

Performance Task Force White Paper
A Playbook for the U.S. Alpine Development System
May 12, 2025

Section 1 - Purpose, Process and Findings

PURPOSE

The United States has a long and storied history of exceptional ski racing athletes and performances throughout its history. The population of FIS athletes participating in the sport is second only to Italy and far in excess of some smaller and currently more successful nations such as Norway, Austria and Switzerland. The United States has a collegiate system that attracts athletes from many other nations, benefits from many professional clubs and coaches and has world class resorts and smaller local areas that support ski racing extensively. It is estimated that the financial resources applied to Alpine ski racing in the United States by USSS, Universities, Academies, Clubs and individuals are more than in any other nation in the world.

With the numbers of athletes in our system, the available resources and the leadership of many individual stars, the U.S. has never won the overall Nation's Cup. This reinforces the notion that we have unrealized potential and opportunities throughout the system to improve our athletic outcomes. To do so will require an unprecedented consistency of direction and collaboration amongst all stakeholders.

The Performance Task Force was empowered during the USSS Congress by the Alpine Development Subcommittee in spring of 2024 with the goal of the United States becoming the best Alpine nation in the world. Its directive is to examine Alpine sport in the United States and make recommendations focused on improving international performance for the consideration of the Alpine Development Subcommittee, Alpine Sport Committee (ASC) US Ski and Snowboard (USSS) and all stakeholders

The goal of the Performance Task Force is to work with U.S. Ski & Snowboard staff to align the development pipeline from the clubs, to the regions, to the National Team to meet our collective goal of becoming the best Alpine nation in the world. Each of the Task Force's members works in a crucial aspect of the system, and has been asked to contribute based on their career experience, while recognizing that we will only achieve our national goals by working together as a community with a common overarching purpose.

MEMBERSHIP

A group of sport and thought leaders from around the country is assembled to serve on the Task Force. Included are coaches, athletes, parents, program directors, foundation leaders, USSS national and regional staff, and ASC members. Represented are national, regional, university, academy, club and international programs. Members have experience working both at the highest international levels of the sport and in the domestic sport system. The list of Task Force Members follows in addendum A.

BACKGROUND

In March of 2022, the Health of Sport Task Force (HOS) produced a White Paper on the state of Alpine racing in the United States with key findings and recommendations:

https://drive.google.com/file/d/10WvVfXvnlvYITS6gBfnujMDIUWo-YIT7/view?usp=share_link

The HOS Task Force continues its work as a Working Group of the Alpine Regional Subcommittee of the ASC. Its focus is on entry into the sport, accessibility and retention to grow the sport at all levels and provide for a healthy and appropriate participant experience in ski racing.

The Performance Task Force is focused on the high-performance pathway that identifies, advances and supports athletes on track to be the best in the world.

PROCESS

Monthly Task Force meetings were scheduled beginning in June with a roundtable discussion. Presentations included individuals who have been part of developing internationally successful programs both large and small. The following experts shared their learnings, philosophy, programs and observations about the state of Alpine sport in the United States:

Magnus Andersson – Former USSS Head Women’s Technical Coach

Tristan Glasse-Davies – USSS Men’s Head SL Coach

Thomas Stauffer – Swiss Ski Head Men’s Coach

Matt Whitcomb – USSS Head Cross-Country Coach

ROUNDTABLE FINDINGS

Presentations by the panel of experts had noteworthy recurring themes:

Consistency

Each successful program has taken many years, or more than a decade, to build and benefits from consistent leadership, focus and direction.

Communication

Significant attention has been given to communication. Internally among those directly involved and externally with the broader community.

Common Purpose

Consistency and communication leads to a common purpose shared by all stakeholders.

Culture

Deliberate and persistent efforts to create the environment for success.

TASK FORCE PROGRESS

Data analysis provided by Gus Kaeding; USSS Director of Data Analytics is being utilized to inform the Performance Task Force with objective information about U.S. Alpine performance,

development, advancement and to help define the goals for an effective high performance system.

