

CYCLING  
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CANADA



## NATIONAL TEAM PERFORMANCE POOLS POLICY

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Reviewed by: Cycling Canada Athletes Council; Cycling Canada High Performance Committee*

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### 1. National Team Performance Pools

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The Cycling Canada National Team Performance Pools are used to prioritize the allocation of Performance Services, Research and Innovation (PSRI) support, and to determine who pays project fees.

PSRI support includes physiology, therapy, medical, nutritional, and mental performance consulting, and strength and conditioning coaching.

The underlying principle is that athletes with the strongest evidence of podium potential at upcoming Olympic or Paralympic Games, or elite world championships, should be given the highest priority of services.

There are three Performance Pools.

1. The **Podium Pool** is made up of athletes who have achieved or who are on the cusp of achieving podium results at the Olympics, Paralympics or elite world championship. These athletes are given the highest priority of performance services, which are allocated based on the needs identified in an Individual Performance Plan (IPP) created in collaboration between the National Coach, the athlete, and, if applicable, their personal coach. Podium athletes are exempt from project fees.
2. The **Core Pool** is made up of athletes whose performances indicate the potential of reaching the Olympic, Paralympic or elite world championship podium within the next 5-8 years. These athletes are given second-priority access to performance services based on the needs identified in the IPP developed in collaboration between the National Coach, the athlete and, if applicable, their personal coach. Core athletes must contribute to the cost of their programming through project fees.
3. The **Affiliate Pool** includes athletes who may be eligible for nomination to the Podium or Core Pools but do not wish to commit to a collaborative IPP with Cycling Canada, as well as other athletes selected to National Team Projects. These athletes receive performance services during National Team training camps and competitions only. Affiliate athletes must contribute to the cost of their programming through project fees.

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### 2. Pool Nomination Process

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Athletes who meet the criteria below by Oct. 31 in a given year are eligible for nomination to the National Team Performance Pools. Nominations will be made by selection panels made up of National Team Coaches, who will



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recommend eligible athletes to the Pools. Each nomination must be accompanied by performance rationale supporting performance projections, and a gap analysis.

Nominations are then reviewed by the Head Coach and High Performance Director and submitted to the High Performance Committee (HPC) for final approval. Athletes are informed of their Pool status late December or early January.

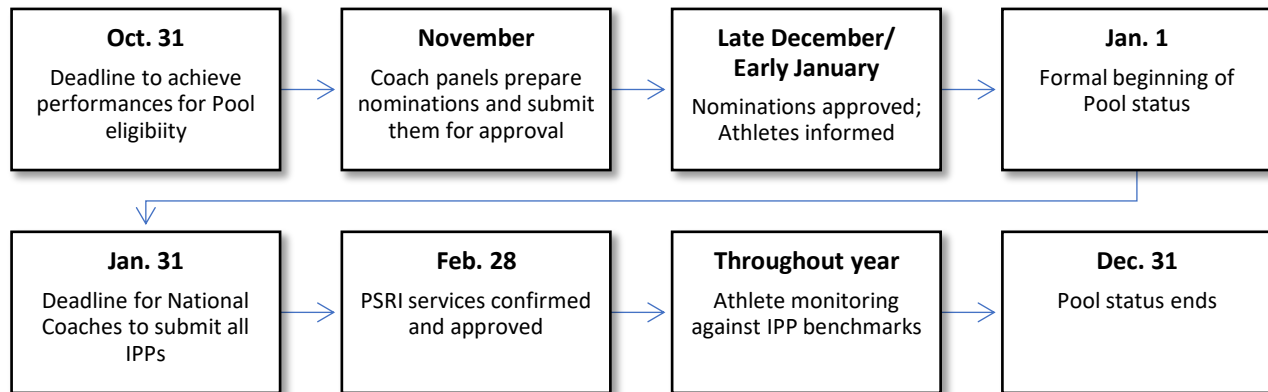
The formal starting date for the Performance Pools is Jan. 1 each year.

