

# WAIS Canoe Sprint Program Selection Guidelines, Criteria and Process

**Approved by:** Performance Team Directors

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## 1. **Background**

The Western Australian Institute of Sport (WAIS) is part of a national network of elite training centres across Australia designed to create (or add value to) the daily training environment for talented Western Australian athletes. The WAIS Canoe Sprint Program caters for the development and support of WA athletes currently or identified as capable of progressing to the highest representative levels of their sport. The Program provides world-class coaching, training, facilities and support services to improve athlete competitive performance based on their level of Scholarship.

The WAIS Canoe Sprint Program is a three-way partnership between Australian Canoeing (AC), Canoe WA (CWA) and WAIS to support the agreed National Elite Athlete Pathway and has the following overall objectives:-

### **Scholarship Objectives**

The goals of WAIS athlete scholarships are to support enhanced athlete performance with the aim to:

- 1) **Maximise WA representation on National teams;**
- 2) **Maximise the WA contribution to Australian's International success at targeted competitions.**

The key role that WAIS performs in the Australian Canoeing National Canoe Sprint Program is:

- Develop and prepare identified Senior, U23 and Junior athletes for national and international success in line with the program structure in Western Australia.
- Facilitate the delivery of an effective elite program for athletes and coaches in conjunction with CWA and targeted clubs that links to the requirements of the National Program.
- Enhance the WA underpinning programs through the National Elite Athlete Pathway program.

## 2. **Selection Guidelines, Criteria & Process**

### **2.1 Selection criteria**

There are only a maximum of 14 WAIS Canoe Sprint scholarships available each year.

### **2.2 Timeframe**

Athlete scholarships will commence on **1<sup>st</sup> May to 30<sup>th</sup> April** annually.

### **2.3 Selection Process**

The WAIS Canoe Sprint Program Selection Guidelines, Criteria and Process will be ratified by the Joint Management Committee representatives from WAIS, Australian Canoeing and Canoe WA.

Athlete selections will be considered by a Selection Panel consisting of:-

- WAIS Racing Sports Performance Team Director (chair)
- Australian Canoeing National Performance Director
- Australian Canoeing Women's Head Sprint Coach
- Australian Canoeing Men's Head Coach
- Canoe WA Executive Officer

The Selection Panel will select athletes against criteria comprising of Competition outcomes, physical, potential, technical, tactical, psychological, behavioural, commitment and external factors. The panel will consider the assessment of the athletes against these factors, and athlete names are recommended to the WAIS Executive Director for endorsement. The WAIS Executive Director will offer scholarships directly to successful athletes. Upon receiving the offer, athletes will be required to complete a variety of administration and medical requirements within 3 weeks.

A scholarship to the Canoeing Program is not confirmed until the athlete has signed the WAIS Athlete Agreement and completed the relevant medical and musculoskeletal screening process.

Athletes may be offered a scholarship, spaces permitting, at any time, if the Selection Panel agrees athletes meet relevant performance criteria as set out in the Selection Criteria.

#### **2.4 Queries on Selection**

All questions concerning any aspect of selection must be in writing and addressed to the **WAIS Racing Performance Team Director – Racing Sport within 14 days following notification.**

#### **2.5 Appeal Process**

If an athlete wishes to lodge an appeal about the selection outcome, this appeal is to be submitted in writing to the WAIS Performance Team Director.

Appeals will be reviewed thoroughly by the Selection Panel. The athlete will be advised of the outcome of the appeal in writing by the WAIS Performance Team Director.

In the event that the athlete is unsatisfied with the outcome of an appeal, the appeal can be escalated by the athlete to the WAIS Executive Director, in writing. In this instance, the Performance Team Director will review the process followed by the selection panel and provide a further recommendation to the Executive Director. The Executive Director will then review the process followed by the selection panel and the recommendation of the Performance Team Director and notify the athlete of the outcome of the appeal in writing.

#### **2.6 De-selection Process**

*Athlete initiated* - An athlete wishing to withdraw from the Program may do so at any time by informing their WAIS Racing Performance Team Director and/or Coach in writing.

*Coaches initiated* - The WAIS Coach may recommend to the Selection Panel the withdrawal of an athlete's scholarship after a formal review or at any other time deemed necessary, based on the athlete's current and future performance, commitment and potential to achieve the program's objectives.

*WAIS initiated* - An athlete's program scholarship may be suspended or terminated where he or she breaches the WAIS Athlete Agreement.

### 3. Athlete Selection Criteria

Athletes will be selected on the following factors:

- Performances – selection to National team (senior, U23 team and Junior) and/or performance at National selection regattas (Grand Prix Series).
- Commitment to training and achieving required Athlete Performance Enhancement Plan goals and targets
- Physical and physiological benchmarks
- Technical assessment
- Health, fitness and injury status
- Assessment of training age and history

**\*See Appendix 1 at end of document for full details of these criteria.**

### 4. Athlete Categories

Athletes are offered scholarships, as per the defined categories as listed below.

WAIS Athlete Categories		
Category	Definition	Interpretations
<b>Podium</b>	International senior competitor in an individual or team event with a <i>medal performance</i> at <i>Benchmark competitions</i> and considered <i>capable</i> of maintaining this level of performance.	<p><i>“Medal performance”</i>: assessed by targeted competition performance or recognised sport specific world ranking system.</p> <p><i>“Benchmark Competitions”</i>: competitions which are aligned to Australia’s High Performance Strategy Goals.</p> <p><i>“Capability”</i>: determined by assessment of sport specific athlete critical success factors</p>
<b>Potential Podium</b>	International senior competitor in an Individual event or team with a 4-8 placing at <i>Benchmark competitions</i> and considered <i>capable</i> of progressing to medal performance within 2 years.  Or Member of a senior national squad in a team which has a current Podium status	
<b>International</b>	International senior competitor in an Individual event or team at <i>Benchmark competitions</i> and considered <i>capable</i> of retaining or progressing this level of performance.	
<b>Developing International</b>	Athlete with the <i>capability</i> to achieve at least International Class Athlete status within 3 years.	
<b>Emerging International</b>	An athlete with the capability to achieve at least International Class within 4-7 years.	

