

Bowls Canada Boulingrin
2018 – 2020
High Performance Program and National Team Event
Selection Criteria

1. Statement of Selection Philosophy

- 1.1. The objective of this policy is to outline the criteria and process on how athletes are identified and selected to the National High Performance Program and to National Team Events representing Canada at international events.
- 1.2. BCB is committed to selecting those athletes, who are best qualified to support the goals and objectives of BCB's High Performance Program, as determined by the selection criteria described herein. The BCB High Performance Program consists of three squads – Senior Squad, Development Squad, and Youth Squad. BCB will select up to nine (9) men and up to nine (9) women to the Senior Squad and up to six (6) men and up to six (6) women will be selected to the Development Squad. Up to eight (8) male youth and up to eight (8) female youth will be selected to the Youth Squad.
- 1.3. The selection criteria used for specific National Team Events (NTE) may vary depending on the type of event (e.g. Major Event or Development Event) and the event's performance goals.

2. Statement of Responsibility

- 2.1. BCB recognizes the importance of having a High Performance Program and National Team Event selection policy and communicating the selection criteria to all athletes. BCB is committed to a fair and appropriate implementation of its selection policy, which is guided by BCB's High Performance Committee (HPC).
- 2.2. It is the intent to provide athletes with timely information if any amendments are made to the selection policy. The general timeline is a 3-month notification period before any amendment is adopted; this timeline may be amended in extraordinary circumstances.
- 2.3. The Selection Panel for the High Performance Program (i.e., Squad Selection) will be made up of the National Senior Coach, the National Development Coach and the members of the HPC. Selection Panels for National Team Events will be confirmed prior to each NTE by the HPC and identified in the specific NTE selection criteria. The HPC

reserves the right to appoint additional qualified Selectors to the Selection Panel (SP) for any NTE selection as identified in specific NTE selection criteria.

- 2.4. The National High Performance Program operates under a bi-annual cycle for the Senior and Development Squads. The Youth Squad operates under an annual cycle. Due to the international and national competition schedule, the exact dates may change slightly from cycle to cycle. The upcoming bi-annual cycle for the Senior and Development Squad will run from November 1 2018 – July 31, 2020. The annual cycle for the Youth Squad will run from the completion of the 2018 Canadian Youth Championships until the beginning of the 2019 Canadian Youth Championships.
- 2.5. The current cycle was dated January 1, 2017 to December 31, 2018. However, because of the change to the international cycle, athletes selected to the National Team Program under the current cycle will remain selected only until the beginning of the new cycle (November 1 2018). BCB reserves the right to announce selected athletes for the upcoming cycle prior to November 1, 2018 but such athletes are only officially selected to the National Team Program as of November 1 2018.
- 2.6. The squads will be announced no earlier than November 1, 2018.

3. Senior Squad, Development Squad and Youth Squad Selection Minimum Eligibility Criteria

- 3.1. All athletes who wish to be eligible for selection to the Senior Squad or Development Squad or Youth Squad must meet the following conditions:
 - i) Be deemed in good standing with BCB and / or its affiliates (PTO's and/or Clubs).
 - ii) Be eligible to compete in the identified program events based on BCB policies or the applicable event policies.
 - iii) Be in compliance with eligibility requirements documented by any other governing bodies (e.g. Commonwealth Games Federation, World Bowls, etc.), applicable to the events.
 - iv) Be able to participate in any identified camp and competition events as listed in clause 4 (Selection Eligibility – Senior Squad) or clause 5 (Selection Eligibility – Development Squad) or Clause 6 (Selection Eligibility – Youth Squad). Exceptions and/or exemptions are covered under clause 10 (Exceptions and/or Exemptions).
 - v) Meet any standard physiological and technical standards as laid out in the selection criteria.
 - vi) Demonstrate a positive attitude toward teammates, the national team, coaches, support staff, and BCB.

- vii) Comply with the Canadian Anti-Doping Program.
- viii) Commit to participating in injury reduction and management programs as laid out by BCB.
- ix) Be aware that National Team Event, Senior Squad, Development Squad, and Youth Squad program events will not always be fully funded and personal contributions will be required.

