WAIS Cycling Program Selection Guidelines, Criteria and Process

Approved by: Performance Team Directors

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WESTERN AUSTRALIAN INSTITUTE *of* SPORT

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 Cycling 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.

Scholarship Objectives

The WAIS Cycling Program is a three-way partnership between Cycling Australia (CA), WestCycle and WAIS to support the agreed National Elite Athlete Pathway and has the following overall objectives:

- **Maximise WA representation on National teams;**
- **Maximise the WA contribution to Australia's international success at target competitions.**

2. Selection Guidelines, Criteria & Process

2.1 Selection Criteria

The number of WAIS Cycling scholarships available each year is determined by the resources of the program and the standard of the athletes available.

2.2 Timeframe

Athlete scholarships will commence on **1 May** concluding on the **30 April** annually.

2.3 Selection Process

The WAIS Cycling Program Selection Guidelines, Criteria and Process will be ratified by the Performance Management Group representatives from WAIS, Cycling Australia and WestCycle.

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

- WAIS Performance Team Director – Pathway
- Cycling Australia Australian Cycling Team Head Coaches
- Cycling Australia National Performance Director or Pathway Manager
- WestCycle Delegate

The Selection Panel will select athletes against a criteria comprising of competition outcomes, potential to progress and champion values. Once the panel has considered these factors, athlete names will be recommended to the WAIS CEO for endorsement. The WAIS CEO 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 Cycling 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.

Athletes in categories "D" & above who compete in disciplines of Road cycling, BMX, Mountain bike, and Para cycling will be eligible to apply for WAIS Individual Athlete Scholarships Program.

2.4 Queries on Selection

All questions concerning any aspect of selection must be in writing and addressed to the **WAIS Performance Team Director – Pathway 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 CEO, 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 CEO. The CEO 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 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 eligible for selection based on their performance relative to selection criteria and conditions listed below. It should be noted that satisfaction of the criteria and conditions does not automatically guarantee Selection.

There will be a finite number of WAIS Scholarships offered each year, and will depend on available resources available to the program, including coach athlete ratios.

Athletes will be selected on the following factors:

Competition Performances

- Competition outcomes at key selection events for the athlete category

Potential to progress

- Physical factors - such as power output, timed performances, physical shape and size, attitude, technical proficiency, coach-ability, psychological factors
- Commitment to training and achieving required Individual Athlete Performance Plan goals and targets
- Physical and physiological benchmarks
- Technical assessment
- Health, fitness and injury status
- Assessment of training age and history

Champion Behaviours

- Personal Excellence - Combination of organisation, support systems and life balance that supports stability and consistency of athletic performance. Assessment of their champion values and conduct, on and off the bike.

4. Scholarship Categories

The athletes will be considered and ranked according to their previous year's performances and assessment using the cycling selection framework (detailed framework of benchmarks in Appendix 1). A schedule of benefits will be defined and offered for each scholarship category. These categories are generically defined by WAIS as the following:

Podium Pathway category	Description	Other category	Description
Podium	Athlete who had a medal performance at a world championship (or equivalent) event in the previous 24 months and is considered capable of a medal at the next world championship (or equivalent) event.		
Podium Ready*	Athlete who placed fourth to eighth at the most recent world championship (or equivalent) event and is considered capable of progressing to Podium in the next two years		
Commonwealth Gold **	Athlete who does not fit into the categories above but is considered capable of a gold medal at the 2018 Commonwealth Games.	**International**	Athlete who does not satisfy any of the ***Podium Pathway*** category criteria but has earned selection for the national senior team or squad preparing for the NSOs benchmark event.
Podium Potential***	Athlete who is considered capable of progressing to at least Podium Ready in the next two years.		
Developing	Athlete who is considered capable of progressing to at least Podium Potential in the next two years.		
Emerging	Athlete who is considered capable of progressing to at least Developing in the next two years.		

