

2012-13 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 2012-13 season; National Teams in the 2013-14 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/getmedia/a30ad577-2ab1-4c94-8a29-9e494a68cb9d/Competition-Model_May-2010_v3.pdf.aspx in reference to these guidelines.

2.0 GENERAL SELECTION PROCEDURES

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

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

2) Selection Lists, standards and points lists

- a) Guidance in ranking and applying selection standards for able-bodied skiers are determined primarily by the Canadian Points List (CPL - international points) or the FIS points list. An athlete must purchase a CCC racing licence in order to be eligible for CPL points, and must purchase both a CCC licence and a FIS licence to be eligible for FIS points. The CPL will be the primary list used for all selection purposes. Follow <http://www.cccski.com/Events/Points.aspx> to become familiar with the current version of the CPL.
- b) The only races considered for selection rankings and standards are 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 2012-13 domestic list of eligible events and to the FIS calendar for international eligible events, <http://www.cccski.com/Events/Events-Info/2012-13-FIS-WC---CCC-Sanctioned-Events-Calendar.aspx#.T-x2NbUQssl>)
- c) The final 2012-13 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 based on Tier One level Designated Selection Events achieved during the previous 12 months versus the athlete's age. This measurement is used as an indicator of an athlete's general progression from year to year and can be used as a guideline for comparison with other athletes. Refer to Appendix #3 for further detail of the IPB standards.

3) Ties

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

PART 2 - TRIP SELECTION 2012-13 – (FIS races)

3.0 PURPOSE AND OBJECTIVES 2012-13 FIS WORLD CUPS and 2013 World Championships

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 result.
 - b) Achieve and/or maintain red group status based on consistent scoring of WC points (7 athletes in red group at end of season).
 - c) Contribute to team goals of 10 WC medals (minimum 2 males and 1 female).
 - d) A final WC Nations Cup ranking of 6th overall.
 - e) Meet established benchmarks leading to 2014 OWG.

4.0 WORLD CUP PERIOD #1 Europe (Nov. – Dec. 2012)

- 1) Events: World Cup events in Gallivare, Sweden and Kuusamo, Finland.
- 2) Dates: November 24 – December 2, 2012.
- 3) Pre-selection: All WC Team athletes and 2011-12 aggregate leaders of the NorAm FIS Regional Series are pre-selected.
- 4) Other information: This trip will leave Canada Nov. 10th and will include a FIS race in Sweden prior to the WC events.

5.0 WORLD CUP PERIOD #1 CANADA (Dec. 2012)

- 1) 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.
- 2) Additional Trip Objectives: (these are in addition to the WC objectives in 3.2)
 - a) National and FIS Regional Group: Multiple top 30 results which will help to increase Canada's WC quota for 2013-14;
 - b) Top half results for other National group based on development stage of the athletes.
- 3) Events/Dates:
 - a) Quebec City – Dec.7 Team Sprint F and Dec.8 Sprint F
 - b) Canmore – Dec.13 10/15km cl; Dec.15 Sprint F; Dec.16 Skiathlon 30/15km
- 4) National quota: As the organizing country, Canada has the right to enter a maximum of ten additional competitors as "national quota" in addition to the Canada's 2012-13 WC quota for individual events and 2 FIS regional COC WC start positions.

For the Team sprint event Canada has the right to enter 2 teams as per the WC quota and 2 additional teams as national quota.
- 5) World Cup Entry requirements: The FIS entry standards for these competitions are as follows with the additional FIS requirements that each athlete has a FIS code number and has reached at least one (1) result better than or equal to these standards in the last 365 days:
 - a) International WC Group and FIS Regional Series leaders - **distance:** men 60 FIS points; women 90 FIS points;
 - b) International WC Group and FIS Regional Series leaders - **sprint:** 120 FIS points for men and women.

