

The following revisions have been made and approved to this document on March 27, 2019:

- Removal of SECTION 5: National Team Development Centres
- Removal of Appendix B – Talent Identification, Dev. & Retention Framework for NTDC Selections
- Removal of Appendix C – NTDC Athlete Quotas, Selection Principles, Guidelines & Nomination Process
- Revision of 1.3.8 *Curtailment of Training and Competition*



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SECTION 1: GENERAL INFORMATION

1.0 Objectives, Selection Policy, Decision Making Authority for Team Selections, Appeal Process

1. The objective of this document is to describe the policies and procedures that will be used by Nordiq Canada in selecting athletes for 2019-20 NST programs: World Cup, Senior Development and Junior Development Teams.
2. This document is published under the authority of the High Performance Director (HPD). It is consistent with NORDIQ CANADA Document 2.1.3 [NST-PNST Policy and Procedures for Team Selection, Nomination and Announcement](#).
3. Selection Authority for Team Selections - The NST High Performance Director is responsible for applying the selection criteria and will make the final selection decisions based on input from the High-Performance Advisor, NST Coaching staff, and discussions from the High Performance Committee (HPC) at the May 2019 HPC Meeting. Any person with a real, perceived, or potential conflict of interest as per the Sport Dispute Resolution Centre of Canada *Conflicts of Interest in Sports-Related Decision-Making* will be removed from the selection process.
4. Appeal Process - Selection decisions may be appealed under the NORDIQ CANADA Dispute Resolution and Appeals Policy. The **deadline for appeal submissions is May 10, 2019 11:59 PM MST**. Appeals will not be accepted after this time. Where time is critical (e.g., in the event of an imminent departure for a trip), the [Summary Dispute Resolution Process](#) may be employed.

2.0 Definitions Relevant to Understanding Criteria Procedures

1. Distance Races - for these selection criteria, all races that are longer than 1.8 km will 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 will be referred to as a distance athlete.
2. Sprint Races - for these selection criteria, all races that are shorter than or equal to 1.8 km and are designated individual sprints or team sprints will be designated as a Sprint Event. An athlete selected or identified in a sprint event will be referred to as a sprint athlete. All references to sprint results in this criterion are referenced as final results unless otherwise noted.
3. 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 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 usually limited to open classes, distinct junior men and women races not included in open category races at NorAm events and National Championships will be included as part of the CPL selection points

calculation. To optimize comparison of junior and senior athlete results, these results will also be given Tier One categorization.

4. As FIS sanctioned races are usually limited to open classes, distinct junior men and women races not included in open category races at NorAm events and junior age category races at National Championships will be included as part of the CPL selection points calculation.

3.0 Selection Guidelines and Procedures

1. Athlete eligibility - Only NORDIQ CANADA members in good standing with a registered NORDIQ CANADA club, have a valid Canadian passport, a valid NORDIQ CANADA race license and FIS license, and who meet CPL minimum eligibility standards will be considered.
2. Team size will depend on budget and available program support. Athlete potential for podium success at the 2022 and 2026 OWG will be considered in defining team size. The NST will be comprised of a minimum of 40% of each gender as per 1.3.1.
3. Ranking and applying selection standards for able-bodied skiers - This is determined primarily by FIS points [by the Canadian Points List (CPL - international points)]. An athlete must purchase a NORDIQ CANADA racing licence to be eligible for CPL points, and must purchase both a NORDIQ CANADA licence and a FIS licence to be eligible for FIS points. Follow <http://www.Nordiq Canadaski.com/Events/Points.aspx> to become familiar with the current version of the CPL.
4. The only races considered for selection rankings and standards are Tier One selection events (refer to 1.2.3 which defines Tier One Selection Events).
5. The 2019-20 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.
6. International Performance Benchmarks (IPB) - IPBs represent the expected levels of performance and progressions on a yearly basis (aligned with NORDIQ CANADA's long-term high-performance goals) from athletes qualifying for NST trips and teams. There are specific IPBs for males and females, in distance and sprint. An athlete's points on the final 2018-19 NST selection points lists or single best points based on Tier One Selection Events achieved during the previous 12 months will be compared to the IPBs for 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 A for more details.
7. Criteria Guidelines - Selections will be based on a combination of objective and subjective criteria guidelines.
 - a) Objective selections will be based on the results achieved by athletes in Tier One selection events scored on the CPL points list or other indicated race scoring methods, World Cup competitions held during the 2017-18 and 2018-19 seasons, WJC and WU23 held during the 2017-18 and 2018-19 seasons, NorAm and Canadian National Championship competitions held in the 2018-19 seasons. To maintain equity and fairness in this selection process, the HPC reserves the right to exclude, or to count only partially, the results of any selection events with a weak depth of field.

