

APPENDIX E

FIELD HOCKEY CANADA 2019 NATIONAL TEAM SELECTION POLICY

UPDATED OCTOBER 1, 2018

The National Field Hockey Team is a group of players that represent Canada at International Competition and to whom Field Hockey Canada (FHC) provides training, competition, coaching and administrative support.

1. National Team Program Goal

To develop athletes and a national team capable of winning international matches. The performance of the National Teams and its members enhances the image of the sport, attracts members, provides sponsorship opportunities and inspires athletes within the sport to progress within the competitive system.

2. Objective of the Selection Policy

The objective of the selection policy is to outline a clear and fair process on how athletes are identified and selected to the national team.

3. Responsibilities of Field Hockey Canada, Coaches and Athletes.

Field Hockey Canada: to recognize the importance of having a sound team selection policy; the importance of communicating the selection criteria to athletes; and appropriate implementation of the policy.

Coaches: to be aware of the criteria performance to be evaluated and use their expertise and technical knowledge to support Field Hockey Canada in the development of clear and comprehensive team selection policies.

Athletes: to read team selection criteria carefully and immediately request further information from the coaching staff and Field Hockey Canada to ensure they clearly understand the requirements for team selection.

4. Eligibility for Selection

All participants that wish to be considered for selection must:

- a) Be a registered member of Field Hockey Canada in good standing with a provincial branch and a Field Hockey Canada member club;
- b) Not be under suspension or sanction by Field Hockey Canada or Sport Canada for any doping or doping related offence;
- c) Be a Canadian citizen or landed immigrant;

- d) Commit to sign any applicable Athlete Agreement as required by Field Hockey Canada

5. Talent Identification

National team talent identification and selection is an on-going process. Athletes with potential may be identified in the following manner;

- a) Performance at National Championships
- b) Performance at other domestic competitions
- c) Recommendations for High Performance Coaches
- d) National team selection camps and open try-outs

**The national coach shall have complete discretion in determining which athletes will be invited to national team try-outs.*

6. Overall Responsibility and Procedures for Team Selection

Selection decisions are the responsibility for the national coaches, where ultimate authority for selection rests with the national head coach. Conducting player assessments for the team selection involves weighing the needs of the team and the perceived relative strengths and weaknesses of the athletes in order to select a team deemed most appropriate to represent Canada. The player evaluations system considered by the national coaches to aid in the selection process can be found in *Section 17 – Player Evaluation System*. The coaches are free to assign different weightings to the importance of these factors in their decision-making process as they deem appropriate to the goal of fielding the best possible team. In making his/her selection, the national head coach, in consultation with assistant coaches, will have a high degree of discretion and flexibility.

7. Team Selection Criteria

In order to be considered for selection, athletes must:

- a) Meet and maintain the fitness requirements as determined by the national head coach *Section 18 – Fitness Requirement*.
- b) Sign and submit the current FHC/Athlete Agreement to the High Performance Manager or Field Hockey Canada designated staff member.
- c) Demonstrate commitment to winning medals at international competitions and Olympic Games
- d) Demonstrate commitment to the rigors of national team training and competition for example: travel, fitness, life-style, personal sacrifice etc.
- e) Exhibit the ability to adapt to new training environments for example: coaches, support, staff, venues etc.
- f) Show a positive attitude toward teammates the national team, coaches and the support staff and Field Hockey Canada.
- g) Comply with the Canadian Centre for Ethics (CCES), Athlete's Whereabouts, Doping Control and Doping Education.
- h) Demonstrate commitment to participating in injury reduction and management programs.
- i) Consistently perform in international competition at a level that impact on the team of its goal of winning medals.

8. Non-Compliance with Selection Criteria

The national head coach may remove an athlete from the national team at any time if they do not meet the provisions of the selection criteria. In order to remain on the national team, athletes must commit to the annual training and competitive programs as regularly outline by the national head coach. In regard to injuries, the national head coach may require a written injury report from team medical or para-medical personnel.

9. Appeals

Any athlete disagreeing with selection or non-selection by the national head coach can appeal in accordance with FHC's Appeal Policy, provided there are grounds for an appeal. *Refer to FHC Appeals Policy Appendix C of the Handbook.*

Athletes are encouraged to utilize all resources to help navigate solutions. Consider athlete representatives and/or the AthletesCAN Sport Solutions program as a first resource.

Appeals can also be brought directly to the Sport Dispute Resolution Centre Canada (SDRCC) on the consent of all parties and at the discretion of SDRCC.