- c) National Group (men and women)
 - i. For distance competition: 120 FIS points in a distance competition;
 - ii. For sprint: 120 FIS points in a sprint or distance competition.
- 6) Pre-selected athletes:
 - a) All World Cup team and 2011-12 aggregate leaders (**Alysson Marshall** and **Kevin Sandau**) and second place finishers (**Emily Nishikawa** and **Brent McMurtry**) of the NorAm FIS Regional Series are pre-selected for all events.
 - b) The following athletes are pre-selected for specific events based on the 2011-12 Canada World Cup selection criteria:
 - i. All sprint events: **Rosanna Crawford** (top qualifier nationals 2012) and **Phil Widmer** (top qualifier nationals and top 6 finish nationals);
 - ii. 15K cl Canmore: **Erik Carleton** (top non WCT finisher 10km nationals);
 - iii. Skiathlon Canmore: **Alana Thomas** and **Graham Nishikawa** (top 3 skiathlon Callaghan trials event); Erik Carleton (top overall nationals 10 and 15km combined result).
- 7) Remaining National Group quota for selection December 2012:
 - a) Sprint events Quebec City and Canmore: 8 males and 8 females
 - b) 10/15 classic Canmore: 8 males and 9 females.
 - c) Skiathlon Canmore: 7 males and 8 females.
- 8) Designated Selection Competitions
 - a) Sprint competition (F) – Haywood NorAm Series, Canmore: Dec.1, 2012.
 - b) Distance competition – Haywood NorAm Series, Canmore: Dec.2, 2012. This will either be a medium distance skiathlon or a 10/15 individual start classic event depending on courses and stadium profiles available at the time of this event.
- 9) Selection of remaining National Group athletes:
 - a) The NST Head Coach may recommend athletes to the selection committee based on discretion, and/or force majeure.
 - b) **Distance events:** The remaining distance positions will be selected from ranking lists based on the final results from the designated distance race (refer to 5.8).

- c) **Sprint events:** The remaining sprint positions will be selected based on the following order of priorities:
 - i. The top male and top female sprint qualifiers will be selected. These athletes must complete the heats in the sprint selection event;
 - ii. A sprint ranking list will be established using the final result list from the designated sprint selection race to select the remaining athletes.
- 10) Itinerary. The following will be responsible for distributing information regarding the entries, the coaches' meetings, equipment preparation, etc.:
- a) The facility and accreditation needs for supporting the National Group will be arranged through the HP Coordinators as part of CCC's total requests for services to the Canmore World Cup OC.
 - b) The World Cup Team and the 2011-12 NorAm FIS Regional leaders will be supported by the NST coaches and technical staff.
 - c) The National Group of athletes will be supported by their personal coaches. The HP System Coordinators will receive and distribute information to the personal coaches in collaboration with the NST coaching and technical staff.
 - d) The World Cup Team Head Coach will submit all World Cup entries.

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

- 1) Purpose: Because of the travel, logistics and focus on the high level objectives in 6.2, the TDS is not a development or a preparation oriented event, the main focus is pursuing daily podiums and the overall TDS title.
- 2) Additional Trip Objectives (these are in addition to 3.2):
 - a) Overall TDS podium result.
 - b) Top 10 overall TDS results for each athlete.
 - c) Podium in individual stages for each athlete.
- 3) Dates: December 29, 2012 – January 6, 2013.
- 4) Selection: The NST Head Coach will recommend to the selection committee the athletes to be selected for this event based on results in the 2012-13 World Cup events and past TDS results. This recommendation will be based on the athletes' ability to meet the objectives of the trip. The minimum standard for selection to this event are one of the following standards:
 - a) Two top 20 distance results on the World Cup (Nov.-Dec.2012) or a WC result with a minimum of 15 FIS points.

- b) A previous top 12 individual result in the TDS from the previous year.

7.0 WORLD CUP PERIOD #2 (Liberec, Czech Republic & La Clusaz, France)

- 1) Events and dates: Jan. 12 -13 (Liberec), Jan.19-20 (La Clusaz).
- 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 2012-13 WC results. This recommendation will be based on the athletes' ability to meet the objectives of the trip.
 - b) The male and female leading the NorAm FIS Regional Series at the end of FIS World Cup period #1 (up to December 16, 2012) may be selected if there is not a conflict with other international qualifying opportunities such as the WSC and U23 trials event. This will be dependent on the sprint profile of these athletes and the appropriateness of these WC events for these athletes. The NST Head Coach will make the pertinent recommendation to the selection committee.

8.0 WORLD CUP PERIOD #2 (Sochi, Russia)

- 1) Additional Objective: (this is in addition to the WC objectives in 3.2) Familiarization with 2014 OWG venue.
- 2) Event and dates: pre-OWG WC; Feb. 1-3
- 3) Team size: due to the short nature of this WC trip and cost factors, this trip will be restricted to the World Cup Team athletes or other athletes who have demonstrated top 12 potential at the OWG.
- 4) Selection:
 - a) All WC Team athletes are pre-selected.
 - b) The NST Head Coach may recommend to the selection committee that one additional athlete be added for this event based on an exceptional World Cup result as defined in the WC Objectives (3.2.).

