

2014-15 NATIONAL SKI TEAM (NST) SELECTION CRITERIA

PART 1 – GENERAL INFORMATION

1.0 OBJECTIVES AND AUTHORITY

- 1) The objective of this document is to describe the policies and procedures and the selection criteria that will be used by the CCC's High Performance Committee in selecting athletes for: international competition trips in the 2014-15 season; National Teams in the 2015-16 season.
- 2) This document is published under the authority of the High Performance Committee (HPC). It is consistent with CCC Document 2.1.3 Policy and Procedures for Team Selection, Nomination and Announcement; refer to appendix #1 of this document to reference this policy.
- 3) CCC's Competition Model Guidelines for NST selection criteria and domestic racing, based on Sport Canada's Long Term Athlete Development Guidelines (LTAD) are used in the design and selection procedures developed within this criterion; refer to <http://www.cccski.com/Programs/Athlete-Development/LTAD-Long-Term-Athlete-Development.aspx> in reference to these guidelines.

2.0 GENERAL SELECTION PROCEDURES

- 1) Definitions
 - a) Force Majeure - an unexpected event beyond the reasonable control of the athlete that crucially affects an athlete's ability to compete (e.g. illness, injury, transportation breakdown) and can be put forward as rationale for not having competed in or completed selection races.
 - b) Distance Races - for the purpose of these selection criteria, all races that are longer than 1.8km shall be designated as a Distance Event. This could be individual start, mass start, skiathlon competitions with or without a break. An athlete selected or identified in a distance race shall be referred to as a distance athlete.
 - c) Sprint Races - for the purpose of these selection criteria, all races that are shorter than or equal to 1.8 km in length and are designated individual sprints or team sprints shall be designated as a Sprint Event. An athlete selected or identified in a sprint event shall be referred to as a sprint athlete.
 - d) Tier One Selection Events – a categorization of races used for team selection and trip standards which is limited to domestic and international FIS sanctioned races that count towards the FIS points list. This categorization is intended to incorporate equitable depth of field races used for team selection. It is also intended to reduce the need for athletes to have to perform at peak capacity at all times during the season, both

from a LTAD perspective and as a means to ease the financial burden on athletes. As FIS sanctioned races are limited to open classes, Tier One Selection Events with junior race categories included in those specific race events will be included as part of the selection points calculation.

2) Selection Lists, standards and points lists

- a) Guidance in ranking and applying selection standards for able-bodied skiers are determined primarily by the Canadian Points List (CPL - international points) or the FIS points list. An athlete must purchase a CCC racing licence in order to be eligible for CPL points, and must purchase both a CCC licence and a FIS licence to be eligible for FIS points. The CPL will be the primary list used for selection purposes. Follow <http://www.cccski.com/Events/Points.aspx> to become familiar with the current version of the CPL.
- b) The only races considered for selection rankings and standards are Tier One Selection Events (refer to 2.1.d which defines Tier One Selection Events and to Appendix #2 which provides a list of the 2014-15 domestic Tier One Selection Events and to the FIS calendar for international Tier One Selection Events).
- c) The final 2014-15 NST selection points lists, distance and sprint consist of an athlete's best 4 distance races and the sprint CPL points of an athlete's best 3 sprint races considering Tier One level Selection Events only.

International Performance Benchmarks (IPB) is based on the athlete's highest CPL points based on Tier One Selection Events achieved during the previous 12 months versus the athlete's age. This measurement is used as an indicator of an athlete's general progression from year to year and can be used as a guideline for comparison with other athletes. Refer to Appendix #3 for further detail of the IPB standards.

3) Ties

In the event of a tie on the selection ranking list, after the selection criteria have been applied, (a) all of the athletes that are tied shall be selected, or (b) the tie could be broken by looking to the number of 1st place finishes, then the number of 2nd place finishes, etc. in the selection events at the discretion of the selection committee.

PART 2 - TRIP SELECTION 2014-15

3.0 PURPOSE, OBJECTIVES AND CANADA WC QUOTA 2014-15 FIS WORLD CUPS.

These are the purpose, objectives and Canadian quota for all FIS World Cup trips unless otherwise stated in the specific criterion of each World Cup trip:

- 1) Purpose:
 - a) Provide WC starts for athletes who have achieved, or have shown potential to achieve, red group status in order to meet established FIS and CCC international benchmarks.
 - b) Provide WC starts for developing athletes, based on available WC quota and available support, who have shown potential to achieve top 30 WC benchmarks.
- 2) Objectives:
 - a) Podium and top 12 results.
 - b) 2 athletes in top 10 overall WC results.
 - c) Achieve and/or maintain red group status based on consistent scoring of WC points with all WC team athletes in the red group at the end of the 2014/15 season
 - d) 2 WSC and 10 WC medals.
 - e) Scoring of WC points by a minimum of 2 non-WC team athletes.
- 3) 2014-15 CAD WC Quota:

	women	men
sprint	3	3
distance	2	4

4.0 WORLD CUP PERIOD #1 Europe (Nov. - Dec. 2014)

- 1) Events: World Cup events in Kuusamo, FIN; Lillehammer, NOR; Davos, SUI; La Clusaz, FRA.
- 2) Dates: November 29 – December 21, 2014.
- 3) Pre-selection all events: All WC Team athletes and 2013-14 aggregate winners of the Haywood NorAm FIS COC Series are pre-selected on the condition that these athletes can demonstrate competitive readiness which will be evaluated on the following conditions:
 - a) Have optimal health and readiness to travel and compete based on examination by CCC physicians and paramedical staff;
 - b) Are at a performance level as demonstrated throughout the training season that indicates that the athlete can continue to perform at the level that selected them to the WC Team or to win the Haywood NorAm FIS COC Series, as the case may be, including the capability of meeting the WC purpose and objectives outlined in 3.1 and 3.2. This assessment will be made by the DHP and NST Head Coach in consultation with the NST IST. If this performance, in training and/or competition, is not demonstrated, this pre-selection may be re-evaluated.
 - c) A winner of the 2013-14 Haywood NorAm FIS COC Series will be pre-selected only if that athlete has not retired and has fully committed to training and racing for the 2014-15 season as determined by the HPD and NST Head Coach.
- 4) Pre-selection for specified events: Development B-Team athletes may be selected to specific events in this period based on available quota, WC points achieved over the last 2 seasons, NST Head Coach recommendations made in collaboration with other WCT coaches and the conditions outlined in 4.3.
- 5) Trip Fee: FIS NorAm COC winners will pay for all costs except per diem and travel costs supplied by the WC OCs as per the FIS rules (750CHF travel + accommodation costs 2 nights before competitions until morning after last competition). Any Development B-Team athletes pre-selected under 4.4 will pay for all costs subject to a subsidy from CCC of up to a maximum of \$1,000CAD per athlete; this amount will be dependent on the number of athletes and the length of the trip for each athlete.

5.0 WORLD CUP PERIOD #2 - TOUR DE SKI (TDS)

- 1) Additional Trip Objectives (these are in addition to 3.2):
 - a) Overall TDS podium result.
 - b) Top 10 overall TDS results for each athlete.
 - c) Podium in individual stages for each WCT athlete.
 - d) Scoring WC points.
- 2) Dates: January 3 - 11, 2015. Team selections will be announced on Dec.23.
- 3) Selection: The NST Head Coach, in collaboration with the other WCT coaches, will recommend to the selection committee the athletes to be selected for this event based on results in the 2014-15 World Cup events and past TDS results. This recommendation will be based on the athletes' ability to meet the objectives of the trip. The minimum standard for selection to this event are one of the following standards:
 - a) Two top 20 distance results in the November, December 2014 World Cup events or a single WC distance result with a minimum of 15 FIS points.
 - b) A previous top 12 individual race result in the TDS.
 - c) A recommendation by the NST Head Coach to the selection committee that additional athletes be selected; this would consider:
 - i. Athletes who have scored WC points or who have consistently performed at or near this standard in the November, December 2014 World Cup events and have demonstrated an ability to complete the TDS be added to this trip;
 - ii. Athletes who have demonstrated consistent and dominant Nov.-Dec. Haywood NorAm and Super Tour wins, including non-Canadians. Consistent and dominant wins will be evaluated looking at the athlete's ability to be significantly ahead of the rest of the field in winning, the number of wins by the athlete and the athlete's ability to win in different distances and techniques. For further clarity, a win means to be the first in the race regardless of the participation of non-Canadians.
 - d) Trip Fee: Any athletes qualifying under 5.3.c would be required to pay all of their trip costs including any additional technical staff requirements. Estimated cost per athlete: \$4000 per athlete.