10. Performance Readiness

Athletes being considered for team selection are to be cleared for training and competition by the team doctor.

11. Alternate Athlete/Substitutions

If one of the final athletes selected to the team is injured and does not received medical clearance and cannot perform to their maximum an alternate will be named.

12. Announcements

Fitness Requirements: Field Hockey Canada will announce the team fitness requirements annually at the carding camp. All national squad athletes will be notified of the requirements by the national head coach.

Team Selection: The announcement of the athletes selected to the team will be made on the said care as communicated by the national head coach. The final roster will be emailed to all athletes and posted to the FHC website.

13. Changes to this Document

Field Hockey Canada reserves the right to make changes to this document if necessary to ensure the selection of the best possible team. Any changes to this document shall promptly be communicated to the Canadian Olympic Committee (COC), all National Team Members and posted on the FHC website. Changes would only be made if required due to a typographical error or a lack of clarity in a definition or wording and would not be made to justify selection of different athletes that would have otherwise been selected.

14. Unforeseen Circumstances

Field Hockey Canada recognizes that in an effort to establish a policy that can be applied in most situations, extenuating circumstances may occur from time to time that the FHC could not have foreseen. Field Hockey Canada will assess the extenuating circumstances and in its expert opinion has the sole discretion to determine whether the circumstances submitted to them are to be considered extenuating and to rule on an appropriate course of action.

15. Coach Selection

The National Head Coach will be responsible for the selection of assistant and specialty coaches to ensure our athletes are well prepared to succeed at the highest international level.

16. National Team Selection Policy and Athlete Assistance Criteria (AAP)

While both documents hold the same content in areas, they should be referred to independently.

17. Player Evaluation System

Field Hockey Canada is continuing to fine tune our present player evaluation system to better determine objective player assessments and rankings. The development of this system is on-going and is used by the national coaches as a tool to aid in the selection process. The current evaluation system analysis athletes in 5 categories: technical, tactical, physiology, external considerations and performance. The following factors will be considered along with any other factors, which in the sole and absolute discretion of the national team head coach he/she deems relevant.

Technical and Tactical:

- i. A high standard and consistency in the execution of the basic skills at speed and under pressure. These skills include; hitting, pushing, dribbling, tackling, intercepting, receiving, possessing, scooping, marking, leading, eliminating and shooting.
- ii. Ability to apply skills to the game situation
- iii. Appropriate selection, decision-making and application of general and position specific skills in the context of the game.
- iv. Specific set play skills (PC hitter or drag flicker, defensive post player, etc)
- v. Ability to “read” and respond to game situations.
- vi. Ability to make correct decisions under pressure.
- vii. Understanding of individual, positional and team tactics.
- viii. The ability to play in more than one position

Physiology:

- ix. Aerobic and anaerobic fitness
- x. Ability to demonstrate power and quickness
- xi. Agility

- xii. Level of flexibility that allows for performance of advanced technique

External Considerations:

- xiii. Leadership
- xiv. Experience
- xv. Specialty
- xvi. Potential
- xvii. Commitment (team and training schedule)
- xviii. Program focus/requirements

Performance:

- xix. In international competitions and games
- xx. In domestic training and competition

18. Fitness Requirements

To be selected to the National Team, athletes are required to meet and maintain the fitness requirements as determined by the national coach. The following is an example of the fitness requirements. The levels and testing requirements are subject to change. Achieve a standard level on a Yoyo Test or equivalent test currently being used to determine aerobic endurance. Standard levels for the Yoyo Test are as follows:

Men's National Team:

- i. Standard competition level: 2400m
- ii. Minimum eligibility level: 2040m, Goaltenders minimum level: 1360m
- iii. Athletes may be considered for selection if the minimum eligibility level (2040m) is achieved but must reach the standard competition level (2400m) within a period of time as prescribed by the National Coach.

Women's National Program:

- iv. Standard competition level: 1600m
- v. Minimum eligibility level: 1360m, Goaltenders minimum level: 1000m
- vi. Athletes may be considered for selection if the minimum eligibility level (2040m) is achieved but must reach the standard competition level (1600m) within a period of time as prescribed by the National Coach.

Additional physiological, psychological and technical testing could be used at the coach's discretion, to help develop a more complete profile of the athlete. There will be no minimum standards associated with these tests and they will not explicitly be used to grant or withhold entry into the Senior National or Junior Team program.

*Notwithstanding the above, Head Coach reserves the right to assess talent that has been identified by any other means.