Appendix 1 – WAIS Cycling Selection Factors

WAIS SELECTION CRITERIA & APEP GRADING RIGOR - CYCLING PROGRAM					2/27/2018
				Scholarship Year: 2018-19	
	Returning WAIS	? Returning WAIS	Rx WAIS	Rx Training Agreement	Definite Exit
Competition		WAIS athlete selection and monitoring criteria (Score 1-20)			
Attribute	Descriptor	E Standard (Score 1-5)	D Standard (Score +5 for 6-10 rating)	I Standard (Score +10 for 11-15 rating)	PP Standard (Score +15 for 16-20 rating)
Performance Outcome Rankings (Priority given to Olympic events plus IP and TT + F200m not considered in Performance Outcomes, but it is considered in Performance Benchmarks) - 1 rating based on most applicable description	5 / 10 / 15 / 20	**Snr Track** State based; National Top 6	**Snr Track** World Cup Team Top 8; Individual Top 15	**Snr Track** World/Olympic Individual >Top 10, Team >Top 6; World Cup Individual Top 8, Team Top 3	**Snr Track** World/Olympic Champion
		U19 Track Jr Worlds Top 4 Team; Top 8 Individual; National and/or Oceania Individual Champion	**U23/Snr Road** Good International Results compared to race status (Tier 2, Tier 3, WTA ~X.2 or similar levels of racing)	**U23/Snr Road** Tier 1 Pro Team Member (Great results compared to race status)	**U23/Snr Road** Delivered desired AWE outcome
		U19 Road Jr World Top 3 (RR or TT)			
		U17 Track Multiple National Championships and Broke National Record			
	4 / 9 / 14 / 19	**Snr Track** State based; National Top 8	**Snr Track** World Cup Team > Top 8; Individual Top 20; Oceania Indvidual Champion	**Snr Track** World Cup Team Champion, Individual Medalist	**Snr Track** World/Olympic Individual Top 3
		U19 Track Jr World >Top 4 Team &/or > Top 8 individual;	**U23/Snr Road** WTA Team Member; National Top 3 RR or TT	**U23/Snr Road** Tier 1 Pro Team Member (Good results compared to race status)	**U23/Snr Road** Nearly delivered desired AWE outcome
		U19 Road Jr Worlds Top 20 RR; Top 10 TT; National Champion	**U19 Track** Multiple Jr World Champion & Broke any Jr World Record		
		U17 Track Multiple National Championships			
		U15 Track Multiple National Championships and Broke National Record; Champion of Champions			
	3 / 8 / 13 / 18	**Snr Track** State based; National Top 10	**Snr Track** CA HPU Scholarship; National Individual Champion; World Cup > Top 20; Oceania Individual Medalist	**Snr Track** World Cup Team Medalist, Individual Top 6	**Snr Track** World/Olympic Individual Top 5, Team Top 3
		U19 Track National Individual Top 5; Oceania Individual Top 3; Non-Jr World Team Member	**U23/Snr Road** National Top 10 RR or TT	**U23/Snr Road** Tier 1 Pro Team Member (limited results compared to race status, i.e. domestique)	**U23/Snr Road** Worlds/Olympic Team Member; contributed to result
		U19 Road Jr World Team Member (Selection Events Top 3; variable)	**U19 Track** Multiple Jr World Champion		
		U17 Track National Champion			
		U15 Track Multiple National Championships			
	2 / 7 / 12 / 17	**Snr Track** State based; National Top 12	**Snr Track** CA HPU Scholarship; National Team Champion; Individual Top 3	**Snr Track** World Cup Team Top 4, Individual Top 10	**Snr Track** World/Olympic Individual Top 7, Team Top 4; World Cup Individual Champion
		U19 Track Non-Jr World Team Member; National Top 10	**U23/Snr Road** National >Top 10 RR or TT but competitive NRS	**U23/Snr Road** Exceptional International Results compared to race status (Tier 2, Tier 3, WTA ~X.2 or similar levels of racing)	**U23/Snr Road** Worlds/Olympic Team Member; no contribution to result
		U19 Road Non-Jr World Team Member; National Top 10	**U19 Track** Jr World Champion		
		U17 Track National Individual Top 3; NJTS Overall Champion for the series			
		U15 Track National Champion			
	1 / 6 / 11 / 16	**Snr Track** Nationally > Top 12	**Snr Track** State based; National Top 4	**Snr Track** World Cup Team Top 6; Individual > Top 10	**Snr Track** World/Olympic Individual Top 10, Team Top 6; World Cup Individual Top 5, Team Champion
		U19 Track Nationally >Top 10	**U23/Snr Road** National >Top 10 RR or TT and not competitive NRS	**U23/Snr Road** Great International Results compared to race status (Tier 2, Tier 3, WTA ~X.2 or similar levels of racing)	**U23/Snr Road** Non-Worlds/Olympic Team Member; Tier 1 Pro Exceptional Results compared to race status)
		U19 Road Nationally > Top 10	**U19 Track** Jr World Medalist; National Champion and/or Broke any National Record		
		U17 Track National Top 10 (Priority to Olympic Event + IP & TT)	**U19 Road** Jr Road World Champion (RR or TT)		
		U15 Track National Top 3; NJTS Overall Champion for the series			

