

2011-12 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 2011-12 season; National Teams in the 2012-13 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/dbfiles/1604.pdf> 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 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 used for all selection purposes. Follow <http://www.cccski.com/main.asp?cmd=doc&ID=4233&lan=0> to become familiar with the current version of the CPL.
- b) The only races considered for selection rankings and standards are NST selection points races referred to as Tier One Selection Events (refer to 2.1.d which defines tier one level Designated Selection Events and to Appendix #2 which provides the 2011-12 domestic list of eligible events and to the FIS calendar for international eligible events, <http://www.fis-ski.com/uk/disciplines/cross-country/fiscalendar.html>
- c) The final 2011-12 NST selection points list – consists of an athlete's best Tier One level Designated Selection Events only. The distance points list will consist of an athlete's best 4 distance races and the sprint points of an athlete's best 2 sprint races.

International Performance Benchmarks (IPB) is based on the athlete's highest CPL points 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.

- 4) From time to time a situation may arise at a Selection Event which may impact race result values beyond the normal expected race variations, which could prevent an athlete from meeting an eligibility standard for reasons beyond the athlete's 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.

- 5) If a selection committee determines that a Selection Event is compromised by course or venue change, weather related occurrences, inappropriate race course distances or other circumstances, the selection committee will evaluate the race and decide what adjustments to the selection criteria should be made.
- 6) Force Majeure. Force majeure, as defined in 2.1 a. above, may be considered when assessing an athlete's performance. The selection committee could select an athlete to a trip or a team using the force majeure principles, policies and procedures. The procedure for applying for force majeure and the process for selecting athletes to teams in approved force majeure situations are as follows:
 - a) For team selections for the following year, athletes or their representative must submit their case, in writing, to the Director of High by April 1st. A force majeure selection to a team will be a HPC decision, considering all relevant information.
 - b) For trip selections, athletes who wish to claim force majeure must submit their case in writing to the Selection Committee within one hour after the end of the last race which affects selection.
 - c) A selection made in a force majeure case will not displace an athlete who has qualified for selection as per the written criteria.
- 7) If any 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 may be considered by the selection committee. Modifications to the selection criteria will be posted on the CCC website.
- 8) Selection to an international event does not provide the athlete to an entitlement to be entered in a particular race. The decision as to which athletes are entered in each race will be made by the CCC Team Leader or Head Coach for that event, having considered the advice of the coaching team and the Director of High Performance (DHP).

PART 2 - TRIP SELECTION 2011-12 – (FIS races)

3.0 PURPOSE AND OBJECTIVES 2011-12 FIS WORLD CUPS

These are the purpose and objectives 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; 2 athletes in top 10 overall WC results;
 - b) Achieve and/or maintain red group status based on consistent scoring of WC points (4 athletes in red group at end of season);
 - c) Contribute to top 50 ranking in the overall sprint and distance WC points in order to meet the criteria for the WC Final event (refer to 11.6 for details);
 - d) Contribute to team goals of 4 WC medals (minimum 2 males and 1 female);
 - e) Meet established benchmarks leading to 2014 OWG.

4.0 WORLD CUP PERIOD #1(November - December 2011)

- 1) Events: World Cup events in Northern Scandinavia and Mid Europe.
- 2) Dates: November 19 – December 18, 2011.
- 3) Team size: This is limited by Canada's WC quota.
- 4) Pre-selection: All WC Team athletes and 2010-11 aggregate leaders of the NorAm FIS Regional Series will be pre-selected for this trip. These athletes will continue on for the entire trip if they are able to contribute to the trip purpose and objectives outlined in 3.1 and 3.2.
- 5) Additional Selection: The NST Head Coach may recommend to the selection committee that additional athletes be added for part of these events based on the

purpose (3.1) and the objectives (3.2.) of WC trips. Additional selections will be limited by Canada's FIS quota and available coaching and technical support.

5.0 OPA AND CONVERGENCE WORLD CUP TOUR – (Nov-Dec. 2011)

- 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, top 12 individual performances in OPA races;
 - b) Top half (of field size) results in World Cup starts;
 - c) WC points achieved by a minimum of one Senior Development Team athlete.
- 3) Team Size: Up to 4 athletes.
- 4) Selection: The NST Head Coach, NST Coach, the Senior Development Team coaches and the HPD will meet after the NST Whistler camp in October 2011 to nominate the athletes who will be selected for this trip. The nomination process will consider the following:
 - a) the purpose and objectives of this criterion (5.1 and 5.2);
 - b) the following 2010-11 performance factors: points lists, international results and the number of podiums at NorAms;
 - c) training/conditioning factors (summer/fall 2011);
 - d) personal coach recommendation, based on what is best for the athlete from a development perspective and consideration that the NorAm FIS Regional Series should be a prime target for these athletes.

This recommendation, including a synopsis of the factors used for the nomination, will be presented to a selection committee by the DHP. This recommendation will be reviewed by the selection committee relative the purpose and objectives of this criterion (5.1 and 5.2).
- 5) Determination of World Cup starts: The decision as to which athletes will be entered in which World Cup races will be made by the NST Head Coach after receiving input from the NST coaching team. Performance in OPA races, past international performance, available WC quota and available technical support, which will not compromise the WC Team, will be considered.
- 6) Trip Fee: \$1000
- 7) Itinerary:

- a) Athletes selected for this trip will leave Canada in early November and return to Canada in early to mid-December to compete in the NorAm series;
- b) Louis Bouchard will be the trip leader.

