

DONNER SWIM CLUB Group Descriptions

The Donner Swim Club is divided into several training groups based on age, stroke proficiency, aerobic conditioning, mental and emotional maturity, and commitment to swimming and to the team. The progressive structure of these groups provides a setting in which swimmers are continually challenged yet are able to experience individual and team success.

For more information on the groups, please contact Head Coach Logan Schaefer at: Office phone 812-376-4233 or schaeferl@bcsc.k12.in.us. All Group assignments are at the coach's discretion. Swimmers may not change or practice with more advanced ability groups without prior coach approval.

The training standards listed below will go into effect immediately. (8/20/18)

(Note: In the descriptions below SCY = Short Course Yards, LCM = Long Course Meters)

LEARN TO SWIM & INSTRUCTIONAL PROGRAM

[Discovery 1 -> Discovery 2 -> Discovery 3]

DISCOVERY – Ages 4-11

This is an entry-level developing group where the focus is placed on ensuring that athletes are having fun, forming strong team bonds, developing basic fundamental swimming skills in all four competitive strokes, learning correct kicking techniques, and learning the basics of swimming safety.

Swimmers will also participate in basic fundamental dryland movements and skills emphasizing balance, coordination, and athleticism. We have 3 levels of Discovery that your child will progress through.

Evaluation Guidelines

• Only swimmers ages 4-11 will be evaluated for the Discovery groups

Discovery 1

In this group the primary goal for our athletes are to develop comfort in and around the water, learn basic fundamental swimming skills (floating, blowing bubbles, submersion) and learn water safety skills (safe entry and exit from the water).

Practice attendance & Equipment

- For Regular improvement, swimmers are strongly encouraged to attend a minimum of 2 of the 3 offered practices per week.
- Equipment needed: Donner Swim Cap, Goggles optional

Meet attendance

 Discovery 1 swimmers that are ready to compete will be invited to participate in meets by a Donner Coach

Requirements before advancement to Discovery 2

- Athlete can float on belly and back for 10s unassisted in correct Freestyle & Backstroke positions
- Athlete can swim unassisted for two lane widths in Freestyle with side breathing & Backstroke
- Athlete understands and can demonstrate the streamline position
- Athlete is comfortable swimming in deep water
- Athlete can enter and exit the water safely unassisted

Discovery 2

In this group the primary goals for our athletes are to learn to love the sport of swimming, to build upon Freestyle & Backstroke fundamentals, reinforce water safety skills, and introduce the fundamentals of the Breastroke and Butterfly. In this group our swimmers will also begin to work with others in their group and form team bonds with other athletes.

Practice attendance & Equipment Needed

- For Regular improvement, swimmers are strongly encouraged to attend a minimum of 2 of the 3 offered practices per week.
- Equipment needed: Donner Swim Cap, Goggles

Meet attendance

 Discovery 2 swimmers are encouraged to participate in at least 1 session of a Donner home meet.

Requirements before advancement to Discovery 3

- Float on belly and back for 15s unassisted all four stroke floating positions
- Can perform a legal kick in all four swimming strokes for a distance of 15 yards
- Understand and can perform a streamline push off and glide consistently in practice
- Can perform 30 yards of Freestyle (two diving well widths) with side breathing
- Can perform a kneeling dive and control their depth from the deep end of the pool

Discovery 3

In this group the primary goals for our athletes are to further increase the love for the sport of swimming, become proficient in all four competitive strokes, learn basic competitive swimming skills, and introduce basic dryland skills for total athlete development.

Practice attendance & Equipment Needed

- For Regular improvement and preparation for the Imagination group, swimmers are strongly encouraged to attend 3 of 3 offered practices per week.
- Equipment needed: Donner Swim Cap, Goggles

Meet attendance

Discovery 3 swimmers are encouraged to participate in at least 2 sessions of a Donner home

Requirements before advancement to the Imagination group

- Complete 6x25 with :30 seconds of rest (2x25 Butterfly, 2x Backstroke, 2x Breastroke)
- Complete 4x50 with :30 seconds of rest of Freestyle
- Complete 4x50 with :45 seconds rest of choice kick
- Perform a standing dive and glide safely from the deep end of the pool
- Can demonstrate an ability to read the pace clock
- Displays courteous behavior to coaches and teammates
- Can perform basic dryland fundamental skills

AGE GROUP PROGRAM

[Imagination 1 -> Imagination 2 -> Imagination 3 -> Challenge 1 -> Challenge 2]

Imagination - Ages 6-12

Skills will be taught with an emphasis on fun and teamwork in order to continue to ensure that all athletes develop a long-term love for the sport. The training emphasis/practice goals of this group are centered on continuing to develop strong technical skills in all four strokes, starts, turns and underwater work, as well as developing a strong aerobic base through gradually increasing the volume and intensity of both kicking and swimming work throughout the season.