Performance times		WAIS athlete selection and monitoring criteria (Score 1-4)			
attribute	Performance times	Not Meeting Requirements (1)	Partially Meets Requirements (2)	Meets Requirements (3)	Exceeds Requirements (4)
			MEN		
Endurance Performance Benchmarks by age and gender	Endurance 2km IP **Men** 2nd YR **U17**	>2:27.0	2:27.0-2:25.0	2:25.0-2:22.0	<2:22.0
	Endurance 3km IP **Men** 1st YR **U19**	>3:29.0	3:29.0-3:27.0	3:27.0-3:25.0	<3:25.0
	Endurance 3km IP **Men** 2nd YR **U19**	>3:25.0	3:25.0-3:22.0	3:22.0-3:20.0	<3:20.0
	Endurance 4km IP **Men Senior**	>4:35.0	4:35.0-4:33.0	4:33.0-4:28.0	<4:28.0
	CA ACT 4km IP **Men Senior**	>4:28.0	4:28.0-4:26.0	4:26.0-4:25.0	<4:25.0
	Endurance 4km TP **Men Senior**	N/A	N/A	N/A	<4:06.0
	CA ACT 4km TP **Men Senior**	N/A	N/A	N/A	<4:01.0
			WOMEN		
	Endurance 2km IP **Women** 2nd YR **U17**	>2:44.0	2:44-2:39.0	2:39.0-2:38.0	<2:38.0
	Endurance 2km IP **Women** 1st YR **U19**	>2:34.0	2:34-2:32.0	2:32.0-2:30.0	<2:30.0
	Endurance 2km IP **Women** 2nd YR **U19**	>2:33.0	2:33-2:30.0	2:30.0-2:28.0	<2:28.0
	Endurance 3km IP **Women Senior**	>3:52.0	3:52.0-3:48.0	3:48.0-3:45.0	<3:45.0
	CA ACT 3km IP **Women Senior**	>3:48.0	3:48.0-3:45.0	3:45.03:40.0	<3:40.0
	Endurance 3km TP **Women Senior**	N/A	N/A	N/A	<4:36.0
	CA ACT 3km TP **Women Senior**	N/A	N/A	N/A	<4:25.0
	OTHER PERFORMANCE(e.g. 2nd yr U15 results, untimed RR Top 3 exceeds, Road TT uncontrolled environment top 3 exceeds, etc)				
			MEN		
Sprint Performance Benchmarks by age and gender	Sprint **Men** 200m 2nd YR **U17**	>11.9	11.9-11.7	11.69-11.2	<11.20
	Sprint **Men** 200m 1st YR **U19**	>11.2	11.2-11.0	11.0-10.8	<10.8
	Sprint **Men** 200m 2nd YR **U19**	>11.0	11.0-10.9	10.9-10.4	<10.4
	Sprint **Men** 200m **Senior**	>10.7	10.7-10.5	10.5-10.1	<10.1
	CA ACT Men 200m **Senior**	>10.4	10.4-10.1	10.1-9.85	<9.85
	Sprint **Men** 500m **U17**	>35.8	35.8-35	35.0-34	<34.0
	Sprint **Men** 1km **U19**	>1:07.0	1:07.0-1:06.0	1:06.0-1:05.0	<1:05.0
	Sprint **Men** 1km	>1:06.1	1:06.0-1:04.0	1:04.0-1:02.0	<1:02.0
	Sprint **Men** SS250 2nd YR **U17**	>19.3	19.3-18.9	18.9-18.6	<18.6
	Sprint **Men** SS250 1st YR **U19**	>18.8	18.8-18.6	18.6-18.4	<18.4
	Sprint **Men** SS250 2nd YR **U19**	>18.7	18.6-18.4	18.4-18.2	<18.2
	Sprint **Men** SS250 **Senior**	>18.4	18.4-18.2	18.2-18.0	<18.0
	CA ACT Men SS 250m **Senior**	>18.3	18.3-18.0	18.0-17.6	<17.6
	Sprint **Men** TS-2 **Senior**	>14.2	14.2-13.8	13.8-13.4	<13.4
	Sprint **Men** TS-3 **Senior**	>14.5	14.5-14.2	14.2-13.8	<13.8
			WOMEN		
	Sprint **Women** 200m 2nd YR **U17**	>13.0	13.0-12.5	12.5-12.2	<12.2
	Sprint **Women** 200m 1st YR **U19**	>12.6	12.6-12.3	12.3-12.0	<12.0
	Sprint **Women** 200m 2nd YR **U19**	>12.3	12.3-12.1	12.1-11.8	<11.8
	Sprint **Women** 200m **Senior**	>12.0	12.0-11.8	11.8-11.5	<11.5
	CA ACT Women 200m **Senior**	>11.7	11.7-11.4	11.4-11.1	<11.1
	Sprint **Women** 500m 2nd YR **U17**	>38.0	38.0-37.5	37.5-37.0	<37.0
	Sprint **Women** 500m 1st YR **U19**	>37.5	37.5-37.0	37.0-36.5	<36.5
	Sprint **Women** 500m 2nd YR **U19**	>37.0	37.0-36.5	36.5-36.0	<36.0
	Sprint **Women** 500m **Senior**	>36.0	36.0-35.5	35.5-35.0	<35.0
	Sprint **Women** SS 250m **U17**	>21.5	21.5-21.0	21.0-20.5	<20.5
	Sprint **Women** SS 250m 1st YR **U19**	>20.6	20.6-20.3	20.3-20.0	<20.0
	Sprint **Women** SS 250m 2nd YR **U19**	>20.4	20.4-20.2	20.2-19.8	<19.8
	Sprint **Women** SS 250m **Senior**	>20.2	20.2-19.9	19.9-19.6	<19.6
	CA ACT Women SS 250m **Senior**	>19.7	19.7-19.4	19.4-19.0	<19.0
	Sprint **Women** TS-2 **Senior**	>15.4	15.4-15.1	15.1-14.8	<14.8
	OTHER PERFORMANCE				

