

NST Selection, Nomination and Announcement

Policies and Procedures
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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 High Performance Committee (HPC) by the Nordiq Canada Board. Operational policies and procedures within this area of HPC responsibilities are required to be consistent with policies established by the Board. The Director of High Performance (DHP) is accountable to the Executive Director for the development and effective implementation of selection policy and procedures.

The HPC is comprised of:

- a. Division representatives (4) with 2 year appointments as follows:
 - i. 1 representing British Columbia and Yukon;
 - ii. 1 representing Alberta, Saskatchewan and NWT;
 - iii. 1 representing Ontario and Manitoba;
 - iv. 1 representing Quebec, New Brunswick, Nova Scotia, PEI and Newfoundland.
- b. athlete representatives (3), one being the Athlete Director on the Board and the other 2 being selected by the athletes one from each of the NST and PNST;
- c. the NST and PNST head coaches;
- d. the Nordiq Canada Para-Nordic Assistant Director of High Performance;
- e. the Nordiq Canada Director of Coach and Athlete Development;
- f. the Nordiq Canada Director of Events Management;
- g. Nordiq Canada President or designated member of the Nordiq Canada Board other than the Athlete Director; the role of this member is to provide the HPC with a strategic perspective on issues under consideration; and
- h. the Executive Director

3.0 Policy

- 1) The policy for Nordiq Canada 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, abilities 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) (eg, 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 Nordiq Canada.

- 2) Other Factors. Other factors which will be considered in the selection process are:
 - a. the Nordiq Canada Strategic Plan;

- b. the NST Operational Plan – in particular, the Program Philosophy and Program Operating 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 in consultation with the HPC reserves the right to modify trips or tours due to financial considerations. Notice for such modifications will be posted on the Nordiq Canada web page.
- 3) Developing and Approving Criteria. The criteria for selection to the NST/PNST and for selection to teams for major events (eg, 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 Nordiq Canada web-site in the Latest News and posted permanently on the National Ski Team page (under Selection Criteria). Selection criteria will also be posted on the Home Page Notice Board for a period of two months. In addition, selection criteria will be forwarded by e-mail to Training Centres and Divisional Offices, and will be promulgated widely in the Nordiq Canada E-mail Update.

5.0 Selection Procedures

- 1) Intent. The intent of selection procedures is to apply the Nordiq Canada 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 Nordiq Canada's finite budget is allocated to support teams and trips; and the success of the NST Program 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 Nordiq Canada'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 HPC for teams. These recommendations will be based on the published criteria. Age, health status, past results and force majeure could also be taken into consideration.

- 2) Annual Selection of NST Teams. This selection is done by the entire HPC at the HPC Meeting in April. Athlete representatives on the HPC will not be involved in the process. 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 on the basis of the HPC consensus. A prioritized list of alternates will also be selected, against the possibility that a selected athlete subsequently declines their nomination or becomes ill/injured. Alternates will only be considered in cases where athletes meet the standard set in the criteria.

- 3) Selection for Event Teams and Other Trips. There will be a Selection Committee established for each event team (eg, 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. The two athlete representatives and the ex-officio members of the HPC are not eligible for selection. 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 Nordiq Canada web-site.
- 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, based on the consensus achieved. A list of alternates will also be approved if applicable.
- h. Discretion will be used for selection to the Para-Nordic program until such time as there is an applicable CPL for Para-Nordic athletes. Discretion will also be used in the selection of development athletes in the Para-Nordic program considering the recruitment nature of the PN development program at this time and the PLTAD objective of finding the right fit between each athlete and their sport of choice.

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 Nordiq Canada web-site and Division Offices informed.
- 5) The Selection Committee Chairperson will post a synopsis of the selection process on the web-site within 48 hours after the official announcement of the team(s).

7.0 Appeals

- 1) Selection decisions may be appealed under the Nordiq Canada Dispute Resolution and Appeals Policy. Where time is critical (eg, 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. Winter Paralympic Games, Disabled World Cups and Disabled World Championships) must be selected and/or approved by Nordiq Canada's Director of High Performance in accordance with point 4.3 of this criteria. Note that this provision does not apply for NorAm Continental Cup (or other FIS Regional Cup series) events in the USA.

9.0 Expectation 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.