2027 U.S. Paralympics Swimming Resident Team Program

U.S. Paralympics Swimming is continuing the new and improved Resident Team Program in 2027 that will offer centralized, daily elite training and access to full performance support for rising emerging and national team athletes with a performance focus on the upcoming LA28 Paralympic Games.

Vision and Guiding Principles:

To support sustained excellence at the international level, we must create a high-performance environment that is purpose-built for para swimming for those who are needing this environment for their personal performance goals. A centralized Resident Team Program addresses the unique challenges para swimmers face by offering daily access to specialized coaching, individualized training plans, and peer athletes who share similar goals and experiences. It fosters a culture of excellence, accountability, and camaraderie that is more difficult to replicate in decentralized settings. When athletes are surrounded by others striving for Paralympic and World Championship success, it creates a powerful training dynamic that elevates everyone. This environment also allows the resident team coach to implement more precise adaptations, monitor progress more effectively, and build continuity in athlete development.

Performance Progress:

Athletes selected for the Resident Team Program will be expected to demonstrate a consistent trajectory toward becoming individual Paralympic medal contenders in 2028, supported by individualized plans developed in collaboration with the resident team coach and integrated service providers. To ensure accountability and optimize resource allocation, athlete progress will be reviewed on a quarterly basis. These reviews will assess training benchmarks, competition performance, technical development, and personal goal attainment. This process will help identify areas for adjustment while reinforcing a culture of excellence and continuous improvement.

Eligibility:

- Be at least 18 years of age at the time of acceptance into the program. *
- Be a current US Citizen eligible to represent the USA in the Paralympic Games.
- High School age applicants must be enrolled in high school and maintain a 2.7 GPA. *Program staff will strongly recommend online courses or enrolling in private school to best facilitate both school and training requirements.*
- Applicants who take college courses must maintain a 2.7 GPA. Online or in-person is allowed but if in-person applicant must be able to attend training sessions as scheduled.

- Be required to undergo a background screen in accordance with the current USOPC Background Check Policy.
- Be required to complete the U.S. Center for SafeSport's online training on an annual basis.
- The USOPC has specific criteria and eligibility requirements for athletes with an Intellectual Impairment (II). Please discuss the on-site resident as well as off-site resident athlete requirements with the U.S. Paralympics Swimming Director. More information, including the Supporting Athletes with an Intellectual Impairment Policy can be found at https://www.usparaswimming.org/athlete-information.

Accepted athletes (see application & acceptance for further details) who desire to enter the program must commit to the full Resident Team Program period for the rest of the current calendar year with performance reviews every quarter. Natural break periods for visits to family/friends will be built into training cycles, but athletes should be prepared to train at the CSOPTC up through December 31, 2027. All residents will be required to undergo performance reviews and must re- apply every calendar year.

**Athletes under the age of 18 who apply will need to undergo additional screening and consideration and will not be permitted to stay on site at the training center. Athletes must live in the community with their family and commute to the training center daily for training sessions.*

Acceptance & Application:

Acceptance to the Resident Team Program will be at the sole discretion of U.S. Paralympics Swimming and all positions available in the Resident Team Program will not necessarily be filled. Evaluation of athletes for acceptance to the Resident Team Program may consider a wide range of factors including but not limited to:

- Space availability.
- Meeting and maintaining a minimum emerging standard or National Team standard per the athlete's specific event/sport class and circumstance. (2027 sport and program plan can be found at www.usparaswimming.org.
- Athlete's current "home" training environment.
- Potential for the athlete to medal at the LA 28 Paralympic Games.
- Projected effect/impact of the U.S. Paralympics Swimming Resident Team Program on the athlete's medal potential.
- Athlete's desire and willingness to commit fully to the training as part of the Resident Team Program for the full term.
- Training compatibility with other resident athletes and coach.
- Relevant performance data from the last 18 months.

Athletes with an Intellectual Impairment

The USOPC welcomes athletes with an Intellectual Impairment to live and train at an OPTC as a resident athlete if the athlete meets the following requirements:

- The athlete is at least 18 years of age
- Meets their NGB performance and baseline participation criteria
- Is able to take care of all personal needs without supervision including but not limited to satisfying all team obligations, attending meetings, showering, dressing, eating, and is able to navigate and use basic technology to include utilizing a cell phone to communicate via text, phone call, and email

If an athlete with an Intellectual Impairment would like to be considered for off-site living and training as a resident athlete, they must meet the following requirements:

- Meets their NGB performance and baseline participation criteria
- Is able to take care of all personal needs without supervision including but not limited to satisfying all team obligations, attending meetings, showering, dressing, eating, and is able to navigate and use basic technology with any accommodation outlined in the Athlete Participation Plan
- Is able to manage transportation to and from the OPTC to satisfy team obligations

More information on supporting athletes with an Intellectual Impairment including the policy, procedure, and participation plan can be found at https://www.usparaswimming.org/athlete-information.