Key findings from the statistical analyses:

- While the U.S. has the second most athletes, it does not have proportionally as many athletes with world ranks in the top 1000, top 500, or top 100 WR for either gender. Generally, as the WR threshold gets more challenging (decreases), the U.S. tends to have a lower and lower proportion of the total athletes who have achieved this standard.
- For podium level WC skiers, having a WJC top 10 is almost essential with 81% of podium level men having a WJC top 10 and 94% of podium level women having a WJC top 10.
- Both men's and women's skiers from the U.S. who achieve a top 50 WR at some point in their career on average do so slightly before or on par with the world average age for the same performance level.
- The USA lags in both the number of development athletes (U21 with a WR of 300 or better) and the progression rate (percentage of athletes with a top 300 WR advancing to top 30 WR). Analysis shows the number of athletes to be the larger opportunity at the moment.
- In order to become the best alpine nation in the world, the US needs to annually produce 5 unique athletes with top 5 WJC results, or 10 unique athletes with top 10 WJC results.

Links to analytical reference documents are made available in Addendum B.

Task Force conversations identified six key focus areas and sub groups populated with Task Force members.

Benchmarking: To identify the markers to be used for evaluation of where we are as a nation in performance and to track progress as a measure of the effectiveness of the initiatives introduced.

Tommy Biesemeyer, Karen Ghent, Gus Kaeding

Deliverables: What resources must be provided to elite athletes at various developmental ages in terms of competition, training opportunities, facilities, equipment, etc. to support excellence at the international level.

Jesse Hunt, Roger Kimball, Matt Underhill, Sasha Rearick, Jimmy Krupka

System: Design a national system to define the pathway from entry level to elite international performance while retaining as many athletes as possible in a healthy, appropriate and accessible sport.

Chip Knight, Bradley Wall, Mike Morin, Will Brandenburg, Phil McNichol

Costs: Reallocation of existing resources, development of new resources and reducing costs to support excellence in advancing through the pipeline.

Aldo Radamus, Tommy Biesemeyer, Gus Demaggio, Darlene Nolting, Forest Carey, Bill Gunesch, Martin Guyer, Mike Morin, Erik Arvidsson

Education: Providing coach, parent and athlete education to all levels of the system to define and strengthen development of fundamental skills at appropriate ages and levels.

Phil McNichol, Ron Kipp, Tyler Shepherd

Collegiate: Integration of collegiate racing into the system through collaboration on calendaring, athlete development and advancement.

Ian Lochhead, Todd Brickson, Peter Dodge, Eric Harlow, Ian Garner, Matt Underhill, Joonas Rasanen

Each focus group convened meetings to discuss their area of responsibility and reported to the Task Force monthly. While each focus group had a narrow definition, findings and recommendations had significant areas of overlap and consistency.

SHARED PRINCIPLES

Focus group discussions of goals, culture and cooperation result in a shared mission and vision.

- Mission: Collaborate throughout the system (i.e. clubs, regional, national) with the singular goal to be the best Alpine nation in the world
- Vision: Engage the community in a healthy grassroots sport experience that promotes elite advancement for the clearly deserving athletes by fostering lasting passion for skiing and the process
- Values: Transparency; communication; shared sense of purpose, love of sport and relentless grit

BENCHMARKING

Measuring the nation internationally provides objective assessments of both where the United States stands currently and the trajectory towards becoming the best Alpine nation in the world.

ALPINE PERFORMANCE BENCHMARKS

- World Cup:
 - Nations Cup
 - Podiums
 - Top 10's
 - Quota Spots
- Olympic Winter Games and World Championships:
 - Podiums
 - Top 10's
- Continental Cup:
 - Podiums
 - NAC WC Spots Achieved

- Juniors U21:
 - Hodler Cup
 - World Junior Championships Podiums
 - World Junior Championships Top 5's
 - Top 300 World Rank
- Juniors U18
 - Youth Olympic Games Podiums
 - Youth Olympic Games Top 10's
 - Top 500 World Rank
- Children:
 - FESA Cup/Alpe Cimbra U16 Team Title
 - FESA Cup/Alpe Cimbra U16 Podiums
- National Participation
 - USSS Alpine Membership
 - Active U18 Competition Licenses
 - Active U16 Competition Licenses
 - Active U14 Competition Licenses

SYSTEM, DELIVERABLES AND COSTS

Working in parallel, the System, Deliverables and Cost focus groups reached many of the same conclusions.