6.0 WORLD CUP PERIOD #2 (Otepa, EST, Jan. 2014)

- 1) Event and dates: Jan.17-18. Sprint and team sprint events. Team selection will be announced on Dec.23.
- 2) Team Size: The team size is dependent on Canada's FIS quota, available coaching and technical support and budget considerations. Minimum team size is expected to be sufficient to field a minimum of one male and female team in the team sprint.
- 3) Selection: will be based on the recommendations of the NST Head Coach in collaboration with the other WCT coaches to the selection committee in consideration of the following considerations and order of selection ranking:
 - a) World Cup team athletes having scored WC sprint points in the 2014-15 season.
 - b) Non-WCT athletes having scored WC sprint points in the 2014-15 season.
 - c) December sprint Haywood NorAm results. Selected athletes are expected to demonstrate consistent and dominant wins, including non-Canadian entries, in both qualifying and final results; this evaluation will be based on a comparable weighting evaluation of qualifying and final results. An athlete is expected to win at least one time trial and one final sprint.
 - d) Sprint leaders of the FIS NorAm COC series, if they are also the overall leaders of this series. Selection will consider the evaluation process in 6.3.c.
 - e) The NST coach can recommend athletes for selection, based on discretionary factors such as force majeure, current WCT athletes and proven potential to score WC points.
- 4) Trip Fee:
 - a) WCT athletes will be fully subsidized for this trip.
 - b) Athletes qualifying under 10.3.b,c,e will be subsidized by CCC up to a maximum of \$1,000CAD for each athlete; this amount will be relative to team size. These athletes may also be selected to the B-tour (refer to 9.0 for trip details); their B-Tour fees will cover their flight to mid-Europe.
 - c) Athletes qualifying under 10.3.d will pay for all costs except per diem and travel costs supplied by the WC OCs as per the FIS rules (750CHF travel + accommodation costs 2 nights before competitions until morning after last competition). FIS regional leaders will not be guaranteed a position on the B-Tour.

7.0 WORLD CUP PERIOD #2 (Rybinsk, RUS, Jan. 2015)

- 1) Event and dates: Jan. 23-25. 10-15 C, sprint F, skiathlon. Team selection will be announced Jan.13.
- 2) Team Size: The team size is dependent on Canada's FIS quota (refer to 3.3), available coaching and technical support and budget considerations. The FIS NorAm COC leaders from period #1 will also be considered for this trip.
- 3) Selection process, priorities and ranking: Selection will be based on the recommendations of the NST Head Coach in collaboration with the other WCT coaches to the selection committee with consideration of available quota and the following order of selection ranking:
 - a) World Cup team athletes having scored WC points in the 2014-15 season.
 - b) Non-WCT athletes having scored WC points in the 2014-15 season. If there are more athletes than available quota, the ranking will consider best placing in a 2014-15 WC skate sprint or distance event.
 - c) Athletes selected to the Otepaa WC based on available WC quota in Rybinsk.
 - d) January Haywood NorAm races at Highlands Nordic, ON Jan.8, 10, 11:
Skiathlon 15/30, 10/15 F, Sprint C
 - I. *Distance Selection and Ranking lists*: The NST Head Coach in collaboration with the other WCT coaches will make recommendations to the selection committee based on evaluating the athletes most likely to score WC points in Rybinsk. An athlete must be the leading Canadian citizen with a CCC license in at least one distance race at trials to be evaluated for selection. This evaluation will consider a minimum of the following order of priorities:
 - i. The type of distance starts available in Rybinsk and winning a similar distance race at trials by a convincing margin;
 - ii. If there is more than one distance start considered per gender, additional factors that could be considered include distance ranking lists using an athlete's sum total of the finish times of the two distance competitions.
 - II. *Sprint Selection and Ranking Lists*: To be considered for selection, athletes are expected to demonstrate dominating results, including non-Canadian entries, in both qualifying and final results. Selected athletes must be top 3 in the time trial and final result with at least one win in the time trial or final result. The evaluation for selection will be based on a comparable weighting evaluation of qualifying and final results using the Haywood NorAm scoring system. This scoring system applies to qualifying

ranking and final results ranking with each counting for 50% of the total points for that race (qualifying and final results will be scored and added together).

For the complete Haywood NorAm scoring system, refer to the Haywood NorAm Series Technical Package – 2014 season <http://www.cccski.com/Events/Technical-Packages.asp>

If there is a tie, the tie will be broken by looking to the best finish result.

- 4) Trip Fee: WCT athletes will be fully subsidized for this trip. Other athletes will pay full travel cost and per diem cost of \$150 CAD per day. As these athletes will be selected to the B-tour, their B-Tour fees will cover their flight to mid-Europe if they are arriving from Canada. FIS regional leaders will not be guaranteed a position on the B-Tour and will pay for all costs except per diem and travel costs supplied by the WC OCs as per the FIS rules (750CHF travel + accommodation costs 2 nights before competitions until morning after last competition).

8.0 UNDER 23 (U23) - JUNIOR WORLD CHAMPIONSHIPS (WJC) 2015

1) Purpose:

- a) To provide an international age appropriate competition for Canada's highest potential U23 athletes for the purpose of identifying and developing the athletes capable of progressing to World Cup, World Championship and Olympic competition.
- b) To provide the highest level of competition for Canada's highest ranked juniors in order to provide clear and distinguished benchmarks and an international development opportunity for our junior athletes.

2) Objectives:

- a) U23 – One man and one woman in the top 12 in distance races and a minimum of one athlete in the top-6 in sprint races.
- b) WJC – 4 athletes in the top 20, top 8 relay (male and female)
- c) Benchmarking Canada's best junior and U23 athletes against international competitors in order to assess our development programs.

3) Location and Dates: Almaty, Kazakhstan; Feb.1 – 8, 2015.

- 4) Team Size: Up to four men and four women per age category up to a maximum of 16 athletes. Special consideration to take additional athletes, not selected from criteria 8 a-b-c) in each of these age groups and genders, up to a maximum of 5

athletes in total in any category, can be made by the selection committee under the following considerations:

- a) Additional athletes will not be considered if it compromises the potential results of the selected athletes from criteria 8.9 a, b, c. The basis for this decision will consider the purpose and objectives of the criteria and the individual strengths of the selected athletes from 8.9 a, b, c.
 - b) Only recommendations from the NTDC, NDC and club head coaches will be considered and must be submitted in writing to the High Performance Director within 30 minutes of the final selection race. These recommendations will be considered for selection in the following order of priorities:
 - i. Force Majeure for athletes having previously demonstrated their capacity to meet the trip objectives;
 - ii. The next athlete on the ranking list.
- 5) Trip Fee: The top 4 athletes in each of the four race categories will pay a trip fee of \$2000. Any additional athletes in any age category added to the trip will pay a trip fee of \$3500 except in exceptional circumstances as determined by the Selection Committee.
- 6) Designated Selection Events:
- a) December Haywood NorAms: Juniors and Seniors will compete in the same competitions except for the sprint finals which will have separate junior and senior race competitions.
 - i. Blackjack-Rosslund, December 13-14, 2014: Sprint F, 10/15 C;
 - ii. Whistler Olympic Park, December 20 -21, 2014: Sprint C 15/30 Int F (srs), 5, 10 Int F (jrs)
 - b) Highlands Nordic - Jan. 8, 10, 11, 2015. Juniors and seniors will compete in separate competitions.
 - i. U23 competitions: Skiathlon 15/30, 10/15 F, Sprint C
 - ii. Junior competitions: Skiathlon 10/20, 5/10 F, Sprint C
- 7) Selection eligibility guidelines:
- a) Athletes are expected to have a FIS license prior to these events.
 - b) Athletes must demonstrate competitive readiness and the capacity to meet the trip objectives, including:
 - i. Medical evidence of health and readiness to travel is to be provided as requested through the athlete's coach;
 - ii. International Performance Benchmarks (IPB) based on the single best result in CPL points over the last 365 days will be used as an eligibility

guideline for assessing U23 athletes in the selection process. These U23 IPB standards are as follows:

U23 Age groups	Sprint and distance	
	Male	Female
Born in 1992	94.0	92.3
Born in 1993	92.0	90.7
Born in 1994	90.0	89.0

8) Selection Process, Priorities and Ranking:

Selection will be made using the following order of priorities, up to the maximum team size (refer to 8.4) and considering the maximum entry of four athletes in all U23/WJC events. Only Canadian citizens with CCC licenses will be considered in the ranking process.

- a) *December Haywood NorAms events:* Up to one athlete in each of the four categories (U23 men and women; junior men and women) may be selected from the December Haywood NorAm events (refer to 8.6.a). This totals a maximum of 4 athletes. ***An athlete must be the best junior or U23 athlete in at least one race to be considered for selection.*** Athletes considered for selection will be evaluated on being the best overall skier in their category at these events based on their best 3 events. The following ranking lists will be used:

Based on an athlete's best 3 December Haywood NorAm competitions, combined sprint and distance ranking lists for each of the four race categories (Junior male and female, U23 male and female) considering only the leading Canadian citizens with CCC licenses will be established using the Haywood NorAm scoring system. As per the NorAm scoring system, these lists will be tabulated using 100 points to the top junior male and female, etc. For U23 male and female athletes lists will be tabulated including all senior athletes using 100 points for the top senior male and female athletes, etc. For sprint races, this scoring system applies to qualifying and final results with each counting for 50% of the total points for that race (qualifying and final results will be scored and added together and the total will be divided by 2).

For the complete Haywood NorAm scoring system, refer to the Haywood NorAm Series Technical Package – 2014 season

<http://www.cccski.com/Events/Technical-Packages.aspx>

If there is a tie in any of the four categories, the tie will be broken by looking to the number of 1st place finishes (considering final results only), then the number of 2nd place finishes, etc. in the selection competitions. If there is still a tie, the selection committee will make the final decision.

