

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 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.

Scholarship Objectives

The WAIS Cycling Program is a three-way partnership between Cycling Australia (CA), West Cycle 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**

There are only a maximum of 20 WAIS Cycling scholarships available each year.

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 Joint Management Committee representatives from WAIS, Cycling Australia and West Cycle.

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

- WAIS Racing Performance Team Director
- Cycling Australia HPU Head Coach
- Cycling Australia National Performance Director
- West Cycle Delegate

The Selection Panel will select athletes against a criteria comprising of competition outcomes, potential to progress and personal excellence. Once the panel has considered these factors, athlete names will be 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 4 weeks.

A scholarship to the Sailing 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 DI & 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.

2.1 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.**

2.2 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.

2.3 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 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:

- 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 Athlete Performance Enhancement Plan goals and targets
- Physical and physiological benchmarks
- Technical assessment
- Health, fitness and injury status
- Assessment of training age and history
- Personal Excellence - Combination of organisation, support systems and life balance that supports stability and consistency of athletic performance. Assessment of their 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:

WAIS Athlete Categories		
Category	Definition	Interpretations
Podium	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>
Potential Podium	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	
International	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.	
Developing International	Athlete with the <i>capability</i> to achieve at least International Class Athlete status within 3 years.	
Emerging International	An athlete with the capability to achieve at least International Class within 4-7 years.	

Appendix 1 – WAIS Cycling Selection Factors

WAIS SELECTION CRITERIA & APEP GRADING RIGOR - CYCLING PROGRAM					
Scholarships Year: 2016-17					
Competition					
Attribute	Descriptor	WAIS athlete selection and monitoring criteria (Score 1-20)			
		EI Standard (Score 1-5)	DI Standard (Score +5 for 6-10 rating)	IC Standard (Score +10 for 11-15)	PP Standard (Score +15 for 16-20)
Performance Outcome Rankings (Priority given to Olympic events plus IP and TT + P200m not considered in Performance Outcomes, but it is considered in Performance Benchmarks) - 1 rating based on most applicable description	5	Sar Track State level; National Top 6	Sar Track World Cup Team Top 8; Individual Top 15	Sar Track World/Olympic Individual > Tap 10, Team > Tap 6; World Cup Individual Top 8, Team Top 3	Sar Track World/Olympic Champion
		U19 Track Jr World Medalist; National Champion	U23/Sar Road Good International Result compared to racestartur (Tier 2, Tier 3, WTA *%2 ar similar level of racing)	U23/Sar Road Tier 1 Pro Team Member (Good result compared to racestartur)	U23/Sar Road Delivered desired AWE outcome
		U19 Road Jr World Top 3 (RR or TT)			
	4	Sar Track State level; National Top 8	Sar Track World Cup Team > Tap 8; Individual Top 20; Oceania Individual Champion	Sar Track World Cup Team Champion, Individual Medalist	Sar Track World/Olympic Individual Top 3
		U19 Track Jr World Top 4 Team; Tap 8 Individual; National Top 3; Oceania Individual Champion	U23/Sar Road WTA Team Member; National Top 3 RR or TT	U23/Sar Road Tier 1 Pro Team Member (Good result compared to racestartur)	U23/Sar Road Nearly delivered desired AWE outcome
		U19 Road Jr World Top 20 RR; Tap 10 TT; National Champion			
		U17 Track Multiple National Championships			
	3	Sar Track State level; National Top 10	Sar Track CAHPU Scholarship; National Individual Champion; World Cup > Tap 20; Oceania Individual Medalist	Sar Track World Cup Team Medalist, Individual Top 6	Sar Track World/Olympic Individual Top 5, Team Top 3
		U19 Track Jr World Top 4 Team & Tap 8 Individual; Oceania Individual Top 3; National Top 5	U23/Sar Road National Top 10 RR or TT	U23/Sar Road Tier 1 Pro Team Member (limited result compared to racestartur, i.e. demeritise)	U23/Sar Road World/Olympic Team Member; contributed to result
		U19 Road Jr World Team Member (Selection Events Tap 3; variable)			
		U17 Track National Champion			
	2	Sar Track State level; National Top 12	Sar Track CAHPU Scholarship; National Team Champion; Individual Top 3	Sar Track World Cup Team Tap 4, Individual Top 10	Sar Track World/Olympic Individual Tap 7, Team Tap 4; World Cup Individual Champion
		U19 Track Man-Jr World Team Member; National Top 10	U23/Sar Road National Top 10 RR or TT but competitive NRS	U23/Sar Road Exceptional International Result compared to racestartur (Tier 2, Tier 3, WTA *%2 ar similar level of racing)	U23/Sar Road World/Olympic Team Member; no contribution to result
		U19 Road Man-Jr World Team Member; National Top 10	U19 Track Multiple Jr World Champion; Brake any Jr World Record		
		U17 Track National Top 3; NUTS Overall Champion for the year			
	1	Sar Track Nationally > Tap 12	Sar Track State level; National Top 4	Sar Track World Cup Team Tap 6; Individual > Tap 10	Sar Track World/Olympic Individual Tap 10, Team Tap 6; World Cup Individual Tap 5, Team Champion
		U19 Track Nationally > Tap 10	U23/Sar Road National > Tap 10 RR or TT and not competitive NRS	U23/Sar Road Great International Result compared to racestartur (Tier 2, Tier 3, WTA *%2 ar similar level of racing)	U23/Sar Road Man-World/Olympic Team Member; Tier 1 Pro Exceptional Result compared to racestartur
		U19 Road Nationally > Tap 10	U19 Track Jr World Champion; Brake any National Record		
		U17 Track National Top 10	U19 Road Jr Road World Champion (RR or TT)		