- “Outliers” by definition constitute a very small percentage of the athlete population
- Highest achieving athletes must be supported with content, opportunity and funding
- Collaboration with minimal redundancy is required for effective resource allocation
- Multi-tiered competition structures are to be clearly defined
- Advancement between tiers to be merit and standards based
- Required and discretionary travel is reduced to contain cost and improve performance
- Regional programming and competition are to be reinvigorated
- Head to head performance is emphasized over points and rankings
- Collegiate ski racing needs to be an integral part of the domestic pipeline
- The athlete pool must be kept as big as possible for as long as possible
- Calendaring, Rules and Qualifications are the available tools to impact the sport

A strong ski racing system offers an accessible, enjoyable, and developmentally appropriate experience for all athletes. It should provide the right support at each stage so every skier can reach their full potential based on their talent, commitment, and effort.

Key Principles:

- Early Stages Focus on Fun & Fundamentals
Young athletes should enjoy skiing, develop a love for the sport, build basic skills, and spend meaningful time on snow—whether free skiing or training. Competition starts locally with an emphasis on participation, not results.

- **Progressive Competition Based on Readiness**
As athletes grow and show interest, competition expands to broader levels. Advancement should happen when athletes are ready, based on challenge and performance—not age or geography alone. Matching competition to ability promotes enjoyment and long-term engagement.
- **Pathway Differentiation for High Performers**
As top athletes emerge, their training becomes more specialized. These athletes join select training groups and compete in more challenging environments. Not all athletes will follow this path, and that’s okay.
- **Equity & Efficiency in Resource Allocation**
High-performance pathways bring higher costs—more training, equipment, and academic support. However, spending more doesn’t always lead to long-term success. Resources should be targeted strategically to avoid limiting potential based on cost and ensure the most talented athletes have a chance to rise.
- **Collaboration Across the System**
Clubs, regional programs, and national teams must work together to support all athletes and pursue the shared goal of making the U.S. the world’s top ski nation.

Bottom Line:

The system should be inclusive at the base, progressive as athletes grow, and focused and efficient at the top—ensuring that potential, not financial means, drives success.

EDUCATION

An effective sport system needs coaching expertise that is specific to the various stages of development. Recruitment, education, mentoring and retention of coaches is critical to our competitive success as a nation.

Highly successful international coaches and former athletes are working and volunteering in the domestic system. A great deal of coaching talent and expertise exists within the clubs, academies and universities. Mentoring and exposure opportunities must systematically prepare this rising coaching talent to assume support and leadership roles within our national team, eventually returning to the domestic system to strengthen our community.

Communication throughout the pipeline is critical to developing an effective system. Interaction between national team and club staff will develop consistency of direction and common purpose. Effective delivery of content requires a system that includes; consistency of terminology, expectations, principles, messaging and also allows for creativity. A system that inspires buy-in and collaboration.

Section 2 - Goals

Statistical analysis has informed the Task force of the importance of best in class international performance at the junior ages as a precursor to achieving the highest level of World Cup, World Championship and Olympic performance (Ref. Addendum B).

In order to achieve the statistically significant junior achievement levels, acquisition of the prerequisite skills begins well before supplementation by the Divisions, Regions and NGB.

1. Double the number of U21 with <300 WR to 60 by 2028
2. Win the Hodler Trophy with a minimum of 5 distinct podium athletes by 2030
3. Double the number of U23 with <100 WR to 20 by 2030
4. Win the Nations Cup with a minimum of 12 distinct podium athletes by 2035
5. Develop American Coaches to create a pipeline that populates key athletic leadership roles throughout the system by 2030.

Section 3 - Recommendations

The following recommendations are made to US Ski and Snowboard staff, National, Regional and Divisional governance and member organizations including clubs, teams, academies and colleges. These recommendations are made following statistical analysis and months of deliberations by the undersigned members of the Performance Task Force and six focus Groups charged with specific areas of study.

It is hoped that these recommendations serve as the “North Star” to guide necessary reforms throughout the Alpine sport system in the United States to meet the goals outlined above. Reforms are required at every level from the individual to the National Governing Body (NGB) and the National Team (USST).