- b) *Winners of January Selection Trials:* Race winners in each competition at the Highlands Nordic Haywood NorAm event (refer to 8.6.b), including each of the four categories (U23 men and women; junior men and women) will be selected after consideration of the selection eligibility guidelines for U23 skiers (refer to 8.7). If a race winner was already selected under 8.8a, they will still be considered the race winner in the 8.8b selection process.
- c) *Additional athletes from January Selection Trials:* After considering 8.8 a – b, the selection committee can increase the team size up to the maximum team size (8.4). These recommendations will be based on consideration of ranking lists for men and women from the designated selection events (8.6.b only) and meeting the purpose and objectives of the criterion (8.1 and 8.2).

The ranking lists will only consider the top 5 ranked athletes on either the sprint or distance lists – this will include the race winners (refer to 8.8.b).

The NTDC and NDC Head Coaches may recommend the balance between sprint and distance athletes to the selection committee based on consideration of the trip purpose and objectives (8.1 and 8.2) and the outcomes of 8.8 a, b.

Distance and Sprint Ranking lists:

- i. *Distance Ranking Lists:* An athlete's sum total of the two distance competitions will be used to establish the distance ranking list. This ranking list will be established from the distance competitions at the selection event using an athlete's points calculated using the CPL system (refer to <http://www.cccski.com/Events/Points.aspx> for CPL details);
- ii. *Sprint Ranking Lists:* The sprint race for each gender will have two ranking lists: final results list and sprint qualifying list (this list will use an athlete's points calculated using the CPL system (refer to <http://www.cccski.com/Events/Points.aspx> for CPL details). Additional sprint selections will be based on the recommendations of the HPD to the selection committee considering both ranking lists.

9) Itinerary and passport/visa requirements:

- a) Passports valid up until the end of July 2015 are required before airline tickets will be purchased. Entry into Kazakhstan requires a visa. Visas are the responsibility of the athlete and must be attained before leaving Canada; CCC will assist with this process.
- b) Athletes will leave Canada on January 18th or 19th, 2015.
- c) Lisa Patterson will be the trip leader. For further information contact lpatterson@cccski.com

9.0 EUROPEAN FIS RACE TOUR (B-TOUR) February 2015

- 1) Purpose: To provide a systematic, flexible and comprehensive competition model that fosters the development of athletes who have demonstrated potential to enter the World Cup circuit and transition to future WC red group level athletes and OWG medalists.
- 2) Objectives:
 - a) Podium and top 12 individual results in European FIS races;
 - b) High level European race experience for the best +U23 athletes and the top ranked U23 athletes;
 - c) Preparation and selection for World Cup and World Championship events.
- 3) Dates: Leaves Canada Feb.9 and return on March 2. For athletes continuing on to compete in the Lahti WC, those athletes will return March 9th.
- 4) Location: This trip is planned for participation in Scandinavian Cup events in Latvia and Estonia.
- 5) Team Size: This will vary throughout the trip; it will be dependent on B-Tour athletes also selected for specific events at the WSC who may also compete in part of the B-Tour. Estimated team size is up to 10 athletes; this will include a minimum of 3 males and 3 females.
- 6) Trip Fee: Minimum \$4000 [the actual trip fee will be clarified when the race schedule and trip itinerary are complete] For athletes on the B-Tour who are also attending specific events at the WSC, the trip fee will be adjusted down based on the number of nights on the B-Tour.
- 7) Selection Events:
 - a) 2014-15 November - December World Cup events.
 - b) Specified selection events for Otepaa (6.0) and Rybinsk (7.0) WCs.
 - c) Canadian FIS NorAm COC series including events up to the 9th of February 2015 which is the eligibility cut-off for the 3rd WC Period 2014-15.
 - d) U23-WJC Championships
- 8) Selection Priorities and Ranking: Selection will be made in the following order of priorities, up to the maximum team size of 10 athletes. Selection will not include any athletes selected for the entire senior WSC due to conflicting competition dates:

- a) The NST Head Coach can recommend athletes to the HPD for selection based on discretionary factors such as force majeure, current WCT athletes and proven potential to score WC points.
- b) Any athlete attaining WC points in the November-December 2014-15 WC season.
- c) Athletes selected in accordance with the criterion for Otepaa (6.0) and Rybinsk (7.0) WCs. This includes U23-WJC athletes who may have declined these trips due to the U23/WJC.
- d) The male and female leaders in the Haywood NorAm FIS COC Series (up to the end of FIS period #2).
- e) Athletes ranked in the top 12 at the U23 Championship. If there is more than one athlete, the athletes will be ranked according to best placing at this event.
- f) Athletes ranked in the top 12 at the WJC. If there is more than one athlete, the athletes will be ranked according to placing at this event.
- g) If a U23 athlete of either gender was not selected under 9.8 a-f, the top ranked U23 athlete of either gender may be selected. The NST Head Coach in collaboration with the NDC coaches can make a recommendation to the selection committee based on the U23 Championship results and the trip objectives.
- h) The first overall ranked Canadian male and female sprinters in the Haywood NorAm FIS COC Series (up to the end of FIS period #2). It is proposed that the series be ranked this way for 2014-15.
- i) The second overall ranked Canadian male and female in the Haywood NorAm FIS COC Series (up to the end of FIS period #2).

NOTE: *In the eventuality of a selection choice between genders in any of selection ranking priorities in 9.8 in reaching the maximum team size of 10, the NST Head Coach will make a recommendation to the selection committee considering all performance factors in the 2014-15 season and relative potential to meet the trip objectives.*

9) Itinerary:

- a) Athletes selected for this trip will leave Canada Feb.9th and return to Canada either on Feb.25th or after the Lahti WC on March 9th.
- b) The trip will start and end in Helsinki.
- c) The trip leader will be Chris Jeffries (AWCA). The trip will also be supported by a technician and an assistant coach.

**10.0 WORLD SENIOR CHAMPIONSHIPS 2015 and OSTERSUND WC
PERIOD #3 (COC leaders will not be considered for the Ostersund WC
event unless selected for the WSC)**

- 1) Purpose: Podium results.
- 2) Objectives:
 - a) Because of the implications to CCC's funding, medal potential athletes will be the primary focus.
 - b) Two podium results.
 - c) A minimum of one top 12 individual result from each athlete.
- 3) Events and Dates. World Cup Ostersund, SWE Feb.14 - 15, 2015; World Championships, Falun, SWE, February 18 – March 3, 2015. Team selections will be announced Feb.9.
- 4) Designated Selection Events.
 - a) 2014-15 World Cups.
 - b) 2014-15 Nor-Am events.
 - c) U23-WJC.
- 5) Eligibility standards and selection evaluation process (WSC and Ostersund WC):
 - a) All athletes, male and female must have achieved a minimum of one result better than 75 FIS Cross-Country points in the 2014-15 season.
 - b) Selection will include evaluation of the following factors:
 - i. Health
 - ii. 2014-15 WC results
 - iii. 2014-15 Haywood NorAm results
 - iv. U23-WJC
- 6) Selection process: Selection will be made by the HPD upon advisement and recommendations from the NST Head Coach in collaboration with the other WCT coaches.
- 7) Scope of Team Composition:
 - a) Athletes meeting the selection priorities under 10.8.a and b will be selected and supported for the entire WSC.
 - b) Athletes may be selected for specific events considering budget, accommodation availability and future medal potential under 10.8.c.
 - c) A minimum of 2 athletes per gender considering 10.5.a and b and the consolidation of 10.7.a and b.

- 8) Selection priorities and ranking: Selection will be made using the following order of priorities, considering the maximum entry of four athletes per event (except the team sprint) budget and the purpose of the trip.
 - a) Athletes with a top 12 distance or top 12 sprint result on the 2014-15 WC will be selected. Athletes will be ranked according to their single best result.
 - b) Athletes in the current FIS red group and athletes having been on the podium at World Cup or World Senior Championships in the last 2 years may be selected. Athletes will be ranked according to their to their single best 2014-15 WC result.
 - c) The NST Head Coach may recommend additional athletes to the HPD based on demonstrated and compelling reasons for selection that are evidence based in order to substantiate the recommendations. 10.5 will be used as standards for these recommendations.
- 9) Trip Fee: World Cup Team athletes will be supported for the WSC. Other athletes will receive a daily living allowance of 4 days for each start; this subsidy will be deducted from the B-tour trip fee. Transportation costs to and from Falun will be the responsibility of the athlete.
- 10) Itinerary. The WCT will stay in Europe for WSC preparation after the Rybinsk WC. Other athletes selected to this trip will arrive at the WSC four days before their specified event and depart from the World Championships after finishing their specific events at the World Championships. It is expected that departing athletes may be selected to the B-Tour; travel will be coordinated to that trip.

11.0 WORLD CUP LAHTI - March 2014

- 1) Purpose for non-WCT athletes: Provide WC starts for Canada's top ranked athletes, based on 2014-15 WSC, World Cup and FIS Euro Tour results, in order to meet established FIS and CCC international benchmarks.
- 2) Objectives for non WCT athletes:
 - a) For +U23 athletes to score WC points;
 - b) For U23 athletes to finish in the top half of the field.
- 3) Events: World Cup in Lahti, Finland. Sprint F and 10/15km C
- 4) Date: March 7-8, 2015. Team selections will be announced March 1.
- 5) Team Size: Dependent on Canada's WC quota, the purpose and objectives of the criterion, selection ranking, FIS standards and budget limitations.