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

- 1) Additional Trip Objectives (these are in addition to 3.2):
 - a) Podium and top 10 results in individual stages of the Tour de Ski (TDS);
 - b) Overall TDS podium result;
- 2) Dates: December 29, 2011 – January 8, 2012.
- 3) Selection: The NST Head Coach will recommend to the selection committee the athletes to be selected for this event based on results in the 2011-12 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 guidelines for selection to this event are one of the following standards:
 - a) one top 20 sprint or distance result on the World Cup or a WC result with a minimum of 15 FIS points;
 - b) The equivalent to (a) in domestic FIS points.
 - c) A previous top 10 individual result in the TDS from the previous year.

7.0 WORLD CUP PERIOD #2 (Milano and Otepaa, Jan. 2012)

- 1) Events and dates: Jan. 14 -15 (Milano, Italy), Jan.21-22 (Otepaa, Estonia).
- 2) Team Size: The team size is dependent on Canada's FIS quota, available coaching and technical support and budget considerations.
- 3) Selection:
 - a) The NST Head Coach will recommend to the selection committee the athletes to be selected for this event based on 2011-12 WC results. This recommendation will be based on the athletes' ability to meet the objectives of the trip. As these World Cup events have only one distance event, the selection focus will be primarily on sprint focused athletes. If only one athlete meets this selection criterion, a second athlete may be added based on the recommendation of the NST Head Coach to the selection committee;
 - b) The male and female leading the NorAm FIS Regional Series at the end of FIS World Cup period #1 (up to December 18, 2011) may be selected

considering all international FIS licenced athletes. This will be dependent on the sprint profile of these athletes and the appropriateness of these WC events for these athletes. The NST Coach will make the pertinent recommendation to the selection committee.

8.0 WORLD CUP PERIOD #3 (Russia, Czech Republic, Poland)

- 1) Events: Moscow & Rybinsk, Russia; Nova Mesto, Czech Republic; Poreba, Poland.
- 2) Dates: Feb. 2-19, 2012
- 3) Team size: is dependent on Canada's WC quota.
- 4) Selection:
 - a) All WC Team athletes are pre-selected;
 - b) The male and female leaders of the NorAm FIS Regional Series up to the end of WC period 2 (January 23, 2012) may be selected for this trip selected; this will considering all international FIS licenced athletes;
 - c) The NST Head Coach may recommend to the selection committee that one additional athlete be added for all or part of these events based on the WC Purpose (3.1) and WC Objectives (3.2.);
 - d) The remaining selections will be determined through criterion 9.0.

9.0 OPA AND CONVERGENCE WORLD CUP TOUR – (Mid-Europe, February 2012)

- 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, top 12 individual performances in OPA races;
 - b) Top 30 results in World Cup starts.
- 3) Team Size: Up to 8 athletes; this will include a minimum of 2 males and 2 females.
- 4) Selection Events :
 - a) Haywood NorAm - Teck Sprint, Callaghan Valley – January 12, 14, 15, 2012;

- b) Canadian FIS regional series including events up to the end of WC period #2 (Jan.23, 2012);
 - c) 2011-12 WCs.
- 5) Selection Priorities and Ranking: Selection will be made in the following order of priorities, up to the maximum team size of 8 athletes:
- a) Any non-WC Team athletes nominated to the January World Cup events will be selected;
 - b) Any non-WC Team athletes with 2 top 30 WC placings in individual events in November/December 2011 World Cups will be selected;
 - c) The top male and female Canadian ranked athletes in the NorAm FIS Regional Series (up to Feb.23), not selected through the NorAm FIS Regional Series for the Feb. WC, may be selected;
 - d) Race winners in each of the Haywood NorAm-Teck Sprint selection events (refer to 9.4.a), including each of the open categories (men and women) may be selected. If there are more athlete's considered for nomination than the maximum team size allows for after considering 9.5a-d, then the winners will be ranked and selected according to lowest FIS points;
 - e) After considering 9.5.a-d, the National Development Centre coaches, in collaboration with the DHP, can make a joint recommendation to the selection committee to increase the team size up to the maximum team size (9.3). These recommendations will be based on consideration of ranking lists (refer to 9.5.e.i-ii) for men and women for each race in the Haywood NorAm-Teck Sprint selection events and the purpose and objectives of the criterion (9.1 and 9.2). This recommendation will also include the balance between sprint and distance athletes to the selection committee.

The ranking lists and will only consider the top 5 ranked athletes on either the sprint or distance lists, including the race winners (refer to 9.5.d).

- i. Distance Ranking List: The distance ranking list for each gender will include an athlete's sum total of the two distance competitions which will be used to establish the distance ranking list. This ranking list will be established from the distance competitions at this event using an athlete's points calculated using the CPL system (refer to <http://www.cccski.com/main.asp?cmd=doc&ID=4233&lan=0> 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/main.asp?cmd=doc&ID=4233&lan=0> for CPL details). Additional sprint selections will be based on the

recommendations of the Development Team Coaches to the selection committee considering both ranking lists.

- 6) Determination of World Cup starts: The decision as to which athletes will be entered in which World Cup races will be made by the NST Head Coach after receiving input from the NST coaching team and OPA trip leader. Performance in OPA races, past international performance, available WC quota and available technical support which will not compromise the WC Team will be considered in deciding WC starts.
- 7) Trip Fee: \$1000
- 8) Itinerary:
 - a) Dependent on OPA schedule (TBD);
 - b) Athletes selected for this trip will leave Canada in January 30th and return to Canada after the last designated race or move from this trip to the U23 World Championships;
 - c) Eric Bailey will be the trip leader.