4. Selection Eligibility – Senior Squad

4.1. All athletes who wish to be eligible for Senior Squad selection, must further meet the following conditions:

- i) Be available and participate as requested for the following events:
 - a. 2019 National Training Camp – specific date to be determined in Autumn 2018;
 - b. 2019 Asia Pacific Championships – 4th June – 12 June 2019 and Pre-Competition training camp immediately prior in Australia;
 - c. 2019/2020 National Team training camp(s) – specific dates to be determined in Summer of 2019;
 - d. 2020 World Bowls Championships – 23 May – 7 June 2020 and Pre-Competition training camp immediately prior in Australia; and
 - e. 2020 North American Challenge – Fall 2020 in Canada - Specific date to be determined.
- ii) Be a Canadian citizen and hold a Canadian passport.
- iii) Be prepared to sign an athlete agreement.
- iv) Be prepared to complete and submit to BCB yearly training plans, monthly training plans, monthly reports and competition reports.

5. Selection Eligibility – Development Squad

5.1. All athletes who wish to be eligible for Development Squad for selection to a NTE, must further meet the following conditions:

- i) Be available and participate as requested for the following events:
 - a. 2019 National Training Camp – specific date to be determined in Autumn 2018;
 - b. 2019/2020 National Team training camp(s) – specific dates to be determined in Summer of 2019; and
 - c. 2020 North American Challenge – Specific date to be determined in October 2020 in Canada.
- ii) Be a Canadian citizen and hold a Canadian Passport
- iii) Be prepared to sign an athlete agreement.

- iv) Be prepared to complete and submit to BCB yearly training plans, monthly training plans, monthly reports and competition reports.

6. Youth Squad Selection Eligibility Criteria

- 6.1. All athletes who wish to be eligible for selection to the Youth Squad must further meet the following conditions:
 - i) Meet the criteria outlined in the appropriate Canadian Youth Championships Conditions of Play.
 - ii) Be prepared to sign an athlete agreement.
 - iii) Be prepared to complete and submit to BCB regular reports including, but not limited to, training plans and status reports.

7. Selection Criteria for the Senior and Development Squads

- 7.1. As a team sport, BCB selection is based on a combination of subjective and objective criteria.
- 7.2. Athletes wishing to be considered for selection to the Senior and Development Squads must identify themselves to BCB through the nomination process outlined in Appendix A.
- 7.3. As facilitated by the Executive Director, the Selection Panel will apply the selection policy and criteria for squad selections.
- 7.4. An initial ranking of nominated athletes for each squad will be established using:
 - i) Team Dynamics will be assessed by implementing the assessment tool, attached as Appendix B and will be worth 40% of the initial ranking;
 - ii) Past Competition Results will be assessed using the Past Performance Competition Results Chart 2015-2017, attached as Appendix C and will be worth 20%; and
 - iii) Technical and Team Performance will be assessed by implementing the Technical and Team Assessment Tool, attached as Appendix D, and will be worth 40%.
- 7.5. The positional fit of the top twenty ranked nominated female and male athletes for each squad will be determined by the SP using previous national competitions, international competitions and/or at training camps over the last three years (2015-2017). Each of the top twenty ranked nominated athletes will be assessed in each position using Appendix E.

7.6. The final selection to the Senior and Development Squads will be made from the respective top twenty ranked nominated male and female athletes based on composition of position, specific specialists, and team dynamics which may be at the expense of a higher ranking athlete.

8. Selection Criteria for the Youth Squad

8.1. Athletes will be selected to the Youth Squad by:

- i) Placing in the top four at the Canadian Youth Championships Under 18 event in the Singles event;
- ii) Placing in the top four at the Canadian Youth Championships U25 Singles event.

8.2. Members of the Development and/or Senior Squads may also be named to the Youth Squad based on their results at the Canadian Youth Championships.

9. National Team Event Specific Selection Criteria

9.1. In some cases, BCB reserves the right to introduce overriding selection criteria, which are customized to the type of event for which selection takes place, or which may be governed by associations other than BCB.