- 6) Selection priorities and ranking: With consideration of 11.5, selection will be made in the following order of priorities based on the recommendations of the NST Head Coach, in collaboration with the other WCT coaches and the B-Tour trip leader, to the HPD:
- a) World Cup Team athletes.
 - b) The top 2 Male and 2 Female NorAm FIS Regional Series leaders from FIS WC period 3 (up to Feb-23, 2014).
 - c) The 3rd ranked Male and Female athletes in the FIS NorAm COC Series if they were selected to the B-Tour.
 - d) Any non-WC Team athletes with a top 30 placing in individual events at the 2015 World Senior Championships. Athletes will be ranked according to their best WSC placing.
 - e) Any non-WC Team athletes with a top 30 WC placing in individual events in 2014-15 World Cups. Athletes will be ranked according to best WC placing.
 - f) Athletes on the B-Tour and non-WCT athletes selected to the WSC for the duration of that event based on their relative results at these respective events and the objectives of the trip.
- 7) Trip fee:
- a) WCT will not have a trip fee.
 - b) FIS Noram COC series leaders will have the following costs supplied by the WC OCs as per the FIS rules (750CHF travel + accommodation costs 2 nights before competitions until the morning after last competition). These athletes will be responsible for any additional trip costs. The flight back to Canada will be covered as part of the B-Tour fee.
 - c) Other athletes will have a trip fee of \$800. The flight back to Canada will be covered as part of the B-Tour fee.
- 8) Itinerary:
- a) Athletes for this trip selected will have week in Finland prior to the Lahti WC.
 - b) The trip leader will be Louis Bouchard.

12.0 WORLD CUP DRAMMEN and OSLO - March 2015

- 1) Events: World Cups in Drammen and Oslo, Norway.
- 2) Date: March 11-15, 2015.
- 3) Team Size: Dependent on Canada's WC quota, the purpose and objectives of the criterion, selection ranking, FIS standards and budget limitations.
- 4) Selection priorities and ranking:
 - a) Athletes with a top 12 distance or top 12 sprint result on the 2014-15 WC or 2015 WSC will be selected. Athletes will be ranked according to their single best result.
 - b) Athletes in the current FIS red group and athletes having been on the podium at World Cup or World Senior Championships in the last 2 years may be selected. Athletes will be ranked according to their single best 2014-15 WC and WSC result.
 - c) The NST Head Coach in collaboration with the WCT coaches may recommend additional athletes to the HPD based on demonstrated and compelling reasons for selection that are evidence based in order to substantiate the recommendations. This could include the top 3 leaders in the Haywood FIS NorAm COC series.
 - d) Male and Female NorAm FIS COC Series leaders for FIS WC period 3.
- 5) Trip fee: FIS NorAm COC leaders will pay for all costs except per diem and travel costs supplied by the WC OCs as per the FIS rules (750CHF travel + accommodation costs 2 nights before competitions until morning after last competition).

PART 3 - TRIP SELECTION 2014-15 – (Para-Nordic IPC races)

13.0 International Paralympic Committee (IPC) World Cup (WC) #1, #2, #3, #4 December 2014 to March 2015

- 1) Purpose:
 - a) Provide WC starts for athletes who have achieved, or have shown potential to achieve gold medal results and meet established CCC international benchmarks leading to the 2018 Paralympic Winter Games (PWG);
 - b) Provide WC starts for development level athletes who have shown potential to achieve PWG podium results in 2018.

- c) To provide development opportunities to complement CCC international benchmarks leading to the 2018 PWG where it is in the best interest of the team's overall results at the 2018 PWG.
- 2) Objectives:
- a) Contribute to team goals of 12 WC medals in the 2014-2015 season;
 - b) Consistent scoring of IPC Nordic Skiing (NS) points by individual athletes leading to ranking on the IPC Cross Country (CC) or IPC Biathlon (BT) ranking points list.
 - c) Give athletes the opportunity to meet CCC Team Selection criteria in order to be named to the 2015-16 CCC Para-Nordic National Ski Team (PNST) and/or to meet 2015-16 Sport Canada Athlete Assistance Program (AAP) funding support criteria.
- 3) Events:
- a) IPC WC #1 Vuokatti FIN (2 x CC + 2 x BT + 2 BT Electronic Trial)
 - b) IPC WC #2 PyeongChang KOR (2 x CC + 2 X BT)
 - c) IPC WC #3 Hokkaido JPN (4 x CC)
 - d) IPC WC #4 Surnadal NOR (2 x CC + 3 x BT)
- 4) Dates:
- a) IPC WC #1 December 8-17, 2014
 - b) IPC WC #2 February 5-12, 2015
 - c) IPC WC #3 February 13-19, 2015
 - d) IPC WC #4 March 14-23, 2015
- 5) Team Size: This is limited by available budget and support staff.
- 6) Pre-selection: All WC Team athletes are pre-selected. This group will receive CCC PNST support and will be fully funded.
- 7) Additional Selections: The PNST Head Coach (HC) may recommend to the selection committee that additional athletes be added and supported for part or all of these events based on preparation needs for IPC WC, WSC, PWG and other specific athlete development priorities considering the purpose and objectives of the criteria in 13.1 and 13.2. Self-funding for all or part of this type of selection may be necessary based on budget availability.
- 8) Itinerary: Contact Mike Edwards, Assistant Director High Performance Para-Nordic (ADHP-P) at medwards@cccski.com for more information.

14.0 IPC Cross-Country and Biathlon World Ski Championships (WSC) January 2015

- 1) Purpose:

- a) To meet established CCC individual and team international benchmarks for this event and long-term benchmarks leading to the 2018 PWG.
- b) To provide development opportunities to complement these benchmarks where it is in the best interest of the team's overall results at the 2018 PWG.
- c) Provide IPC International Competition starts for development level athletes who have shown commitment to long term development and achieving benchmarks directed towards the long-term goal of competing for Canada in IPC WC, WSC, or PWG.

2) Objectives:

- a) Contribute to team goals of four (4) WSC medals at the 2015 WSC;
- b) Consistent scoring of IPCNS points by individual athletes leading to ranking on the IPCBT or IPCCC ranking points list;
- c) Give athletes the opportunity to meet CCC Team Selection Criteria standards in order to be named to the 2015-16 CCC PNST and/or to meet 2015-16 Sport Canada AAP funding support criteria.
- d) Identification of development level athletes who:
 - i. Can be ranked and have at least one race of 180 IPCNS points or less on the IPCBT or IPCCC ranking points list.
 - ii. Demonstrate the long term potential to achieve benchmarks leading to IPC WC, WSC or PWG podium results.

3) Event: IPC WSC Cable USA (3 x CC + 2 x CC Relay + 3 x BT)

4) Dates: Jan 22 to Feb 2, 2015

5) Team Size: This is limited by available budget and support staff as well as logistical considerations related to the event.

6) Pre-selection: All WC Team athletes are pre-selected. This group will receive full PNST staff support and will be fully funded.

7) Additional Selections:

The PNST HC may recommend to the selection committee that additional athletes be added for part, or all of this event, based on specific athlete development priorities considering the purpose and objectives of the criteria in 14.1 and 14.2.

- a) Additional selected athletes and their support staff wishing to compete in these IPC WCs must be sanctioned by the Assistant Director of High Performance – Para-Nordic (ADHP-P).
- b) Any sanctioned athletes added under 14.7a will be required to organize their own trip logistics under the conditions outlined in 14.9 and pay the full trip

costs including their approved support staff and trip costs for these support staff.

- 8) Additional Selection Standard: Under the conditions outlined in 14.7 additionally selected athletes must meet the following criteria:
 - a) Have a yearly training program that is led and monitored by a qualified coach and has shown the commitment to long term development in order to achieve benchmarks leading to the long-term goals of competing for Canada in WC, WSC, or PWG.
 - b) Demonstrated the ability or potential to achieve at least one result of 180 IPCNS points or less on the IPCCC or IPCBT ranking points List.
 - c) Recommendation by their Division.

- 9) Itinerary and Team Organization: The following guidelines will govern the organization and coordination of the Pre-Selected Group (WC Team) and the Additional Selected Group (National Group):
 - a) The pre-selected WC team and other selected PNST athletes will be supported by the PNST coaching team and technical staff.
 - b) The National Group of athletes will be coordinated and supported as follows:
 - i. The National Group will be coached, led and organized by a designated coordinator chosen by CCC in collaboration with the Divisions with selected athletes;
 - ii. The National Group budget and staff support plan will be coordinated cooperatively by the ADHP-P, the National Group coordinator and the Divisions with selected athletes for this trip;
 - iii. All LOC communications and National Group entries will be done by the PNST Team Leader or ADHP-P in collaboration with the National Group coordinator;
 - iv. The National Group will be supported by their own coaching and support staff. The PNST coaches and support staff will cooperate with the National Group to offer support where appropriate based upon PNST budget, support staff availability and development priorities.
 - c) Contact CCC ADHP-P Mike Edwards at medwards@cccski.com for more information.

