

**CROSS-COUNTRY SKI DE FOND CANADA
POLICY AND PROCEDURES FOR
NATIONAL SKI TEAM SELECTION, NOMINATION AND ANNOUNCEMENT**

1.0 Purpose

The purpose of this policy is to:

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

2.0 Authority

The NST High Performance Director (HPD) is accountable to the CEO for the development and effective implementation of selection policy and procedures. The HPD must consult the High Performance Committee (HPC) before finalizing any substantive changes to this Policy and Procedures.

The HPC is comprised of:

- a. the NST High Performance Director;
- b. the athlete representative on the CCC board of directors;
- c. an athlete representative for Para-Nordic National Ski Team (if such representative is not also the athlete representative on the CCC board of directors);
- d. an athlete representative for able-bodied National Ski Team (if such representative is not also the athlete representative on the CCC board of directors);
- e. the CEO (ex-officio);
- f. the CCC Board Chair (ex-officio);
- g. the National Ski Team head coach the Para-Nordic National Ski Team head coach
- h. the High Performance Director – Para-Nordic;
- i. the Director of Events;
- j. the Director of Coach and Athlete Development;
- k. staff persons who may be assigned by the CEO to support the activities of the High Performance Committee (ex-officio);
- l. such other members as the CEO in consultation with the HPC Chairperson may determine are beneficial to the function of the HPC; and representatives from any of the five (5) Regions (Atlantic; Quebec and Nunavut; Ontario; Manitoba and Saskatchewan

and Alberta and NWT; British Columbia and Yukon) that wish to participate on the Committee.

3.0 Policy

- 1) The policy for CCC competition trips and 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 expressed as consistently scoring World Cup points; for other teams this is evaluated using the International Performance Benchmarks (IPBs) and comparative podium pathway targets.
 - b. Through the adoption of a strategic perspective, a successful high performance program must be developed and sustained over the mid and long term. To support this principle, CCC's selection criteria must include gender proportionality that allows for differentiated criteria requirements for male and female athletes. Gender proportionality includes selection criteria flexibility that allows for demographic change over time based on the current performance and depth of each gender.
 - 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 evaluated based on rankings and/or as measured against international standards through the Canadian Points List (CPL) or Fédération Internationale de Ski (FIS) points or IPC Nordic Skiing (IPCNS) points; and
 - b. subjective measurements – judgments of an athlete's commitment, abilities, overall 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) and International Paralympic Committee (IPC) (eg, the Winter Olympic/Paralympic Games, World Cup races and World Championships) 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 and PNST HP Operational Plans – in particular, the Program Philosophy and Program Operating Principles (<http://www.cccski.com/National-Ski-Team/HP-System-Strategic---Operational-Plans.aspx>) and;
 - c. the NST/PNST Budgets, which may be limiting factors; the selection process for teams and trips is regulated in part by the availability of funding. The High Performance Directors 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 website.
- 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 the High Performance Directors 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 High Performance Directors, 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, final draft criteria will be circulated to the HPC for secretarial approval. The NST High Performance Director will determine when consensus has been achieved. Normally, approved criteria are to be established annually by the end of August for competition trips for the upcoming season and team selection for the following season. In the event of a decision to sponsor a team or a trip on short notice, the High Performance Directors 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 Cross Country Canada - News and posted permanently on the National Ski Team page (under Selection Criteria).

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/PNST 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.
- 2) Selection Authority for Competition Trip Selections. Barring extenuating circumstances, selection authority will normally be constituted in the following manner:
 - a. Selection to development trips and i.e. U23-WJC and B-Tours will be assigned to a specified HPC Selection Committee.

- b. Selection to WC and Senior WSC trips will be assigned to the HPDs based on the NST/PNST coaches' recommendations and feedback from coaches of non-NST/PNST athletes who are of the opinion that their athletes have met the published criteria for specific WC and WSC events. This decision of the HPDs will be based on the published criteria.
 - c. Selection to OWG and PWG will be assigned to a specified HPC Selection Committee and may include other HP experts.
- 3) Annual Selection of NST and PNST Senior Teams. This selection is done by the entire HPC at the HPC Meeting in April. With the exception of the athlete representative on the CCC board of directors, 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 HPC and to seek consensus on whether to accept or amend the Coach's recommendations. The NST High Performance Director will make the final selection decision on the basis of the HPC consensus. A prioritized list of alternates may 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.
- 4) Process of Choosing Selection Committees for Competition Trips. There will be a Selection Committee established for competition trips with the exception of the WC and WSC trips. 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 High Performance Directors will be responsible for choosing the members of each Selection Committee.
 - b. A High Performance Director will chair all Selection Committees. In the absence of a High Performance Director, the CEO will perform this function.
 - c. For each Selection Committee, there will be a minimum of four of the following HPC members: High Performance Director and 3 members of the HPC. The ~~two~~ three athlete representatives and the ex-officio members of the HPC are not eligible for Selection Committees. To the degree possible, regional representation will be considered in choosing Committees. NST and PNST head 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, a High Performance Director 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 a HPD and/or the NST or PSNT Head Coach for the related team or trip. The final selection will be made by a High Performance Director, based on the consensus achieved. A list of alternates will also be approved if applicable.
- h. Discretion will be used in the selection of development athletes in the Para-Nordic program considering the recruitment nature of the PN development program

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.
- 5) A high Performance Director will post a synopsis of the selection process on the CCC web-site within 48 hours after the official announcement of the team(s).

7.0 Appeals

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

8.0 Entry Procedures

All Canadian entries for international events sanctioned by the Federation Internationale de Ski (FIS) (i.e. Winter Olympic Games, World Cups and World Championships, a) and the International Paralympic Committee (i.e. Winter Paralympic Games, IPC Nordic Skiing World Cups and World Championships) must be selected and/or approved by CCC's NST/PNST High Performance Directors in accordance with point 4.3 of this criteria. Note that this provision does not apply to 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 and selection criteria. 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: increasing FIS points ranking; increasing CPL ranking; World Cup points ranking; IPCNS 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 the athlete demonstrated when selected. If this performance, in training and/or competition, is not demonstrated, that selection may be re-evaluated by the HPDs and head coaches. In principle an athlete should demonstrate a reasonable chance of consistent top half finishes.