Physical		WAIS athlete selection and monitoring criteria (Score 1-4)			
attribute	**descriptor**				
Performance Trajectory (Event 1 - NOT Environmentally Corrected) in SECONDS	Primary Result 1 (most distant)				
	Result 2				
	Result 3				
	Result 4				
	Result 5				
	Result 6				
	Result 7				
	Result 8 (most recent)				
Performance Trajectory (Event 2 - NOT Environmentally Corrected) in SECONDS	Secondary Result 1 (most distant)				
	Result 2				
	Result 3				
	Result 4				
	Result 5				
	Result 6				
	Result 7				
	Result 8 (most recent)				
Progress	**Rate progress** for best **timed performance** over past year **(U17/19)**	<1%	1%-2%	2%-4%	>4%
	Rate progress for best **timed performance** over past year **(Snr)**	<0.25%	0.25-0.49%	0.5-0.749%	>0.75%
	Rate progress in **power** over past year **(U17/19)**	<3%	3-6%	6-12%	>12%
	Rate progress in **power** over past year **(Snr)**	<0.75%	0.75-1.49%	1.5-2.49%	>2.5%
	Subjective rating if athlete doesn't do a timed event in controlled environments or relies more heavily on skill	1	2	3	4
		Men			
Endurance	Men **4 min** MMP **(W/kg)** (U17)	<5.3	5.3-5.6	5.6-6.0	>6.0
	Men **4 min** MMP **(W/kg)** (U19 2nd yr)	<5.4	5.4-5.8	5.8-6.0	>6.0
	Men **4 min** MMP **(W/kg)** (U19 2nd yr)	<5.8	5.8-6.0	6.0-6.3	>6.3
	Men **4 min** MMP **(W/kg)** (U19 Worlds)	<5.8	5.8-6.1	6.1-6.4	>6.4
	Men **4 min** MMP **(W/kg)** (Snr)	<5.8	5.8-6.2	6.2-6.5	>6.5
	Men **4 min** MMP **(W/kg)** (CA HPU)	<6.1	6.1-6.5	6.4-6.7	>6.7
	Men **VO2** (mkm) **U17**	<62	62-65	65-70	>70
	Men **VO2** (mkm) **U19**	<64	64-67	67-72	>72
	Men **VO2** (mkm) **Snr**	<65	65-70	70-75	>75
	Men **VO2** (mkm) **CA ACT**	<70	70-74	74-78	>78
	Emerging 4'MMP (W)			≥430	
	Emerging 4'MMP (W/kg^0.32)			≥118	
	Developing 4'MMP (W)			≥460	
	Developing 4'MMP (W/kg^0.32)			≥120	
	D Madison 4'MMP (W/kg^0.32)			≥118	
	D Skinfold Sum of 7			<40	
	Podium Potential 4'MMP (W)			≥475	
	Podium Potential 4'MMP (W/kg^0.32)			≥125	
	PP Madison 4'MMP (W/kg^0.32)			≥120	
	PP Skinfold Sum of 7			<35	
		Women			
	Women **4 min** MMP **(W/kg)** (U17)	<4.3	4.3-4.7	4.7-5.0	>5.0
	Women **4 min** MMP **(W/kg)** (U19)	<4.3	4.3-4.7	4.7-5.0	>5.0
	Women **4 min** MMP **(W/kg)** (U19 Worlds)	<4.3	4.3-4.7	4.7-5.0	>5.0
	Women **4 min** MMP **(W/kg)** (Snr)	<4.8	4.8-5.0	5.0-5.3	>5.3
	Women **4 min** MMP **(W/kg)** (CA HPU)	<4.8	4.8-5.1	5.1-5.5	>5.5
	Women **VO2** (mkm) **U17**	<47	47-49.9	50-52.9	>55
	Women **VO2** (mkm) **U19**	<48	48-50.9	51-52.9	>55
	Women **VO2** (mkm) **Snr**	<55	55-58	58-62	>62
	Women **VO2** (mkm) **CA ACT**	<55	55-58	58-62	>62
	Emerging 4'MMP (W)			≥275	
	Emerging 4'MMP (W/kg^0.32)			≥78	
	Developing 4'MMP (W)			≥290	
	Developing 4'MMP (W/kg^0.32)			≥80	
	D Madison 4'MMP (W/kg^0.32)			≥77	
	D Skinfold Sum of 7			<70	
	Podium Potential 4'MMP (W)			≥310	
	Podium Potential 4'MMP (W/kg^0.32)			≥85	
	PP Madison 4'MMP (W/kg^0.32)			≥80	
	PP Skinfold Sum of 7			<65	
Sprint		Men			
	Men **Peak Power** (W/kg) **(U17)**	<18	18-19	19-21	>21
	Men **Peak Power** (W/kg) **(U19)**	<18	18-19	19-21	>21
	Men **Peak Power** (W/kg) **(Snr)**	<18	18-19.49	19.5-22	>22
	Men **Peak Power** (W) **(U17)**	<1150	1150-1300	1300-1475	>1475
	Men **Peak Power** (W) **(U19 1st YR)**	<1400	1400-1450	1450-1615	>1615
	Men **Peak Power** (W) **(U19 2nd YR)**	<1600	1600-1700	1700-1775	>1775
	Men **Peak Power** (W) **(Snr)**	<1300	1300-1500	1500-1800	>1850
	Men **Peak Power** (W) **(CA ACT)**	<1950	1950-2250	2250-2400	>2400
	Emerging W/kg			N/A	
	Emerging Skinfold Sum 7			N/A	
	Developing W/kg			>20	
	Developing Skinfold Sum 7			<40	
		Women			
	Women **Peak Power** (W/kg) **(U17)**	<16	16-17	17-18	>18
	Women **Peak Power** (W/kg) **(U19)**	<16	16-17	17-18	>18
	Women **Peak Power** (W/kg) **(Snr)**	<17	17-18.75	18.75-19.44	>19.4
	Women **Peak Power** (W/kg) **(CA ACT)**	<18	18-19	19-21	>21
	Women **Peak Power** (W) **(U17)**	<950	950-1050	1050-1150	>1150
	Women **Peak Power** (W) **(U19)**	<1050	1050-1150	1150-1250	>1250
	Women **Peak Power** (W) **(Snr)**	<1100	1100-1200	1200-1290	>1290
	Women **Peak Power** (W) **(CA ACT)**	>1350	1350-1425	1425-1500	>1500
	Emerging W/kg			N/A	
	Emerging Skinfold Sum 7			N/A	
	Developing W/kg			>16	
	Developing Skinfold Sum 7			<80	
Training & Racing Resilience		Rate the athlete's ability to absorb work well; to recover and repeat sessions well			
Body Shape / Morphology		Does the athlete posses the profile or the potential to develop the profile for a World Class cyclist in their discipline ?			