10.0 UNDER 23 (U23) - JUNIOR WORLD CHAMPIONSHIPS (WJC) 2012

- 1) Purpose:
 - a) To provide an international age appropriate competition for Canada's highest potential U23 athletes with the intent of identifying 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 a clear and distinguished benchmark for our junior athletes.
- 2) Objectives:
 - a) U23 – Minimum of 1 medal, top 8 in distance (male and female), top 6 in sprint (minimum 1 male)
 - b) WJC – top 20 (3 males and 3 females), top 8 relay (male and female)
- 3) Location and Dates: Erzurum, Turkey; February 19-26, 2012.
- 4) Team Size: Up to four men and four women per age category, not including any athletes selected from the WC Team. Special consideration to take a 5th athlete in each of these age groups and genders can be made by the selection committee based on the recommendation of the Senior Development Team coaches to the selection committee. Additional athletes will only be considered in the following order of priorities: force majeure, demonstration of ability to meet

the trip purpose and objectives. A 5th athlete will not be considered if it compromises the potential results of the first four selected athletes. The basis for this decision will consider the purpose and objectives of the criteria and the individual strengths of the first four selected athletes.

- 5) Trip Fee: The top 4 athletes in each of the four race categories will have a trip fee of \$1000. Any additional athletes added to the trip will have a trip fee of \$3500.
- 6) Selection Events: Haywood NorAm - Teck Sprint, Callaghan Valley – January 12, 14, 15, 2012. Juniors and seniors will compete in separate race events.
- 7) Selection eligibility guidelines: Athletes should have a FIS licence prior to these events and must demonstrate the capacity to meet the trip objectives. 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:

Age groups	Sprint and distance	
	Male	Female
Born in 1989	94.0	92.3
Born in 1990	92.0	90.7
Born in 1991	90.0	89.0

- 8) Selection Priorities and Ranking: Selection will be made in the following order of priorities, up to the maximum team size (refer to 10.4) and considering the maximum entry of four athletes in all events:
 - a) Any athlete nominated to the January World Cup events will be selected;
 - b) Race winners in each event, including each of the four categories (U23 men and women; junior men and women) will be selected, provided eligibility guidelines are met by U23 skiers (refer to 10.7);
 - c) After considering 10.8 a – b, the Development Team coaches can make recommendations to the selection committee to increase the team size up to the maximum team size (10.4). These recommendations will be based on consideration of ranking lists for men and women from the designated selection events (10.6) and meeting the purpose and objectives of the criterion (10.1 and 10.2);

The ranking lists and will only consider the top 5 ranked athletes on either the sprint or distance lists – this will include the race winners (refer to 10.8.b).

The Senior Development Team coaches will recommend the balance between sprint and distance athletes to the selection committee based on consideration of the trip purpose and objectives (10.1 and 10.2) and the outcomes of 10.8 a – b.

Ranking lists: Separate ranking lists will be established for men and women for each distance and each sprint race.

- i. 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 events using an athlete's points calculated using the CPL system (refer to <http://www.cccski.com/main.asp?cmd=doc&ID=4233&lan=0> 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/main.asp?cmd=doc&ID=4233&lan=0> for CPL details). Additional sprint selections will be based on the recommendations of the Development Team coaches to the selection committee considering both ranking lists.

9) Itinerary:

- a) Athletes will leave Canada in February (date TBD).
- b) Eric de Nys will be the trip leader. For further information contact eric@cccski.com

11.0 WORLD CUP PERIOD #4 (Scandinavian WCs and World Cup Final - March 2012)

- 1) Purpose (this purpose is specific to this WC trip): Provide WC starts for Canada's top ranked athletes, based on 2011-12 World Cup results, in order to meet established FIS and CCC international benchmarks.
- 2) Events: World Cup in Drammen and Oslo, Norway; World Cup Final in Stockholm and Falun, Sweden.
- 3) Date: March 7-18, 2012.
- 4) Team Size: Dependent on Canada's WC quota, the purpose and objectives of the criterion, selection ranking, FIS standards and budget limitations.
- 5) Selection ranking and standards: To compete in the FIS World Cup Final, athletes must be ranked in the top 50 according to the overall 2011-12 World Cup standings before the start of the World Cup Final. This does not apply to the NorAM FIS Regional Series leaders.

Athletes considered for all or part of this trip must meet one of the following result standards:

- a) Be ranked or be well positioned to be in the top 50 on the World Cup 2011-12 final standings at the end of WC Period 3-;

- b) U23 World Championship winners;
 - c) Male and Female NorAm FIS Regional Series leaders for FIS WC period 2 (up to Feb-18, 2012).
- 6) Additional Selection: the NST Head Coach may recommend to the selection committee that additional athletes be added for part or all of these events based on development of future WC podium potential athletes. Any athlete added under this recommendation may have to self-fund the trip. This optional selection will not be considered if it compromises support or quota positions for the other selected athletes.