- b) Subjective selections, if any, may be based on a variety of factors, including but not limited to the following:
- i. Outstanding competition results (including results achieved outside of the selection period) defined by achieving podium pathway benchmarks
 - ii. Completion of individual performance benchmarks and IPB progression, as set forth by the NST coaching staff and as approved by the HPD, which point toward the achievement of competition results consistent with NST program goals
 - iii. Attitude, leadership and commitment of athletes to take part in the complete NST coaching, IST support, training camp and competition program
 - iv. Illness or injury during the selection period
 - v. Physiological indicators accumulated through monitoring and testing
 - vi. Indication of medal potential in future Olympic, World Cup or World Championship competition, that would be enhanced by selection to the team
 - vii. Other unanticipated failure of objective criteria to select an athlete likely to achieve competition results consistent with NST World Cup objectives
8. Curtailment of Training and Competition - A written request with rationale can be put forward only by existing members of the NST who, due to illness, injury or an impactful life event were unable to achieve the objective or subjective qualification to the NST programs. This rationale must be submitted with:
- documentation confirming the athlete followed proper reporting protocol to Nordiq Canada as per the Athlete Agreement.
 - documentation confirming diagnosis by a physician, in the case of illness or injury, or authorized notification from a professional designate relevant to the situation in non-medical circumstances
 - a letter from the athlete's coach outlining the impact of the illness, injury or life event
 - a return to training, and competition plan for the season
 - supporting documentation (physiotherapist or message) of what the athlete's treatment has been and will be going forward.

This provision only applies to situations that effect the athlete for longer than 4-months and must show a consistent, recorded documentation of the situation to Nordiq Canada during the time the athlete was/is unable to compete.

Acceptance for a curtailment of training and competition will be evaluated based on objective data supporting the premise that the athlete would have qualified for the NST if not for the uncontrollable circumstance. Objective data reviewed could include, but not be limited to current and previous season FIS and CPL points, IPBs, race (Tier 1) or training results, etc. Curtailment of Health athletes will be ranked within in the subjective criteria of each Team (WC, SR, JR).

All documentation must be submitted **before March 31, 2019 11:59 AM MST**. Submissions accepted after this deadline will not be considered.

9. Other factors considered in the NST selection process are:
 - a) The NORDIQ CANADA Strategic Plan
 - b) The NST and PNST Operational Plans

10. Amendments and Unforeseen Circumstances: Cross Country Ski de fond Canada reserves the right to amend the criteria in this document prior to the selection date. NORDIQ CANADA may amend the criteria under the following circumstances:
 - a) In the event of unforeseen circumstances beyond the control of NORDIQ CANADA that prevent the HPC from fairly and objectively implementing these selection procedures
 - b) When additional (or altered) information deemed relevant by NORDIQ CANADA to the criteria is provided by external parties, such (but not limited to) an event organizing committee, Sport Canada, The Canadian Olympic Committee, FIS, or any other relevant organization
 - c) To correct, clarify or amend any inconsistencies, errors or omissions in the criteria

Any amendments come into effect immediately upon publication to the NORDIQ CANADA website. NORDIQ CANADA will publish the amended criteria by whatever means and wherever the original criteria were published.

