, the golden arrow pins, the 1440 pins and each and every achievement pins will be awarded – all the way from 3rd class to grand master bowman. If there is a new junior captain he will be presented, receive the captain's band, a certificate and he will be presented with the captain's trophy engraved with his name.

Special trophies will be purchased once for the gala and will be kept with IA until the next year. Each winner of that award will have his name engraved on the trophy and receive a certificate marking the achievement. The categories are: Male archer of the year, female archer of the year, coach of the year, the breakthrough award, club of the year and the lifetime award. The nominations will be sent by the clubs no late than a month prior to the gala. The technical committee will then discuss the nominations and will submit its recommendations for approval by the board.



## Media

The exposure of archery through media in Israel has been virtually non-existent. We aim to increase media outreach through social networks and the sport channels. In order to achieve this, a new multimedia branch will be formed and acquisition of equipment needed for broadcast will be made. Live broadcasts during the final stages of competitions (e.g. through Facebook live) will become standard, and edited montages will be sent to the sport channels. When the multimedia branch will be operational, certain competitions' format will be designed so that different finals will be held separately and in alternate shooting format. This will produce an interesting broadcast and will train the archers in this format to better prepare them for this in international competitions.

## The Israeli Cup

In addition to the Israeli championships, a new competition will be held – the Israeli Cup (IC). The IC will adopt the rules of the WA World Cup. 4 competitions per year will be preselected as stages of the IC, and the final ranking in each one of them will give the archers ranking points. For qualification to the IC final (which will be held simultaneously with the gala event), the best 3 event will be added up and the 4 top ranked archers in each category will make it to the finals. Here is the ranking system used for the IC:

Gold	25
Silver	21
Bronze	18
4th place	15

5th place	13
6th place	12
7th place	11
8th place	10

9th to 16th place	5
17th to 36th place	1