9.0 UNDER 23 (U23) - JUNIOR WORLD CHAMPIONSHIPS (WJC) 2013

- 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 – Men and women in the top-8 in distance races and a minimum of one athlete in the top-6 in sprint races.
 - b. WJC – top 20 (3 males and 3 females), top 8 relay (male and female).
- 3) Location and Dates: Liberec, Czech Republic; January 20-27, 2013.
- 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 recommendations from NDC and club head coaches. Any recommendations must be submitted in writing to the Director of High Performance within 30 minutes of the final selection race. 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) Designated Selection Events: Haywood NorAm – Lappe Nordic, Thunder Bay – 3, 5, 6 January, 2013. Juniors and seniors will compete in separate sprint and skiathlon race events.
- 7) Selection eligibility guidelines: Athletes are expected to 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 1990	94.0	92.3
Born in 1991	92.0	90.7
Born in 1992	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 9.4) 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 after consideration of the selection eligibility guidelines for U23 skiers (refer to 9.7).
 - c. After considering 9.8 a – b, the selection committee can increase the team size up to the maximum team size (9.4). These recommendations will be based on consideration of ranking lists for men and women from the designated selection events (9.6) and meeting the purpose and objectives of the criterion (9.1 and 9.2).

The ranking lists will only consider the top 5 ranked athletes on either the sprint or distance lists – this will include the race winners (refer to 9.8.b).

The NDC head coaches will recommend the balance between sprint and distance athletes to the selection committee based on consideration of the trip purpose and objectives (9.1 and 9.2) and the outcomes of 9.8 a – b.

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

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

9) Itinerary:

- a. Athletes will leave Canada on January 11, 2013.

- b. Lisa Patterson will be the trip leader. For further information contact lpatterson@cccski.com

10.0 WORLD CUP PERIOD 3 (DAVOS WC) AND WORLD SENIOR CHAMPIONSHIPS 2013

- 1) Additional WSC Trip Objectives: (these are in addition to the WC objectives in 3.2)
 - a. Two podium results.
 - b. A minimum of one top 12 result from each World Cup Team athlete.
 - c. WSC - one top 30 result from other athletes selected to the team.
- 2) Events and Dates. World Cup Davos, Switzerland Feb. 16 - 17, 2013; World Championships, Val di Fiemme, Italy, February 20 – March 3, 2013.
- 3) Team Size. Up to 11 athletes will be considered for selection including a minimum of 4 men and 4 women.
- 4) Designated Selection Events.
 - a) 2012-13 World Cups up to Feb.3, 2013.
 - b) Haywood NorAm **Classic Sprints - men and women:** January 5th, Lappe Nordic and January 26, Highlands Nordic – Duntroon.
 - c) Haywood NorAm **Distance – men and women:** 3 January 2013, Lappe Nordic, Thunder Bay -skiathlon 15/30km and 27 January 2013, Highlands Nordic, Duntroon -10/15 km free.
- 5) World Senior Championship eligibility standards.

In accordance with FIS rules, athletes who do not meet the following standards must enter a qualifying race (5km classic women and 10km men, free technique) on February 20, 2013, Val di Fiemme, Italy. From each gender the best 10 athletes in the qualification race are qualified (this applies to sprint and distance qualification):

- Women must have less than 120 FIS Distance points according to the last FIS point list (prior to the WSC, February 2013; best 5 average races) before the WSC.
- Men must have less than 90 FIS Distance points according to the last FIS point list (prior to the WSC, February 2013; best 5 average races) before the WSC.

- 6) Selection process and ranking.

Selection will be made using the following order of priorities, up to the maximum team size (refer to 10.3) and considering the maximum entry of four athletes in all events except the team sprint. The selection committee will decide the balance between sprint and distance athletes, based on the recommendations of the NST Head Coach.

- a) Athletes in the current FIS red group at the end of WC period #1 as of 16 December 2012 and athletes having previously demonstrated the ability to be on the podium at World Cup, World Championship or Olympic Games will be selected.
- b) Athletes with a top 12 distance or top 12 classic sprint result on the 2012-13 WC will be selected.
- c) The NST Head Coach may recommend up to one male and one female athlete to the selection committee based on demonstrating compelling reasons for selection that are evidence based in order to substantiate the recommendation.
- d) After considering 10.6 a – c, the NST Head Coach can make recommendations to the selection committee to increase the team size up to 11, based on meeting the purpose and objectives of the criterion and ranking lists for men and women from the designated NorAm sprint and distance selection events (refer to 10.4.ii-iii).

i. Distance Ranking Lists. **MEN and WOMEN**

There will be two types of distance ranking lists:

- Final results of each designated distance selection events;
- A ranking list will be created based on an athlete's sum total of the designated distance races (refer to 10.6); this ranking list will be calculated using the CPL system (refer to <http://www.cccski.com/Events/Points.aspx> for CPL details).