The Individual Performance Plan (IPP) is central to the relationship between the athlete, the National Coach and the PSRI team. The IPP will describe the athlete's individual performance benchmarks and PSRI services for the year. The National Coach will work with the athlete, PSRI team and, if applicable, the athlete's personal coach to prepare an IPP for that athlete. This must be submitted to the Head Coach and High Performance Director no later than Jan. 31. The IPPs will be reviewed, adjusted based on Cycling Canada's service delivery capacity, and approved no later than Feb. 28.

The size of the Podium and Core Pools is limited by coaching and PSRI capacity, with a maximum of 6-8 athletes per coach as a general guideline.

In exceptional circumstances an athlete may be nominated to a Performance Pool during the season. These nominations will be handled on a case-by-case basis and will depend on whether Cycling Canada has the capacity to provide additional support to that athlete.

Performance Pool nomination timeline:



### 2.1 Podium Pool

Athletes who have demonstrated the short-term potential to reach the podium at Elite World Championships, Olympics or Paralympics by achieving SR1 carding or equivalent (see Section 5) performances at Elite World Championships, Olympics or Paralympics **within the preceding 24 months**.

- Athletes achieving these performances are automatically eligible for nomination.
- Nominations are prepared by the lead National Coach for the relevant discipline and must be accompanied by rationale demonstrating performance progression.
- Nominations are reviewed and approved by the Head Coach, HPD and HPC.
- Podium Pool athletes receive first-priority, bespoke PSRI services based on a gap analysis:
  - PSRI services are defined in an individualized IPP created by National Coach in collaboration with the athlete and, if applicable, their personal coach;
  - The IPP must be approved by Head Coach and HPD; resources are then assigned accordingly;



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- The IPP is then signed by the athlete and National Coach (and, if applicable, the personal coach), who are jointly accountable for delivery;
  - The IPP is reviewed regularly by the athlete and coach/PSRI team.
- NOTE: Athletes may be nominated to the Podium Pool if they are part of a team event, even if they were not part of the team that achieved the specific result, with the appropriate performance rationale (eg. the Team Pursuit Podium Pool may include athletes who, based on coach panel assessment, made a positive and meaningful contribution to the team's performance in training or competition even if only four athletes achieved the actual result) .

### 2.2 Core Pool

Athletes who have demonstrated the long-term potential to reach the podium at Elite World Championships, Olympics or Paralympics within the next 5-8 years by achieving SR or D carding criteria or equivalent (see Section 5) performances **within the preceding 12 months**.

- Athletes achieving these performances are automatically eligible for nomination.
- Nominations are prepared by a coach panel and must be accompanied by rationale demonstrating performance progression.
- Nominations are reviewed and approved by the Head Coach, HPD and HPC.
- Core Athletes receive PSRI services based on gap analysis and Cycling Canada's capacity to deliver these services; this capacity may differ for athletes who are not based near one of Cycling Canada's daily training environments:
  - Certain athletes within the Core Pool may be prioritized over others based on performance potential and individual practitioner capacity;
  - PSRI services are defined in an individualized IPP created by the National Coach in collaboration with athlete and, if applicable, their personal coach;
  - The IPP must be approved by Head Coach and HPD; resources assigned accordingly;
  - The IPP is signed by the athlete and National Coach (and, if applicable, the personal coach), who are jointly accountable for delivery;
  - The IPP is reviewed regularly by the athlete/coach/PSRI team.
- NOTE: Athletes may be added to the Core Pool if they are part of a team event, even if they were not part of the team that achieved the specific result, with the appropriate performance rationale (eg. the Team Pursuit Podium Pool may include athletes who, based on coach panel assessment, made a positive and meaningful contribution to the team's performance in training or competition even if only four athletes achieved the actual result). Any such nomination must be accompanied by detailed supporting rationale and approved by the Head Coach, HPD and HPC.

### 2.3 Affiliate Pool

Athletes selected to national team training or competition projects, or athletes who are eligible for the Podium or Core Pools but are not nominated to those Pools, or who decline to have an agreed IPP in collaboration with a National Coach.

Athletes selected to Major Games or Elite, U23 or junior World Championships in the preceding 12 months, but who are not members of the Podium or Core Pools, are automatically listed in the published Affiliate Pool. Athletes selected to other National Team training or competition projects have the same status as Affiliate Pool athletes for the duration of the project but not part of the Pool.