9.2. Examples of these cases may include;

- i) Major events (e.g. Commonwealth Championships, Commonwealth Games, World Championships), where the selection results may have a significant weighting on specific performance minimum potentials, such as a podium finish.
- ii) Development events (e.g. North American Challenge), where selection may have a significant weighting on athlete development and / or the need to provide international exposure to a broader group of athletes

9.3 BCB strives to notify athletes a minimum of 90 days prior to the National Team Event of any changes in selection criteria for national team events.

10. Exceptions and/or Exemptions

10.1. Conditional Selection: Conditional selection of an athlete may be made based on circumstances where the athlete is provided an extension to meet the required selection

criteria. Any such circumstance shall be reviewed and granted by the Selection Panel at its sole discretion.

- 10.2. Injury or Illness: An athlete who is eligible to be considered for selection, but who is injured or ill to the extent that he or she cannot fulfill the selection criteria may nonetheless be selected at the discretion of the Selection Panel. In exercising such discretion, the Selection Panel may require that the athlete supply a specialist diagnosis and prognosis for recovery.
- 10.3. Extenuating Circumstances: These may include any number of circumstances and prohibitive causes by which a player is unable to meet the requirements in this selection policy within the defined timelines. Based on the circumstances and the discretion of the Selection Panel, the athlete may still be eligible for selection and/or selected to the High Performance Program or to a NTE.
- 10.4. Should circumstances arise that would prevent the BCB selection criteria, as described in this document, from being applied, the HPC reserves the right to determine alternate criteria. Should this occur, all athletes shall be notified of changes in a timely manner.

11. Requirements after selection to the High Performance Program or a NTE

- 11.1. Following selection to the High Performance Program or a NTE as set out in this policy, athletes will be required to comply with the following additional requirements:
- i. All athletes will continue to meet the selection eligibility criteria as laid out in Section 3 of this document and in Sections 4-6, as applicable
 - ii. All athletes will sign an athlete agreement.
 - iii. All athletes will meet the BCB Code of Conduct (<http://bowscanada.com/officials/policies/>) and the minimum standards of behaviour as outlined in the BCB Team Protocol for team members while assembled, travelling or training as part of the team.
- 11.2. All athletes will submit and adhere to reporting schedule as outlined in the Athlete's Agreement and approved by the National Coach. This shall include, but not be limited to, submission of yearly training plans, monthly training plans, monthly reports and competitions.
- 11.3. All athletes will immediately inform the BCB National Coach (or the National Development Coach, as applicable) of any illness or injury that could reasonably impact on the athlete's ability to perform at the level expected of the athlete.

11.4. All athletes will participate in team events, activities and meetings as requested.

12. Athlete Removal

12.1. Any Athlete may be removed from the High Performance Program or from being selected to a NTE if the athlete:

- i) Breaches BCB's Bylaws and/or Policies.
- ii) By reason of illness or injury, is unable to perform to the required standard in the opinion of the Selection Panel (after having received advice from a medical practitioner).
- iii) Breaches the requirements outlined in their Athlete Agreement.
- iv) Has failed to sustain his or her performance and/or attitude to a satisfactory level, provided that the required performance levels had first been discussed with the athlete, and the athlete had been given the opportunity to attain those performance levels.

12.2. An alleged breach of an athlete's obligations will be dealt with using the provisions of BCB's Discipline and Complaints Policy at

[http://bowlscanada.com/downloads/policy/Discipline Complaints Policy en.pdf](http://bowlscanada.com/downloads/policy/Discipline_Complaints_Policy_en.pdf)

13. Appeals

13.1. Decisions regarding selections may be appealed pursuant to the Appeals Policy of BCB at: http://www.bowlscanada.com/downloads/policy/appeal_policy_en.pdf

14. Language Discrepancy

14.1. In case of any wording discrepancies between the English and French versions of the selection criteria, the English wording takes precedence.



**Appendix A
Declaration Form
November 2018 – July 2020
High Performance Program
(Senior Squad & Development Squad)**

This nomination form must be returned to Anna Mees, Executive Director, by **July 31, 2018** (amees@bowlscanada.com). Additional requested information is due by **August 10, 2018**

Name:			
Address:			
Email:		Gender:	
Phone:		Date of Birth:	

Please indicate the Squad for which you are applying:

High Performance Program	Check
Senior Squad	
Development Squad	

Note: You may apply for consideration for both Squads.

