



Cross Country NWT

2020 Arctic Winter Games

Athlete and Coach Selection Policy

This policy sets out the process used by Cross Country NWT to select athletes and coaches for Team NWT at the 2020 Arctic Winter Games (AWG).

1. TEAM COMPOSITION

To be selected using this document:

1. Team of twenty-four (24) athletes to participate at the 2020 Arctic Winter Games in the following categories:
 - Junior Boy (four athletes)
 - Juvenile Boy (four athletes)
 - Midget Boy (four athletes)
 - Junior Girl (four athletes)
 - Juvenile Girl (four athletes)
 - Midget Girl (four athletes)
2. Coaching team comprising a Head Coach, an Assistant Coach and a Team Manager. The coaching team must include both male and female members. The roles and responsibilities of the Wax technician can be assigned to the Assistant Coach or the team Manager.

2. ELIGIBILITY

Athletes: To be eligible for selection, athletes must be:

- Born in 2002 or 2003 for selection as a Junior
- Born in 2004 or 2005 for selection as a Juvenile
- Born in 2006 or 2007 for selection as a Midget

(A Mini-Midget athlete, born in 2008, is eligible to participate in the Midget category.)

- A Canadian Citizen, Permanent Resident, or eligible for Canadian Citizenship and able to demonstrate active pursuit of such;

- A continuous resident of the Northwest Territories for at least six months prior to the Arctic Winter Games, and able to meet all other eligibility and residency criteria listed in section 2 of the Sport North 2020 Arctic Winter Games Team NWT Handbook. (Note: Athletes attending a school out-of-territory remain eligible to compete provided their permanent residence remains within the Northwest Territories);
- Members in good standing with Cross Country NWT;
- At least two calendar years removed from competing in a World Youth Championship;
- A signatory to the athlete Code of Conduct agreement provided by Sport North.

Once selected, athletes are expected to follow the training plan established by their coaching team. Athletes may also be expected to attend competitions taking place prior to the Games, as instructed by their coaching team.

Coaches: To be eligible for selection, coaches must be:

At minimum, the Head Coach must:

- Be certified at Competition Coach Introduction Advanced (Train to Train) or equivalent;
- Demonstrate strong skills as a ski coach;
- Demonstrate strong ski technique;
- Actively coach for a minimum of one year prior to selection; and
- Have previous race experience as a ski coach.

At minimum, the Assistant Coach must:

- Be certified at Competition Coach Introduction (Learn to Train) or equivalent;
- Demonstrate strong skills as a wax technician;
- Demonstrate good ski technique;
- Actively coach for a minimum of one year prior to selection; and
- Have previous race experience as a ski coach or athlete.

At minimum, the Team Manager must:

- Have completed the Community Coach workshop;
- Demonstrate the ability to ski;
- Possess some waxing experience or be willing to learn how to wax skis;
- Demonstrate skill in managing athletes who may have a wide range of skiing experience, ability, qualifications, knowledge, and skills; and
- Demonstrate strong organization and communication skills.

NOTE: The coaching team must have one member who is an experienced wax technician, this can be either the assistant coach or the team manager.

3. ATHLETE SELECTION PROCESS

All athletes hoping for selection to Team NWT must participate in Cross Country NWT's Territorial Trials.

Athletes who participate in Cross Country NWT's Territorial Trials:

- Must be a member in good standing of Cross Country NWT. Membership is obtained by joining a registered NWT ski club or a registered community or school program.
- Must compete in their designated age category.

Cross Country NWT will determine the race distances, techniques and format for Territorial Trials based on the Technical Package supplied by the AWG International Committee and the Territorial Trials host facilities. Territorial Trials ski races are run in accordance with Nordiq Canada (NC) rules and regulations.

Athletes are awarded points for their finishing position in each race:

1 st	5 points
2 nd	3 points
3 rd	2 points
4 th	1 point

The top four ranked athletes in each category, based on total points, shall be selected to attend the Arctic Winter Games.

The Cross Country NWT Athlete Selection Committee will designate alternate athletes in each category. The alternate athlete in each category is the next highest-ranked athlete after the selected athletes to meet all other criteria in this document.

Tie-breaking

In the event that two or more athletes are tied with the same number of points, best aggregate race times will be used to break the tie.

Venue

Territorial Trials shall be held in [TBD] on December 12-14, 2019.

Secondary selection process

In the event that temperatures at Territorial Trials reach -20C or lower, a secondary athlete selection process featuring fitness testing and ski technique evaluation shall be used.