12.0 CANADA WORLD CUPS – (WC Period 1, December 2012)

- 1) Overview: Because this event is in early December 2012, there will be limited selection opportunities in the 2012-13 season for this event. Therefore, a large part of this selection process will be based on 2011-12 results. Any changes by FIS to these Canada World Cup event distances or techniques may require amendments to this criterion.
- 2) Purpose:
 - a) To capitalize on home advantage;
 - b) 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;
 - c) Provide WC starts for developing athletes who have shown potential to achieve top 30 WC benchmarks and have demonstrated potential to compete for Canada in World Cup, World Championship and OWG Team in the period 2012-2018;
 - d) Development opportunity for athletes with potential to compete for Canada in World Cup, World Championship and OWG Team in the period 2014-2018.
- 3) Objectives:
 - a) Podium and top 12 results; 2 athletes in top 10 overall WC results;
 - b) Increase red group status based on consistent scoring of WC points (number of athletes in the red group at the end of the 2012-13 season to be defined April 2012);
 - c) Contribute to top 50 ranking in the overall sprint and distance WC points in order to meet the criteria for the WC Final event;

- d) Contribute to team goals of total WC medals 2012-13 (to be defined April 2012);
- e) National and FIS Regional Group: Multiple top 30 results which will help to increase Canada's WC quota for 2013-14;
- f) Top half results for other National group based on development stage of the athletes.
- 4) Team Size: FIS World Cup competition quotas will be established and confirmed by FIS at the FIS Congress May 2012. The National Quota is in addition to the Canadian WC quota and the FIS regional series quota. The National Quota for the organizing country is defined in the 2011-12 FIS WC Rules as the right to enter a max of ten (10) additional competitors per gender as "national quota", if these athletes meet the FIS standards for the National Group.
- 5) Entry Standards: The entry standards for these competitions are as follows:
- i. International Group (World Cup quota and FISs Regional leaders) - distance: men 60 FIS points; women 90 FIS points.
 - ii. National Group – distance: men and women 120 FIS points.
 - iii. Sprint - 120 FIS points for men and women.
- (refer to 3.4 in the WC Rules for reference to this standard http://www.fis-ski.com/data/document/rules-rules-cc_1112_all2)
- 6) Events, Dates and Competition quotas per gender:

DATE	LOCATION	TECHNIQUE	NATIONAL QUOTA	INTERNATIONAL QUOTA (TBD spring 2012)	NORAM FIS LEADERS
Dec. 8	Quebec City	Sprint F	10	TBD	1
Dec. 9	Quebec City	Team Sprint F	2 teams	2 teams	1
Dec.13	Canmore	Mass start – CI 10/15	10	TBD	1
Dec.15	Canmore	Sprint F	10	TBD	1
Dec.16	Canmore	Skiathlon 15/30	10	TBD	1

7) Designated Selection Competitions:

- 2011-12 World Cups
 - 2011-12 Canadian FIS Regional Series
 - 2011-12 U23/WJC
 - 2012 OPA Tour
 - 2012 Canadian Nationals (distance and sprint events)
 - 2011-12 NorAm events: U23/WJC trials events (skiathlon & 10/15km cl)
 - 2012 Western Canadian Championships (classic sprint)
 - NorAm events November 2012 (free sprint and 10/15km classic)
- NOTE: the expected location of this event is Foret Montmorency, Quebec; however this will not be confirmed until April 2012.

8) Overview of selection process and priorities: As there are multiple opportunities to qualify for the different Canada World Cup events, the following chart provides a summary of the qualifying opportunities for each Canada WC race. Further specific selection details are included in 12.9 and 12.10.

Location	Technique	Selection priority #1	Selection priority #2	Selection priority #3	Selection priority #4	Selection priority #5	Selection priority #6
Quebec City & Canmore	Sprint F	WC 2011-12	FIS Reg. Series 2011-12	U23/WJC	Haywood NorAm Nov.2012	Coach discretion	Nationals 2012
Quebec City	T-Sprint F	Coach Discretion	-	-	-	-	-
Canmore	Cl 10/15	WC 2011-12	FIS Reg. Series 2011-12	U23/WJC	Haywood NorAm Nov.2012	Coach discretion	U23/WJC trials
Canmore	Skiathlon 15/30	WC 2011-12	FIS Reg. Series 2011-12	U23/WJC	Coach Discretion	U23 trials 2012	Nationals 2012

9) Selection in order of priority for sprint and distance events:

- a) Selection from 2011-12 international results (in order of priority):
- i. All World Cup Team athletes are pre-selected for all events;
 - ii. Canadian 2011-12 NorAm FIS Regional Series overall aggregate winners and overall second place finishers are selected for all events;
 - iii. All athletes scoring WC points in the 2011-12 season are qualified for events that they achieved the result in as follows:
 - Sprint - any top 30 WC sprint result qualifies that athlete for both of the Canada WC sprint events;
 - Distance - any top 30 WC distance result qualifies the athlete for all Canada WC distance events;

- iv. Athletes with top 10 results at the U23 and WJC are qualified for the following events wherein they achieved the following results:
 - Sprint - any top 10 U23/WJC sprint result qualifies that athlete for both Canada WC sprint events;
 - Distance - any top 10 U23/WJC distance result qualifies the athlete for either the Canada WC 10/15km cl and/or 15/30 skiathlon, Canmore. This is dependent on the specific distance result at the U23/WJC;