Distance selection ranking process:

- Selections may be made based on the race winners in each event.
- If there are two race winners, the ranking list based on the athlete's sum total of the designated distance races will decide the top ranked athlete for the purpose of selection
- In the case that one athlete is the race winner of both events, then the second eligible male or female athlete would be the top second place finisher, considering the sum total of designated selection races.

ii. Sprint Ranking Lists: **MEN and Women**

The two designated sprint races will have separate ranking lists:

- A final results list;
- A sprint qualifying list This sprint qualifying list will be compiled by adding the sprint competition points at the selection events, calculated using the CPL system (refer to <http://www.cccski.com/Events/Points.aspx> for CPL details).

Sprint selection ranking list: Sprint selections may be made based on the following:

- To be selected an athlete must have been a race winner in a minimum of one of the two sprint events;
 - If there is more than one race winner over the two sprint events, then the best combined CPL points from the two sprint qualifying events will decide the top ranked athlete.
- e) Athletes with exceptional results at the U23 World Championships could be added to this trip and would not be considered part of the maximum team size of 11. The selection committee would make this decision based on the recommendations of the NST Head Coach considering the depth of field at the U23 Championships, time behind the winner, FIS points at this event and the potential to supplement the team already selected. This selection would be dependent on appropriate start positions being available after consideration of the start positions not already filled by the selected team (10.6a-d).
- 7) Itinerary. The WCT will stay in Europe for WSC preparation after the Sochi WC. Other athletes selected to this trip will depart Canada a week before the WC events in Davos. Departure from the World Championships will be staggered: after finishing their specific events at the World Championships, athletes will travel back to Canada. Athletes that qualify for the March World Cup trip will remain at the Championships and depart from there.

11.0 WORLD CUP PERIOD #4 (Scandinavian WCs and World Cup Final - March 2013)

- 1) Events: World Cups in Lahti, Finland; Drammen and Oslo, Norway; World Cup Final in Stockholm and Falun, Sweden.
- 2) Date: March 9-24, 2013.
- 3) Team Size: Dependent on Canada's WC quota, the purpose and objectives of the criterion, selection ranking, FIS standards and budget limitations.
- 4) Selection ranking and standards: To compete in the FIS World Cup Final, athletes must be ranked in the top 50 according to the overall 2012-13 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 2012-13 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. 3, 2013).
- 5) 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.

PART 3 - TRIP SELECTION 2012-13 – (Para-Nordic IPC races)

12.0 International Paralympic Committee (IPC) Biathlon and Cross-Country World Cup December 2012

- 1) Purpose:
 - a) To provide 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 (2014 PWG);
 - b) To 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 WC# 2 Location TBD, WC #3 in Sochi, Russia and the 2013 IPC World Championships (WSC) in Solleftea, Sweden.
 - b) Contribute to team goals of 12 WC medals in 2012-2013 season.
 - c) Consistent scoring of WC points by individual athletes leading to Ranking on the IPCBT or IPCCC Ranking Points List.
 - d) Qualify athletes for the 2014 PWG.
- 3) Events and Dates: IPC WC #1 Vuokatti, Finland Dec 9-19, 2012
- 4) Team Size: This is limited by available budget and support staff.

- 5) Pre-selection: All WC Team athletes are pre-selected. This group will receive full Para-Nordic National Ski Team (PNST) support and will be fully funded.
- 6) 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 2013 IPC WSC, 2013 IPC WC #2 and #3, 2014 PWG selection and other specific athlete development priorities based on the purpose and objectives of the criteria in 12.1 and 12.2. Self-funding for all or part of this type of selection may be necessary based on budget availability.
- 7) Itinerary: Contact Mike Edwards, Assistant Director High Performance Para-Nordic (ADHP-P) at medwards@cccski.com for more information.

13.0 IPC World Cup #2 Location TBD January 2013

- 1) Purpose:
 - a) To provide WC starts for athletes who have achieved, or have shown potential to achieve medal results and meet established CCC international benchmarks leading to the 2014 PWG;
 - b) To 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, WSC, or PWG.
- 2) Objectives:
 - a) Contribute to team goals of 12 WC medals in the 2012-2013 season;
 - b) Qualify athletes for the 2014 PWG.
 - c) Consistent scoring of WC points by individual athletes leading to Ranking on the IPCBT or IPCCC Ranking Points List.
 - d) Identification of development level athletes who:
 - i. Can achieve at least one result of 70% compared to the best individual category time in an IPC WC, WSC or PWG or;
 - ii. Can be ranked and have at least one race of 180 points or less on the IPCBT or IPCCC Ranking Points List;
 - iii. Have demonstrated the long term potential to achieve benchmarks leading to WC, WSC or PWG podium results.
- 3) Event and Dates: IPC WC #2 Location TBD January 13 – 22, 2013. The IPC schedule is not finalized at the time of publishing. If there is a change to the IPC

competition schedule which does not allow for this trip to be used as a trip for development athletes, another WC will be used. The alternate trip for a development group will most likely be WC#3 Sochi Russia March 12-21 (TBD).