Any athlete who wishes to participate must apply and be accepted into the Resident Team Program by filling out the resident team program application which can be found here: https://usoc.az1.qualtrics.com/jfe/form/SV_1ImaOjg0M9rS1ng .

New for 2027, there are 4 application windows for those interested in applying for the 2027 Resident Team Program. *Note that exact start dates do not need to be strictly followed as stated below. Athletes can choose the best move-in date that works for them, but applications must be submitted by the stated deadline to be considered to start around the listed start date.*

- Deadline Nov. 1, 2026 → for those interested in a Jan 1, 2027 start date
- Deadline February 1, 2027 → for those interested in a March 1, 2027 start date
- Deadline April 1, 2027 → for those interested in a July 1, 2027 start date
- Deadline August 1, 2027 → for those interested in a October 1, 2027 start date

Once these deadlines have passed U.S. Paralympics Swimming will evaluate applications and communicate with applicants on possible interviews and next steps if invited to be accepted into the program.

Athlete Removal

Athletes should be prepared to move out of the program and dorms at the end of the term (Dec. 31, 2027) unless different plans are communicated to you. If you are no longer training,

competing, or are non-compliance with rules and guidelines, you may receive a thirty (30) day move-out notice at any time. Athletes must take all their belongings at the time of move out, ensure cleanliness of living areas, communicate their move-out date with U.S. Paralympics Swimming Staff, check out with Resident Team Coach, and follow CSOPTC check-out procedures. Extenuating circumstances for move-out will be considered, but resident deadlines are otherwise strict.

Coaching and Performance Staff

The U.S. Paralympics Swimming Resident Team Program will be directed by the U.S. Paralympics Swimming staff as well as USOPC employees. Internal and external staff may assist with daily workouts, sport science, sports medicine, and weight room conditioning.

Upon entry into the program and arrival on campus, Resident Team Athletes will be expected to meet individually, and/or collectively with members of the high-performance staff, including their Strength and Conditioning coach, Dietitian, Mental Performance, and Physiologist. From these initial conversations and ongoing open dialogues as needed, athletes and the staff members will assess the impactful relevant support services for the athletes, which may include:

Strength and Conditioning:

- Our Paralympic resident philosophy is to work directly with each athlete's coach (in this instance the resident team coach) to create a synergistic strategy that decreases swim time in their primary competition events. We will design, evaluate, and modify individualized strength, power, conditioning, and coaching plans using objective assessments such as peak-velocity profiling with power (e.g., GymAware) and force-prediction analysis in the start—both of which research shows are critical determinants of sprint performance. As an example the 50 m butterfly, the start and underwater phase can account for **up to 30% of total race time** and explain **40–50% of performance variance**, with underwater velocity being **10–15% faster** than surface swimming. Because start performance is heavily influenced by maximal force production, rate of force development, and take-off velocity, our testing and training strategies emphasize improving these neuromuscular qualities. Additionally, athletes will be taught effective warm-up, cool-down, and evidence-based peaking strategies to ensure optimal readiness, force output, and race-day performance consistency.

Nutrition:

- Individualized fueling, recovery, and supplementation guidance. Monitoring of energy intake and nutrient status using performance labs, ISAK, and DXA scans. Race Day Fueling Strategies and Hydration Planning. Long-term health and recovery support tooptimize adaptation and performance. Resident teaching kitchen sessions. Access to Teamworks Nutrition platform.

Physiology:

- Training load management consultation, training feedback and dialogue with coaching team, training monitoring and quantification, physiological profiling and monitoring

(speed, heart rate, lactate), altitude planning and management, sleep and recovery management.

Housing Options:

On campus resident - Athletes live and train fulltime at the Colorado Springs Olympic and Paralympic Training Center (CSOPTC).