SECTION 2: WORLD CUP TEAM

1.0 Purpose, Objectives, Criteria Guidelines, Selection Events, NST Support

1. Purpose - To provide optimal preparation for senior athletes who have demonstrated the ability:
 - a) to compete for podium and top 12 placings in World Cup, World Championships and OWG competitions.
 - b) to compete for consistent top 30 World Cup and World Championship results.

2. Objective - Progress toward individual performance markers, set forth by the NST coaches, that point toward international success.

3. Criteria Guidelines and Selection Events
 - a) Objective selections will be based on athlete results in the 2018-19 FIS World Cup competitions and 2019 World Ski Championships and the guidelines in 1.3.7a.
 - b) Subjective selections will be based on the guidelines in 1.3.7b., past performance and other identifiable international benchmarks may also be considered
 - c) No minimum team size will be established.
 - d) Athletes must commit to and participate in the full World Cup Team training camp and race season competition structure.

4. NST Support - Athletes named to these teams will receive program support with access to high performance coaching, sport science and sport medicine consultants and technical support. Team status does not guarantee funding from NORDIQ CANADA for competitions or for training camps. Support will be prioritized for athletes with proven medal potential for the 2019-20 World Cups.

2.0 World Cup Team Selection Process

1. The World Cup Team will be selected based on the following benchmarks and guidelines: Athletes with the following placings at the 2018-19 World Cup and 2019 WSC events will be selected:
 - a. Sprint – once in the top 6 or twice in the top 12
 - b. Distance – once in the top 6 or twice in the top 12
 - c. Twice in the top 12 in a combination of one sprint race and one distance race
 - d. Team sprint and/or relay podiums
2. Subjective selections will be based on quantifiable data and the guidelines in 1.3.7b. Within this context the NST Coaching Team may recommend additional athletes to the HPC for selection to this team. This evaluation of podium potential referenced in 1.3.7b will be based on proven international podium success and/or identifiable international performance benchmarks indicative of progression towards potential podium success.

SECTION 3: SENIOR DEVELOPMENT TEAM

1.0 Purpose, Objectives, Criteria Guidelines & Selection Events, NST Support

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 the World Cup Team.
2. Objectives
 - a) Provide appropriate support to athletes who are most likely to improve their international performance relative to podium pathway benchmarks.
 - b) The 2019-20 targets for this team will be top 30 World Cup results and/or top 12 (age dependent) U23 World Championships results. Preparation for the 2022 Olympic Winter Games is the long-term focus.
3. Criteria Guidelines and Selection Events
 - a) Only athletes in the senior age category (YOB 1999 and under) are eligible for the Senior Development Team as per the [NORDIQ CANADA Competition Pathway model](#).
 - b) Objective selections will be based on the results achieved by athletes in the 2018-19 Tier One domestic and World Cup race calendar.
 - c) Subjective selections will be based on quantifiable data and the guidelines in 1.3.7b. Within this context, the HPD may recommend athletes to the HPC for selection to this

team. Coaches can forward their recommendations to the HPD; these recommendations must be based on the guidelines referenced in 1.3.7b and be submitted to the HPD before April 22 at 11:59 PM MST.

- d) Athletes must commit to participating in the full camp and race season calendar.
4. NST Support - Athletes named to this team will receive access to high performance coaching, sport science and sport medicine consultants and technical support. Team status does not guarantee funding from NORDIQ CANADA for competitions or for training camps.