PART 4 – 2015-16 TEAM SELECTION CRITERIA – (Able-bodied)

15.0 SENIOR WORLD CUP TEAM

- 1) Purpose: To provide optimal preparation for senior athletes who have demonstrated the ability to compete for podium and top 12 placings in World Cup, World Championships and OWG competitions.
- 2) Objective: Preparation for the 2015-16 World Cup events.
- 3) Selection: This team will be selected from the following events: 2014-15 World Cup events and the 2015 World Senior Championships. Past performance and identifiable international benchmarks may also be considered. The team will be selected based on the following:
 - a) Athletes with the following placings at the 2014-15 World Cup and 2014 World Senior Championships events will be selected:
 - i. Sprint – once in the top 6 or twice in the top 12;
 - ii. Distance – once in the top 6 or twice in the top 12
 - iii. Twice in the top 12 in a combination of one sprint race and one distance race.
 - b) Based on presenting tangible performance data to the HPC, the NST Head Coach may recommend that other athletes be selected to this team. This recommendation will be based on assessment of past performance and proven potential to be able to contribute to Canada's podium success in the 2015-16 World Cups and 2018 OWG. This evaluation of podium potential will be based on proven international podium success and/or identifiable international performance benchmarks indicative of progression towards potential podium success.

16.0 SENIOR DEVELOPMENT TEAM

- 1) Purpose: To provide a systematic, flexible and comprehensive training and competition model that fosters the development of athletes who have demonstrated potential to enter the World Cup circuit and transition to future WC red group level athletes and OWG medalists.
- 2) Objectives: The 2015-16 minimum targets for this team will be top 30 World Cup results and/or top 8 – top 12 (age dependent) U23 World Championships results. Preparation for the 2018 Olympic Winter Games will remain the longer term focus.
- 3) Team Size: Appraisal of athlete potential for podium success at the 2018 and 2022 OWG will be considered in determining team size. Maximum team size will be determined in April 2015 based on the recommendation of the HPD and the NST Head Coach to the HPC.
- 4) Selection: This team will be selected based on the following order of priorities:

- a) Athletes on the 2014-15 WC Team who are demoted from the WC Team (2014-15) and are recommended to the selection committee by the NST Head Coach, could be nominated to this team with consideration of the final 2014-15 NST selection points list (tier 1 races), sprint and distance.
 - b) Athletes achieving a top 30 distance or top 30 sprint result at a 2014-15 World Cup event or the 2015 World Ski Championships.
 - c) The NST Head Coach may recommend up to one male and one female athlete to the HPC based on discretion. This recommendation will be reviewed relative to the purpose of this criterion (16.1).
 - d) The NST Head Coach may recommend athletes to the HPC based on force majeure. This recommendation will be reviewed relative to the purpose of this criterion (16.1).
 - e) An athlete placing in the top 12 distance or the top 12 individual sprint at the 2014 U23 Championships may be selected based on an assessment and recommendation of the NDC Coaches, in collaboration with the HPD, to the HPC. This assessment and recommendation will be based on the relative merit of time behind the winner, FIS points and WC eligibility standard within the U23 event. These factors will be reviewed relative to the purpose of this criterion (16.1).
 - f) Graduating junior athletes placing in top 12 in a distance event or placing in the top 12 in an individual sprint event at the 2014 WJC may be selected based on an assessment and recommendation of the NDC coaches in collaboration with the DHP to the HPC. This assessment and recommendation will be based on the relative merit of time behind the winner and FIS points. These factors will be reviewed relative to the purpose and objectives (16.1 and 16.2).
 - g) Other athletes may be selected on a discretionary basis, based on the recommendation of the NST Head Coach, in collaboration with the NST, NTDC and NDC coaches to the HPC. This recommendation will be reviewed relative to the purpose and objectives of this criterion (16.1 and 16.2). **Any athlete recommendations must be submitted with relevant data on a data template provided by the HPD. This form must be submitted to the HPD 10 days before the April HPC meeting.** This submission must be evidence-based and demonstrate the athlete's progress on the podium pathway. Athletes selected under 6.f are expected to have met one of points 6a, b, d, e at least once in the previous 2 years (2012-13 or 2013-14).
- 5) Rationale for Development Team Training Groups: This team will have three training group designations and varying levels of support in order to:
- a) Provide appropriate support to athletes who are most likely to improve their relative international performance benchmarks based on individual performance history.

- b) To take advantage of identified support from CCC sport partners, in particular OTP and B2ten where appropriate.
 - c) To create age, training and performance history appropriate training groups.
- 6) Development Team training group designations:
- a) World Cup Team training group: this will consist of athletes with top 30 WC results over the last two seasons. This group will train with the World Cup Team where it is feasible.
 - b) U23 training group: this will consist of athletes who have achieved a minimum of top 20 WJC or top 12 U23 result in last 2 seasons. This group includes graduating U23 athletes from the 2014-15 season.
 - c) Post U23 training group: this will consist of athletes who have had a history of reaching the benchmarks in 5 a-b and are nominated under 16.6.f.

17.0 JUNIOR TEAM

- 1) Purpose: To provide recognition, additional financial resources and technical support to athletes with demonstrated:
 - a) strong developmental foundations as LTC athletes, in order to optimize their development potential as they move into the TTC stage, and/or;
 - b) TTC or TTW level performances.
- 2) Objective: The short-term focus of the Junior Team program is the generation of the Canadian Junior Team for the 2016 World Junior Championships with the aim of achieving top 20 results in distance races and top 12 in the sprint event. The long-term focus is the 2022 Olympics.
- 3) NST Junior Selection – Single ranking list distance and sprint: The final NST selection junior points list will be based on Tier One level races (refer to 2.1d). Separate lists will be established for males and females. This list will be a single ranking list that combines the average CPL points of the best 4 distance and best 3 sprint races, such that average distance points will count for 65% of the total points and average sprint points will count for 35% of the total of the selection points list.
- 4) Team Size and Composition: The maximum team size will be determined in April 2015 based on the recommendation of the HPD to the HPC. The composition of the team will be determined based on athletes with the demonstrated level of performance specified under the Junior Team purpose and objectives (refer to 17.1 and 17.2). The team will be selected based on 50% male and 50% female athletes, on the condition that there are enough athletes from each gender that have the potential to meet the Junior Team objectives (17.2).
- 5) Eligibility guidelines: International Performance Benchmarks (IPB) will be used as a guideline to evaluate athletes' potential to meet the Junior Team objectives of top 20 World Junior Championship results which are indicative of CCC's long

term HP goals. For non-graduating juniors, the corresponding minimal benchmark in CPL points (single best result over the last 365 days), are the following:

- a) distance – 86 CPL;
- b) sprint – 87 CPL

6) Selection: This team will be selected based on the following order of priorities:

- a) Non-graduating junior athletes placing in the top 30 (distance) at the 2015 WJC will be selected.
- b) Non-graduating junior athletes placing in the top 20 (sprint) at the 2015 WJC will be selected.
- c) The HPC can select up to two athletes on a discretionary basis based on the recommendations of the HPD. This selection would be consistent with the purpose and objectives of the junior team and would consider alternative measures of talent identification that may have been limited by the NST selection ranking list such as graduating junior boys and girls who may not have competed in enough Tier One open competitions.
- d) Athletes will be ranked on the lists specified above (17.3).

18.0 NATIONAL TEAM DEVELOPMENT CENTRES (NTDCs) and NATIONAL DEVELOPMENT CENTRES (NDCs)

1) Purpose: NTDCs and NDCs are a critical delivery point in the HP progression for senior athletes and older junior athletes and are intended to:

- a) Provide HP services and infrastructure to establish an appropriate environment that will enable selected athletes in the L2C and above stages of LTAD to prepare and/or develop optimally in order to have greater depth (quantity and quality) of athletes who can achieve WC, WSC and OWG qualification standards.
- b) Maintain a long term focus of producing podium level skiers at the World Cup, WSC and OWG level, realizing that this is a process that takes several years.

2) Objectives:

- a) Complement, collaborate and assist with the delivery of the NST program.
- b) Facilitate athletes to achieve the Athlete Performance Criteria in the Cross-Country Ski de Fond Canada Training Centre Plan: Guidelines and Expectations for Supported National Development Centres (refer to Appendix 5) and qualify for the World Championships of their respective age group.

- c) Bridge the performance gap between the top international level athletes and talented athletes within the NTDC/NDC system.
- 3) NDC/NTDC Orientations, Athlete Quotas, Selection Principles & Guidelines and Nomination Process: (refer to Appendix 5)
- 4) Selection ranking lists and standards:
 - a) There will be separate male and female ranking lists for all other athletes. These ranking lists will be established according to the points difference between either their sprint or distance NST selection lists points and the following IPB expressed in CPL points:

Age groups	Female		Male	
	Sprint	Distance	Sprint	Distance
Born in 1992 and after	94.0	94.0	96.0	96.0
Born in 1991 and before	97.0	97.0	98.0	98.0

- b) The male and female ranking lists will not be compared for the purpose of each NTDC/NDC selection. NTDC/NDC coaches will make recommendations to the selection committee on the balance between male and female selections for each NDC as outlined in the considerations referenced in 18.6.c.
- 5) Selection Process:
 - a. Barring extenuating circumstances, Senior NST athletes will be nominated to a NTDC.
 - b. Once the Senior National Team athletes have been nominated, the remaining positions in each NTDC and NDC will be nominated based on the recommendations of specific NTDC/NDC coaches to the HPC based on the following considerations:
 - i. The recommendations must be based on a combined assessment of the NTDC/NDC selection ranking lists (18.4a&b) and the selection guidelines and principles in the Cross-Country Ski de Fond Canada Training Centre Plan: Guidelines and Expectations for Supported National Development Centres (refer to Appendix 5);
 - ii. The athlete recommendations for each NTDC/NDC must clearly demonstrate substantial reasons in accordance with the Talent Identification, Development and Retention Framework for NDC Selections (refer to Appendix 4) for skipping over any athletes with higher IPB (as per the standards referenced in 18.4.a) than those being recommended;
 - iii. The recommendations must demonstrate compelling reasons for selection that are evidence based in order to substantiate the recommendation;