Implementation requires a combination of board and staff driven organizational policies, club and program buy-in, governance committee actions at every level and modification of calendars, rules and qualification procedures.

It is only through a thoughtful overhaul of the existing sport competition structure and athlete development pipeline that the United States will be transformed from a middle of the pack ski racing nation to become the best in the world and sustain a position in the upper echelon of nations.

Performance Task Force Recommendations

COLLABORATION AND COMMUNICATION

Recommendation 1: USSS must lead with advance planning

Rationale: U.S. Ski & Snowboard sets the rhythm for clubs and academies, serving as the conductor of the U.S. Alpine development system. To fulfill this role effectively, USSS must communicate and deliver timely and consistent criteria, projects and calendars—enabling universities, academies, and clubs to make supportive and cost-efficient athletic plans. Recognizing the impact of budget cycles and qualification timelines, general planning and communication must occur 9-12 months in advance

allowing programs to align with and support national initiatives. Communication, collaboration and consistency are key to unifying and strengthening the system.

Action items:

1. Create prep period plan - September 1
2. Nominations - May 1
3. Criteria and Nor-Am Calendar - June 1
4. Regional Calendars - July 1

Desired Outcomes: Ensure consistent communication, coordination and collaboration throughout the Alpine sport system. Improve efficient application of resources and reduction of overlap and redundancy.

Recommendation 2: Expand sport-specific education, communication, and collaboration throughout the U.S. Alpine Development System

Rationale: Alpine racing is Europe-centric, often isolating countries like the U.S. Despite its size and resources, the U.S. system is fragmented, with regional programs facing unique challenges and limited coordination.

A disconnect exists between elite teams, which primarily train and compete overseas, and the domestic programs responsible for developing future national team athletes. Many elite-level coaches lack experience within the American system and have limited communication with those developing their pipeline.

The U.S. becoming the world's leading Alpine nation will require extraordinary focus, collaboration, and commitment across all levels—from grassroots to the national team.

Over reliance on foreign expertise risks long-term success. A strategic focus on developing U.S. coaching talent is essential to align domestic training with elite performance needs. Providing U.S. coaches with international experience will help create the required sense of urgency and build a sustainable pipeline of leadership and unified direction for the U.S. Alpine Development system. Retain talent by supporting personal/professional balance.

Action items:

1. Clearly define the roles and responsibilities of all USSS staff below the National C Teams and athletic staff across stakeholder programs.

Desired Outcome: Clearly outlining responsibilities will improve coordination and collaboration throughout the Alpine system. Coach development and sport-specific education will be aligned with athlete development and program delivery.

2. Establish annual regional symposiums for local and national team coaches to connect.

Desired Outcome: Encourage idea-sharing, address common challenges, and build a unified coaching philosophy, focus, and language. Strengthen coordination between regional and national efforts, including alignment with the National Team.

3. Clubs/programs and USSS to engage domestic coaches in national team training and international competitions including the National Coaches Mentorship Program.

Desired Outcome: Broaden development opportunities beyond certification and mentorship tracks. Reduce national team costs by using domestic support staff. Transfer international experience and knowledge to the domestic system. Prepare domestic coaches for future elite-level roles.

ATHLETIC PROGRAMMING

Recommendation 3: Revise and promote the Alpine Training System (ATS)

<https://www.usskiandsnowboard.org/sites/default/files/files-resources/files/2017-11/Alpine%20Training%20Systems%2011-16-17.pdf>

Rationale: Competencies need to be achieved at specific ages in development to become an elite level racer. The alpine training system needs to represent these competencies and the optimal ages at which athletes should meet these benchmarks. Although every skier learns at a different rate, competencies can not be skipped and the volume of training necessary to achieve these skills is an important factor.

Action items:

1. Update ski volume
2. Update skills needed and relevant ages for acquisition
3. Add competencies that develop the whole athlete

Desired Outcomes: Utilize current knowledge of best practices to revise the ATS originally drafted in 2011. Incorporate the insights from the Performance Task Force's Deliverables Focus Group, which details the essential content required to unlock the full potential of high-performance potential athletes. Develop a cohesive philosophy for the growth of ski racing athletes that aligns with the international performance standard at each age.