attribute	Performance times	WAIS athlete selection and monitoring criteria (Score 1-4)			
		Not Meeting Requirements (1)	Partially Meets Requirements (2)	Meets Requirements (3)	Exceeds Requirements (4)
Endurance Performance Benchmarks by age and gender - rate 1 factor per athlete (Preference towards IP; Omnium graded on a % of 3 timed performances)	MEN				
	Endurance 2km IP Men U17	>2:26.5	2:26.5-2:29	2:24.99-2:22	<2:22
	Endurance 3km IP Men 1st YR U19	>3:28	3:28-3:26	3:25.99-3:23	<3:23
	Endurance 3km IP Men 2nd YR U19	>3:25	3:25-3:23	3:22.99-3:20	<3:20
	Endurance 4km IP Men Senior	>4:35.0	4:34.999-4:33	4:32.999-4:28.0	<4:27.999
	CA HPU 4km IP Men Senior	N/A	N/A	<4:28.0	<4:23.0
	Omnium Flying Lap Men Junior	>14.6	14.599-14.001	14.0-13.6	<13.6
	Omnium IP Men Junior	>3:32	3:32-3:28	3:27.99-3:23	<3:23
	Omnium 1km Men Junior	>1:09.5	1:09.5-1:08	1:07.9-1:06	<1:06
	Omnium Flying Lap Men Senior	>14.0	14.0-13.6	13.59-13.2	<13.2
	Omnium IP Men Senior	>4:37.0	4:37.0-4:34.0	4:33.99-4:30.0	<4:29.999
	Omnium 1km Men Senior	>1:07.0	1:07.0-1:06.0	1:05.99-1:04.0	<1:04.0
	WOMEN				
	Endurance 2km IP Women U17	>2:44	2:44-2:39	2:38.99-2:35	<2:35
	Endurance 3km IP Women 1st YR U19	>2:34	2:34-2:32	2:31.99-2:30	<2:30
	Endurance 3km IP Women 2nd YR U19	>2:33	2:33-2:30	2:29.99-2:27	<2:27
	Endurance 3km IP Women Senior	>3:45.0	3:44.999-3:41.0	3:40.999-3:38.0	<3:37.999
	CA HPU 3km IP Women Senior	N/A	N/A	<3:35.0	<3:29.0
	Omnium Flying Lap Women Junior	>16.1	16.099-15.6	15.799-15.3.0	<15.299
	Omnium IP Women Junior	>2:36	2:36-2:34	2:33.99-2:30.0	<2:29.999
Omnium 500m TT Women Junior	>40	40-38	38.5-37.5	<37.5	
Omnium Flying Lap Women Senior	>16.0	16.0-15.3	15.29-14.7	<14.7	
Omnium IP Women Senior	>3:45.0	3:45.0-3:42.0	3:41.99-3:39.0	<3:39.0	
Omnium 500m TT Women Senior	>38.1	38.099-37.5	37.499-36.5	<36.5	
OTHER PERFORMANCE (e.g. 2nd yr U15 results, untime 4RR Top 3 exceedr, Road TT uncontrolled environment top 3 exceedr, etc)					
Sprint Performance Benchmarks by age and gender - rate 1 factor per athlete	MEN				
	Sprint Men 200m U17	>11.9	11.9-11.7	11.69-11.5	<11.50
	Sprint Men 200m 1st YR U19	>11.2	11.2-11.0	10.99-10.7	<10.7
	Sprint Men 200m 2nd YR U19	>11.0	11.0-10.9	10.5-10.9	<10.5
	Sprint Men 200m Senior	>10.9	10.5-10.9	10.26-10.49	<10.25
	CA HPU Men 200m Senior	N/A	N/A	<10.25	<9.85
	Sprint Men 500m U17	>35.8	35.8-35	34.99-34	<34.0
	Sprint Men 1km U19	>1:07.0	1:07.0-1:06.0	1:05.99-1:05.0	<1:05.0
	Sprint Men 1km	>1:06.1	1:06.0-1:05.0	1:04.99-1:02.0	<1:02.0
	CA HPU Men SS 250m Senior	N/A	N/A	<17.8	<17.28
	WOMEN				
	Sprint Women 200m U17	>13.0	13.0-12.6	12.59-12.3	<12.3
	Sprint Women 200m U19	>12.3	12.3-12.1	12.29-11.8	<11.79
	Sprint Women 200m Senior	>12.0	12.0-11.8	11.79-11.25	<11.25
	CA HPU Women 200m Senior	N/A	N/A	<11.25	<10.85
	Sprint Women 500m U17	>38.8	38.8-38.0	37.999-37.0	<36.999
	Sprint Women 500m U19	>37.5	37.5-37.0	36.99-36.5	<36.5
	Sprint Women 500m Senior	>37.0	37.0-36.5	36.49-36.0	<36.0
	CA HPU Women SS 250m Senior	N/A	N/A	<19.3	<18.7
	OTHER PERFORMANCE				

