



BOWLS CANADA BOULINGRIN

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Bowls Canada Boulingrin High Performance Program Squad Selection 2022-2023

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 two squads – Senior Squad and Youth Squad. BCB will select up to eight (8) men and up to eight (8) women to the Senior 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 NTE 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 (SP) for the High Performance Program (i.e., Squad Selection) will be made up of the National Senior Coach, the National Development Coach, the members of the HPC. SP for NTE 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 SP for any NTE selection as identified in specific NTE selection criteria.
- 2.4. The National High Performance Program and Youth Squad will operate under an annual cycle for 2023. Due to the international and national competition schedule, the exact dates may change slightly from cycle to cycle. Once announced, the upcoming annual cycle for the Senior Squad will run until September 30, 2023. The cycle for the Youth Squad will run from the completion of the 2022 Canadian Youth Championships until the beginning of the 2023 Canadian Youth Championships.
- 2.5. The Squads will be announced no later than October 31, 2022



3. Senior Squad and Youth Squad Selection Minimum Eligibility Criteria

3.1. All athletes who wish to be eligible for selection to the Senior Squad and 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 – 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 NTE, Senior 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, if requested, for the following events:
 - a. 2023 World Bowls Team Selection Camp: May 2023
 - b. 2023 World Bowls Championships – August 29 – September 10 and Pre-Competition training camp immediately prior in Australia; and
- ii) Be a Canadian citizen and hold a Canadian passport, or has been a permanent resident of Canada for a period of twenty four months.
- iii) Be prepared to sign an athlete agreement.
- iv) Be prepared to commit to BCB training plans and monitoring, monthly reports and competition reports.
- v) If selected, must comply with all safety in sport policy and training requirements as outlined by Bowls Canada Boulingrin to adhere to Sport Canada mandates.



5. Youth Squad Selection Eligibility Criteria

- 5.1. 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 Championship 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.
 - iv) If selected, must comply with all safety in sport policy and training requirements as outlined by Bowls Canada Boulingrin to adhere to Sport Canada mandates.

6. Selection Criteria for the Senior Squad

- 6.1. As a team sport, BCB selection is based on a combination of subjective and objective criteria.
- 6.2. Athletes wishing to be considered for selection to the Senior Squad must identify themselves to BCB through the Expression of Interest Form outlined in Appendix A.
- 6.3. As facilitated by the High Performance Manager, the SP will apply the selection policy and criteria for squad selections.
- 6.4. An initial ranking of nominated athletes for the Senior Squad will be established using:
- i) Technical and Team Performance will be assessed by implementing the Technical and Team Assessment Tool, attached as Appendix B, and will be worth 75%. and,
 - ii) Ancillary Criteria will be assessed by implementing the assessment tool, attached as Appendix C, and will be worth 25% of the initial ranking.
- 6.5. The positional fit of the top fifteen ranked nominated female and male athletes for each squad will be determined by the SP using international competitions and/or training/evaluation camps over the last three years. Each of the top fifteen ranked nominated athletes will be assessed in each position using Appendix D.
- 6.6. The final selection to the Senior Squad will be made from the respective top fifteen ranked nominated male and female athletes based on composition of position, specific specialists, and ancillary criteria which may be at the expense of a higher-ranking athlete.



7. Selection Criteria for the Youth Squad

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

- i) Placing in the top four at the Canadian Youth Championships U18 Singles event;
- ii) Placing in the top four at the Canadian Youth Championships U25 Singles event.

7.2. In the event a Youth Athlete has been named to the Senior Squad, BCB may offer the next highest-ranking Athlete at the 2022 Canadian Youth Championships in the U18 and U25 events to be eligible for the Youth Squad.

8. National Team Event Specific Selection Criteria

8.1. 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.

8.2. Examples of these cases may include;

- i) Major events (e.g., 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 where selection may have a significant weighting on athlete development and/or the need to provide international exposure to a broader group of athletes.

8.3 BCB strives to notify athletes a minimum of 90 days prior to the NTE of any changes in selection criteria for NTE.



9. Exceptions and/or Exemptions

- 9.1. 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 SP at its sole discretion.
- 9.2. 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 SP. In exercising such discretion, the SP may require that the athlete supply a specialist diagnosis and prognosis for recovery.
- 9.3. 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.
- 9.4. 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.



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

- 10.1. 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 (<https://bowlscanada.com/wp-content/uploads/2021/10/Code-of-Conduct-and-Ethics-2021.pdf>) and the minimum standards of behaviour as outlined in the identified BCB Team Protocol for team members while assembled, travelling or training as part of the team.
- 10.2. 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.
- 10.3. 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.
- 10.4. All athletes will participate in team events, activities and meetings as requested.
- 10.5 All athletes will complete safety in sport training as requested.



11. Athlete Removal

11.1. 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 SP (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.