Reference document:

https://docs.google.com/document/d/1FJA15fJYVedb-v6h_tZu2evP1U09q7RJ/edit?usp=sharing&oid=114342475153560925709&rtpof=true&sd=true

Recommendation 4: Maximize local, accessible and low cost on-snow time

Rationale: Time on snow is critical for skill development and is most affordable when done in-season at an athlete's home program. All forms—freeskiing, directed freeskiing, and gate training—are valuable time on task.

Best practices include increasing ski days per week, extending daily training hours, and utilizing spring conditions to lengthen the season.

Early-season races often force costly early training, creating inequity. The competition calendar should allow time for adequate local preparation before the first races. Shifting the season can improve access and sustainability.

Off-season training should occur in the most cost-effective environments. In-season and Spring training, when available, is more affordable, aligns with natural snow cycles, and reduces pressure on resort partners.

Regions and divisions should offer inclusive camps to support athletes from less-resourced programs.

Action items:

1. Shift USSS competition seasons later for U16 and younger
2. Propose FIS rules for the later start of the FIS season below Continental Cup
3. Organize off-season divisional or regional training opportunities offered "at cost," specifically to support smaller clubs that cannot independently provide affordable training.

Desired outcomes: Enable economical accumulation of on-snow time. Reduce reliance on costly early-season camps. Ensure athletes have adequate time to prepare locally for key competitions. Follow natural seasonal patterns.

Recommendation 5: Design NGB (National, Regional, Divisional) organized and financially supported training and competition opportunities, for high performing athletes, to supplement available resources

Rationale: The most effective and efficient content delivery starts at the club level. Careful program design is essential to ensure that supplementary training adds to, rather than replaces, the volume and content provided locally, reducing duplication across clubs, regions, and national programs.

High-potential athletes should be identified by the NGB (national, regional, divisional) and invited to focused, financially supported projects. Supplementary training must increase intensity, volume, and exposure to resources not typically available to local programs. To succeed, these projects must meet four criteria:

1. Inspire athletes with top peers, pace and coaches
2. Provide additive training environments (e.g., top-rated, well prepared venues)
3. Eliminate cost barriers

4. Maintain consistency in principles and language

We can ensure high performance without raising costs by targeting resources for athletes qualifying for exceptional opportunities. High performance potential athletes selected for supplemental training and competition should at most bear the direct cost of participation, not overhead expenses.

Action items:

1. Design projects for elite groups of outliers
2. Utilize existing financial resources to focus on high performance initiatives
3. Develop additional sources of funding with the help of donors, foundations and revenue generating initiatives

Desired outcomes: Supplement program offerings by collaborating with all stakeholders. Leverage the resources of clubs to provide high-potential athletes with the necessary volume, challenge, and content.

Ensure on-snow time and high-performance training is accessible, regardless of personal resources. Support and incentivize identified athletes to engage in the Alpine Development System.

Recommendation 6: National Emphasis on Creating World-Class Training and Racing Venues

Rationale: Developing properly prepared training and racing venues in the U.S. is a critical priority. Currently, accessing injected SL or watered GS venues often requires traveling to Europe, where these conditions are readily available. To improve the performance of American athletes, elite-level U.S. races must consistently offer similarly prepared surfaces, which are key for skill development and competition readiness.

These enhanced venues should support top-tier events and provide Regional Teams and visiting programs with high-quality training opportunities before and after competitions. We can better prepare athletes for international success by offering reliable, world-class surfaces domestically.

Achieving this requires leadership from USSS staff and collaboration with resort partners, clubs and academies. A culture of cooperation and shared responsibility across the Alpine community is vital for ensuring the long-term success of this initiative.

Action items:

1. Continue to invest in course preparation experts to work with USA Nor-Am and expand investment in FISU venues to ensure quality snow preparation
2. Collaborate with Canada to improve NAC venue preparation and calendar based on venue quality
3. Utilize prepared race venues to provide Regional Teams and training groups training prior to and post events

Desired outcomes: Provide quality training at low cost. Enhance performance.