**NOTE – FOR ALL CATEGORIES, SATISFACTION OF THESE CRITERIA DOES NOT AUTOMATICALLY GUARANTEE A WAIS SCHOLARSHIP OFFER.**

## APPENDIX 1

		WAIS athlete selection and monitoring criteria			
Competition					
Factor	descriptor	PI (Score 1-5)	DI (Score 6-10)	INT (Score 15-19)	WC (Score 20-25)
Competition performance - Score 1 area	1) Current competition level	Member of National Junior team (U18)	Member of U23 National Team and within 5% of winning K1 time in Olympic distances.	Member of the National Senior team at Worlds/Olympics	Top 8 individual events, Top 4 team boats
	2) Male	Top 20 in K1, Top 10 in K2 in first 2 yr of comp	Over 23 Male Athlete - Top 14 in K1 or Top 5 in K2 at National Championships and is with 4% of winning time.		
	3) Female	Top 15 in K1 or Top 8 in K2 in first 2 yr of comp	Over 23 Female Athlete who is Top 10 in K1 or Top 5 in K2 at National Championships and is with 4% of winning time.		
Commitment	commitment to competing	Seeks opportunities and seeks improvement regardless of level of competition (score 1-5)			
Progression	The history of performance improvement	Rate the athletes progression in key events over as many years as possible (score 1-10)			
Physical		WAIS athlete selection and monitoring criteria (Score 1-5)			
Factor	descriptor				
Aerobic qualities	Men 4 min Performance test (review)	1100 watts	1150 watts	1200 watts	1250 watts
	Women 4 min Performance test (review)	900 watts	950 watts	1000 watts	1050 watts
Strength qualities	Men Chins 3 RM (weight + body weight as % of body weight)	120%	135%	150%	160%
	Women Chins 3 RM	110%	125%	140%	150%
	Men bench pull 3 RM	105%	115%	125%	130%
	Women bench pull 3 RM	90%	100%	110%	115%
body shape	Consider <i>willingness</i> to develop optimum body shape for specific event requirements,	maintenance of optimum body shape factors: lean body mass, low SSF (score 1-5)			
	Morphology	Does the athlete possess the profile for a World Class Sprint Kayak athlete			
Technical		WAIS athlete selection and monitoring criteria (Score 1-10)			
Factor	descriptor				
skills	knowledge and application	Rate their level of knowledge and application of technique and stroke pattern, consider stroke acceleration and application.			
	Boats skills	Event specific - consider control and consistency in executing, starts, and maintaining form under pressure			
Tactical		WAIS athlete selection and monitoring criteria (Score 1-5)			
Factor	descriptor				
knowledge	Understanding of tactical factors that improve performance	Rate their ability to execute appropriate race plans and adapt to weather conditions			
application	level of application and execution of race strategy in performance trials and competition	excellent application in both training and racing to optimise performance			
Psychological		WAIS athlete selection and monitoring criteria (Score 1-3)			
Factor	descriptor				
Balanced	Is there sport - life balance?	Rate their ability to balance and organise their sport/life work/ study self driven			
Commitment	to training and competition goals				
Leadership	their style and impact on self and others	Rate this athlete on the basis of their leadership skills			
personal	descriptor				
mental skills	Mental toughness	Rate the athletes resilience and mental toughness			
	Quick minded - intelligence	Rate how the athlete makes decisions and makes decisions when it matters, are they analytical			
	Confidence	Confidence (internal driven, solution focused, positive)			
	Logic	Rate the athletes ability to think logically			
	Communication	Rate the athletes ability to communicate effectively with coach and support 'team' / National HC			
		Score 1-3 EACH			

<b>Behaviour</b>		<b>WAIS athlete selection and monitoring criteria (1-3)</b>
<b>Factor</b>	<b>descriptor</b>	
Pursue Athletic Excellence and Development with Pride and Sportsmanship		Obey officials and rules, Dignified in victory and defeat, Comply with Anti-Doping policy, Compete fiercely with a characteristic of humility, Comply with the WAIS clothing policy
Treat People with Respect		Maintain self respect, Observe and learn that respect changes according to cultural and contextual boundaries, Treat people with courtesy, respect and proper regard, Treat team members and opponents with respect, Work co-operatively with fellow athletes,
Relate to Staff and Use the Sporting Facilities and Equipment with the Highest Consideration		Take care of facilities to ensure safety, Use facilities with diligence to ensure other athletes have access, wasteful and misuse of financial resources, Understand the roles of WAIS staff and empathise with the conflicting demands on their time and resou
Understand and Observe the Expectations of being a Community Role Model		Exhibit the highest standards of behaviour when representing WAIS, Conduct one-self in a manner beneficial to you, your sport and WAIS, Behave in a respectful and discrete manner in one's private life (including use of technology),
<b>External</b>		<b>WAIS athlete selection and monitoring criteria (Score 1-5)</b>
<b>Factor</b>	<b>descriptor</b>	
Combination of organisation, life balance that supports stability and consistency of athletic performance		Organisational qualities
		External financial support & management
		Has a career plan and goals