Athletes accepted to the program as on campus athletes will be eligible to receive the following benefits:

- Double occupancy room at the CSOPTC (for full-time on campus athletes only; roommate preferences are not guaranteed) with shared bathroom and living room, an
- Breakfast, lunch and dinner are provided by CSOPTC.
- CSOPTC facility usage includes the Aquatic areas, strength & conditioning room, USOPC sports medicine facility, CSOPTC athlete center/dining area and other areas identified by CSOPTC staff.
- In person training led by assigned coaching personnel.
- Access to the resident team coach as your home swim coach, sports medicine, strength and conditioning, nutrition counseling, psychological services and other USOPC sport performance services. Level of access for certain performance services may be dependent on U.S. Paralympics Swimming National Team status.
- Athletes may use SAS funds, or National Team event support as outlined in the Sport and Athlete Program Plan, to support themselves to any approved competitions. There will be no additional support to competitions due to being part of the program.
- Access to the psychophysiology lab for biofeedback training as well as the MindZone in the OPTC Sports Science area as requested.

Off campus resident- Athletes are responsible for covering their own living expenses off campus. Athletes will have full access to CSOPTC training facilities. Athletes must have access to reliable transportation.

- CSOPTC facility usage includes the aquatics areas, strength & conditioning room, USOPC sports medicine facility.
- Breakfast, lunch and dinner are provided by CSOPTC.
- In person training led by assigned coaching personnel.
- Access to the resident team coach as your home swim coach, sports medicine, strength and conditioning, nutrition, counseling, psychological services and other USOPC sport performance services. Level of access for certain performance services may be dependent on U.S. Paralympics Swimming National Team status.
- Athletes may use SAS funds, or National Team event support as outlined in the 2027 Sport and Athlete Program Plan, to support themselves to any approved competitions. There will be no additional support to competitions due to being part of the program.

- Access to the psychophysiology lab for biofeedback training as well as the MindZone in the OPTC Sports Science area as requested.

U.S. Paralympics Swimming will not cover the following for athletes:

- Personal travel reimbursements
- Meals outside of the CSOPTC
- Additional snacks for athlete rooms
- Gas/mileage to/from offsite housing to CSOPTC
- Outside fitness memberships
- Any additional personal expenses

Participant Responsibilities

All participants in the Resident Team Program are responsible for fulfilling program commitments as detailed in the U.S. Paralympics Swimming Resident Team Program Rules & Responsibilities. Failure to meet Resident Team Program requirements will result in removal from the Resident Team Program. This is a calendar year program. Residents are expected to live and train in Colorado Springs for most of the year. After acceptance into the program all travel outside of competition, will need to be approved by U.S. Para Swimming staff. We understand the need to have time off from training, but it will need to be in line with training cycles as outlined and determined by the Resident Team Coach and the Director Paralympics Swimming.

Expectations of Participants

All participants in the program are responsible for fulfilling program commitments and expectations. Failure to meet program expectations may result in removal from the program. U.S. Paralympics Swimming Resident Team Program. Expectations laid out in this list may not be an exhaustive list.

- Athletes are expected to cover their own expenses from moving to/from CSOPTC.
- Athletes accepted into the program are expected to live and train at the training center full time with the resident coach serving as the athlete's home coach.
- Athletes are selected to the program to focus on full-time training in the sport of Paralympic Swimming only.
    - Athletes who are injured while training, competing or traveling for an additional sport who will be out of training for an extended period (12 weeks or more) may be removed from the program
- Athletes are expected to follow the Cultural Norms of the Resident Team Program.The cultural foundation of the Resident Team is built upon the following 3 non-negotiable pillars, and we are all committed to upholding these standards daily.
    - **Human first approach:** As members of the Resident Team, we approach all interactions with a human-first mindset. We acknowledge that each member of