Swimmers will also expand their basic fundamental movements and skills emphasizing balance, mobility, coordination, and athleticism while also beginning to develop fundamental strength through body weight and basic core exercises. Ability group assignments are at the coach's discretion. Swimmers may not change or practice with more advanced ability groups without prior coach approval.

Evaluation Guidelines

Only swimmers age 6-12 will be evaluated for the Imagination group. Swimmers who will turn 6
within 3 months of the evaluation date may be evaluated at the discretion of the coaching staff.

Imagination 1

The emphasis of this group is on technique development of all strokes, starts, and turns while keeping swimming fun.

Requirements to enter the Imagination 1 Group

• To be considered for placement into the Imagination 1 group swimmers must first be able to complete the *Goals and requirements of the Discovery Group*.

Practice Attendance & Equipment Required

- Attend a minimum of four practices every two weeks
- Attend 2-3 practices per week for optimal results and skill retention
- <u>Equipment Needed</u>: Donner Swim Cap, Goggles, Fins, Water Bottle, Kick Board, Pull Buoy, Small Hand Paddles, Mesh Bag for carrying equipment

Meet Attendance

Imagination 1 swimmers are encouraged to participate in all Donner home meets

Requirements before advancement to Imagination 2

- Complete the USA Swimming Forward & Backward Racing Start Progression
- Understand and implement backstroke stroke count into the walls
- Complete 8x25 with :30 seconds of rest (2x Butterfly, 2x Backstroke, 2x Breastroke, 2x Freestyle)
- Complete 6x50 with :20 seconds of rest of Freestyle
- Complete 6x50 with :30 seconds rest of Freestyle Kick with a board
- Maintain a streamlined body position and hold this position for at least one body length
- Perform a legal flip turn

Imagination 2

The emphasis of this group is on technique development of all strokes, starts, turns and aerobic training introduction.

Requirements to enter the Imagination 2 Group

• Complete all requirements of the Imagination 1 group

Practice Attendance & Equipment Required

- Attend a minimum of five practices every two weeks
- Attend 3-4 practices per week for optimal results and skill retention
- Imagination 2 swimmers are encouraged to participate in all Donner home meets and 1 session of away meets as assigned by the Coaching Staff
- <u>Equipment Needed</u>: Donner Swim Cap, Goggles, Fins, Water Bottle, Kick Board, Pull Buoy, Small Hand Paddles, Mesh Bag for carrying equipment

Meet Attendance

 Imagination 2 swimmers are encouraged to participate in all Donner home meets and 1 day of away meets as assigned by the Coaching Staff. Imagination 2 swimmers are also expected to attend the highest-level championship meet the qualify for at the end of the short and long course seasons. Championship meets for Orange 2 include IN Divisional Championships, IN Age Group Championships.

Requirements before advancement to Imagination 3

Swimmers must be able to complete the following training guidelines and performance criteria before advancement to Imagination 3:

• The athlete can complete a 300-yard set of freestyle, backstroke, as well as kicking on the following intervals:

Freestyle: 1:30 per 50Backstroke: 1:30 per 50Kicking: 1:30 per 50

• The athlete can complete a 150-yard set of legal breastroke and butterfly on the following intervals:

Breastroke: 1:00 per 25Butterfly: 1:00 per 25

- Maintain a streamlined body position and hold this position for at least one and one-half body lengths, and be able to vary the depth of the underwater push-off.
- Execute a breakout from a push by holding the streamline position, then initiating a kick action and progress to the surface of the water with a pull to the surface
- Maintain a vertical, stationary position with little or no leg movement in deep water, using a sculling motion
- Demonstrate the ability to comfortably take a breath on either the right or left side for Freestyle
- Perform a legal open turn

Imagination 3

The emphasis is on development of all four competitive strokes, starts, and turns, aerobic training development, and intro to speed work and racing skills for competition.