- b) Selection from Haywood NorAm - Teck Sprint, Foret Montmorency, Dec. 1-2, 2012:
 - i. Foret Montmorency Events: free sprint and 10/15km classic;
 - ii. Specific selection for Canada WC events: free sprint Quebec City, free sprint Canmore and 10/15km classic Canmore;
 - iii. Minimum selection from these events: a minimum of 3 male and 3 female National quota spots will be selected from these events for the free sprint event in Quebec City, the free sprint in Canmore and the 10/15km classic event in Canmore. These selections are in addition to the athletes selected in 12.9.a, and will not include athletes already selected in 12.9.a. Athletes will be selected from this event as follows:
 - Sprint selection and ranking: the top male and female sprint qualifiers and the highest finishing athlete, excluding athletes who have already qualified in 12.9.a, will be selected. The third male and female athlete selected will be the second place athlete in the sprint qualification results. This selection excludes athletes already selected under 12.9.a.
 - Distance selection ranking: the top 3 male and female finishers, excluding athletes selected in 12.9.a, will be selected;
 - iv. Maximum selection from these events: if the maximum team size for the WC free sprint and 10/15km classic events are not met through 12.a, c and d, then the remaining athletes for the free sprint and 10/15km classic events may be selected from these events as follows:
 - Sprint: based on a ranking list of athlete's qualifying times in the sprint qualification,
 - Distance: ranking list of finishers based on finish position;
 - v. Backup selection if this event is cancelled: in the circumstance that this event is cancelled, the backup for this selection spots may be selected from 12.9.c as follows:
 - Free Sprint: ranking list from qualifying results at National Championships 2012;
 - 10/15km classic: ranking list from 5/10km at National Championships.

c) The NST Head Coach, after receiving input from the NST and NDC coaches, may recommend up to two males and two female athletes for specific Canada World Cup events to the selection committee based on discretion, or force majeure and/or results from the February 2012 OPA trip.

d) Selection from 2011-12 Haywood NorAm FIS Regional Series events:

i. Haywood NorAm – 30/15km skiathlon, Callaghan Valley – January 12, 2012:

Selection for WC skiathlon Canmore: The top 3 male and female finishers in this event may be selected.

ii. National Championships 2012 – selection for WC free sprint, skiathlon, 10/15km classic:

Selection for Free Sprint, Quebec City and Canmore - The following athletes may be selected from this event for the WC sprint event in Quebec City: the top male and female sprint qualifiers (this does not include athletes who qualify for the 2012-13 World Cup Team) and any athletes who finish in the top 6 in this event (this includes WC Team athletes).

Selection for WC Skiathlon Canmore: #1 - the top male and female finishers in the 30/50km, excluding World Cup Team athletes, may be selected for this WC event;

#2 – the top male and female aggregate finishers (based on combined total CPL points) in the 5/10classic and 10/15 free, excluding World Cup Team athletes, may be selected. Any remaining quota places for the skiathlon will be determined using this ranking system from these two events.

Selection for WC 10/15 Classic: the top male and female finishers in the 5/10classic event may be selected.

10) Selection for the team sprint event in Quebec City:

a) Selections for the team sprint event will be made upon recommendation of the Head Coach to the selection committee after the final selection events.

Recommendations will be based on the following considerations:

- i. Athletes with previous World Cup, World Championship and Olympic Games performances in the top six and top half of the field in these events will be given first selection consideration;
- ii. The remaining team sprint recommendations will be based on a review of the sprint and distance results from international and domestic events over the last year.

11) Backup selection if the Canmore sprint is changed to classic: The 2012 Western Canadian Championships classic sprint will be used for selection if this event is changed to classic. The following athletes may be selected from this event for a WC classic sprint event in Canmore in the following order of ranking:

#1- the top male and female sprint qualifiers;

- #2- athletes who finish in the top 6 (final results) in this event;
- #3- the remaining athletes for the Canada WC classic sprint event will be chosen from a ranking list based on placings in the sprint qualifier.

12) Itinerary. This will be detailed in the 2012-13 Selection Criteria.

PART 3 - TRIP SELECTION 2011-12 – (Para-Nordic IPC races)

13.0 International Paralympic Committee (IPC) Biathlon and Cross-Country World Cup: December 2011

- 1) Purpose:
 - a) Provide a World Cup (WC) starts for athletes who have achieved, or have shown potential to achieve gold medal results and meet established CCC international benchmarks leading the 2014 Paralympic Winter Games (PWG);
 - b) Provide WC starts for development level athletes, who have shown potential to achieve PWG podium results in 2014 and/or 2018.

- 2) Objectives:
 - a) Preparation and selection for the 2012 IPC WC Finals in Vuokatti Finland;
 - b) Contribute to team goals of 15 WC medals in 2011-2012 season;
 - c) Consistent scoring of WC points by individual athletes.

- 3) Event: IPC Biathlon and Cross-Country WC Sjusjoen, Norway.

- 4) Dates: December 9-18 2011.

- 5) Team Size: This is limited by available budget and support staff.

- 6) Pre-selection: Athletes are pre-selected based on having demonstrated ability to achieve gold medal results at WC and/or World Championships (WCh) events in the 2010-11 season. The following athletes are pre-selected to this entire trip based on the trip purpose and objectives 13.1 and 13.2: Mark Arendz, Colette Bourgonje, Chris Klebl, Brian McKeever and guide Eric Carleton. This group will receive full Para-Nordic National Ski Team (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 the 2012 World Cup Finals and other specific athlete development priorities based on 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 Biathlon and Cross-Country World Cups: January-February 2012

- 1) Purpose:

- a) Provide a 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 2014 PWG;
- b) Provide WC starts for development level athletes, who have shown potential to achieve PWG podium results in 2014 and/or 2018;
- c) Provide WC 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 WC, WCh, or PWG.

- 2) Objectives:

- a) Preparation and selection for the 2012 IPC WC Finals in Vuokatti Finland;
- b) Contribute to team goals of 15 WC medals in the 2011-2012 season;
- c) Consistent scoring of WC points by individual athletes;
- d) Identification of development level athletes who can achieve at least one result of 70% compared to the best individual category time in an IPC WC, WCh or PWG with the long term potential to achieve benchmarks leading to WC, WCh or PWG podium results.