Technical		WAIS athlete selection and monitoring criteria (Score 1-4)			
Attribute	**Descriptor**	**Subjective Rating by Coaching Staff with justification in comment box.**			
Bike Handling and Pedaling Skills - Avg of 12 factors	**Pedaling Skill**	Pedaling inefficient for performance and/or aerodynamics	Competent pedaling but untidy under extreme load and power, speed, performance reduces under extreme load	Competent pedaling that continues to deliver power, speed, performance under extreme load. Body language is not a consideration to grade a 3.	Competent pedaling that maintains power, speed, or performance under extreme load (e.g. ability to retain speed while power reduces in a TT event); with "calm" body language, limited hip rocking, no bouncing on saddle. Best to have evidence of effective pedaling to score a 4.
	Aerodynamic Position	Riding positions are determined to be unaerodynamic, and the athlete rides with little or no thought to aerodynamics	Riding positions are determined to be mostly aerodynamic but does not fit the "ideal" aerodynamic position in one or more ways. Athlete occasionally rides with consideration for aerodynamics but often demonstrates poor aerodynamics in racing.	Athlete is powerful in ideal or nearly ideal aerodynamic position in both TT and bunch race setups, but does not always consider aerodynamics during racing or allows aerodynamics to negatively affect the race on occasion. "Ideal" aerodynamic position is defined as forward on seat, low shoulders, shoulders in ears, head low in pocket (end) or down in straights for (sp), elbows in), and for TT shoulders slightly above center of hip.	Athlete is powerful in aerodynamic position (TT) without affecting racing line, vision, etc. Athlete regularly demonstrates consideration for aerodynamic position in bunch racing set up, and this does not negatively affect racing performance. Athlete is most likely to have had their bike professionally fit to ensure position does not reduce power or create injury.
	Bike Control / Using the Track / Lateral Movement	Rigid bike control; inefficient use of track; limited lateral movement	Inflexible body/bike relationship; understands how to use track to retain speed but doesn't always displays skill; change of direction fluent but not efficient or rapid; doesn't display confidence in bike control in tight spaces	Flexibility in body/bike relationship allows for maximum bike control in difficult circumstances; understands how to use track to retain/develop speed; lateral movements are effective but not always adaptable or efficient	Demonstrates exceptional control of bike in adverse circumstances (tight spaces or recovering from being bumped). Use of track is subconscious while athlete focus is on tactical or other considerations. Lateral movement is sharp, effective, efficient, and adaptable.
	SS Skill (G & HH)	Athlete executes poorly and needs significant education to improve starts technique.	Some elements of technical execution of SS are good, but others need significant work (e.g. timing; recoil; hip speed out of the gate; bike stability; core strength/stability; hip control; upper body stability; straight line out of gate; wheel slip limited; drives with legs more than body weight) but still require development/improvement). Athlete needs to improve in both G and HH execution. Underlying strength or stability is certainly in question.	Most elements of technical execution of SS are consistently good (e.g. timing; recoil; hip speed out of the gate; bike stability; core strength/stability; hip control; upper body stability; straight line out of gate; wheel slip limited; drives with legs more than body weight) but still require development/improvement). Athlete tends to be better at G or HH but not exceptional at both. Development required to earn a 4 may be in underlying strength or stability required to execute better or more quickly.	All elements of technical execution of SS are consistently good (e.g. timing; recoil; hip speed out of the gate; bike stability; core strength/stability; hip control; upper body stability; straight line out of gate; wheel slip limited; drives with legs more than body weight) but still require development/improvement). Athlete tends to be highly effective at both G and HH. Underlying strength and stability are not in question.
	Close Riding Position / Bumping	Afraid of bumping and close riding; will not hold position in close riding conditions	Afraid of bumpind and close riding and uncomfortable in tight spaces but will hold position	Can deliver & absorb bump at low speed; uncomfortable in close riding positions but will fight for favorable/dominant position; incapable of creating or taking advantage of space in a bunch	Can deliver & absorb bump at any speed; comfortable in close riding positions; Will fight for favorable/dominant position; can safely and legally create space in bunch