11.2 An alleged breach of an athlete's obligations will be dealt with using the provisions of BCB's Discipline and Complaints Policy at <https://bowlscanada.com/wp-content/uploads/2021/04/Discipline-and-Complaints-Policy.pdf>

12. Appeals

12.1. Decisions regarding selections may be appealed pursuant to the Appeals Policy of BCB at: <https://bowlscanada.com/wp-content/uploads/2021/04/Appeal-Policy.pdf>

13. Language Discrepancy

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



Appendix A -- Expression of Interest Bowls Canada National Squad Program

This nomination form and all requested information must be returned to Don Caswell, High Performance Manager by **August 12, 2022**.

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

Completed applications may be submitted:

Via email: dcaswell@bowlscanada.com

Via mail: Bowls Canada, 2451 Riverside Dr, c/o House of Sport, Ottawa, ON K1H 7X7

Athletes who so wish will have the opportunity to participate in a **Regional Evaluation Camp** at their own cost. Dates and locations to be confirmed by August 15th, 2022. All athletes who submit an indication of interest will be notified of the available opportunities. Participation in a Regional Evaluation Camp is not mandatory for consideration of selection.

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Selection Criteria 2022-2023



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 or have been a permanent resident of Canada for at least 24 months.	
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 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 https://cces.ca/node/47 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 as set out in the selection criteria.	
f) I have read and agree to comply with the BCB Code of Conduct Policy available at https://bowlsCanada.com/wp-content/uploads/2021/10/Code-of-Conduct-and-Ethics-2021.pdf and that I am willing to complete Safety in Sport training if selected	
g) I understand that I will be required to sign the BCB Athlete Agreement if I am selected to a National 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. Training Camp Contribution Fee of up to \$1000 b. World Bowls Contribution Fees: up to \$2000 due prior to event if selected c. Expenses for high performance evaluation camps such as airfare and/or accommodation plus meals 	
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 includes but is not limited to regular reporting on my training and performance commitments.	
j) I understand that a complete Expression of Interest package also includes the submission of: <ul style="list-style-type: none"> <input type="checkbox"/> Both pages of the completed and signed Expression of Interest Form <input type="checkbox"/> 2022 Competition Schedule (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 2022 and 2023. 	

Signed: _____

Date: _____



Appendix B -- Technical and Tactical Assessment 75%

1 = Average domestic player

2 = Good domestic player, below average Internationally

3 = Average as compared to international standards

4 = Slightly above average as compared to international standards

5 = Good as compared to international standards

6 = Very Good as compared to international standards

7 = Excellent as compared to international standards

<i>Skill</i>	<i>Definition</i>
1. Draw	Ability to accurately and consistently draw on both hands
2. Drive	Ability to accurately and consistently drive on both hands
3. Mid Weight	Accurate and consistent mid-weight shot on both hands
4. First Bowl Effectiveness	Consistently delivering the first bowl where directed and/or intentionally positioned
5. Effective Positional Bowls	Consistently places bowls where directed and/or intentionally positioned for tactical advantage
6. Mental Training Application	Consistently displays effective mental training skills: managing distractions, composure, positive body language, effective communication
7. Tactical Approach	Consistently demonstrates effective tactical approach to the game: effective decision making, effective shot selection, appropriate aggression
8. Consistency of performance from game to game	Overall, executes consistent performance technically, tactically and within positional roles from game to game



Appendix C -- Ancillary Criteria Assessment – 25%

*** Rating Scale:**

1 = Very Weak 2 = Weak 3 = Below Average 4 = Average
 5 = Above Average 6 = Good 7 = Very Good 8 = Excellent 9 = Outstanding

Criteria Item
1. Adequate fitness to perform on the green over several days at competition
2. Evidence of Respect- to the program, for teammates, officials, opposition, to agreed on behaviours (e.g., codes of conduct, tournament conditions of play, etc.)
3. Demonstrated ability to be compatible and collaborative with other players
4. Coachability: openness to learning, receiving feedback and trying alternative ideas, acceptance to coach intervention

Appendix D -- Positional Fit

1 = Very Weak 2 = Weak 3 = Below Average 4 = Average
 5 = Above Average 6 = Good 7 = Very Good 8 = Excellent 9 = Outstanding

Positional Fit as a Skip
<i>Ability to consistently make draw shots in complex head situations</i>
<i>Able to play all shots consistently</i>
<i>Able to drive at various speeds consistently</i>
<i>Respected as a leader by teammates</i>
<i>Able to orchestrate strategic heads</i>
<i>Consistent and clear communicator</i>
<i>Ability to perform under pressure</i>

Positional Fit as a Vice
<i>Ability to play all shots consistently</i>
<i>Good communicator</i>
<i>Respected by teammates</i>
<i>Able to collaborate on developing strategic heads</i>
<i>Ability to perform under pressure</i>

Positional Fit as a Second
<i>Ability to play consistent draw shot</i>
<i>Ability to consistently place bowls in head as directed</i>
<i>Ability to consistently remove bowls from head as directed</i>
<i>Ability to perform under pressure</i>

Positional Fit as a Lead
<i>Ability to consistently place jack as directed</i>
<i>Ability to consistently draw to a bare jack</i>
<i>Ability to consistently draw to different lengths</i>
<i>Ability to perform under pressure</i>