This Pool may be updated from time to time throughout the year.

- Affiliate Pool athletes may receive services when they are on National Team competition projects or training camps. Depending on location and Cycling Canada's capacity these may include:



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- Therapy
- Mechanic services
- Medical consultations
- Nutritional consultations
- Mental performance consultations
- Strength and conditioning consultations

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### 3. Duration of Pool status

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An athlete retains their Pool status until Dec. 31 each year unless they are removed from the Pool (see Clause 5 below).

In certain cases pool status may be extended for a limited period past Dec. 31 to encompass targeted events (eg. Cyclo-Cross World Championships). This will be confirmed in writing.

Athletes must meet the performance criteria to be eligible for re-nomination to the Pool. However, illnesses, injuries or other exceptional circumstances may be taken into account for athletes not meeting the criteria for re-nomination. Any such nominations must be accompanied by supporting rationale and be approved by the Head Coach, HPD and HPC.

Athletes are automatically removed from the Pool on Dec. 31 if they have not been re-nominated for the following year or been given an extension as noted above.

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### 4. Education

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All athletes (Podium, Core, Affiliate) have access to Cycling Canada's educational modules. Please contact the relevant National Coach for details.

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### 5. Equivalent performances:

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The following performances are considered equivalent to carding performances (see Cycling Canada carding criteria for carding performances):

- Podium (equivalent to SR1):
  - Top 3 at elite worlds in non-Olympic/Paralympic disciplines
  - Other performances that can be demonstrated to be equivalent to an SR1 performance in an Olympic/Paralympic discipline. Any such nomination must be accompanied by detailed supporting rationale and must be approved by the Head Coach, HPD and HPC.
- Core (equivalent to SR):
  - Top 8 and top half at elite worlds in non-Olympic disciplines
  - Other performances that can be demonstrated to be equivalent to an SR performance in an Olympic/Paralympic discipline. Any such nomination must be accompanied by detailed supporting rationale and must be approved by the Head Coach, HPD and HPC.
- Core (equivalent to D):
  - Podium (top 3) at U23 or junior worlds in Olympic or in non-Olympic/Paralympic disciplines

The non-Olympic disciplines considered in this policy are:

- Cyclo-Cross
- BMX Freestyle Flatland
- Mountain Bike DHI



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- Mountain Bike XCC
- Track Scratch Race
- Track Elimination Race
- Track Points Race
- Track Individual Pursuit
- Track Time Trial
- Para scratch race
- Para omnium

Note: Team events that are not on the Olympic/Paralympic program (eg. Road Mixed Relay Team Time Trial; Mountain Bike Team Relay; Cyclo-Cross Team Relay, etc.) are not considered for Performance Pool nominations.

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### 6. Removal from a Pool

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Being part of a Performance Pool implies a collaboration with the National Team with the goal of meeting mutually agreed performance targets. The National Coach, PSRI team, the athlete and, if applicable, their personal coach are all accountable for their part in the process. In the event the targets are not met, the National Coach, athlete, the PSRI team and, if applicable, the personal coach will work together to understand why the targets were not met and find a solution.

An athlete may be removed from a Performance Pool in extreme circumstances which may include but are not limited to:

- The athlete retires
- The athlete is suspended for an anti-doping offence
- The athlete is in violation of the National Team Athlete Agreement
- The athlete does not meet the performance targets set out in the IPP
- The athlete fails to participate in scheduled IPP reviews

If an athlete and/or their personal coach have failed to meet their obligations as outlined in the National Team Agreement or IPP, the National Coach will communicate the failure and suggested remedy in writing, giving a reasonable amount of time to remedy the failure. If the failure is not remedied by the end of that period, the athlete may be removed from the Pool.

If the National Coach or PSRI team members have failed to meet their obligations as outlined in the National Team Agreement or IPP, the athlete should communicate the failure to the Head Coach and/or High Performance Director, who will work with the athlete to remedy the situation. More serious breaches of conduct should be addressed through the relevant Complaints and Safe Sport policies.

Any decision to remove an athlete from a Performance Pool must be reviewed and approved by the Head Coach, High Performance Director and High Performance Committee. The decision may be appealed using Cycling Canada's Appeals Policy.