	Gap Management / Utilization	Doesn't create or understand benefit of running into gap	Attempts to open gap but execution is inefficient or creates tactical problems; timing of pass incorrect for max effect; endurance riders who don't use this skill would rate here	Athlete demonstrates ability to open and maintain gap, but gap is commonly not quite right for various reasons; run timing is commonly but inconsistently correct and adapts to gap size and race situation	Athlete demonstrates ability to open and maintain correct/appropriate gap; run timing commonly correct and adaptable to gap size and race situation to allow engaging pass at best time to avoid ride off point; athlete tends to win close bike races from race situations requiring utilization of a gap
	Scoring Position, Controlling Opponent(s), and prediction skills	Doesn't understand how to create dominant position, and if in position demonstrates lack of understanding of how to use position to their advantage	Unable to consistently create dominant position; doesn't consistently execute to dominate opponents. Prediction of racing physics is correctly acted upon inconsistently	Able to create dominant position, but doesn't consistently execute to dominate opponents. Prediction of racing physics is typically acted upon correctly	Athlete is typically in dominant position, correctly acts to fix poor position prior to critical moments in a race (e.g. stall vs commit for endurance), and/or "correctly" actions for the read on the race at a critical moment.
	Flying 200/Flying Lap Wind Up	Wind up does not deliver fast 200/FL for athlete ability	Doesn't understand physical give/take of wind up but still able to deliver fast 200/FL	Wind up delivers fast 200/FL with adaptale execution for various dynamics (gear choice, track shape, environmental conditions, etc)	N/A
	Gear Selection	Gear selection is not a consideration due to gear restrictions.	Relies almost exclusively on external input to select racing gear.	Willing and able to discuss gear selection considerations (e.g. environmental conditions, race dynamic expectations, training preparation, etc) with coach, and will provide feedback to coach about gearing used. Tends not to have confidence in gearing options.	Willing and able to discuss gear selection considerations (e.g. environmental conditions, race dynamic expectations, training preparation, etc) with coach, and will provide feedback to coach about gearing used. Tends to have confidence in gearing options.
	Team Skills/Drafting (e.g. TP/TS Exchanges, drafting, other bunch skills)	Doesn't understand basics of team skills to be able to maximize physical abilities	Athlete demonstrates an understanding of base team skill concepts (e.g. drafting distance, tracking wheel, TP exchange, TS exchange and run timing, etc) but is highly inconsistent and needs more work in this technical area.	Athlete demonstrates inconsistent but efficient and effective team skills (e.g. drafting distance, tracking wheel, TP exchange, TS exchange and run timing, etc). Athlete is working towards mastering their arsenal of team skills.	Athlete demonstrates highly consistent, efficient, and effective team skills (e.g. drafting distance, tracking wheel, TP exchange, TS exchange and run timing, etc). Executions are highly adaptable to different positions in the team, different teammates, different tracks, etc. Athlete is capable of making mistakes in team skills, but this is rare. It would be fair to say the athlete has mastered most elements of team skills.
	Passing Skills	Incompetent demonstration of passing skills or effective passing skills not present	Demonstrates some but not all elements of effective passing skill or skill is lacking (i.e. clearly sets up/attempts 3 stage pass; not close enough to opponent; ride-off point affects line; unable to absorb hook; typically unable to pass in close races	"Nearly Effective" passing skill (i.e. consistently executes 3 stage pass, close to opponent, without unintentional line change through ride-off point; gains run from bank out of T4); inconsistently successful at passing opponents in close races;	"Highly Effective" passing skill (i.e. consistently executes 3 stage pass, close to opponent, without unintentional line change through ride-off point; gains run from bank out of T4); consistently successful at passing opponents in close races
	Vision/Awareness Skills	Unable to ride two full laps without looking forward; Doesn't process information well while looking backward; completely unaware of anything happening behind	Able to ride two full laps without looking forward but line is unsafe; Doesn't process information well while looking backward; largely unaware of anything happening behind	Athlete demonstrates ability to ride two full laps without looking forward while also being able to stay between black and red lines >~90% of the time (i.e. safe line); Processes information while looking backward; demonstrates awareness of actions behind and acts/predicts appropriately	Athlete is able to look backward while processing information. Forward riding is safe and done subconsciously. (e.g. walk-talk-chewgum)