- 4) Team Size: This is limited by available budget and support staff as well as logistical considerations related to the event.
- 5) Pre-selection: All WC Team athletes are pre-selected. This group will receive full PNST staff support and will be fully funded.
- 6) Additional Selections:
 - a) The PNST-HC may recommend to the selection committee that additional athletes be added for part or all of this event based on the need for selection for the 2014 PWG and other specific athlete development priorities based on the purpose and objectives of the criteria in 13.1 and 13.2.
 - b) Additional selected athletes and their support staff wishing to compete on these IPC WCs must be sanctioned by the ADHP-P.

Any sanctioned athletes will be required to organize their own trip logistics under the conditions outlined in 13.8 and pay the full trip costs including their approved support staff and trip costs for these support staff.

- 7) Additional Selection Standard: Under the conditions outlined in 13.6 selected athletes must meet the following criteria:
 - a) Have a yearly training program that is led and monitored by a qualified coach and has shown the commitment to long term development in order to achieve benchmarks leading to the long-term goals of competing for Canada in WC, WSC, or PWG.
 - b) Demonstrated the ability or potential to achieve at least one result of 70% compared to the best individual category time in an IPC WC, WSC or PWG.
 - c) Divisional recommendation.
- 8) Itinerary and Team Organization: The following guidelines will govern the organization and coordination of the Pre-Selected Group (WC Team) and the Additional Selected Group (National Group):
 - a) The pre-selected WC team and other selected PNST athletes will be supported by the PNST coaching team and technical staff.
 - b) The National Group of athletes will be coordinated and supported as follows:
 - i. The National Group will be led 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 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 own coaching and support staff. The PNST coaches and support staff will cooperate with the National Group to offer support where appropriate based upon PNST budget and PNST support staff availability.
- c) Contact CCC ADHP-P Mike Edwards at medwards@cccski.com more information.

14.0 IPC Biathlon and Cross-Country World Championships (WSC) February – March 2013.

- 1) Purpose:
 - a) To meet established CCC individual and team international benchmarks for this event and long-term benchmarks leading to the 2014 PWG.
 - b) To provide development opportunities to complement these benchmarks where it is in the best interest of the team's overall results at the 2014 PWG
- 2) Objective:
 - a) Win a minimum of 9 WSC medals.
 - b) Consistent scoring of points on the IPCBT or IPCCC points Ranking List by each individual athlete.
 - c) Qualify athletes for the 2014 PWG.
- 3) Event and Dates: IPC Biathlon and Cross-Country World Championships Solleftea Sweden. February 22 – March 4, 2012.
- 4) Team Size: This is limited by available budget and support staff.
- 5) Selection:
 - a) Pre-selection: All WC Team athletes are pre-selected. This group will receive full Para-Nordic National Ski Team (PNST) support and will be fully funded.
 - 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 (14.1 and 14.2). Athletes considered for this trip will be evaluated using the following result standards:
 - i. At least one result in the 2012-13 World Cup events of 85% 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.

- 6) Itinerary: Contact CCC ADHP-P Mike Edwards at medwards@cccski.com for more information.

15.0 IPC World Cup #3 Sochi Russia March 2013

- 1) Purpose:
 - a) Provide WC starts for athletes who have achieved, or have shown potential to achieve 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 familiarization and preparation opportunities for staff and athletes for the 2014 PWG.
- 2) Objectives:
 - a) Contribute to team goals of 12 WC medals in the 2012-2013 season.
 - b) Qualify athletes for Sochi 2014 Paralympic Winter Games (PWG).
 - c) Consistent scoring of WC points by individual athletes leading to Ranking on the IPCBT or IPCCC Ranking Points List.
- 3) Event and Dates: IPC WC #3 Sochi, Russia, March 12 – 21, 2013
- 4) Team Size: This is limited by available budget and support staff as well as logistical considerations related to the event.
- 5) Pre-selection: All WC Team athletes are pre-selected. This group will receive full PNST staff support and will be fully funded.
- 6) 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 2014 PWG selection and other specific athlete development priorities based on the purpose and objectives of the criteria in 15.1 and 15.2. Self-funding for all or part of this type of selection may be necessary based on budget availability.
- 7) Itinerary: Contact CCC ADHP-P Mike Edwards at medwards@cccski.com more information.