- iv. The recommendations will be reviewed relative to the purpose and objectives (18.1 and 18.2) of this criterion.
- 6) Junior NST athletes not selected to NDCs may be provided NTDC/NDC program support, ranging from partial to full support, at the discretion of each NTDC/NDC, subject to: the needs of the athlete(s); the capacity of the NTDC/NDC to provide support (e.g. resources, team size); and the place of residence of the athlete(s). When support is provided by a NDC, it will be in collaboration with the club coach.
- 7) Expression of interest for NTDC/NDC selection is required. Athletes who believe they could be considered for NTDC/NDC selection:
 - a) Must forward a letter of interest to the CCC Athlete Services Coordinator by April 1st, 2015 to be considered for selection. The letter of interest must include the order of the athlete's preferred NTDC or NDC selection.
 - b) It is highly recommended that athletes asking to be considered for selection for the first time, reference the NTDC and NDC websites for specific guidelines and familiarity with each Centre. Contact with their preferred Centre should then be made by the athlete, preferably before the end of March, to discuss the NTDC or NDC's guidelines, orientation, program costs and other pertinent details prior to the selection process in mid-April.

PART 5 – 2014-15 TEAM SELECTION CRITERIA – (Para Nordic)

19.0 WORLD CUP TEAM 2015-16

- 1) Purpose: To provide optimal preparation for athletes who have demonstrated the potential to compete for gold medal results in International Paralympic Committee (IPC), World Cup (WC), World Championship (WSC) and Paralympic Winter Games (PWG) competitions.
- 2) Objective: Preparation for gold medal success at 2015-16 IPC WC events.
- 3) Selection: This team will be selected based on the following:
 - a) Athletes achieving at least one result in the 2014-15 season at IPC WC or WSC of 30 IPCNS points or less on the IPCCC or IPCBT ranking list in a 'distance' event will qualify for selection to the Para-Nordic World Cup Team based on the purpose and objectives outlined in 19.1 and 19.2 and the recommendation of the Para-Nordic National Ski Team (PNST) Head Coach (HC) to the High performance Committee (HPC). This assessment will consider the depth of field at these events and a minimum of top half results.
 - b) The PNST HC may recommend to the HPC other athletes for selection to this team based on assessment of past performance and proven potential to be able to contribute to Canada's gold medal success at 2015-16 IPC WC

events. This evaluation of podium potential will be based on proven international podium success and/or identifiable international performance benchmarks indicative of progression towards podium success at IPC WC, WSC and PWG and will consider force majeure.

20.0 DEVELOPMENT TEAM

- 1) Purpose: To provide optimal preparation for athletes who have demonstrated the potential to develop towards achieving PWG podium success in 2018.
- 2) Objective: The 2015-16 targets for this team will be qualifying for the 2015-16 WC with a longer term focus on achieving benchmarks towards PWG podium success in 2018.
- 3) Selection: This team will be selected based on the following:
 - a) Athletes achieving least one result in the 2014-15 season at IPC WC or PWG of 90 IPCNS points or less on the IPCCC or IPCBT ranking list in a 'distance' event will qualify for selection to the Para-Nordic Development Team based on the purpose and objectives outlined in 20.1 and 20.2 and the recommendation of the PNST HC to the HPC. This assessment will consider the depth of field at these events.
 - b) The PNST Head Coach may recommend to the HPC other athletes for selection to this team based on assessment of past performance and proven potential to be able to contribute to Canada's success at the 2015-16 IPC WCs. This evaluation will be based on proven international podium success and/or identifiable international performance benchmarks indicative of progression towards potential podium success at IPC WC, WSC and PWG.

Appendix #1

**Document 2.1.3
revision (August 2013)**

CCC POLICY AND PROCEDURES FOR TEAM SELECTION, NOMINATION AND ANNOUNCEMENT

1.0 Aims

- 1) Describe the policy for the selection of teams within the National Ski Team (NST) Program;
- 2) Explain the procedures for establishing criteria and selecting, nominating and announcing teams consistent with this rationale.

2.0 Authority

Authority for the establishment of policy and procedures regarding team selection within the NST Program has been delegated to the Director of High Performance by the Executive Director of CCC. Operational policies and procedures related to selection are required to be consistent other approved CCC policies.

The High Performance Committee is formed to provide advice and support to the Director of High Performance in developing policies, plans and selection criteria.

The work of the High Performance Committee will be fully aligned with initiatives, goals and objectives of Cross Country Canada as identified from time to time in CCC's Strategic Plan.

The HPC is composed of, when reasonably possible:

- 1) the Director of High Performance;
- 2) the athlete representative on the CCC board of directors;
- 3) an athlete representative for Para-Nordic National Ski Team (if such representative is not also the athlete representative on the CCC board of directors);
- 4) an athlete representative for able-bodied National Team (if such representative is not also the athlete representative on the CCC board of directors);
- 5) the Executive Director (ex-officio);
- 6) the President of CCC (ex-officio);
- 7) the National Ski Team head coach or team lead (as identified by the Director of High Performance);
- 8) the Para-Nordic National Ski Team head coach or team lead (as identified by the Director of High Performance);

- 9) the Assistant Director of High Performance – Para-Nordic;
- 10) the Director of Events;
- 11) the Director of Coach and Athlete Development;
- 12) staff persons who may be assigned by the Executive Director to support the activities of the High Performance Committee (ex-officio);
- 13) such other members as the Executive Director in consultation with the Committee Chairperson may determine are beneficial to the function of the Committee; and
- 14) representatives from any of the five (5) Regions (Atlantic; Quebec and Nunavut; Ontario; Manitoba and Saskatchewan and Alberta and NWT; British Columbia and Yukon) that wish to participate on the Committee if such Regions are not already represented by members identified in this list.

The Director of High Performance shall be the Chairperson of the Committee. The Chairperson is responsible for:

- 1) providing leadership to the Committee (i.e.: convening meetings; developing agendas; assigning, supervising and coordinating the Committee work); and
- 2) representing the Committee in communication.

3.0 Policy

- 1) The policy for CCC team selection process is based on the following principles:
 - a) Athletes and teams representing Canada in cross-country skiing must be credible and competitive – at the World Cup level this is defined as consistently scoring World Cup points; for other teams this is defined in the program's operation principles as a reasonable probability of finishing in the top half at these events.
 - b) Through the adoption of a strategic perspective, a successful high performance program must be developed and sustained over the mid and long term.
 - c) Athletes and coaches must receive the required selection information in a complete, accurate and timely manner.
 - d) The process must operate without bias, and in a manner which observes the principles of openness and transparency to the degree possible.
- 2) Selection criteria are intended to state the requirements, standards and procedure to be used in the selection process. In general, selection of athletes and support to selected athletes will be based on a combination of:
 - a) objective measurements – results achieved in specified races, as measured against international standards through the Canadian Points List (CPL) or Fédération Internationale de Ski (FIS) points; and

- b) subjective assessments – judgments of an athlete’s commitment, ability, potential and their potential to achieve the objectives of the trip and to perform and contribute to the team.
- c) COC/CPC criteria requirements - for Olympic/Paralympic events.

4.0 Establishing Selection Criteria

- 1) Intent. Criteria are intended to state the eligibility requirements and standards which will govern a particular selection process, and how they will be applied. All Canadian entries for international events sanctioned by the Federation Internationale de Ski (FIS) (e.g., the Winter Olympic/Paralympic Games, World Cup races, World Championships, the World University Games and European Continental Cup events) must be selected and sanctioned by CCC.
- 2) Other Factors. Other factors which will be considered in the selection process are:
 - a) the CCC Strategic Plan;
 - b) the NST Operational Plan – in particular, the Program Philosophy and Program Operating Principles (Follow <http://www.cccski.com/National-Ski-Team/HP-System-Strategic---Operational-Plans/HP-Operational-Plan-2013-14-pdf.aspx><http://www.cccski.com/dbfiles/709.pdf> to become familiar with the principles) and;
 - c) the NST Budget, which may be a limiting factor; the selection process for teams and trips is regulated in part by the availability of funding. The Director of High Performance with the HPC reserves the right to modify trips or tours due to financial considerations. Notice for such modifications will be posted on the CCC web page.
- 3) Developing and Approving Criteria. The criteria for selection to the NST/PNST and for selection to teams for major events (e.g., World Championships) and other NST/PNST sponsored trips will be drafted by Director of High Performance in collaboration with the NST and PNST Head Coaches. The initial draft will be reviewed for comment by all members of the HPC, including athlete representatives. Under the guidance of the Director of High Performance, recommendations for changes to the draft will be reviewed and accepted/rejected as deemed appropriate. Once the comments from all HPC members have been evaluated, a final draft will be circulated to the Committee for secretarial approval. The Director of High Performance will determine when consensus has been achieved. Normally, approved criteria are to be established annually by the end of August for the next winter. In the event of a decision to sponsor a team or a trip on short notice, the Director of High Performance will establish an abbreviated version of this process, with the aim of promulgating criteria as early as possible.

