



## NATIONAL TEAM PERFORMANCE POOLS POLICY

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### 1. National Team Performance Pools

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The National Team Performance Pools are used by Cycling Canada (CC) to prioritize the allocation of Performance Services, Research and Innovation (PSRI) support, and to determine which athletes pay project fees.

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

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.

This is done by nominating athletes to one of three Performance Pools:

1. The **Podium Pool**
2. The **Core Pool**
3. The **Development Pool**

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### 2. Pool Definitions

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#### 2.1 Podium Pool

The Podium Pool includes athletes who have demonstrated the short-term potential to reach the podium at Elite World Championships, Olympics or Paralympics by meeting the SR1 carding criteria (see CC AAP criteria) or equivalent performances (see Section 4 below) at Elite World Championships, Olympics or Paralympics.

- Athletes achieving these performances are automatically eligible for nomination.
- Podium Pool athletes receive first-priority, bespoke PSRI services based on a gap analysis:
  - All PSRI requests must be made through the National Coach;
  - PSRI services are defined in an Individualized Performance Plan (IPP) created by a National Coach in collaboration with the athlete and, if applicable, their personal coach;
  - The IPP must be approved by the Chief Sport Officer and DHPS, or delegates; resources are assigned accordingly;
  - 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 (e.g. 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



## NATIONAL TEAM PERFORMANCE POOLS POLICY

achieved the actual result). Any such nomination must be accompanied by detailed supporting rationale and approved by the CSO and DHPS or delegates.

### 2.2 Core Pool

The Core Pool includes athletes who have demonstrated the short-term potential to reach the podium at Elite World Championships, Olympics or Paralympics within the next 1-4 years by achieving SR carding criteria (see CC AAP criteria) or equivalent performances (see Section 4).

- Athletes achieving these performances are automatically eligible for nomination to the Core Pool.
- Additional athletes are nominated to the Core Pool based on an assessment by a National Coach that the athlete is progressing towards the Podium level within the next 1-4 years. These nominations must be accompanied by a performance rationale and approved by the CSO and DHPS or delegates, and the HPC.
- Core Athletes receive PSRI services based on gap analysis and CC's capacity to deliver these services. Services provided will be at a lower priority to that of athletes in the Podium Pool. The capacity may differ for athletes who are not based near one of CC's daily training environments:
  - All PSRI requests must be made through the National Coach;
  - 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 CSO and DHPS or delegates; resources are 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 (e.g. the Team Pursuit Core 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 CSO and DHPS or delegates.

### 2.3 Development Pool

The Development Pool includes 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 D carding criteria (see CC AAP criteria) or equivalent performances (see Section 4).

- Athletes achieving these performances are automatically eligible for nomination to the Development Pool.
- Additional athletes are nominated to the Development Pool based on an assessment by a National Coach that the athlete is progressing towards the Podium level within the next 5-8 years. These nominations must be accompanied by a performance rationale and approved by the CSO and DHPS or delegates, and the HPC.
- Development Athletes receive PSRI services based on gap analysis and CC's capacity to deliver these services. Services provided will be at a lower priority to that of athletes in the Podium Pool and Core Pool. The capacity may differ for athletes who are not based near one of CC's daily training environments:
  - All PSRI requests must be made through the National Coach;
  - Certain athletes within the Development 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 CSO and DHPS or delegates; resources are 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.



## NATIONAL TEAM PERFORMANCE POOLS POLICY

- NOTE: Athletes may be added to the Development 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 (e.g. the Team Pursuit Development 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 CSO and DHPS or delegates.

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### 3. Pool Nomination Process

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Athletes who meet the criteria below are eligible for nomination to the National Team Performance Pools. Nominations will be made by the National Team Coach Panels, who will recommend eligible athletes to the Pools. Each discretionary nomination must be accompanied by rationale supporting performance projections and a gap analysis.

Nominations are then reviewed by the Chief Sport Officer (CSO) and Director of High Performance Services (DHPS), or delegates, and submitted to the High Performance Committee (HPC) for final approval. Athletes are informed of their Pool status either when they are nominated or removed from a Pool.