PART 4 – 2013-14 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 2013-14 World Cup events and 2014 Olympic Winter Games.
- 3) **Selection:** This team will be selected from the following events: 2012-13 World Cup events and the 2013 Senior and U23 World Championships. Past performance and identifiable international benchmarks may also be considered. The team will be selected based on the following:
 - a) Athletes with the following placings at the 2012-13 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 2013-14 World Cups and 2014 Olympic Winter Games. 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 2013-14 minimum targets for this team will be top 30 World Cup and Olympic Games results and/or top 8 U23 World Championships results. Preparation for the 2018 Olympic Winter Games will remain the longer term focus.
- 3) **Team Size:** Appraisal of athlete potential for podium success at the 2014 and 2018 OWG will be considered in determining team size. Maximum team size will

be determined in April 2013 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 2012-13 WC Team who are demoted from the WC Team (2013-14) and are recommended to the selection committee by the NST Head Coach, could be nominated to this team with consideration of the final 2012-13 NST selection points list (tier 1 races), sprint and distance;
 - b) Athletes achieving a top 20 distance or top 20 sprint result at the 2012-13 European World Cup events or 2013 World Senior Championships;
 - c) Results at the Canada WCs may be considered upon review of an equivalent European top 20 WC FIS points standard at these events.
 - d) 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);
 - e) An athlete placing in the top 12 distance or the top-12 individual sprint at the 2013 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).
 - f) Graduating junior athletes placing in top 20 in a distance event or placing in the top-12 in an individual sprint event at the 2013 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).
 - g) 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 2014 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 and 2022 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 2013 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 2013 WJC will be selected.
 - b) Non-graduating junior athletes placing in the top 20 (sprint) at the 2013 WJC will be selected.
 - c) The HPC can select up to two athletes on a discretionary basis based on the recommendations of the DHP. This selection would be consistent with the purpose and objectives of the junior team and would consider alternative measures of talent identification that may have been limited by the NST selection ranking list such as graduating junior boys and girls who may not have competed in enough Tier One open competitions.
 - d) Athletes will be ranked on the lists specified above (18.3).

19.0 NATIONAL DEVELOPMENT CENTRES (NDCs)

- 1) Purpose: NDCs are a critical delivery point in the HP progression for senior athletes and older junior athletes and are intended to:
 - a. Provide HP services and infrastructure to establish an appropriate environment that will enable selected athletes in the L2C and above stages of LTAD to prepare and/or develop optimally in order to have greater depth (quantity and quality) of athletes who can achieve WC, WSC and OWG qualification standards.
 - b. Maintain a long term focus of producing podium level skiers at the World Cup, WSC and OWG level, realizing that this is a process that takes many years.
- 2) Objectives:
 - a. Complement and assist with the delivery of the NST program.
 - b. Assist 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.
 - c. Bridge the performance gap between the top international level athletes and talented athletes within the NDC system.
- 3) 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 athlete demand. All nominations must fit within TC orientations mandates and quotas (refer to the Training Centre policy <http://www.cccski.com/getmedia/86c38a74-10c0-4dac-bbcc-bac91ce22424/NDC-Policy-2010.pdf.aspx> for details).
- 4) Selection Principles and Guidelines:
 - a. The nomination of athletes to NDCs must seek to maintain a viable and effective development system that fulfils its roles.
 - b. Within this development system, the unique status of the CNEPH and the core concept of providing regional centralization (to keep athletes close to home, where desired) will receive special consideration. 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 and meet NDC IPB selection standards referenced in 19.5.a.

- c. Ideally each NDC should have close to equal numbers of athletes of each gender, provided there are enough candidates of each gender meeting the NDC's orientation and guidelines, in order to favour a motivating and productive team environment for each gender. A minimum of 3 of each gender is the targeted minimum for each NDC.
- d. Talent retention and development: Athletes who were selected to a NDC the previous season and who have exemplified commitment, development potential and have met the selection standard in 19.5.a may be considered for selection ahead of other athletes on the ranking list in accordance with the Talent retention and Development Framework in Appendix 4.
- e. Talent identification and development: A talent ID and development framework will be used for selecting junior athletes. Refer to Appendix 4 for details.
- f. Suitability of athletes to enhance the composition and team structure of each NDC will be taken into consideration. This includes leadership and mentoring aspects of talent development.
- g. NDCs with athletes that lack commitment and/or adherence to the athlete agreement may request to the HPC that these athletes be put on probation or not be selected to their NDC for the 2013-14 season. Other NDCs would have the option of selecting these athletes.

5) Selection ranking lists and standards:

- a. There will be separate male and female ranking list for all other athletes. These ranking lists will be established according to the points difference between either their sprint or distance NST selection lists points and the following IPB expressed in CPL points:

Age groups	Female		Male	
	Sprint	Distance	Sprint	Distance
Born in 1990 and after	94.0	94.0	96.0	96.0
Born in 1989 and before	97.0	97.0	98.0	98.0

- b. The male and female ranking lists will not be compared for the purpose of each NDC selection. NDC coaches will make recommendations to the selection committee on the balance between male and female selections for each NDC as outlined in the considerations referenced in 19.6.c).