this community is a unique individual and treat each other with the respect and patience that form the foundation of a strong relationship/community.
    - **Listen with the intent to learn:** Each member of this team is expected to approach all interactions with the coach, performance staff and fellow teammates with the intent to learn something. Ensuring that you are actively listening and engaged in the process of learning from those around you.
    - **Own your own performance:** Elite performance is a journey, and we as members of the Resident Team are committed to taking ownership over this journey. Taking control of your training, nutrition, strength and conditioning, recovery and all other aspects that make up the multi-faceted nature of performance.
- Athletes who are injured are expected to remain active in the program to include attending trainings, rehab, therapy, etc., as prescribed by their doctor in communication with USOPC Sports Medicine at CSOPTC and the team medical director.
- Athletes are selected to the program to focus on full-time training in the sport of Paralympics Swimming. Any involvement in school, sponsorships, part-time employment and/or volunteer schedules must be arranged around scheduled group training times. Any work schedules that require an athlete to depart designated training times early on a consistent basis must be approved in writing by the Director of U.S Paralympics Swimming in advance. Work and school schedules must be communicated with resident coach and approved by the Director if schedules may interfere with training times and/or required competitions.
- Each athlete part of the program will be required to be enrolled in school courses, have a part time job, or do volunteer work as part of their time in the program. It is the athlete's responsibility to find this opportunity and communicate what this looks like to the resident team coach. This is non-negotiable.
- Each athlete must demonstrate progress in training and competition, including reaching performance metrics established by the athlete and resident coach in collaboration with the Director.
- Progress in World Para Swimming (WPS) world rankings will be a consideration in evaluating individual resident athlete applications and renewals as well as performance metrics.
- Athletes must always provide the resident team coach with 14 days' notice for any personal or sponsor-related travel. Exceptions will be made for emergency travel and athletes are expected to notify the resident team coach as soon as it is reasonable to do so.
- Athletes are expected to not share their personal badge with any other athlete or guest to access any areas of CSOPTC including, but not limited to personal rooms, dining areas and main entrance access.
- Each athlete member of a program must complete an elite athlete health personal profile (EAHPP), functional movement screen and body analysis as soon as possible following their arrival with the USOPC Sports Medicine and as necessary throughout residency.

- Athletes are expected to communicate at least weekly with the resident program coach, attend all scheduled practices on time and participate in all scheduled competitions throughout the program period unless excused by the resident team coach or assigned in advance of the scheduled activity. Athlete attendance for training sessions including timeliness will be taken by resident team coach and strength and conditioning coach and reported to Director weekly.
- Athletes must attend other team activities (meetings, media training, community appearances, special events, etc.) as requested by the resident coach or Director in support of U.S. Paralympics Swimming Program. Exceptions can be granted for school or work related conflicts.
- Athletes must develop and achieve short and long-term performance and training goals as developed, defined and approved by the Resident Team Coach and Director.
- Athletes participating in the program are specifically prohibited from soliciting training programs and/or current program feedback from external coaches without inclusion of the resident coach and Director in advance.
- All residents and program participants must maintain apartment, room and property cleanliness always. This includes excess items being placed in storage paid for by the athlete if space is not available. All common areas within apartments and alternative housing should not contain any personal boxes, suitcases, excess storage boxes, etc. Exceptions will be granted 30 days after moving in and 30 days before moving out if the items do not present a safety hazard to suitemates.
- On campus residents are expected to be available for room checks as scheduled (at least one every other month).
- Any issues that occur with other residents or staff must be reported to the Resident Coach and/or Director no later than the next day.
- Guests should not be in a shared bedroom without the consent of the athlete's roommate.
- Residents should not allow guests to stay overnight in athlete resident bedrooms on campus.
- Athletes who leave CSOPTC for a period of two weeks or longer will be expected to remove all belongings from the room unless approved in advance by the Director. Exceptions will be made for family emergencies, travel with U.S. Paralympics Swimming to approved competitions and structured time off as assigned by athlete's assigned coach and approved by Director.
- Athletes are expected to be mature and considerate roommates, responsible teammates and represent U.S Paralympics Swimming accordingly at the CSOPTC and always.
- Sports medicine resources will be utilized at a reasonable cadence to help keep athletes healthy. Limits may be imposed if habitual misuse of Sports Medicine is reported. It is not a place to hang out in between workout sessions.
- Athletes who are injured are expected to continue to be active participants during recovery. This includes remaining at CSOPTC to attend scheduled sports medicine treatments, strength & condition session attendance as approved by sports medicine

and regular in person check ins with the resident team coach during scheduled training sessions.

- Athletes are expected to show up to the daily scheduled S&C sessions and swim sessions as agreed upon by the coach of the session. If athlete needs to miss a session, they are expected to email or text the coach to let them know ASAP.
- Athletes will be required to use any technology or performance innovation tools in pursuit of goals not limited to wearable devices in and out of the pool and an athlete management platform, at no cost to the athlete.
- Athletes are expected to have intrinsic motivation to show up to training and giving it their best effort each time.
- Athlete is expected to have constant communication between athlete and resident team coach in pursuit of goals.

Accountability

If an athlete chooses to meet and exceed the expectations then they will have been accountable for themselves, their actions, and their performance. Each athlete is expected to be accountable to themselves and ask for help and clarification as needed from appropriate USOPC or U.S. Para Swim Staff. This training program exists to help individual athletes achieve their goals.