Requirements to enter the Imagination 3 Group

Complete all requirements of the Orange 2 group

Practice Attendance & Equipment Required

- Attend a minimum of six practices every two weeks
- Attend 4-5 practices per week for optimal training results and skill retention
- <u>Equipment Needed</u>: Donner Swim Cap, Goggles, Fins, Water Bottle, Kick Board, Pull Buoy, Small Hand Paddles, Mesh Bag for carrying equipment

Meet Attendance

• Imagination 3 swimmers are encouraged to participate in all Donner home meets and 2 total sessions of scheduled away meets as assigned by the Coaching Staff. Imagination 3 swimmers are also expected to attend the highest-level championship meet the qualify for at the end of the short and long course seasons. Championship meets for Imagination 3 include IN Divisional Championships, IN Age Group Championships, and Age Group Zones.

Requirements before advancement to Challenge 1

Swimmers must be able to complete the following training guidelines and performance criteria before advancement to Challenge 1:

- The athlete can complete a 12-15 minute or 600-yard set of the four competitive strokes as well as kicking on the following intervals bases:
 - o Freeestyle: 1:00 per 50
 - o Backstroke 1:10 per 50
 - o Breastroke & Butterfly: 1:30 per 50
 - o Kicking: 1:20 per 50
 - o IM: 2:30 per 100
- The athlete competes in the 200 Freestyle, 500 Freestyle and 200 IM with good technique
- The athlete completes the *IM Ready Events*:
 - For 10 and under swimmers: 100 free, 50 back, 50 breast, 50 fly and 100 IM (Short course) or 200 IM (long course).
 - o For 11-12 year olds: 200 Free, 50 back, 50 breast, 50 fly, 100 IM (scy) or 200 IM (lcm).
- Execute a start from the blocks, hold the underwater streamline position for one and one-half body lengths, initiate a kicking action for one body length, and progress to the surface of the water with a pull.
- Demonstrate learning and understanding of basic fundamental movements and basic body weight dryland exercises
- Complete legal Freestyle, Backstroke, Butterfly, and Breastroke turns including an approach of at least 10 yards/meters.
- Performs relay exchanges
- Performs prescribed underwater dolphin kicks for freestyle, backstroke and butterfly starts and turns
- Demonstrates consistent practice attendance
- Completes progressions for the Butterfly & Breastroke below:

Butterfly

- O Demonstrate an undulation motion during the butterfly stroke
- O Demonstrate correct timing of the pull, kick and breath during the butterfly
- Completes one length of the pool with legal butterfly form

Breastroke

- O Demonstrate correct timing of the pull, kick, and breath during the breastroke
- Completes one length of the pool with legal breastroke form

Challenge-Ages 7-14

The emphasis of the Challenge group is on mastering the following skills necessary to be a competitive swimmer – training etiquette, advanced stroke mechanics, training and race strategies, goal setting, proper nutrition, mental preparation, arriving and being prepared for practices and meets on time, and the ability to handle increasing training workloads.

Swimmers will participate in a dryland program to help develop core body strength, basic strength in the shoulders and legs, and overall body control and coordination. Ability group assignments are at the coach's discretion. Swimmers may not change or practice with more advanced ability groups without prior coach approval.

Evaluation Guidelines

• Only swimmers ages 7-14 will be evaluated for Challenge.

Challenge 1

The emphasis of this group is on competing in all four competitive strokes, starts, turns, underwater kicking, group and individual goal setting, and race strategies.

Requirements to Enter the Challenge 1 group

• To be considered for placement into the Blue 1 group swimmers must first be able to complete the Goals and requirements of the Imagination group

Practice Attendance & Equipment Required

- Attend a minimum of 6 practices every two weeks
- Attend 5-6 practices a week for optimal training results and skill retention
- <u>Equipment Needed:</u> Donner Swim Cap, Goggles, Fins, Water Bottle, Kick Board, Pull Buoy, Small Hand Paddles, snorkel, Mesh Bag for carrying equipment

Meet Attendance

 Challenge 1 swimmers are encouraged to participate in all Donner home meets and all local away meet as assigned by the Coaching Staff. Blue 1 swimmers are also expected to attend the highest-level championship meet the qualify for at the end of the short and long course seasons. Championship meets for Blue 1 include IN Divisional Championships, IN Age Group Championships, and Age Group Zones.