- 3) Event: IPC Biathlon and Cross-Country WC #2 Madison, Wisconsin USA and WC #3 Minneapolis Minnesota, USA.

- 4) Dates: January 24-February 5, 2012.

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

- 6) Pre-selection: Athletes are pre-selected based on having demonstrated ability to achieve gold medal results at WC and/or WCh events in the 2010-11 season. The following athletes are pre-selected to this entire trip based on the trip purpose and objectives outlined in 14.1 and 14.2: Mark Arendz, Colette Bourgonje, Chris Klebl, Brian McKeever and guide Eric Carleton. This group will receive full PNST 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 these events based on preparation needs for the 2012 World Cup Finals and other specific athlete

development priorities based on the purpose and objectives of the criteria in 14.1 and 14.2. Additional selected athletes and their support staff wishing to compete on these IPC WCs must be sanctioned by the ADHP-P.

- 8) Additional Selection Standard: Under the conditions outlined in 14.7 selected athletes must meet the following criteria:
 - a) Have a yearly training program that is lead 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, WCh, or PWG;
 - b) Demonstrated the ability to achieve at least one result of 70% compared to the best individual category time in an IPC WC, WCh or PWG;
 - c) Divisional recommendation.
- 9) Any sanctioned athletes will be required to organize their own trip logistics under the conditions outlined in 14.10 and pay the full trip costs including their approved support staff and trip costs for these support staff.
- 10) 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 PNST Teams and additional 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 lead and organized by a designated coordinator chosen by CCC in collaboration with the divisions that have selected athletes on the team;
 - ii. The National Group budget and staff support plan will be coordinated cooperatively by the ADHP-P, the National Group coordinator and the Divisions that have with selected athletes for this trip;
 - iii. All LOC communications and National Group entries will be done by the PNST Team Leader in collaboration with the National Group coordinator;
 - iv. The National Group will be supported by their 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 and PNST support staff availability.
 - c) Contact CCC ADHP-P Mike Edwards at medwards@cccski.com more information.

15.0 IPC Biathlon and Cross-Country WC Finals: March 19-April 1 2012

- 1) Purpose:
 - a) Provide a WC start for athletes who have achieved, or have shown potential to achieve gold medal results and meet established CCC international benchmarks leading to the 2014 PWG.
 - b) Provide WC starts for development level athletes, who have shown potential to achieve PWG podium results in 2014 and/or 2018.
- 2) Objective:
 - a) Win a minimum of 7 World Cup Finals medals.
 - b) Contribute to team goals of 15 WC medals.
 - c) Consistent scoring of World Cup points by each individual athlete.
- 3) Event: IPC Biathlon and Cross-Country World Cup Finals Vuokatti, Finland.
- 4) Dates: March 19 – April 1, 2012.
- 5) Team Size: This is limited by available budget.
- 6) Selection:
 - a) Athletes achieving medal results and/or 95% compared to their best individual category time in a 2011-12 World Cup event will be selected
 - b) The PNST-Head Coach may recommend to the selection committee that additional athletes be added for this event based on the athlete's ability to meet the purpose and objectives of the criterion (12.1 and 12.2). Athletes considered for this trip will be evaluated using the following result standards:
 - i. Previous gold medal WC or WCh results in the 2010-11 season;
 - ii. At least one result in the 2011-12 World Cup events of 90% compared to the best individual category time will be used as selection guidance. This recommendation will consider the depth of field at these events and a minimum of top half results. Self-funding for all or part of this type of selection may be necessary based on budget.
- 7) Itinerary: Contact CCC ADHP-P Mike Edwards at medwards@cccski.com for more information.

PART 4 – 2012-13 TEAM SELECTION CRITERIA – (Able-bodied)

16.0 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 2012-13 World Cup events and 2013 World Championships.
- 3) Selection: This team will be selected from the following events: 2011-12 World Cup events and the U23 World Championships. Past performance and identifiable international benchmarks may also be used on a discretionary basis. The team will be selected based on the following:
 - a) Athletes with the following placings at the 2011-12 World Cup 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) The NST Head Coach may recommend to the HPC that other athletes be selected to this team based on assessment of past performance and proven potential to be able to contribute to Canada's podium success in the 2012-13 World Cups and 2013 World Championships. 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.

17.0 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 2012-13 minimum targets for this team will be top 30 World Cup and senior World Championship results and/or top 8 U23 World Championships results. Preparation for the 2014 and 2018 Olympic Winter Games will remain the longer term focus.
- 3) Team Size: Appraisal of athlete potential for podium success at the 2014 and 2018 OWG will be considered in determining team size. Maximum team size will be determined in April 2012 based on the recommendation of the DHP 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 current Senior WC Team (2011-12) who are demoted from the WC Team (2012-13) and are recommended to the selection committee by the NST Head Coach, and have met established goals and benchmarks, could be nominated to this team with consideration of the final 2011-12 NST selection points list (tier 1 races), sprint and distance;
- b) Athletes achieving a top 20 distance or top 20 sprint result at the 2011-12 World Cup events;
- c) The NST Head Coach may recommend up to one male and one female athlete to the HPC based on discretion and/or force majeure. This recommendation will be reviewed relative to the purpose of this criterion (17.1);
- d) An athlete placing in the top 12 distance or the top-12 individual sprint at the 2012 U23 Championships 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, FIS points and WC eligibility standard within the U23 event. These factors will be reviewed relative to the purpose of this criterion (17.1).
- e) Graduating junior athletes placing in top 20 in a distance event or placing in the top-12 in an individual sprint event at the 2012 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 (17.1 and 17.2).
- f) Other athletes may be selected on a discretionary basis, based on the recommendation of the NST Head Coach, in collaboration with the NDC coaches, NST coach, NDC coaches and DHP, to the HPC. This recommendation will be reviewed relative to the purpose and objectives of this criterion (17.1 and 17.2).