6) Selection Process:

- 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/getmedia/86c38a74-10c0-4dac-bbcc-bac91ce22424/NDC-Policy-2010.pdf.aspx> for details), depending on Senior Development Team budget and program.
 - c. Once the Senior National Team athletes have been nominated, the remaining positions in each NDC will be nominated based on the recommendations of specific NDC coaches to the selection committee based on the following considerations:
 - i. The recommendations must be based on a combined assessment of the NDC selection ranking lists (19.5a&b) and the selection guidelines and principles (19.4a-g).
 - ii. The athlete recommendations for each NDC must clearly demonstrate substantial reasons in accordance with the Talent Identification, Development and Retention Framework for NDC Selections (refer to Appendix 4) for skipping over any athletes with higher IPB (as per the standards referenced in 19.5.a) than those being recommended;
 - iii. The recommendations must demonstrate compelling reasons for selection that are evidence based in order to substantiate the recommendation;
 - iv. The recommendations will be reviewed relative to the purpose and objectives (19.1 and 19.2) of this criterion;
- 7) Junior NST athletes not selected to NDCs 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.
- 8) Expression of interest for NDC selection is required: Athletes who believe they could be considered for NDC selection:
- a) Must forward a letter of interest to the DHP (tholland@cccski.com) by April 1st, 2013 to be considered for selection. The letter of interest must include the order of the athlete’s preferred NDC selection.
 - b) It is highly recommended that athletes asking to be considered for selection for the first time, reference the NDC websites for specific guidelines and familiarity with each NDC. Contact with their preferred NDC should then be made by the athlete, preferably before the end of March, to discuss the NDC’s guidelines, orientation, program costs and other pertinent details prior to the selection process in mid-April.

PART 5 – 2013/14 TEAM SELECTION CRITERIA – (Para Nordic)

20.0 WORLD CUP TEAM 2013/14

- 1) Purpose: To provide optimal preparation for athletes who have demonstrated the potential to compete for gold medal results in International Paralympic Committee (IPC) World Cup (WC), World Championship (WSC) and Paralympic Winter Games (PWG) competitions.
- 2) Objective: Preparation for the 2013-14 WC and PWG.
- 3) Selection:
 - a) Athlete's ability to meet the purpose of the criterion 20.1 will be assessed by using the eligibility guideline of at least one result in the 2012-13 season in their category at a WC or WSC 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 Head Coach may recommend to the HPC other athletes for selection to this team based on assessment of past performance and proven potential to be able to contribute to Canada's gold medal success at the 2013-2014 WC and/or PWG. 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 2013-14 targets for this team will be qualifying for the 2014-15 WCs and WSC with a secondary focus on qualifying for the 2014 PWG and achieving benchmarks towards PWG podium success in 2014 and/or 2018.
- 3) Selection:
 - a) Athletes achieving a finish time of 85% or higher compared to the best individual category time at any distance IPC WC or WSC event during the 2012-13 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 additional athletes to the HPC based on specific development objectives outlined in 21.2 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) (e.g., the Winter Olympic/Paralympic Games, World Cup races, World Championships, the World University Games and European Continental Cup events) must be selected and sanctioned by CCC.
- 2) Other Factors. Other factors which will be considered in the selection process are:
 - a. the CCC Strategic Plan;
 - b. the NST Operational Plan – in particular, the Program Philosophy and Program Operating Principles (Follow <http://www.cccski.com/National-Ski->

[Team/Selection-Criteria/HP-Op-Plan-2012-13---English.aspx](#) 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 (e.g., World Championships) and other NST/PNST sponsored trips will be drafted by Director of High Performance in collaboration with the NST and PNST Head Coaches. The initial draft will be reviewed for comment by all members of the HPC, including athlete representatives. Under the guidance of the Director of High Performance, recommendations for changes to the draft will be reviewed and accepted/rejected as deemed appropriate. Once the comments from all HPC members have been evaluated, a final draft will be circulated to the Committee for secretarial approval. The Director of High Performance will determine when consensus has been achieved. Normally, approved criteria are to be established annually by the end of August for the next winter. In the event of a decision to sponsor a team or a trip on short notice, the Director of High Performance will establish an abbreviated version of this process, with the aim of promulgating criteria as early as possible.
- 4) Announcing Criteria. Immediately following approval, selection criteria will be announced on the CCC web-site 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 (e.g. World Championships) and NST/PNST trip selection. Barring extenuating circumstances, Committee members will be chosen from members of the HPC. Selection Committees will be established and will function under the following guidelines:
 - a. The Director of High Performance will be responsible for choosing the members of each Selection Committee.
 - b. The Director of High Performance will chair all Selection Committees. In the absence of the Director of High Performance, the Executive Director will perform this function.
 - c. For each Selection Committee, there will be a minimum of four of the following HPC members: Director of High Performance and 3 members of the HPC. 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 (e.g., in the event of an imminent departure for a trip), the Summary Dispute Resolution Process may be employed.