Physical		WAIS athlete selection and monitoring criteria (Score 1-4)			
attribute	descriptor				
Progress - avg of 2 factors	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 (Sar)	<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 (Sar)	<0.75%	0.75-1.49%	1.5-2.249%	>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
Endurance - avg of 3 factors (if endurance)	Men 4 min MMP (W/kg) (U17/U19 1st yr)	<5.4	5.4-5.89	5.9-6.0	>6.0
	Men 4 min MMP (W/kg) (U19 2nd yr)	<5.4	5.4-5.89	5.9-6.29	>6.3
	Men 4 min MMP (W/kg) (Sar)	<5.6	5.6-5.99	6.0-6.49	>6.5
	Men VO2 (ml/min) U17	<62	62-64.9	65-69.9	>70
	Men VO2 (ml/min) U19	<64	64-66.9	67-71.9	>72
	Men VO2 (ml/min) Sar	<66	66-68.9	69-74.9	>75
	Men Squat and Deadlift 1x BW U17	5 reps @ 80-85%	1-2 reps	4-6 reps	>6 reps
	Men Squat and Deadlift 1x BW U19	<4 reps	4-6 reps	7-9 reps	>9 reps
	Men Squat and Deadlift 1x BW Sar	<7 reps	7-9 reps	10 reps	>10 reps
	Men Pushup and Hor. Pull-up U17	<9	9-11	12-14	>14
	Men Pushup and Hor. Pull-up U19	<12	12-14	15-17	>17
	Men Pushup and Hor. Pull-up Sar	<14	14-17	18-22	>22
	Women 4 min MMP (W/kg) (U17/19 1st yr)	<4.5	4.5-4.89	4.9-5.0	>5.0
	Women 4 min MMP (W/kg) (U19 2nd yr)	<4.5	4.5-4.89	4.9-5.2	>5.2
	Women 4 min MMP (W/kg) (Sar)	<4.8	4.8-5.099	5.1-5.49	>5.5
	Women VO2 (ml/min) U17	<47	47-49.9	50-52.9	>53
	Women VO2 (ml/min) U19	<48	48-50.9	51-52.9	>56
	Women VO2 (ml/min) Sar	<52	52-54.5	55-61	>61
	Women Squat and Deadlift 1x BW U17	5 reps @ 70-74%	5 reps @ 80-85%	1-2 reps	>2 reps
	Women Squat and Deadlift 1x BW U19	5 reps @ 80-85%	1-2 reps	3-4 reps	>4 reps
Women Squat and Deadlift 1x BW Sar	<2 reps	3-4 reps	5 reps	>5 reps	
Women Pushup and Hor. Pull-up U17	<4	4-5	5-7	>7	
Women Pushup and Hor. Pull-up U19	<5	5-7	8-10	>11-14	
Women Pushup and Hor. Pull-up Sar	<8	8-10	11-14	>14	
Sprint - avg of 3 factors (if sprint)	Men Peak Power (W/kg) (U17/19)	<18	18-19.49	19.5-20	>20
	Men Peak Power (W/kg) (Sar)	<18	18-19.49	19.5-21.99	>22
	Men Peak Power (W) (U17/19)	<1150	1150-1200	1200-1550	>1500
	Men Peak Power (W) (Sar)	<1200	1200-1500	1500-1800	>1800
	CA HPU Peak Power (W) (Sar)	N/A	N/A	>1950	>2300
	Men 1RM Back Squat and Deadlift	<1.3	1.3-1.59	1.6-2.0	>2.0
	Women Peak Power (W/kg) (U17/19)	<16	16-17	17-18	>18
	Women Peak Power (W/kg) (Sar)	<17	17-18.99	19.0-19.49	>19.5
	Women Peak Power (W) (U17)	<900	900-1049	1050-1160	>1160
	Women Peak Power (W) (U19)	<1050	1050-1149	1150-1230	>1230
	Women Peak Power (W) (Sar)	<1150	1150-1229	1230-1300	>1300
	CA HPU Peak Power Women (W) (Sar)	N/A	N/A	>1250	>1400
	Women 1RM Back Squat and Deadlift	<1.0	1.0-1.29	1.4-1.8	>1.8
Training & Racing Resilience		Rate the athlete's ability to absorb work well; to recover and repeat sessions well			
Body Shape / Morphology		Does the athlete possess 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 - A vg of 12 factors	Pedaling Skill	Pedaling inefficient for performance and/or aerodynamic	Competent pedaling but untidy under extreme load and/or unable to reduce power, speed, performance	Competent pedaling that seems to continue to deliver power, speed, performance under extreme load	Extremely competent pedaling range of gears with evidence of ability to maintain speed or performance under extreme load (e.g. ability to retain speed while power reduces in a TT race)
	Aerodynamic Position	Rider with seemingly zero thought towards aerodynamic positioning (e.g. head position, saddle contact, shoulder, elbow, knee, etc)	Inconveniently maintain aerodynamic position required to optimize performance outcomes	Most components of aero position maintained appropriately throughout race, but has a tendency to allow this to affect performance (e.g. riding line or speed retention)	All components of aero position maintained appropriately throughout race without negatively affecting riding line/air (e.g. forward angle, low shoulder, shoulder in gear, head low in pocket (and) or down in straight for (sp), elbow in); (most likely, aero position professional developed 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; understand how to use track to retain speed but rarely display skill; change of direction fluent but not efficient or rapid	Flexibility in body/bike relationship; understand how to use track to retain speed but doesn't always display skill; moderate & arcing lateral movement	Flexibility in body/bike relationship; rider to retain speed; sharp & rapid lateral movement unless when required; set up performance line appropriately (e.g. F200 T3 or rounding)