Athlete Removal from Program

Athlete participation in the program may be terminated at any time by U.S. Paralympics Swimming. The examples below are not an exhaustive list that may cause removal; however, will be strongly considered if removal from the program is needed. Notice of removal from the program will be provided to the athlete in writing and will be effective immediately upon such notice or as specified in the notice. Removal from the program may result from any of the following or any other reason, as determined by the Director:

I understand that removal from the program may result from any of the following:

- Failure to keep room and common areas clean in assigned suites at CSOPTC.
- Failure to attend daily scheduled trainings, sports med treatments as assigned and strength & conditioning sessions and failure to attend these on time repeatedly.
- Failure to meet performance metrics or other elements of the athlete's personal performance plan.
- Failure to comply with U.S. Paralympics Swimming Athlete Agreement, USOPC Code of Conduct, CSOPTC Code of Conduct, CSOPTC Rules and Guidelines, U.S. Center for SafeSport policies, U.S. Paralympic Athlete Sport and Program Plan or team policies.
- Consistent complaints from athletes and disruptions to other resident athletes, CSOPTC program participants in other sports, etc.
- Violation of USADA/WADA Anti-Doping policies, which may include a failed test, missed test and non-compliance with quarterly whereabouts filing updates.

- Persistent incompatibility with the coaching staff, USOPC staff and/or other resident athletes that detracts from the training or performance of any member of the CSOPTC community.
- Providing personal badges to other athletes or guests to access CSPOTC, personal rooms and/or dining, except for emergency situations. U.S. Paralympics Swimming Resident Team Program
- Long-term illness, injury or inability to maintain self-care and independence.
- Failure to remain compliant with USOPC, U.S. Paralympics Swimming, and/or CSOPTC policies, rules and guidelines.
- Recommendation by CSOPTC staff for violation of CSOPTC policies.

Failure to comply with the rules, expectations and/or policies will result in the following actions:

a. Warning #1- Final Warning (Final warning can be given by Para Swimming, USOPC and/or CSOPTC staff).
b. Warning #2- Access temporarily revoked.
    (A) On Campus Athletes: Removal from on campus housing at CSOPTC for five (5) days effective immediately. The athlete will be responsible for the full cost of offsite housing during the removal period however U.S. Para Swimming may but is not required to provide outside housing support for the first (1st) night of removal.
    (B) Off Campus Athletes: Loss of access to CSOPTC for five (5) days to include facility access (weight room, pool, dining).

    Special considerations may be made dependent on the infraction for continued onsite sports medicine support as recommended by our USOPC sports medicine team. Special considerations may be made dependent on the infraction for continued onsite psych services support.

c. Warning #3- Indefinite removal. On & Off Campus Athletes: Immediate removal from the CSOPTC Resident Team Program to include dining, facility access, strength & conditioning support, housing support, sports medicine in person support indefinitely.

In addition, any code of conduct violations, resident rules and/or expectations violations, CSOPTC rule violations including possession of alcohol, weapons or drugs on campus, and other allegations may result in immediate removal without the aforementioned process for removal from the program being put into effect as determined by the Director.

Short Term Stay Residents

New for 2027, short term resident stays is not an option due to the OPTC moving to a High Performance Center model. Bed space is not a guarantee and U.S. Paralympics Swimming simply does not have access to the same allocation of beds in the dorms that we have had

previously. This means that 8 week or less stays are not available anymore and all athletes who are interested in training at the OPTC need to consider the 4 application windows for 2027 residency and decide what is best for them and their training goals. Please note that once you are accepted into the team after a deadline you are committing to the resident team program for the remainder of 2027. Those application deadlines and start dates are immediately below. *Note that exact start dates do not need to be strictly followed as stated below. Athletes can choose the best move-in date that works for them, but applications must be submitted by the stated deadline to be considered to start around the listed start date*.

- Deadline Nov. 1, 2026 → for those interested in a Jan 1, 2027 start date
- Deadline February 1, 2027 → for those interested in a March 1, 2027 start date
- Deadline April 1, 2027 → for those interested in a July 1, 2027 start date
- Deadline August 1, 2027 → for those interested in a October 1, 2027 start date

Benefits of Resident Team Program:

The benefits of the Resident Team Program at the OPTC are as follows:

- Access to a centralized, high-performance training environment with specialized coaching, peer athletes, and integrated services.
- Direct communication and collaboration between athletes and performance staff for data-informed training and recovery decisions.
- Enhanced continuity and accountability across S&C, nutrition, and sport science services, supporting progression toward Paralympic and World Championship goals.

Any questions about this program can be directed to Cole.Hensley@usopc.org