8.0 Entry Procedures

All Canadian entries for international events sanctioned by the Federation Internationale de Ski (FIS) (i.e. Winter Olympic Games, World Cups, World Championships, World University Games and European Continental Cups) and the International Paralympic Committee (i.e. 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 2012-13 TIER ONE LEVEL NORTH AMERICAN SELECTION EVENTS

This includes all Haywood NorAm, 2013 Haywood National senior events and all US Super Tour events. A calendar of these events can be found at:

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

* 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)

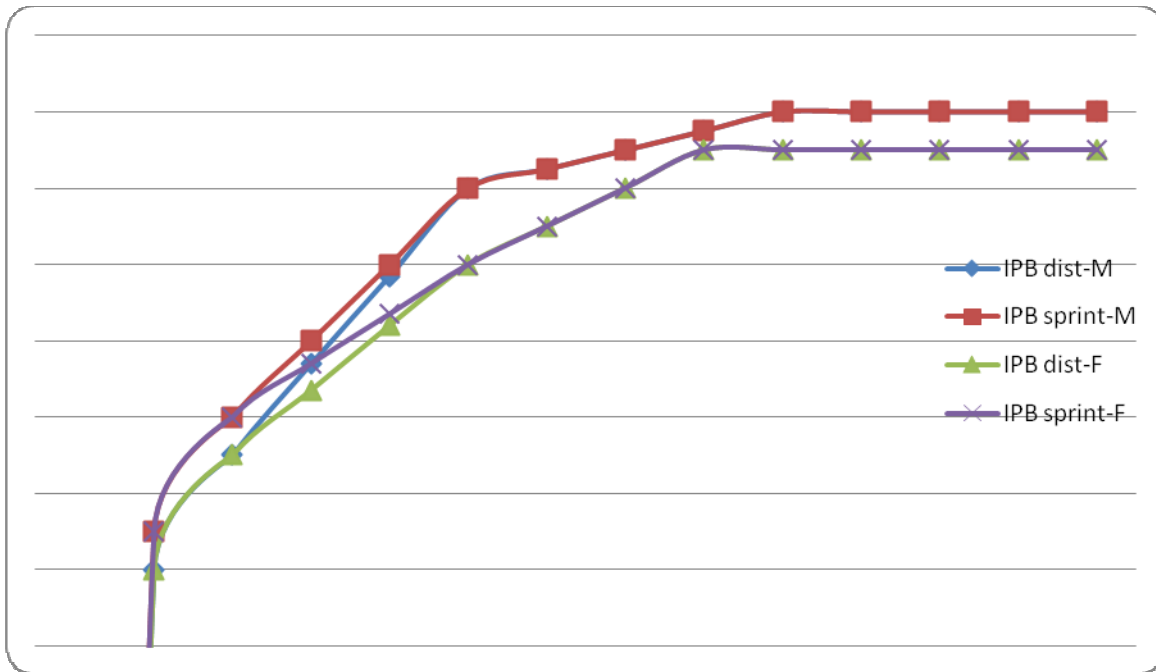
International Points Benchmarks are representations of defined levels of performance, expressed in CPL points, that are specific to stages of development (and related age groups), to gender and to event type (sprint or distance).

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.

Appendix 4

TALENT IDENTIFICATION, DEVELOPMENT AND RETENTION FRAMEWORK FOR NDC SELECTIONS

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

A. Talent Identification and Development Framework

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

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

2. Definitions:

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

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

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

3. NDC talent ID and development framework:

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

- b) Performance (race) history – an assessment measured against formal standards. ***The athlete should be able to meet 2 of the 4 following benchmarks:***
- Meet IPB age benchmarks.
 - Exceptional single best race in the past two years using the following guideline: a single best distance or sprint finish in a 2012-13 Tier 1 event of 92 CPL for junior men and 90 CPL for junior women.
 - Podium result at National Championships.
 - A top 20 result at World Junior Championships.
- c) Training history appropriate for Learning to Compete stage of LTAD. Special consideration will be made for athletes that have come from a limited training and coaching environment.
- d) Performance testing: Demonstration of exceptional cardiovascular ability in testing or in an endurance sport.

B. Talent Retention and Development Framework.

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