



Field Hockey BC Governance Policy and Procedure

FHBC Provincial Athlete Selection Policy and Protocol

Purpose

The purpose of this FHBC Provincial Athlete Selection Policy and Protocol document is to provide the transparency of purpose in the evaluation and selection of performance stream athletes at the Provincial Level. The document is intended to provide information on the stepped process towards the formal evaluation and selection of Athletes to the FHBC Team BC Program, as well as aspiring Athletes within the FHBC Regional Team Program.

FHBC Athlete Pathway Review

FHBC conducted a thorough Provincial Athlete Pathway review during the 2020-21 season. The FHBC Provincial Athlete Selection Policy and Protocol document reflects the decisions and associated structures from this pathway assessment and is subject to further review each season.

FHBC Athlete Evaluation and Selection

Following an annual Fall Planning and Review Window, FHBC will commit to a communications strategy informing the membership of the process and timeline for athlete evaluation and selection in the forthcoming calendar cycle.

There is a **Staged Process** to Athlete Evaluation and Selection (noting that athlete numbers will determine the number of stages required in any year):

Stage 1: Open Nomination by Coaches

To be eligible for the Stage 1 Provincial and Regional Program Evaluations, athletes must be nominated by a club, PSO, NSO, high school and/or private academy coach.

The nomination process remains open, in that any athlete that is nominated is invited to register for and attend the Evaluation.

Stage 1 Evaluations are held regionally to reduce travel costs and promote a more inclusive opportunity and dependent on numbers and availability of facilities are often camp based in structure.

NextGen athletes and CSI Provincial Targeted athletes are exempt from Stage 1 trials.

All athletes are evaluated through a scored metric aligned to the nationally recognized **Gold Medal Profile (GMP)**.

Athletes at Stage 1 Evaluations that score well on the **GMP** are invited to attend Stage 2 trials.

Stage 2: Targeted Athlete Invitations

Stage 2 Evaluations are an opportunity for the most highly ranked athletes to demonstrate their potential and be selected to an FHBC Provincial Team (Team BC) or a performance stream Regional Development Team (that would normally be targeted towards Tier 2 National Championship Competition).

FHC NextGen and CSI-FHBC Targeted Athletes are not required to attend Stage 1 Evaluations and will be invited to attend Stage 2 Evaluations. These identified and/or targeted NextGen/CSI Athletes will be joined at Stage 2 Evaluations by those top performing athletes from the Stage 1 Evaluations.

In the event of an excused absence from evaluations, an athlete's previous GMP score will be considered, either from a recent FHBC or FHC program or event.

Provincial Team Selection (Team BC – Tier 1 National Championship):

Team BC Provincial teams are selected immediately following the Stage 2 trials by FHBC appointed Evaluators (Selectors) and team Head Coaches.

Athlete selections are discussed by the Evaluation Team and are principally made based on the Athlete GMP score and rankings. However, athletes are also filtered by playing position to ensure productive team composition.

Selectors may also consider other tangible benefits to the team dynamic (that may be outside of the GMP rankings) **for the final two athlete selections per team**. This provides the Head Coaches in particular the opportunity to select an athlete with specialty skills or an X-factor that is not fully captured by their GMP score.

The number of teams selected for any given age group and/or gender will be based on the competitive depth of that cohort. While FHBC's goal is to have at least two Team BC Provincial teams per age group/gender, the Society can only do so if there is a sufficient number of athletes with the ability to perform at the assigned level.

Regional Team Selection (Tier 2 National Championship Competition):

Where appropriate, Regional Teams will be selected at a final evaluation that will include athletes from both Stage 1 and Stage 2 that were not selected to a Team BC Provincial team.

In the event that there are not enough athletes in a particular region to form a team, either no team will be formed, or athletes from across regions will be invited to form a combined Tier 2 Regional team.

The Regional Team Program is designed to provide a National Championship training and competitive opportunity with the desire to inspire Athletes to continue within Field Hockey Performance Programming either in aspiring to be selected to Team BC and/or in being talent identified for future FHC NextGen participation.

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This Policy and Protocol document will be reviewed and updated after each Annual Talent Identification, Selection, and Program Cycle.