- 4) Announcing Criteria. Immediately following approval, selection criteria will be announced on the CCC web-site and posted permanently on the National Ski Team page (under Selection Criteria). In addition, selection criteria will be forwarded by e-mail to Training Centres and Divisional Offices.

5.0 Selection Procedures

- 1) Intent. The intent of selection procedures is to apply the CCC selection policy and approved criteria in an effective and timely manner. Selection for NST/PNST teams and trips is a sensitive and important issue. Athletes focus their time and energies to achieve selection; much of CCC's finite budget is allocated to support teams and trips; and the success of the NST and PNST Programs is dependent on optimal decisions. Furthermore, selection decisions are frequently taken under the pressure of time, where teams are expected to depart for international events immediately upon completion of the principal qualifying races. In consideration of these factors, selection decisions must be taken by experts who are intimately familiar with CCC's high performance system in general and the approved annual selection criteria in particular. Therefore, barring extenuating circumstances, selection committees will normally be constituted from the HPC. Selection to trips and to teams will be based on the NST coaches' recommendations to the body which has been assigned authority over the issue – i.e. a specified Selection Committee for trips; the DHP with advice from the HPC for teams. These recommendations will be based on the published criteria.
- 2) Exceptional circumstances:
 - a) Age, health status, past results and force majeure can be taken into consideration;
 - b) If any Designated Selection Events are affected by weather or other circumstance and cannot be adjusted within the scheduled duration of the event, another race or races of comparable competitive level could be considered by the selection committee. Modifications to the selection criteria will be posted on the CCC website;
 - c) From time to time a situation at a Designated Selection Event (e.g. a weak field) could prevent an athlete from meeting an eligibility standard for reasons beyond their control. Should this happen, the selection committee will evaluate the competitive level of the event and will make the decision on whether the event had sufficient athletes with adequate CPL points available for the selection eligibility standard to have been met at that event. The selection committee can then modify the selection eligibility standards as deemed necessary.
- 3) Annual Selection of NST Teams. This selection is done by the DHP with advice from the entire HPC at the HPC Meeting in April. Selection for each Team within the Program will be introduced by the Coach of the respective Team, who will: recap the approved criteria; present the objective results achieved by athletes in the specified qualifying races; discuss any force majeure situations which may apply; provide subjective comments where such may be appropriate to further illuminate the process; and make a selection recommendation. A general

discussion will then ensue, in order to ensure that the information provided is complete and understood clearly by all members of the Committee and to seek consensus on whether to accept or amend the Coach's recommendations. The Director of High Performance will make the final selection decision taking into account the HPC the HPC consensus.

- 4) Selection for Event Teams and Other Trips. There will be a Selection Committee established for each event team (e.g., World Championships) and NST/PNST trip selection. Barring extenuating circumstances, Committee members will be chosen from members of the HPC. Selection Committees will be established and will function under the following guidelines:
 - a) The Director of High Performance will be responsible for choosing the members of each Selection Committee.
 - b) The Director of High Performance will chair all Selection Committees. In the absence of the Director of High Performance, the Executive Director will perform this function.
 - c) For each Selection Committee, there will be a minimum of four of the following HPC members: Director of High Performance and 3 members of the HPC. To the degree possible, regional representation will be considered in choosing Committees. NST coaches with athletes being considered for selection will not be eligible for membership on the related Selection Committee due to conflict of interest, but may be present to provide information to the Committee.
 - d) Other HPC members affiliated with athletes under consideration, either as coaches or as relatives, will not be eligible for Selection Committee membership due to conflict of interest.
 - e) Where sufficient HPC members are not available or eligible for a Selection Committee, the Director High Performance will choose a suitable alternate or alternates. Factors to be considered include familiarity with the selection criteria and the NST Program Philosophy and Operating Principles, as well as regional representation.
 - f) The membership of each Selection Committee will be posted on the CCC website.
 - g) In terms of process, the Selection Committee will be briefed by the Head Coach for the related team or trip, in the same manner as is described in paragraph 11 above. The final selection will be made by the Director of High Performance, taking into account any consensus achieved. A list of alternates will also be approved if applicable.

6.0 Nomination and Announcement Procedures

- 1) Nominations to teams and trips will be communicated first to the selected athletes and their coaches.

- 2) Where an athlete has narrowly missed being selected, or where there are known circumstances which indicate that special consideration is warranted, selection results will also be made known to those athletes and their coaches before a general announcement is made.
- 3) If a selected athlete declines their nomination, an alternate may be selected in accordance with the approved selection list if applicable, and the athlete and their coach will be duly notified.
- 4) Once nominations have been accepted and the team(s) finalized, the selected team(s) will be posted on the CCC website.
- 5) The Selection Committee Chairperson will post a synopsis of the selection process on the website within 48 hours after the official announcement of the team(s).

7.0 Appeals

Selection decisions may be appealed under the CCC Dispute Resolution and Appeals Policy. Where time is critical (e.g., in the event of an imminent departure for a trip), the Summary Dispute Resolution Process may be employed.

8.0 Entry Procedures

All Canadian entries for international events sanctioned by the Federation Internationale de Ski (FIS) (i.e. Winter Olympic Games, World Cups, World Championships, World University Games and European Continental Cups) and the International Paralympic Committee (i.e. Paralympic Winter Games, IPC World Cups and IPC World Championships) must be selected and/or approved by CCC's Director of High Performance in accordance with point 4.3 of this criteria.

9.0 Expectations of Athletes and Coaches

- 1) All athletes/coaches are expected to become familiar with the selection process. It is the responsibility of each individual to be familiar with and understand the processes that could affect them.
- 2) Barring extenuating circumstances such as illness or injury, athletes who have been selected for a trip or team are expected to:
 - a) Show progress to maintain team status. Progress will be measured in the following ways: decreasing FIS points ranking; increasing CPL ranking; World Cup points ranking; improvement in test results, meeting or surpassing personal goals and benchmarks, and commitment.

- b) Accept that entries in races on all trips will be at the discretion of the trip head coach with emphasis on fielding a competitive team rather than on guaranteeing race starts for individual athletes.
- c) Compete in all races on trips to which they have been selected, subject to the discretion of the trip head coach.
- d) If selected to a trip or a team, continue to perform at the level that selected them. If this performance, in training and/or competition, is not demonstrated, that selection could be re-evaluated. In principle an athlete should demonstrate a reasonable chance of consistent top half finishes.

Appendix #2

ELIGIBLE LIST OF 2014-15 TIER ONE LEVEL NORTH AMERICAN SELECTION EVENTS

This includes all Haywood NorAm, 2014 Haywood National senior events and all US Super Tour events. A calendar of these events can be found at:

<http://www.cccski.com/Events/Events-Calendar.aspx>

Appendix 3

INTERNATIONAL PERFORMANCE BENCHMARKS (IPB)

International Points Benchmarks are representations of defined levels of performance, expressed in CPL points, that are specific to stages of development (and related age groups), to gender and to event type (sprint or distance).

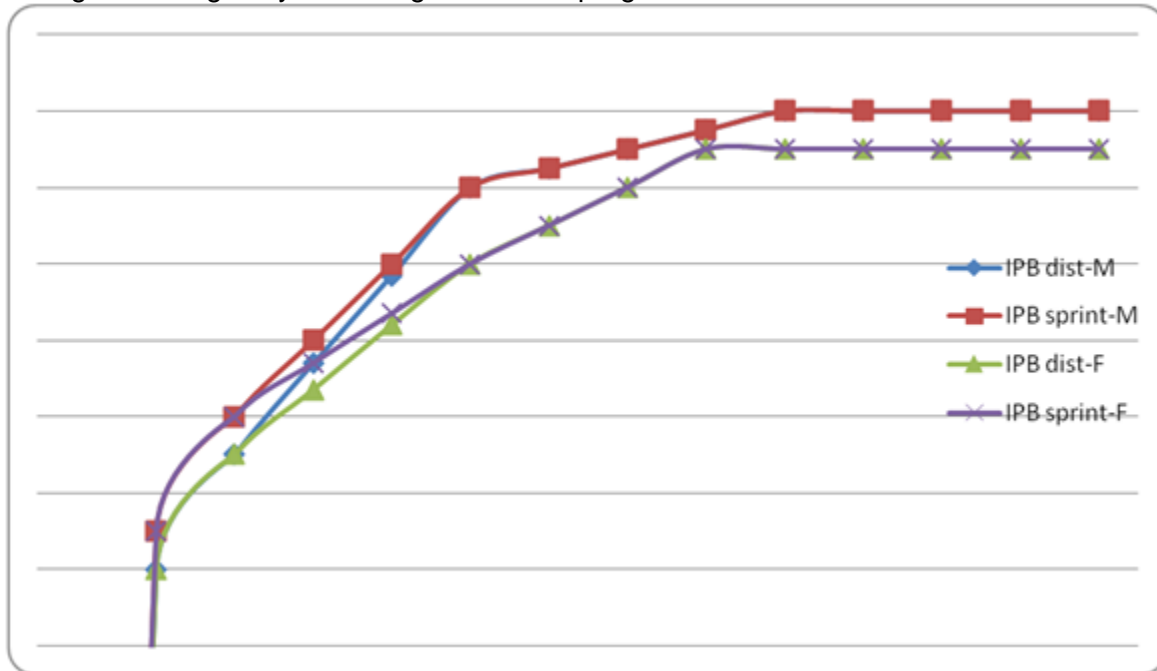
The levels of performance reflected in the different IPB per age represent minimal levels of performance (to be achieved once during a season) that generally indicate that an athlete is on path to reach CCC's long term HP goals:

LTAD Stage and Race Category	Female		Male	
	Sprint	Distance	Sprint	Distance
L2C (Junior): average CPL points equivalent to individual top 20 at WJC	90.0	89.0	90.0	89.0
T2C (U23): average CPL points equivalent to top 30 on the WC	94.0	94.0	96.0	96.0

T2W (Senior): average CPL points equivalent to top 12 on the WC	97.0	97.0	98.0	98.0
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NB: these benchmarks do not represent minimal levels of performance expected from all athletes of a given development stage but are rather an indication that athletes are well on the path of reaching CCC's long term HP goals which represent international excellence.