18.0 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 2013 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 2018 Olympics.
- 3) NST Junior Selection – Single ranking list distance and sprint: The final NST selection junior points list will be based on tier 1 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 2 sprint races. 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 2012 based on the recommendation of the DHP 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 18.1 and 18.2). 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 (18.2).
- 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 2012 WJC will be selected;
 - b) Non-graduating junior athletes placing in the top 20 (sprint) at the 2012 WJC will be selected;
 - c) The HPC can select up to two athletes on a discretionary basis based on the recommendations of the ADHP and DHP. This would be done

considering all available information, consistent with the goals and objectives of the team;

d) Athletes will be ranked on the lists specified above (18.3).

19.0 NATIONAL DEVELOPMENT CENTRES (NDCs)

- 1) **Purpose:** To 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.
- 2) **Objective:** The short term focus is to help athletes achieve the expected progression for their age on the International Performance Benchmarks (IPB) curve (refer to Appendix 3 for details) and qualify for the World Championships of their respective age group; the long term focus is to produce successful skiers at the World Cup level.
- 3) **NDC selection list:** Athletes will be ranked 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 1989 and after	94.0	94.0	96.0	96.0
Born in 1988 and before	97.0	97.0	98.0	98.0

The NDC selection list will serve as the main guidance for NDC selections.

- 4) **Team Size, composition and standards:** The number of athletes nominated to each NDC will be determined by the NDC in collaboration with the HPC based on each NDC's mandate, capacity, resources and athletes demand. All nominations must fit within TC orientations mandates and quotas (refer to the Training Centre policy <http://www.cccski.com/main.asp?cmd=cat&ID=60&lan=0> for details)
- 5) **Selection:** The nomination of athletes to NDCs must strike a balance between the preference of the athlete and the need to maintain a viable and effective system that fulfils its roles. Within this balance, the unique status of the PHTC and the core concept of providing regional centralization (to keep athletes close to home, where desired) will receive special consideration. Therefore, nomination of athletes to NDCs will be based on the following order of priorities:
 - a. Barring extenuating circumstances, Senior WC Team athletes will be named to the NTC in Canmore;
 - b. Barring extenuating circumstances, Senior Development Team athletes will be nominated to either the NTC or one of the NDCs with an "A" orientation (refer to the Training Centre policy <http://www.cccski.com/main.asp?cmd=cat&ID=60&lan=0> for details),

depending on Senior Development Team budget and program - in accordance with their choice;

- c. Once the Senior National Team athletes have been nominated, the remaining billets in each NDC will be nominated based on a combination of ranking on the NDC selection list and the following principles:
 - i. A majority of athletes (minimum of 50%) in each NDC must be representing the divisions within the NDC's region (as defined in the TC policy), provided that enough athletes from the NDC's region have chosen to attend that specific regional NDC;
 - ii. In each NDC, a minimum of three female athletes must be selected, provided there are enough female candidates meeting the NDC's orientation, in order to favor a motivating and productive team environment for female athletes;
 - iii. Other athletes may be selected on a discretionary basis, based on the recommendation of the NDC coaches to the selection committee. All discretionary choices must meet the IPB for their age and development stage (see appendix 3) or achieve a podium at National Championships in the junior boy-girl category or older. These recommendations will be reviewed relative to the purpose of this criterion;
 - iv. Junior NST athletes may be provided NDC program support, ranging from partial to full support, at the discretion of each NDC, subject to: the needs of the athlete(s); the capacity of the 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.
- 6) Letter of interest needed: Non senior NST athletes who believe they could be considered for NDC selection based on the selection principles listed above and who would like to join a NDC must forward a letter of interest to the DHP (tholland@cccski.com) by April 1st, 2012 to be considered for selection. The letter of interest must include the order of the athlete's preferred NDC.

PART 5 – 20012/13 TEAM SELECTION CRITERIA – (Para Nordic)

20.0 WORLD CUP TEAM 2013

- 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 (WCh) and Paralympic Winter Games (PWG) competitions.
- 2) Objective: Preparation for the 2012-13 WC and WCh.
- 3) Selection:
 - a) Athlete's ability to meet the purpose of the criterion 16.1 will be assessed by using the eligibility guideline of at least one result in the 2011-12 season in their category at a WC or WCh of 95% compared to the best individual category time. This assessment will consider the depth of field at these events and a minimum of top half results.
 - b) The PNST 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 gold medal success at the 2012-2013 WC and/or World Championships. 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.

21.0 DEVELOPMENT TEAM

- 1) Purpose: To provide optimal preparation for athletes who have demonstrated the potential to develop towards achieving PWG podium success in 2014 and/or 2018.
- 2) Objective: The 2012-13 targets for this team will be qualifying for the 2013 WCs and WCh with a secondary focus on achieving benchmarks towards PWG podium success in 2014 and/or 2018.
- 3) Selection:
 - a) Athletes achieving a finish time of 90% or higher compared to the best individual category time at any distance IPC WC or WCh event during the 2011-12 season may qualify for selection to the Para-Nordic Development Team based on the purpose and objectives of the criteria in 21.1 and 21.2 and the recommendation of the PNST-HC to the HPC.
 - b) The PNST-HC may recommend up to two athletes to the HPC based on specific development goals of the team, discretion and/or force majeure.