Completed applications may be submitted:

Via email: amees@bowlscanada.com **Via fax:** 613-244-0041

Via mail: Bowls Canada, 33 Roydon Place, Suite 206, Nepean, Ontario, K2E 1A3, Canada

This signed and completed Declaration Form, Past Performance Chart and 2018 Competition Schedule must be returned to Anna Mees, Executive Director, by **July 31, 2018** (amees@bowlscanada.com).
Additional requested information is due by August 10, 2018



I acknowledge the following to be true at the time of signing this form, by initialing in the box beside each statement:

	Initial
a) I am a Canadian Citizen and hold a Canadian Passport.	
b) I declare that I am a member in good standing of a Canadian Bowls Club belonging to a Bowls Canada Boulingrin member association. That club being: _____	
c) I acknowledge that I have read the BCB Selection Criteria available at <<insert final link here>>, and I agree to comply with it. I acknowledge that this policy may be amended from time to time and I understand that BCB will inform me of any such amendments.	
d) I acknowledge that I have read the current Canadian Anti-Doping Program available at http://cces.ca/2015-cadp and I agree to comply with it. I acknowledge that this policy may be amended from time to time and I understand that BCB will inform me of any such amendments.	
e) I acknowledge my right to appeal my selection or non-selection is as set out in the selection criteria.	
f) I have read and agree to comply with the BCB Code of Conduct Policy available at http://bowlsCanada.com/downloads/policy/code_of_conduct_en.pdf	
g) I understand that I will be required to sign the BCB Athlete Agreement if I am selected to the High Performance Program (Senior Squad or Development Squad).	
h) I understand that while BCB will continue to strive to find funding to support the high performance program, a financial commitment will be required of me to attend select camps and international events, including but not limited to: <ul style="list-style-type: none"> a. Annual Program Fee due each January 1: \$500 for Senior Squad and \$250 for Development Squad b. International Event Fees: \$1500 due prior to event if selected c. North American Team Canada Event Fees: \$1000 due prior to event if selected d. Expenses for high performance camps such as airfare and/or accommodation 	
i) I understand that there is a year-round training and performance commitment required of all members of the High Performance Program and if selected I will adhere to the commitments as outlined by the National Coaching Staff. This may include but is not limited to regular reporting on my training and performance commitments.	
j) I understand that a complete nomination package also includes the submission of: <ul style="list-style-type: none"> <input type="checkbox"/> Both pages of the completed and signed Nomination Form – due July 31 <input type="checkbox"/> A completed Past Performance Chart – due July 31 <input type="checkbox"/> 2018 Competition Schedule – Due July 31 (detail must include type and name of event, locations and dates) <input type="checkbox"/> My Annual Training (on and off green) and Competition Plan outlining technical and fitness training components for 2017 and 2018. Due by August 10 <input type="checkbox"/> Video Submissions (Request the Video Specifications Document for more detail). Video submissions are required for athletes who do not participate in the national championships and are strongly recommended for all other nominees. 	

Signed: _____

Date: _____

Appendix B -- Team Dynamics

Percentage Value - 40%

	Maximum Rating Value	Rating Score Example	Athlete X
Adequate fitness to perform on the green over several days at competition	5	5	0
Consistency of performance from game to game	5	2	0
Evidence of commitment towards training both on and off the green	5	1	0
Evidence of Respect- to the program, for team mates, officials, opposition, to agreed on behaviours(e.g. codes of conduct, tournament conditions of play, etc.)	5	4	0
Demonstrated ability to be compatible with other players	5	5	0
Coachability: openness to learning, receiving feedback, and trying alternative ideas	5	4	0
Values -- honesty, self-reflection, collaboration	5	3	0
Total Score		24	0
Total Maximum Rating Value	35		
Percentage Value		68.57%	0.00%
Percentage Weight	40%		
Total Percentage Weight		27.43%	0.00%

*** Rank each item on the rating scale 1 - 5**

*** Rating Scale:**

1- Poor

2 - Improvement Needed

3- Average

4 - Good

5 - Excellent

Appendix C: 2018 - 2020 Senior & Development Squad Selection Process: Scoring of Past Performance Chart