Requirements before advancement to Challenge 2

Swimmers must be able to complete the following training guidelines and performance criteria before advancement to Challenge 2:

- The athlete can complete sets 20-30 minutes of length on the following interval bases
 - o Freestyle: 1:40 (scy) / 1:50 (lcm) per 100
 - o Backstroke: 1:50 (scy) / 2:00 (lcm) per 100
 - Butterfly & Breastroke: 2:00 (scy) / 2:10 (lcm)
 - Kicking: 2:00 (scy) / 2:10 (lcm)
 - o IM: 1:55 (scy) / 2:05 (lcm)
- The athlete must achieve at least a:
 - o 10&U National "AAA" time standard, or
 - o 11-12 National "A" time standard, or
 - o 13-14 National "BB" time standard

From the National Age Group Motivational Time Standards in two different strokes (see current USA Swimming Rules & Regulations for time standards or check USA Swimming website)

- The athlete must also complete the age appropriate IMX events and have at least a score of:
 - o 800 points for a 10, 11, or 12 year old

IMX Events:

- For 10 and under swimmers: 200 free, 100 back, 100 breast, 100 fly and 200 IM (Short course) or 200 IM (long course).
- For 11-12 year olds: 400 Free (lcm) or 500 Free (scy), 100 back, 100 breast, 100 fly and 200 IM (scy or lcm).
- For 13 & Over: 400 Free (LC) or 500 Free (SC), 200 Back, 200 Breast, 200 Fly, 200 IM, 400 IM
- Increase the number of underwater dolphin kicks with increased speed and efficiency for freestyle, backstroke and butterfly.
- Performs a legal breastroke pullout with a dolphin kick.
- Breathes within the rhythm of the stroke under race conditions in all four strokes.

Challenge 2

The emphasis of this group is competing in all four competitive strokes, starts, turns, underwater kicking, group and individual goal setting, race strategy, mental training, demonstrating leadership skills, and representing Donner Swim Club to the best of their ability. Athletes also need to demonstrate an ability to balance activities and school with swimming.

Requirements to Enter the Blue 2 group

• To be considered for placement into the Challenge 2 group swimmers must first be able to complete the *Goals and requirements of the Challenge 1 group*.

Practice Attendance & Equipment Required

- Attend a minimum of 7 practices every two weeks
- Attend 6 practices a week for optimal training results and skill retention
- Equipment Needed: Donner Swim Cap, Goggles, Fins, Water Bottle, Kick Board, Pull Buoy, Hand Paddles, snorkel, Mesh Bag for carrying equipment

7

Meet Attendance

Challenge 2 swimmers are encouraged to participate in all Donner home meets all away meet as
assigned by the Coaching Staff. Challenge 2 swimmers are also expected to attend the highestlevel championship meet they qualify for at the end of the short and long course seasons.
 Championship meets for Blue 2 include IN Age Group Championships, and Age Group Zones, and
USA Speedo Sectional Championships.

Requirements before advancement to Senior 1

Swimmers must be able to complete the following training guidelines and performance criteria before advancement to Senior 1:

- The athlete can complete sets 30-45 minutes of length on the following interval bases
 - o Freestyle: 1:25 (scy) / 1:35 (lcm) per 100
 - Backstroke: 1:35 (scy) / 1:45 (lcm) per 100
 - Butterfly & Breastroke: 1:45 (scy) / 1:55 (lcm)
 - o Kicking: 1:55 (scy) / 2:05 (lcm)
 - o IM: 1:50 (scy) / 2:00 (lcm)
- The athlete must achieve at least a:
 - o 11-12 National "AA" time standard, or
 - o 13-14 National "A" time standard

From the National Age Group Motivational Time Standards in two different strokes (see current USA Swimming Rules & Regulations for time standards or check USA Swimming website)

- The athlete has a minimum IMX Score of 2000 points
- The athlete has competed at least twice in the 1000 or 1650 Freestyle
- Can complete one length of each stroke holding the same time or faster but using fewer strokes/cycles
- Can maintain consistent stroke rates and times in training sets.
- Demonstrates consistent use of underwater kicking off start and turn in all races and practices
- Swims and races with prescribed breathing patters during practices and meets
- Demonstrates a basic understanding of goal setting skills
- Demonstrates consistent practice attendance habits
- Demonstrates an ability and willingness to train and compete in all strokes and distances
- Demonstrates a proven ability to maintain a positive attitude and focus during workout and has an understanding of how their actions affect their teammates
- Demonstrates respect for all members of the coaching staff