2.0 Senior Development Team Selection Process

1. The Senior Development Team will be selected based on the following benchmarks and guidelines. All recommendations will be reviewed relative to the purpose, objectives and criteria guidelines (3.1.0).
 - a) Top 30 ranking in the final 2018-19 World Cup sprint or distance ranking list
 - b) Top 20 WC or OWG result in 2017-18 or 2018-19 competition season
 - c) Top 5 2019 WSC relay result
 - d) Top 12 distance or the top 12 individual sprint at the 2018 World JR and U23 Championships
 - e) Senior and graduating junior athletes placing in the top 20 distance or top 20 individual sprint at the 2019 World Junior and U23 Championships.
2. Subjective selections will be based on 3.1.3c.

SECTION 4: JUNIOR DEVELOPMENT TEAM

1.0 Purpose, Objectives, Ranking Lists, Team Size and Composition, NST Support

1. Purpose: To provide recognition, additional financial resources and technical support to athletes with demonstrated:
 - a) strong developmental foundations as LTC athletes, 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 Development program is the generation of the Canadian Junior Team for the 2020 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 and 2026 Olympics.

3. Criteria Guidelines and Selection Events:
 - a) Only athletes in the junior men and junior women age category (year of birth 2000-2001) will be eligible for the Junior Development Team as per the [NORDIQ CANADA Competition Pathway model](#).
 - b) Objective selections will be based on the results achieved by athletes in the 2018-19 Tier One domestic and World Cup race calendar.
 - c) Subjective selections will be based on quantifiable data and the guidelines in 1.3.7b. Within this context, the HPD may recommend athletes to the HPC for selection to this team. Coaches can forward their recommendations to the HPD; these recommendations must be based on the guidelines referenced in 1.3.7b and be submitted to the HPD before **April 22 at 11:59 PM MST**.
 - d) Team size will be dependent on budget and available program support; this will be determined by the HPC in April 2019. Athlete potential for podium success at the 2022 and 2026 OWG will also be considered in defining team size.
 - e) Athletes must commit to participating in the full camp and race season calendar.
4. NST Support: Athletes named to this team will receive access to high performance coaching, sport science and sport medicine consultants and technical support as available. Team status does not guarantee funding from NORDIQ CANADA for competitions or for training camps.

2.0 Selection Process

The team will be selected based on the following order of priorities:

- a) Top 30 distance or sprint result at a 2018-19 World Cup or 2019 WSC
- b) Top 20 individual distance or sprint result at the 2018 or 2019 World Junior Championships
- c) Subjective selections based on 4.1.3c.

SECTION 5: PARA-NORDIC SKI TEAMS

1.0 Purpose and Objectives

1. Purpose
 - a) To provide optimal support and preparation for athletes who have demonstrated the ability to compete for medal results in World Para Nordic Skiing (WPNS) sanctioned World Cup (WC), World Championships (WCH) and Paralympic Winter Games (PWG).
 - b) To provide optimal support and preparation for identified Next Gen athletes who have demonstrated the potential to achieve podium success at the 2022 PWG.

2. Objectives

- a) Medal success at the 2021 WCH and 2022 PWG as defined in the 2018-19 NORDIQ CANADA Para-Nordic Operational Plan. NORDIQ CANADA Business and Operational Plan 2018-19.
- b) Athlete development and progression from the Para-Nordic National Ski Team (PNST) Development Team to the PNST World Cup Team with a longer-term focus on achieving benchmarks towards PWG podium success in 2022.

2.0 Selection Process

1. World Cup Team

- a) Athletes achieving at least one result in the 2018-19 season at WPNS sanctioned WC or WCH events of 30 WPNS points or less on the WPNS Cross-country (CC) or WPNS Biathlon (BT) ranking list in a 'distance' event will qualify for selection to the PNST World Cup Team. The nomination will be based on the purpose and objectives outlined in Section 6 – 13.1 and 13.2 and the recommendation of the PNST Head Coach (HC) to the NORDIQ CANADA Para-Nordic Committee (PNC). This assessment will consider the depth of field at these events and a minimum of top half-final result.
- b) Athletes achieving at least one result in the 2018-19 season at WPNS sanctioned WC or WCH events of 30 WPNS points or less on the WPNS Cross-country (CC) list in a 'sprint' event will qualify for selection to the PNST World Cup Team based on the purpose and objectives outlined in Section 6–13.1 and 13.2 and the recommendation of the PNST Head Coach (HC) to the NORDIQ CANADA Para -Nordic Committee (PNC). This assessment will consider the depth of field at these events and a minimum of top third final result.
- c) The PNST HC may recommend to the PNC other athletes for selection to this team based on assessment of past performance and proven potential to be able to contribute to Canada's medal success at 2019-2020 WPNS WC or WCH 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 WPNS WC, WCH and PWG and will consider force majeure.