Scores	Max Score	2015	2016	2017	TOTAL
Domestic Total Score	240	0	0	0	0
International Total Score	3135	0	0	0	0
Total Maximum Score	3375				0
Percentage Value					0.00
PERCENTAGE WEIGHT	20%				0.00

Points Rating Scores

Max Points 5 - (5 pts - 1st; 3pts - 2nd; 1 pt - 3rd)

Max Points 10 - (10 pts - 1st; 7 pts - 2nd; 3 pts - 3rd; 1 pt - Top 5)

Max Points 20 - (20 pts - 1st; 15 pts - 2nd; 7 pts - 3rd; 3 pt - Top 5)

Max Points 30 - (30 pts - 1st; 20 pts - 2nd; 10 pts - 3rd; 5 pts - Top 5)

Max Points 40 - (40 pts - 1st; 35 pts - 2nd; 20 pts - 3rd; 10 pts - Top 5)

NOTE: If an athlete did not compete in an event, the Max Point shall be set at "0".

DOMESTIC COMPETITIONS	2015						2016						2017					
	Max Points	1st	2nd	3rd	Top 5	Total Score	Max Points	1st	2nd	3rd	Top 5	Total Score	Max Points	1st	2nd	3rd	Top 5	Total Score
National Competitions																		
U18 National Championships	5					0	5					0	5					0
U25 National Championships	5					0	5					0	5					0
National Championships (Majors) - Pairs	10					0	10					0	10					0
National Championships (Majors) - Triples	10					0	10					0	10					0
National Championships (Majors) - Fours	10					0	10					0	10					0
Canadian Open Singles Championships	10					0	10					0	10					0
Canadian Indoor Championships	10					0	10					0	10					0
National Championships in Country of Residence <i>(Please complete NCCR tab)</i>																		
- Singles	5					0	5					0	5					0
- Pairs	5					0	5					0	5					0
- Triples	5					0	5					0	5					0
- Fours	5					0	5					0	5					0
DOMESTIC TOTAL SCORE	80					0	80					0	80					0

INTERNATIONAL COMPETITIONS	2015						2016						2017					
	Max Points	1st	2nd	3rd	Top 5	Total Score	Max Points	1st	2nd	3rd	Top 5	Total Score	Max Points	1st	2nd	3rd	Top 5	Total Score
U.S. Regional Open Singles (Championship flight)	5					0	5					0	5					0
U.S. Regional Open Pairs (Championship flight)	5					0	5					0	5					0
U.S. Regional Open Fours (Championships flight)	5					0	5					0	5					0
U.S. Open Singles (Championship flight)	10					0	10					0	10					0
U.S. Open Pairs (Championship flight)	10					0	10					0	10					0
U.S. Open Fours (Championships flight)	10					0	10					0	10					0
World Champion of Champions	30					0	30					0	30					0
North American Challenge - Singles	5					0	5					0	5					0
North American Challenge - Pairs	5					0	5					0	5					0
North American Challenge - Triples	5					0	5					0	5					0
North American Challenge - Fours	5					0	5					0	5					0
Australian Open - Singles	20					0	20					0	20					0
Australian Open - Pairs	20					0	20					0	20					0
Australian Open - Fours	20					0	20					0	20					0
World Junior Championship - Singles	30					0	30					0	30					0
World Junior Championship - Mixed Pairs	30					0	30					0	30					0
World Cup	30					0	30					0	30					0
Asia Pacific Championships - Singles	30					0	30					0	30					0
Asia Pacific Championships - Pairs	30					0	30					0	30					0
Asia Pacific Championships - Triples	30					0	30					0	30					0
Asia Pacific Championships - Fours	30					0	30					0	30					0
World Bowls - Singles	40					0	40					0	40					0
World Bowls - Pairs	40					0	40					0	40					0
World Bowls - Triples	40					0	40					0	40					0
World Bowls - Fours	40					0	40					0	40					0
Commonwealth Games - Singles	40					0	40					0	40					0