SENIOR PROGRAM

[Senior 1 -> Senior 2 -> High Performance]

Senior– Ages 13 & Older

The emphasis of the GOLD group will be on competing in all four competitive strokes, starts, turns, underwater kicking, increasing aerobic capacity through increased kicking and swimming volume, group and individual goal setting, race strategies, leadership skills, proper nutrition, and mental preparation. Ability group assignments are at the coach's discretion. Swimmers may not change or practice with more advanced ability groups without prior coach approval

Evaluation Guidelines

- Swimmers ages 13 & Over will be evaluated for GOLD
- For new swimmers, attend an evaluation to determine initial group placement and practice schedule

Senior 1

Tuesday, Friday, Saturday AM Monday – Friday PM

The emphasis of this group is on the physical and technical skills to help the athlete develop and progress through the senior program. Athletes in this group continue to evolve from learning to swim to learning to train. We do expect a wide range of physical, mental, and motivational levels in this group and will coach according to the needs of each individual. Practice goals will be geared towards achieving USA National "AA", "A" and "BB" time standards.

Practice Attendance & Equipment Required

- Minimum attendance of 75% is required. Practice schedule for each swimmer will align with prior swimmer experience and the expectations of the coaching staff.
- Attend all practices each week for optimal training results and skill retention
- <u>Equipment Needed:</u> Donner Swim Cap, Goggles, Fins, Water Bottle, Kick Board, Pull Buoy, Hand Paddles, snorkel, Mesh Bag for carrying equipment.

Meet Attendance

Senior 1 swimmers participate in all meets as assigned by the Coaching Staff. Senior 1 swimmers are also expected to attend the highest-level championship meet they qualify for at the end of the short and long course seasons. Championship meets for Senior 1 include IN Age Group Championships, IN Divisional Championships, and Age Group Zones.

Requirements before advancement to Senior 2

- The athlete can complete sets 30-45 minutes of length on the following interval bases
 - o Freestyle: 1:20 (scy) / 1:30 (lcm) per 100
 - o Backstroke: 1:30 (scy) / 1:40 (lcm) per 100
 - o Butterfly & Breastroke: 1:40 (scy) / 1:50 (lcm)
 - Kicking: 1:50 (scy) / 2:00 (lcm)
 - o IM: 1:45 (scy) / 1:55 (lcm)
- The athlete must achieve at least:
 - o 13-14 with a Zone Standard or IMX of at least 3000 points

- o 15 & Over IMX score of at least 2000 points
- Demonstrate the ability to change speed while maintaining stroke efficiency
- Maintains proper technique under increased training loads
- Can consistently manipulate stroke rate and distance per stroke to vary speed
- The swimmer accepts the responsibility of being a leader/role model. The swimmer will lead by being a positive example for all.
- Demonstrates consistent practice attendance habits.
- Demonstrates an proven ability to listen to coaches, learn and make continuous effort to improve in all areas of technical, training, and racing skills.
- Demonstrate an ability to train and compete in all strokes and distances at the highest level possible.
- Demonstrate a proven ability to maintain a positive attitude and focus during workout and has an understanding of how their actions affect their teammates during workouts and meets.
- Demonstrates a commitment to attending all meets recommended by the group coach.
- Demonstrates the ability to set goals and take action towards those goals

Senior 2

Monday, Tuesday, Thursday, Friday, Saturday AM Monday – Friday PM

This group is expected to be a cohesive training group that works together to assist the most dedicated and motivated swimmers to reach their individual goals and begin to expand those goals. The emphasis of this group is on the development of the physical, technical, and mental skills to help the athlete progress to the highest level of the senior program.

Practice goals are geared toward achieving IN Swimming Senior State time standards, USA Sectional times, and beyond. Swimmers will exhibit leadership skills in and out of the pool and represent Donner Swim Club to the best of their ability. Training will include a specifically designed athletic development dryland program. Swimmers will challenge themselves in practice and need to demonstrate an ability to balance activities and school with swimming.