	SS Skill (G & HH)	Poor timing; slow & inefficient recall; unstable over bike; weak arm; weak hip	Average timing; slow recall; stable bike; weak hip & far upper body; wheel zip common	Good timing; slow & reactive recall; slow or ineffective hip out of the gate; better at G or HH but not exceptional at both; stable bike; weak hip & far upper body; some wheel zip on	Timing in G & HH is precise; Powerful & effective hip drive out of gate; effective in G & HH; stable upper body; strong hip; stable bike control; effective steering; limited clipping
	Clare Riding Position / Bumping	Afraid of bumping and clare riding; will not hold position in clare riding conditions	Afraid of bumping and clare riding and uncomfortable in tight space but will hold position	Can survive & hold bump in clare riding but will fight for favorable dominant position; incapable of creating or taking advantage of space in clare	Can deliver & absorb bump at any speed; comfortable in clare riding position; Will fight for favorable dominant position; can 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 in correct for race effect	Ability to open and maintain appropriate gap; run timing & motor in correct	Ability to open, maintain, & use gap for race benefit; demonstrator ability to adjust gap to impact opponent(s); Run timing rarely in correct;
	Scoring Position, Controlling Opponent(s), and Prediction skills	Doesn't understand how to create dominant position, and if in position demonstrator lack of understanding of how to use position to their advantage	On occasion consistently creates dominant position, but doesn't consistently execute to dominate opponent. Prediction of racing physics is correctly acted upon in some cases	Able to create dominant position, but doesn't consistently execute to dominate opponent. Prediction of racing physics is typically acted upon correctly	Athlete is typically in position and effectively acts correctly for the read. Commonly "races" in clare bike races.
	F200/FL 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 excessive time lost in last 50m split	Wind up delivers fast 200/FL without excessive time lost in last 50m split, and 0.1sec lift during entry
	Gear Selection	N/A	Requires assistance to select gear	Can "correctly" select gear selection with external input, and provide feedback about gearing used	Can "correctly" self select gear for range of events with confidence even if external input is provided or sought
	Team Skills/Drafting (e.g. TP/TS Exchange, drafting, other bunch skills)	Doesn't understand physics of team skills to be able to maximize physical abilities	Exchange is inconsistent and inefficient; drafts poorly (e.g. too close/off); tracks wheel poorly	Fast but inefficient or inconsistent exchange; uses draft to high effect; tracks wheel well	Fast, smooth, efficient, & well timed exchange executed consistently; uses draft to high effect for energy saving (race appropriate)
	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 set up/attempt 3rd gear pass; not clare enough to opponent; ride off point affect line; unable to absorb bump; typically unable to pass in clare race	"Nearly Effective" passing skill (i.e. consistently execute 3rd gear pass, clare to opponent, without unintentional line change through ride off point; gain run from bank out of T4); inconsistently successful at passing opponent in clare race	"Highly Effective" passing skill (i.e. consistently execute 3rd gear pass, clare to opponent, without unintentional line change through ride off point; gain run from bank out of T4); consistently successful at passing opponent in clare race
	Vision Skills	Unable to ride 2 full laps without looking forward; Doesn't process information well while looking backward; completely unaware of anything happening behind	Able to ride 2 full laps without looking forward but line is unsafe; Doesn't process information well while looking backward; largely unaware of anything happening behind	Able to ride 2 full laps without looking forward while also being able to stay between black and red line >95% of the time (i.e. safe line); Processes information while looking backward	Able to think and execute tactically forward while being able to look backward and process information from opponent; rider safely while looking in any direction