Commonwealth Games - Pairs	40					0	40					0	40					0
Commonwealth Games - Triples	40					0	40					0	40					0
Commonwealth Games - Fours	40					0	40					0	40					0
International Invitational Tournaments <i>(Please specify such as 8 Nations or 12 Nations etc.)</i>																		
Event:																		
Singles	30					0	30					0	30					0
Pairs	30					0	30					0	30					0
Triples	30					0	30					0	30					0
Fours	30					0	30					0	30					0
International Invitational Tournaments <i>(Please specify such as 8 Nations or 12 Nations etc.)</i>																		
Event:																		
Singles	30					0	30					0	30					0
Pairs	30					0	30					0	30					0
Triples	30					0	30					0	30					0
Fours	30					0	30					0	30					0
International Invitational Tournaments <i>(Please specify such as 8 Nations or 12 Nations etc.)</i>																		
Event:																		
Singles	30					0	30					0	30					0
Pairs	30					0	30					0	30					0
Triples	30					0	30					0	30					0
Fours	30					0	30					0	30					0
INTERNATIONAL TOTAL SCORE	1045					0	1045					0	1045					0

Appendix D: Technical and Team Performance Assessment

Percentage Value - 40%

Athlete X												
0.00												

	1 = Poor Internationally 2 = Below Average Internationally 3 = Average Internationally 4 = Good Internationally 5 = Excellent Internationally						1 = Poor Internationally 2 = Below Average Internationally 3 = Average Internationally 4 = Good Internationally 5 = Excellent Internationally				Athlete Performance Total Average	Weighted Percentage	
	Technical Skills					Team Skills							
Name	Draw	Drive	Mid Weight	Jack Execution	Average	Total	Mental Training	Tactical Approach	Average	Total	Combined Average	40%	
EXAMPLE	2	4	1	2	2.25	9	3	4	3.50	7	2.88	16.00	
Athlete X					0.00	0			0.00	0	0.00	0.00	
Athlete 2					0.00	0			0.00	0	0.00	0.00	
Athlete 3					0.00	0			0.00	0	0.00	0.00	
Athlete 4					0.00	0			0.00	0	0.00	0.00	
Athlete 5					0.00	0			0.00	0	0.00	0.00	
Athlete 6					0.00	0			0.00	0	0.00	0.00	
Athlete 7					0.00	0			0.00	0	0.00	0.00	
Athlete.....XX					0.00	0			0.00	0	0.00	0.00	
	Max Value					20	Max Value					20	

Draw	Ability to accurately and consistently draw on both hands
Drive	Ability to accurately and consistently drive on both hands
Mid Weight	Accurate and consistent Mid-weight shot with both hands
Jack Execution	Consistently delivering jack where directed and/or intentionally positioned

Mental Training	Consistently displays effective mental training skills: managing distractions, composure, positive body language, effective communication
Tactical Approach	Consistently demonstrates effective tactical approach to the game: effective decision making, effective shot selection, appropriate aggression

Appendix E - Positional Fit Assessment

	Athletes:	Athlete X
Positional Fit as a Skip		
<i>Draw shot master</i>		0
<i>Able to play all shots consistently</i>		0
<i>Able to drive at various speeds consistently</i>		0
<i>Respected as a leader by teammates</i>		0
<i>Able to orchestrate strategic heads</i>		0
<i>Consistent and clear communicator</i>		0
<i>Ability to perform under pressure</i>		0
	Total	0
	Athletes:	Athlete X
Positional Fit as a Vice		
<i>Ability to play all shots consistently</i>		0
<i>Good communicator respected by team mates</i>		0
<i>Able to collaborate on developing strategic heads</i>		0
<i>Ability to perform under pressure</i>		0
	Total	0
	Athletes:	Athlete X
Positional Fit as a Second		
<i>Ability to play consistent draw shot</i>		0
<i>Ability to consistently place bowls in head as directed</i>		0
<i>Ability to consistently remove bowls from head as directed</i>		0
<i>Ability to perform under pressure</i>		0
	Total	0
	Athletes:	Athlete X
Positional Fit as a Lead		
<i>Ability to consistently place jack as directed</i>		0
<i>Ability to consistently draw to a bare jack</i>		0
<i>Ability to consistently draw to different lengths</i>		0
<i>Ability to perform under pressure</i>		0
	Total	0

*** Rank each item on the rating scale 1 - 5**

*** Rating Scale:**

1- Poor

2 - Improvement Needed

3- Average

4 - Good

5 - Excellent