Tactical		WAIS athlete selection and monitoring criteria (Score 1-4)			
Attribute	**Descriptor**	**Subjective Rating by Coaching Staff with justification in comment box.**			
Ability to express understanding of tactical factors and ideas in pre- and post-race discussions, as well as their application and execution of race strategy, tactics, and improvisation during racing - avg of 7 factors	**Timed Event Pacing (IP / TT / TP / TS / Road TT for road atheltes ...can consider pacing and delivery in racing)**	Has no/limited knowledge and demonstrates no ability towards correct, real world pacing	Has sufficient knowledge but does not execute correct, real world pacing ...or vice versa, executes correct, real world pacing but cannot discuss or explain their execution.	Knows and executes correct, real world pacing strategy	Knows and executes correct, real world pacing strategy for maximum effect for self and/or team. These athletes have a high degree of feel for pacing and pacing adjustments.
	General: Tactical Knowledge Expression	Unable or unwilling to express tactical ideas.	Unable or unwilling to express tactical ideas in a group, but will discuss with coach	Through conversation, demonstrates understanding of individual and team strategic and tactical planning. Can explain a "play" for the team, themself, or an opponent.	Through conversation, demonstrates strong opinions about individual and team strategic and tactical ideas; demonstrates creative problem solving; demonstrates ability to predict race dynamics or expectations of opponent actions.
	General : Tactical Execution	Athlete is unable to demonstrate thoughtful, coordinated strategically and/or tactical execution	Athlete demonstates thoughtful execution, but commonly makes execution mistakes. Athlete's execution requires significant refinement.	Athlete demonstrates thoughtful execution in racing. Athlete rarely makes major execution mistakes but elements still require "large" refinement. i.e. athlete makes execution mistakes but ideas driving actions are mostly correct. (e.g. scoring position dynamics, prediction of racing dynamics, over or under commits to a play or strategy)	Athlete demonstrates thoughtful execution in racing, and elements only require "minor" refinement if not considered well done as executed. i.e. athlete makes limited execution mistakes, and mistakes are corrected for in the race or the mistakes don't make a major impact on the race.
	General: Understands Cycling Physics	Actions demonstrate limited understanding of physics of cycling (e.g. effect of speed, height, distance, acceleration, proximity, TT pedaling physics, passing, FL/200 line, etc)	Actions demonstrate an understanding of some of the concepts of the physics of cycling (e.g. effect of speed, height, distance, acceleration, proximity, TT pedaling physics, passing, FL/200 line, etc)	Actions demonstrate an understanding of a wide range of the physics of cycling but unable to create favorable positions in racing. (e.g. effect of speed, height, distance, acceleration, proximity, TT pedaling physics, passing, FL/200 line, etc)	Actions demonstrate an understanding of a wide range of the physics of cycling and able to create favorable positions in racing. (e.g. effect of speed, height, distance, acceleration, proximity, TT pedaling physics, passing, FL/200 line, etc)
	General: Understands Bunch Race Tactical Model (Sprint: KEI) (Endurance: KEI > SCR > PTS)	Actions do not demonstrate understanding of models, race dynamics, or favorable positions to get and defend (e.g. forward & low position, control of bottleneck, reading/executing plays)	Actions demonstrate limited understanding of models, race dynamics, or favorable positions to get and defend	Actions demonstrate extensive understanding of models, race dynamics, or favorable positions to get and defend, but unable to work the model dynamically	Actions demonstrate extensive understanding of models, race dynamics, or favorable positions to get and defend, and able to work the model dynamically or create during scenarios to which the model may not apply.
	Endurance: Elimination Model	Actions demonstrate no understanding	Actions demonstrate understanding, but commonly out of position	Actions demonstrate understanding, and commonly in position but not dynamic in position adjustments. Athlete may not be flexible enough as numbers reduce and creative problem solving becomes more important.	Actions demonstrate understanding, and highly dynamic in position adjustments. Athlete demonstrates flexibility as numbers reduce and creative problem solving becomes more important.
	Sprint: Use of Speed, Height, Distance, Proximity	Athete seems to have limited understanding of SHDP as it relates to controlling opponents or delivering race results	Actions demonstrate rudimentary understanding of SHDP to control opponents or deliver race results	Actions demonstrate thoughtful use of SHDP to run coordinated plays with limited but relatively large mistakes	Actions demonstrate thoughtful use of SHDP to run coordinated plays with limited or only subtle mistakes