Practice Attendance & Equipment Required

- Minimum attendance of 75% is required.
- Attend all practices each week for optimal training results and skill retention
- <u>Equipment Needed:</u> Donner Swim Cap, Goggles, Fins, Water Bottle, Kick Board, Pull Buoy, Hand Paddles, snorkel, FINIS tempo trainer, and a Mesh Bag for carrying equipment.

Meet Attendance

Senior 2 swimmers participate in all meets as assigned by the Coaching Staff. Senior 2 swimmers are also expected to attend the highest-level championship meet they qualify for at the end of the short and long course seasons. Championship meets for Senior 1 include IN Senior State, USA Sectional Championships, and USA Futures Championships.

Requirements before advancement to High Performance

- The athlete can complete sets 30-45 minutes of length on the following interval bases
 - o Freestyle: 1:15 (scy) / 1:25 (lcm) per 100
 - Backstroke: 1:20 (scy) / 1:30 (lcm) per 100

- o Butterfly & Breastroke: 1:30 (scy) / 1:40 (lcm)
- Kicking: 1:40 (scy) / 1:50 (lcm)
- o IM: 1:25 (scy) / 1:40 (lcm)
- The athlete must achieve at least:
 - USA Sectional Time StandardMales: IMX score of at least 3000 points
 - o Females: IMX score of at least 3200 points
- Demonstrate the ability to change speed while maintaining stroke efficiency
- Maintains proper technique under increased training loads
- Can consistently manipulate stroke rate and distance per stroke to vary speed
- The swimmer accepts the responsibility of being a leader/role model. The swimmer will lead by being a positive example for all.
- Demonstrates consistent practice attendance habits.
- Demonstrates an proven ability to listen to coaches, learn and make continuous effort to improve in all areas of technical, training, and racing skills.
- Demonstrate an ability to train and compete in all strokes and distances at the highest level possible.
- Demonstrate a proven ability to maintain a positive attitude and focus during workout and has an understanding of how their actions affect their teammates during workouts and meets.
- Demonstrates a commitment to attending all meets recommended by the group coach.
- Demonstrates the ability to set goals and take action towards those goals

High-Performance

Monday, Tuesday, Thursday, Friday, Saturday AM Monday – Friday PM

This group will be a cohesive training group that works together to assist the most dedicated and motivated swimmers to reach their individual goals and begin to expand those goals. The emphasis of this group on increased aerobic and anaerobic conditioning, skill development, and the physical, mental, and emotional preparation required for National level competition.

Practice goals are geared toward achieving USA Junior National times and beyond. Athletes will have clearly defined goals, high aspirations, good time management skills and a willingness to pursue their dreams and goals. Training will include a specifically designed athletic development dryland program.

Practice Attendance & Equipment Required

- 100% attendance is expected. Athletes must maintain 80% attendance to stay in group.
- <u>Equipment Needed:</u> Donner Swim Cap, Goggles, Fins, Water Bottle, Kick Board, Pull Buoy, Hand Paddles, snorkel, FINIS tempo trainer, and a Mesh Bag for carrying equipment.

Meet Attendance

High Performance swimmers are expected to attend all meets prescribed by the Senior group coach including the highest level championship meet that the swimmer qualifies for during both the short-course season and long-course seasons. Focus meets for this group during the short-course season are the IN Senior Championships & USA Sectional Championships AND/OR USA Swimming Jr. National Championships. Focus meets for this group during the long-course season are the IN Senior

Championships, USA Swimming Futures Championships, USA Swimming Jr. National & Sr. National Championships.

Goals of the High-Performance Group

- To develop a very strong aerobic foundation and to prepare swimmers physically, mentally, and emotionally to move into College Swimming.
- Demonstrate the highest possible commitment to practice attendance
- Demonstrate a proven ability to excel in both the pool and the classroom and to balance both activities effectively.
- Demonstrate a commitment to the team and behavior outside of the pool that will lead to the highest possible performance
- Demonstrate the mental skills necessary to succeed at the national level of competition
- Demonstrate an advanced understanding of nutrition and psychology in order to develop the best possible environment for success.
- Allow for limited interference from practices and competitions
- Participate and lead team activities designed to benefit younger swimmers on the team
- Demonstrate the ability to limit distractions outside of school and swimming that will possibly hinder practice and meet performance