The Cross Country NWT Athlete Selection Committee will select athletes based on the following:

- Indoor fitness testing with athletes ranked via a points-based system (1st – 5 points, 2nd – 3 points, 3rd – 2 points, 4th – 1 point) for their performance in a series of tests. The overall fitness test score for each athlete will be the sum of their points earned in each test
- Ski technique assessment during which members of the Athlete Selection Committee evaluates each athlete using the same points system as described above. An athlete’s final ski technique score will be the average of all scores received from committee members
- Overall fitness test score and ski technique score receive equal weighting in final athlete selection
- The Athlete Selection Committee may also, as part of the secondary selection process, consider the competitive record of an athlete during the prior 12 months

Vacancies

Where there is a vacancy in a category, the Athlete Selection Committee may, with appropriate consideration for the athlete’s maturity, fitness and skill level, select an alternate athlete (including from the immediately preceding age category, at the committee’s discretion) to fill the vacancy, provided that the athlete meets all selection criteria for that preceding age category. Vacancies are filled at the time of Territorial Trials.

4. ATHLETE SELECTION COMMITTEE

The Athlete Selection Committee consists of the two AWG coaches and one team manager as appointed by Cross Country NWT. The Athlete Selection Committee names its chairperson from within the group and is responsible for managing the selection of athletes to the Arctic Winter Games team, including monitoring of Territorial Trials and communication with all athletes.

The Athlete Selection Committee must be free from actual and perceived conflict of interest and, where a conflict of interest may exist, committee members must identify the conflict and excuse themselves from selection decisions.

Parents of athletes, or other individuals deemed by Cross Country NWT’s board to have special interest in the selection process, are not permitted to be members of the Coach Selection Committee or the Athlete Selection Committee. Cross Country NWT may appoint another individual to the Athlete Selection Committee to replace any individual with a conflict of interest.

5. REMOVAL FROM THE TEAM

A selected athlete may be removed from the team if the athlete:

- Loses their eligibility as outlined above
- Fails to remain a member in good standing with Cross Country NWT
- Fails to meet performance expectations
- Fails to train toward, or meet the physical standards expected by the Arctic Winter Games in the opinion of the coaching team
- Exhibits misconduct or conduct detrimental to the image of Cross Country NWT
- Is unable to perform due to injury, illness or other medical reasons as determined by Cross Country NWT in consultation with medical professionals
- Fails to meet expectations laid out in the Sport North Federation Event Discipline Procedure

The coaching team and/or Athlete Selection Committee may apply to the Cross Country NWT board to remove any athlete at any stage of the athlete selection process.

A written letter to the athlete from the Cross Country NWT board will communicate the reasons for deselection of an athlete or their removal from an earlier stage of the athlete selection process.

6. APPEALS

Appeals of selection decisions will be heard and decided in accordance with the Cross Country NWT Appeal Policy.

7. COACH SELECTION PROCESS

The Cross Country NWT board has the authority to select the coaching team for the Arctic Winter Games.

The board shall appoint from within Cross Country NWT's membership a Coach Selection Committee. The Coach Selection Committee must be free from actual and perceived conflict of interest. Where conflict of interest may exist, committee members must identify the conflict and excuse themselves from selection decisions. Parents of athletes, or other individuals deemed by Cross Country NWT to have special interest in the coach selection process, are not permitted to be members of the Coach Selection Committee.

The Coach Selection Committee shall select a Head Coach, an Assistant Coach and a Team Manager to attend the Arctic Winter Games. The Coach Selection Committee reserves the right to select coaches from outside the pool of applicants at its discretion.

The Coach Selection Committee reserves the right to remove a coach if, in its estimation, the coach is not sufficiently preparing the athletes for the Arctic Winter Games, or if the committee determines other legitimate reasons for removal exist. The decision of the Cross

Country NWT board in such matters is final and the board will communicate the reasons for removal to the coach in writing.

Coaching team members must submit a criminal record check completed in the previous 12 months to the Cross Country NWT board, and are required to sign a contract with Cross Country NWT outlining their role and responsibilities.

New - Arctic Winter Games Coaches must complete Making Ethical Decisions (MED).

Consideration will be given to applicants from all communities. The Coach Selection Committee will prioritize applications from well-qualified coaches with experience at ski races as an athlete or coach.

8. REPLACEMENT of ATHLETES or COACHES

Alternate athletes, as designated under Section 3, should be included in any training and competition(s) taking place prior to the Arctic Winter Games to ensure their preparation if called upon.

Alternate athletes may be selected if one or more of the originally selected athletes are removed prior to the Arctic Winter Games. The Athlete Selection Committee must be satisfied of the alternate athlete's continuing eligibility before naming the athlete to the team.

If the alternate athlete has not kept up their physical fitness, is unavailable or is uninterested, the Athlete Selection Committee may at its discretion approach other athletes who attended Territorial Trials to be named as alternates.

If a coach or team manager is unable to fulfill his or her their commitment, CCNWT will appoint a qualified individual to fill the position.