Psychological		WAIS athlete selection and monitoring criteria (Score 1-4)
Combination commitment, mental skills (mental toughness, coping focus, etc), coachability, etc		**AVERAGE SCORE OF 6 FACTORS**
Learning & Development	Growth Mindset	Rate behaviors that demonstrate athlete's faith in their ability to improve with time and effort, and takes approriate risks in the pursuit of imporvement or performance
	Coachability	Rate behaviors that demonstrate the athlete follows instructions, has integrity to the process (does what they say they will do), seeks/learns/adapts/improves from feedback, etc
Intrapersonal	Commitment	Rate behaviors that demonstrate the athlete takes responsibility for: the goal & sporting process to pursue improvement, attendance at training, dedication to training & competition goals, initiative to remove barriers, goal is important to the athlete, etc
	Mental Skills	Rate behaviors that reflect the athlete possesses mental skills of an elite athlete: e.g. resilience to adversity, mental toughness, coping skills (e.g. calm under pressure), ability to focus and switch off, emotional control, solution-focused, ability to work through self-doubt, etc
Interpersonal	Team Culture	Rate behaviors that demonstrate athlete contributes to culture/community as a positive influence (e.g. positive competitor, supports teammates, plays team role when required, accepts flexibility required to work within a squad, etc)
	Communication	Rate the athlete's ability to communicate effectively with coach and support team, follow instructions, contribute to process, engage in discussions, inputs to training program & process, etc
Cycling Australia ACT Valued Skills	Hunger	Rate athlete's DEMONSTRATED enthusiasm to train and compete; commited to achieving their cycling goals; persists with relevant tasks and challenges; and clearly articulates why their goals are important to them. (can be modified; i.e. not innate)
	Ability to Bounce Back	Rate athlete's DEMONSTRATED resilience; ability to overcome challenges both within sport and life; manage emotional aspects of poor performance or setbacks; takes effective action.
	Ability to Perform Under Pressure	Rate athlete's DEMONSTRATED ability to perform at current technical ability level during competition; remain relaxed during breaks in competition as well as in training; implements/executes a systematic pre-race routine; positivity; consistently optimizes performance for given circumstances.

Behaviour	WAIS athlete selection and monitoring criteria (Score 1-4)
Pursue Athletic Excellence with Respect and Sportsmanship	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; Commitment to Training/Competition; Compete/Train by rules, Anti-Doping policy, and other WAIS codes/policies
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).

External	WAIS athlete selection and monitoring criteria (Score 1-4)
Health	Rate athlete health. (4= healthy; 3= manageable condition; 2= condition required or requires significant management; 1= unmanageable condition) i.e. does the athlete have any known health conditions (injury, sickness, mental health) that have impacted results and should be considered.
X-Factors	Combination of organisation, life balance that supports stability and consistency of athletic performance, ability to financially support their sport, attitude, and any other intangible that might be predictive of future success/failure in sport