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 implementation during racing - any of 7 factors	Timed Event Pacing (IP / TT / TP)	Has no/limited knowledge and demonstrates no ability towards correct, real world pacing	Has sufficient knowledge but does not execute correct, real world pacing	Knows and executes correct, real world pacing strategy	Knows and executes correct, real world pacing strategy for maximum effect for self and/or team
	General: Tactical Knowledge Expression	Unable or unwilling to express tactical ideas with coach	Unable or unwilling to express tactical ideas in a group, but will discuss with coach	Willing and able to express tactical ideas with coach and team	Has strong opinion about tactical ideas; willing to challenge to team and/or coach about tactical ideas; develops creative solutions about tactical
	General: Tactical Execution	Unable to execute thoughtfully strategically or tactically (i.e. actions are uncoordinated, thoughtless, and/or without prediction)	Executes thoughtfully, but commonly without prediction and therefore out of parition	Executes commonly with thought, from racing parition, with prediction of racing dynamic; but unable to convert from these paritions	Executes commonly with thought, from racing parition, with prediction of racing dynamic; and able to convert from these paritions in clear race situations
	General: Understands Cycling Physics	Action demonstrates limited understanding of physics of cycling (e.g. effect of speed, height, distance, acceleration, proximity, etc)	Action demonstrates an understanding of some of the concepts of the physics of cycling	Action demonstrates an understanding of a wide range of the physics of cycling but unable to create favorable paritions in racing	Action demonstrates an understanding of a wide range of the physics of cycling and able to create favorable paritions in racing
	General: Understands Basic Race Tactical Model (Sprint: KEI) (Endurance: KEI + SCR + PTS)	Action demonstrates understanding of model, race dynamic, or favorable paritions to get and defend (e.g. forward & low parition, control of bottleneck, etc)	Action demonstrates limited understanding of model, race dynamic, or favorable paritions to get and defend	Action demonstrates extensive understanding of model, race dynamic, or favorable paritions to get and defend, but unable to convert to race result	Action demonstrates extensive understanding of model, race dynamic, or favorable paritions to get and defend, and able to convert to race result
	Endurance: Elimination Model	Action demonstrates no understanding	Action demonstrates understanding, but commonly out of parition	Action demonstrates understanding, and commonly in parition but not	Action demonstrates understanding, and commonly in parition and able to
Sprint: Use of Speed, Height, Distance, Proximity	Athlete seems to have limited understanding of SHDP as it relates to controlling opponents or delivering race result	Action demonstrates rudimentary understanding of SHDP to control opponents or deliver race result	Action demonstrates thoughtful use of SHDP to run coordinated play with limited but relatively large mistakes (typically don't win elite bike races)	Action demonstrates thoughtful use of SHDP to run coordinated play with limited but rarely subtle mistakes (typically win elite bike races)	
Psychological		WAIS athlete selection and monitoring criteria (Score 1-4)			
Combination commitment, mental skills (mental)		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 appropriate risks in the pursuit of improvement 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			
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)			
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			