COMPETITION STRUCTURE

Recommendation 7: Adopt a “Winning at Every Level” Advancement System

Rationale: Athletes perform best when competing with peers at their skill level, with performance rewarded by advancement. The concept of “Winning at Every Level” ensures athletes succeed before moving up, allowing them to learn how to win. A balance of challenge and achievable goals creates the ideal environment for retention and performance. Outlier athletes must not be restricted in their rapid advancement through the levels.

FIS racing has become an undefined patchwork of individual events for athletes, coaches, and parents to chase FIS points. Athletes should first compete locally at the appropriate series to build success and advance when meeting clear performance benchmarks. Prioritizing head-to-head series competition as the pathway to higher levels emphasizes series participation and reduces unnecessary travel to other regions or countries.

A well-defined competition pathway based on rules, calendars, and qualification standards starts locally with performance-based advancement. Clear stepping stones and performance rewards motivate athletes. These guardrails protect the sport from excesses and help contain costs, improve retention and enhance performance.

Action items:

1. Focus the USSS youth (U16 and younger) system on head-to-head competition through age-based and ability-based race series advancing to tiered championships
2. Utilize FIS designations to define multiple tiers of FIS competition series - ENL, CIT, NJR, FIS, FISU, NAC.
3. Use series seeding as established in WC, COC and FISU in lower level series to promote series participation and reduce incentives for point chasing.
4. Establish clear performance benchmarks for series access, advancement and qualifications. Define formalized head-to-head criteria for advancement from ENL to each successive higher level, e.g. a top-3 result advances to the next level. Access to the NAC level would be determined mainly by FIS points with additional advancement through head-to-head results at the regional FIS level, e.g. a first place result at regional FIS advances to NorAm level.
5. Develop standards for discretionary travel out of division, region, and country. Grant international access to athletes who have attained the regional FIS or higher classification level, etc.

Desired outcomes: Provide appropriate athletic opportunities for high performing athletes, rising athletes and entry level athletes. Reduce costs, minimize lost training time, improve performance and retention.

Recommendation 8: Establish a national U18 NJR series.

Rationale: The most competitive U18 athletes need to have defined head to head and out of region competition opportunities several times a year.

Race environments need to validate the skill level to advance the skilled athletes to the next level: Hard surfaces and quality events. Terrain and course setting that is appropriate and challenges athletes. A competition pathway that encourages and rewards winning at every level

The existing U18 National Championships will be supplemented by a technical series in a second region and a speed series in the third region. Other U18 out of region travel for regional FIS racing will not be allowed. Existing regional series should be utilized.

Athletes will be classified for their appropriate level at the beginning of the year. Racing begins locally/divisionally at the ENL level before moving to the CIT and FIS levels. NJR races would effectively operate between the CIT and FIS levels, and would be calendared for the purpose of U18 head-to-head racing and U18 Nationals qualification.

Action Items:

1. When needed, increase the established regional quota of 10 so that each visiting region is represented by ten U18 athletes.
2. Utilize the series for selection opportunities to regional teams, international competition opportunities and advancement to Nor-Am Cup series.

Desired Outcomes: Raise the level of competition at the U18 level by exposing the best U18 athletes to each other several additional times a year. Increase the number of U.S. Juniors with World ranks <300. Reduce the amount of out of region point chasing.

Recommendation 9: Integrate NCAA Racing Within the U.S Alpine Development System

Rationale: Not all athletes develop at the same rate, and not all have the same developmental needs at the same biological age. College may not be the direct path for those athletes who are identified as the true “outliers.” However, it has been proven that athletes can utilize the university system successfully to continue to develop both athletically and personally on their path to World Cup success.

Collaboration between US Ski and Snowboard (USSS) and collegiate teams managing top U21 and Senior athletes will utilize existing resources more efficiently and make well-trained and supported American athletes more desirable to top universities.

USSS programs can be utilized to fill gaps where college teams struggle to provide top programming. University teams can be utilized for top athletes with in-season training and NorAm, FISU and FIS support.

FISU racing currently operates independently, calendaring races that are not coordinated with the NorAm and regional FIS levels. NCAA racing must be integrated with the domestic system to operate effectively as a development stepping stone within the pipeline.