2. Development Team

- a) Athletes achieving least one result in the 2018 -19 season at WPNS WC or PWG of 90 WPNS points or less on the WPNS CC or WPNS BT ranking list in a 'distance' event will qualify for selection to the PNST Development Team based on the purpose and objectives outlined in Section 6 – 13.1 and 13.2 and the recommendation of the PNST HC to the PNC. This assessment will consider the depth of field at these events.
- b) Athletes achieving least one result in the 2018-19 season at WPNS WC or WCH of 90 WPNS points or less on the WPNS CC ranking list in a 'Sprint' event will qualify for selection to the PNST Development Team based on the purpose and objectives outlined in Section 6 –13.1 and 13.2, and the recommendation of the PNST HC to the PNC. This assessment will consider the depth of field at these events and minimum top half result.

- c) 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 success at the 2019-20 WPNS WC and 2021 WCH. This evaluation will be based on proven international podium success and/or identifiable international performance benchmarks indicative of progression towards potential podium success at WPNS WC, WCH and PWG.

3. Prospects (NextGen) Team

Eligible athletes will be ranked by the PNST HC, NextGen PN Coach, based upon a combination of objective and subjective evaluations of the following factors.

- a) Competition results at WPNS or NORDIQ CANADA sanctioned events. This will include an evaluation of results progression over time and a proven ability to achieve 180 (or lower) WPNS points in WPNS sanctioned events.
- b) Athlete classification - Sport class and WPNS eligibility.
- c) Athletes achieving least one result in the 2018-19 season at WPNS WC or WCH of 180 WPNS points or less on the WPNS CC ranking list in a 'Sprint' event will qualify for selection to the PNST Prospects Team based on the purpose and objectives outlined in Section 6 – 13.1 and 13.2 and the recommendation of the PNST HC to the PNC. This assessment will consider the depth of field at these events and minimum top half result.
- d) 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 success at the 2019-20 WPNS WC and 2021 WCH. This evaluation will be based on proven international podium success and/or identifiable international performance benchmarks indicative of progression towards potential podium success at WPNS WC, WCH and PWG

APPENDIX A – INTERNATIONAL PERFORMANCE BENCHMARKS (IPBS)

IPBs were reviewed and revised August 2015 to align with podium pathway profiles; the primary objective was to set benchmarks that provide guidelines relative to the viability of achieving World Cup podiums. The objectives of this review, method and rationale for data analysis, data analysis conclusions and intended use of IPBs can be found at <http://www.Nordiq.Canadaski.com/getmedia/b7ddc61b-73a8-4ff1-9896-df189c3b9b38/Summary-IPB-revision-2015.pdf.aspx>

	JBG1	JBG2	JMW1	JMW2	SEN1	SEN2	SEN3	SEN4	SEN5	SEN6	SEN7	SEN8	SEN9	SEN10+
wm sprint	83.5	86.5	89	91	93	94	95	96	96.5	97	97.5	97.5	97.5	97.5
wm dist.	81	84	86.5	88.5	90.5	92	93	94	94.5	95	95.5	96	96	96
men sprint	84.5	87.5	90	92	94	95	96	96.5	96.5	96.5	97	97	97	97
men dist.	84	87	89.5	91.5	93.5	94.5	95	95.5	96	96.5	97	97.5	98	98.5