Appendix #1

**Document 2.1.3
revision (Sept 07)**

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 High Performance Committee (HPC) by the CCC 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, Manitoba and NWT;
 - iii. 1 representing Ontario;
 - 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 Team Leaders;
- d. the CCC Assistant Director of High Performance - Development;
- e. the CCC Director of Events Management;
- f. CCC President or designated member of the CCC 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

- g. the Executive Director

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, 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 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/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 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 CCC 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 CCC 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 CCC E-mail Update.

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 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 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 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 CCC 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 CCC 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 CCC 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 CCC'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 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 2011-12 Tier One Level North American-Selection Events

Date	Event Type	Location	Format
* Nov. 23, 25, 26	US Super Tour Opener	West Yellowstone, MT	Sprint Qual x 2 C & F, 10/15k F, 5/10k C
Dec 3-4	Super Tour 2	Bozeman, MT or Sun Valley, ID	Sprint F, 10/15k C
Dec 10, 11	Haywood NorAm Teck Sprint	Vernon SLN	10/15 CI Int Sp CI
Dec 17, 18 (Sat, Sun)	Haywood NorAm Teck Sprint	Rossland BlackJack	Sp 1.2/1.4 F , 10/15 MS F
Jan 12, 14, 15 (Thurs, Sat, Sun)	Haywood NorAm, - Teck Sprint WJr/WU23 Trials	Callaghan Valley	15/30 ; 10/20 Skiathlon Sp F (Sr & Jr Finals), 10/15 CI
Jan 20, 21, 22	Haywood NorAm FIS Mini Tour - Western's	Canmore, AB	
Feb 3, 4, 5	Haywood NA Eastern's, O Cup, Coupe Québec FIS Mini Tour	Nakkertok	Sp 10/15 Distance MS
Feb 11, 12	Haywood NorAm - Coupe Québec 3	Orford	
Mar 17, 19, 20, 22/23, 24	2012 Haywood Ski Nationals	Mont Ste-Anne, QC	T Sp (CI) – Plaines 5/10 CI; 10/15 F; Sp X 2 (F); 30/50 (CI)
*Mar. 24-25 Mar. 27-30	Super Tour Finals	Craftsbury, Vermont	2.5/3.5km F, 30k CI MST, off day, Sprint C, 6km F Hill Climb, 30/50 F MST

* With the exception of the US Super Tour events, the remainder of these events make up the NorAm FIS Regional Series.

Appendix 3

INTERNATIONAL PERFORMANCE BENCHMARKS (IPB)

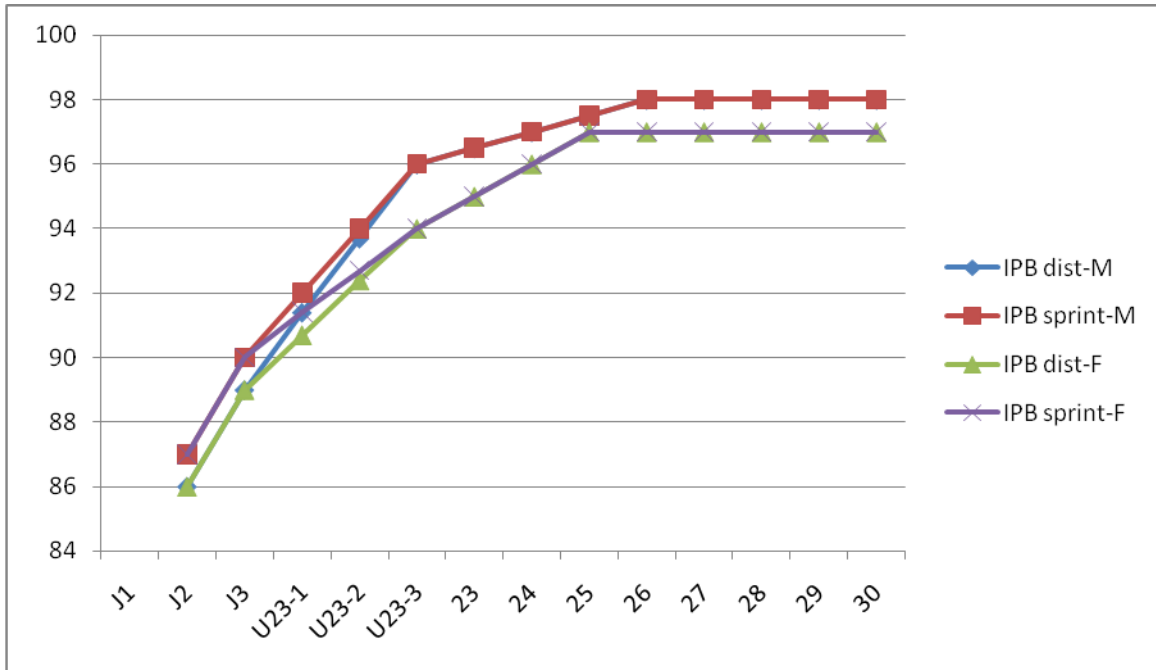
International Points Benchmarks are representations of defined levels of performance, expressed in CPL points, that are specific to stages of development (and related age groups), to gender and to event type (sprint or distance).

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

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.