These specific benchmarks **for the end of the stages** can be extended as an IPB curve throughout all ages by assuming a constant progression between benchmarks:



PS: a 3% progression is assumed from J2 to J3 as it seems proportionate to the expected progression throughout U23 years but projected progressions for younger juniors is not as reliable as for seniors. This graph also subjectively suggests that T2W benchmarks should be met by 26 years old for males and 25 for females on the basis of reasonable expectations of progression over 23 year old. These benchmarks are in function of reaching those standards once during the season. Therefore, average pts of skiers (CPL for example) may fall below these curves without suggesting that skiers are not meeting these individual result benchmarks.

Appendix 4

TALENT IDENTIFICATION, DEVELOPMENT AND RETENTION FRAMEWORK FOR NDC SELECTIONS

This framework is intended to complement CCC's overall framework for talent ID, development and retention as part of the broader LTAD framework. The expectation is that this framework will be reviewed and adjusted annually for the purpose of NDC selections.

A. Talent Identification and Development Framework

1. Goal of this framework: to ensure evidence-based and measureable selection and development of talented high performance athletes with the potential to achieve podium results in 2018 and beyond. More specifically the aim of the NDC talent identification and development framework will be to use this as a selection tool in order to ensure a comprehensive integrated T2C talent pool for each NDC and:

- a) To bridge the development gap that exists at the Training to Compete level;
- b) To enable NDCs the opportunity for improving their pool of talented athletes with potential to develop to the work-class level.

2. Definitions:

Talent Identification – the identification of new talent based on specific physical, skill or performance parameters. In the NDC selection context, this means identifying athletes who, given a talent ID program could reach WC standards.

Talent Development – development of identified talented athletes using a specialized development program.

Train to Compete - An advanced stage of athlete development in which (a) competition and competition skills and tactics are a main focus, (b) fitness and skills are further refined and perfected, and (c) a higher degree of sport and position/discipline specialization occurs in the context of a periodized training and competition program.

3. NDC talent ID and development framework:

- a) Coachability:
 - Demonstrated commitment, motivation, durability and passion for the sport as measured by NDC and club coach assessment and psychological testing where applicable;
 - Demonstrated exceptional athletic ability that fit the demands of cross-country skiing and measured by field and lab tests.

- b) Performance (race) history – an assessment measured against formal standards. ***The athlete should be able to meet 2 of the 4 following benchmarks:***
- Meet IPB age benchmarks.
 - Exceptional single best race in the past two years using the following guideline: a single best distance or sprint finish in a 2013-14 Tier One event of 92 CPL for junior men and 90 CPL for junior women in the 2013-14 season.
 - Podium result at National Championships.
 - A top 20 result at World Junior Championships.
- c) Training history appropriate for Learning to Compete stage of LTAD. Special consideration will be made for athletes that have come from a limited training and coaching environment.
- d) Performance testing: Demonstration of exceptional cardiovascular ability in testing or in an endurance sport.

B. Talent Retention and Development Framework.

Based on the knowledge that talent development in its early stages often lacks consistent brilliant performances, the talent retention framework allows the selection committee the flexibility to select talented athletes, who have met measurable performance benchmarks, to an NDC for a minimum of 2 years based on the knowledge that performances are not always repeatable at this age on a consistent basis and that struggling is part of growing as an athlete.

Appendix 5

CCC Document 2.1.6

Jan 2014

Cross-Country Ski de Fond Canada Training Centre Plan: Guidelines and Expectations for Supported National Development Centres (NDCs)

Attachment “A”: NDC Orientations and Athlete Selection Process

Orientation NDC/NTDC

CCC’s HP Campaign Plan contemplates a role for supported training centres representing two different orientations. First, “National Team Development Centres” (NTDCs) are intended to provide services to National Team (including World Cup Team) athletes and to development athletes. Second, “National Development Centres” are intended to provide services to development athletes who have not yet met the criteria to become National Senior Team athletes. Junior National Team Athletes may be eligible to attend either NDCs or NTDCs.

Athletes selected to NDCs may range from Junior level athletes at the Learn to Compete stage of the Long Term Athlete Development model for CCC (available on CCC's website) to National Team members at the T2W stage. The athlete selection process will take into consideration the facilitation of "training groups" and provide opportunities for athletes to train in groups with similar needs.

Dependant on resources, CCC may also consider supporting additional training centres that provide HP support to athletes, submit Proposals and Business Plans, and demonstrate that they are working toward full NDCs in future.

NDC Proposals should make clear the orientation that is being applied for; however, CCC will consider each application and make offers of NDC status and orientation taking into account all of the factors set out in this Plan.

Athlete Quotas, Selection Principles & Guidelines and Nomination Process

NDC Athlete quotas will be determined following a review of applications submitted at the beginning of each funding cycle and may be revised following annual evaluations. Factors considered will include:

1. Ability of NDCs to fund their operations;
2. Ensuring a coach-to-athlete ratio of not more than 1-10; and
3. Anticipated regional demand (from eligible athletes).

The nomination of athletes to NDCs shall strike a balance between the preference of the athlete and the need to maintain a viable and effective NDC that fulfils its roles and responsibilities. Nominations will be made and confirmed by CCC's Director of High Performance, with advice and support from the CCC HP Committee based on published Selection Criteria and Selection Principles and Guidelines. Nomination of athletes to NDCs will be based on the following principles, in the following order of priorities:

- a. All nominations shall fit within NDC orientations mandates and quotas.
- b. Senior Development Team and World Cup Team athletes may be nominated to a NTDC based on factors such as the size of the team, the composition of the team (e.g. stage of development, regional derivation) and the budget allocated to support the team. At the discretion of CCC, such athletes may be provided programming directly by CCC or provided programming in partnership with one or more NTDCs.
- c. In order to favour a motivating and productive team environment for each gender, and provided there are enough candidates of each gender meeting the NDC's orientation and guidelines, each NDC should have close to equal numbers of athletes of each gender. A minimum of 3 athletes of each gender is the target for each NDC.
- d. Non-senior NST athletes will be ranked on the NDC selection list (defined and referred to in the specific yearly selection criteria), which will serve as the main guidance for remaining NDC selections. Some positions may be reserved for

athletes from the NDC's region and NDC's coaches' recommendations to the HPC based on considerations defined in the annual NDC team selection criteria.

- e. A certain percentage of athletes in each NDC representing the divisions within the NDC's region will be considered, provided that enough athletes from the NDC's region have chosen to attend that specific regional NDC and meet applicable selection standards. This consideration of regional athletes will be requested annually by each NDC in collaboration with their regional divisions and the CCC HPD prior to the selection meetings.
- f. Talent retention and development: Athletes who were selected to a NDC the previous season and who have exemplified commitment, development potential and have met the selection standards may be considered for selection ahead of other athletes on the ranking list based on the knowledge that talent development in its early stages often lacks consistent brilliant performances.
- g. Suitability of athletes to enhance the composition and team structure of each NDC will be taken into consideration. This includes leadership and mentoring aspects of talent development.
- h. At any time, NDCs with athletes that lack commitment and/or adherence to the athlete agreement may request to the HPC that these athletes be put on probation or not be selected to their NDC for the current season.

Athlete Performance Criteria

Athlete performance criteria will be developed for each quadrennial period based on the overall goals and objectives of the High Performance System and its plans. Measurements will be primarily based on key performance indicators (KPIs) for athletes in two groups (in each gender):

- a. Athlete identification and development – T2T/T2C: primary focus junior/U23 athletes
- b. HP athletes: National Team and AAP carded athletes T2C/T2W: primary focus U23 and +U23 athletes

	General Selection Priorities (selection criteria governs)
NTDC	<ul style="list-style-type: none"> 1) Selection to World Cup Team 2) Selection to Development Team or AAP development carding 3) International – top 12 U23 and top 30 WC 4) Domestic – NorAm podium, leading NorAm series 5) Standards: meet IPB for their age
NDC or NTDC	<ul style="list-style-type: none"> 1) International: Top 30 WJC, top 12 U23, top half WC 2) Domestic: NorAm/Nationals –junior = podiums@ junior level, top 10 overall in NorAm races; U23 athletes - NorAm/Nationals podium 3) Standards: meet IPB for their age, Exceptional best single race in the last 2 years in a Tier 1 race event, demonstrate CPL improvement 4) Guidelines: CCC athlete development matrix