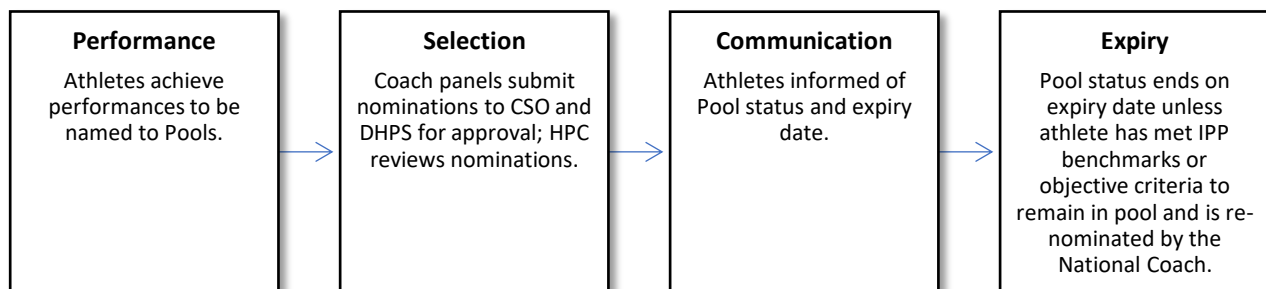
The Performance Pools will be updated after the following World Championships:

- Cyclo-Cross World Championships
- BMX Race World Championships
- Junior Track World Championships
- Mountain Bike XCO and DH World Championships
- Road World Championships
- Elite Track World Championships
- Urban World Championships (BMX Freestyle)

The Performance Pools will also be updated after the Olympic and Paralympic Games.

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

#### Performance Pool nomination process:



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### 4. Equivalent performances:

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In addition to the performances described in the CC carding criteria, athletes achieving the following performances are eligible for Pool nominations:

- Podium Pool (performances equivalent to SR1 cards):
  - Top 3 at elite worlds in non-Olympic/Paralympic disciplines\*



## NATIONAL TEAM PERFORMANCE POOLS POLICY

- 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 CSO and DHPS, or delegates.
- Core Pool (performances equivalent to SR cards):
  - Top 8 and top half at elite worlds in non-Olympic/Paralympic disciplines\*
  - Other performances that can be demonstrated to be equivalent to a SR performance in an Olympic/Paralympic discipline. Any such nomination must be accompanied by detailed supporting rationale and must be approved by the CSO and DHPS, or delegates.
- Development Pool (performances equivalent to D):
  - Top 16 and top half at elite worlds in non-Olympic/Paralympic disciplines\*
  - Top 16 and top half at U23 worlds in non-Olympic/Paralympic disciplines\*
  - Top 5 and top half at junior worlds in non-Olympic /Paralympic disciplines\*
  - Other performances that can be demonstrated to be equivalent to a D performance in an Olympic/Paralympic discipline. Any such nomination must be accompanied by detailed supporting rationale and must be approved by the CSO and DHPS, or delegates.

\* The non-Olympic/Paralympic disciplines considered in this policy are:

- Cyclo-Cross
- BMX Freestyle Flatland
- Mountain Bike DHI
- Mountain Bike XCC
- Track Scratch Race
- Track Elimination Race
- Track Points Race
- Track Individual Pursuit
- Track Time Trial
- Para-Cycling Scratch Race
- Para-Cycling Omnium

Other results may be considered case-by-case.

Note: Team events that are not on the Olympic/Paralympic program (e.g. 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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### 5. Duration of Pool status

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Athletes named to the Performance Pools retain their status until Dec. 31 the year following their nomination to the Pool.

Athletes must meet the Pool criteria or the benchmarks specified in their IPP to be eligible for re-nomination to the Pool. However, health-related circumstances, pregnancy or other exceptional circumstances may be considered for athletes not meeting the criteria for re-nomination. Any such nominations must be accompanied by supporting rationale from a National Coach and be approved by the CSO and DHPS, or delegates.

In Olympic/Paralympic Games years, the Podium Pool in the Olympic and Paralympic disciplines is reset immediately after the Games, with athletes meeting the Podium Pool criteria at Games added to the Podium Pool and all other athletes removed.



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### 6. Removal from a Pool

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An athlete may be removed from a Performance Pool prior to their status expiring in circumstances which may include but are not limited to:

- The athlete retiring
- The athlete being suspended for an anti-doping offence
- The athlete being in violation of the National Team Athlete Agreement
- The athlete failing to meet performance targets set out in the IPP
- The athlete failing to participate in scheduled IPP reviews

If an athlete and/or their personal coach fail to collaborate as outlined in the 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 athlete finds that 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 CSO and/or DHPS, who will work with the athlete to remedy the situation.

More serious breaches of conduct by any party should be addressed through the relevant Complaints and Safe Sport policies.

Any decision to remove an athlete from a Performance Pool prior to their status expiring must be reviewed and approved by the CSO, DHPS and HPC. The decision may be appealed using CC's Appeals Policy.