Action Items:

1. Create a clear pathway from NCAA to USST
2. Calendar FISU competitions together with Nor-Ams
3. Utilize specific Nor-Am series as dual USSS selection and NCAA qualification events
4. Improve FISU racing quality through hill preparation and separation of genders
5. Define USCSA tier of collegiate racing as CIT or ENL
6. Study removal of NCAA age exemption and align eligibility with major NCAA sports, USSS Regional Teams and development programs

Desired Outcomes: Capture and continue to develop high performing and late-blooming athletes to contribute to overall U.S. success on the World Cup. Allow the U.S. A, B and C Teams to focus effort and resources on outlier athletes clearly tracking towards World Cup podium success.

Recommendation 10: Revitalize NAC as the Pinnacle of Alpine Ski Racing in North America.

Rationale: NorAms need U.S. Ski Team, collegiate, and junior athlete participation to connect the domestic and international pipelines, to reward head-to-head performance at the highest levels, capture World Cup start rights with the appropriate athletes, prepare athletes for Europa Cup and World Cup competition, and promote optimal advancement. Coordinated calendaring that ensures that outlier athletes are able to gain the developmentally required European competition experience is critical.

Action Items:

1. U.S. Ski Team athletes at the C-Team and below must participate at each series
2. Utilize Nor-Am Cup as advancement pathway to Europa Cup and World Cup
3. Ensure venue quality and snow preparation is preparing athletes for World Cup
4. Award collegiate athletes with 2x NCAA qualification points at NorAm events

Desired Outcomes: Create clear pathway from regional racing to national, continental and World Cup Ski racing. Utilize North American competitions to access Continental Cup minimum penalties and secure World Cup quota spots. Increase the number of U.S. Juniors with World ranks <300.

Section 4 - Conclusion and Action Plan

The Task Force was created to examine and improve the American Alpine Sport System, aiming to establish the U.S. as a top-performing nation in Alpine skiing. The group focused on system-wide enhancements to support long-term, elite-level success.

To drive meaningful change, the Task Force emphasized the need for collaboration across all levels—clubs, regional programs, and national teams. Success hinges on five core principles:

- **Consistency**
- **Shared Purpose**
- **Communication**
- **Collaboration**
- **Culture**

These are supported by three system-wide goals:

1. Build lifelong passion, resilience, and belief in athletes.
2. Align efforts across all performance levels toward global competitiveness.
3. Ensure affordability and access to skiing.

Key Finding: Consistency Across Principles, Culture, and Staff

Consistency in three critical areas is essential for long-term success.

1. **Technical and Tactical Skiing Principles** – Foundational methods should remain stable, even as coaching language evolves.
2. **Cultural Consistency** – Shared values across all groups (athletes, coaches, parents) ensure smooth transitions and strong team identity.
3. **Staff Continuity** – Long-term relationships between athletes and coaches build trust, stability, and resilience, while balanced with occasional new perspectives.

Desired Outcomes:

- A more cohesive, aligned Alpine system
- Stronger talent pipeline for athletes and coaches
- Sustained excellence and competitiveness on the world stage

Evaluation of Progress:

It is critical to objectively measure the efficacy of initiatives and progress towards performance goals. Not only do the goals need to be measured, but the methods of achieving these goals must also be identified and measured. Critical factors to achieve agreed upon goals, and how they will be tracked against progress toward these goals must be determined. Yearly reports must be generated.

ADDENDUM A - Performance Task Force Community Participants

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ADDENDUM B – Analytical Reference Document Links

Alpine Development and Depth Analysis:

https://drive.google.com/file/d/1QYbSDiML2V9yu_aJFjylA2bNLpFBAy3m/view?usp=sharing

Alpine Development Progression Analysis - Executive Summary

<https://drive.google.com/file/d/10kENjPlmLOZ9FMxVebWECofKtKfWOAew/view?usp=sharing>

Alpine WJC Analysis

<https://drive.google.com/file/d/1K3SmUUcXan3wpqRhJWHJhDNAm00lgunK/view?usp=sharing>

Distribution of FIS Points of U21 and U18 by Region

<https://docs.google.com/presentation/d/1xYQLPwWH9Qp4-NxyRRHsHifuWD30iVxOk31FM4wzlk/edit?usp=sharing>