



ATHLETE ASSISTANCE PROGRAM

PROCESS, ELIGIBILITY AND CRITERIA FOR NOMINATION

1) INTRODUCTION

Each carding cycle, Sport Canada provides the equivalent of:

- 40 cards at the Senior card level
- They can be designated as SR1, SR2, SR, C1 or D by the NSO

to Hockey Canada's Women's High Performance Program. The 2010-11 carding cycle is from July 1, 2010 to June 30, 2011.

2) DECISION MAKING PROCESS

- Each season Hockey Canada will conduct evaluations of players during games with their in-season team, at Regional and/or National Championships, at Team Canada (NWT/U22/U18) practices, inter-squad games, exhibition games and games against international opponents.
- At the completion of each season Hockey Canada will establish a Preliminary National Depth Chart which will include, but not be limited to
 - i. all active players who attended a National Women's Team, National Under 22 Team and/or U18 on or off ice camp during the season
 - ii. all active players who attended a National Women's Team, National Under 22 Team and/or U18 event during the season
 - iii. previously unranked players who were evaluated during the season
- Once the preliminary depth chart is established, Hockey Canada, in its sole discretion, will determine the dates by which it will nominate athletes for SR1, SR2, SR, C1 to Sport Canada.
- For the 2010-11 carding cycle, nominations for carding at all levels will be made on October 8, 2010 following the completion of the fall selection camps (you may want to put the specific dates.) Nominations will be retro-active to the beginning of the 2010-11 carding cycle.
- Hockey Canada may choose to make a preliminary recommendation of athletes for the upcoming AAP carding cycle. The preliminary AAP recommendations will be based on the Hockey Canada's Preliminary Depth Chart at the end of the season.
- Hockey Canada will make a final recommendation following an evaluation athletes' summer training as well as the development of a Final Depth Chart based on the evaluation of athletes at the U18 & U22 summer camps/events, as well as the September Senior National Team Camp/Event.
- The Director - Female Hockey, in cooperation with the National Senior, Under 22 and Under 18 Head Coaches makes final recommendations on nominations.

3) SENIOR CARD ELIGIBILITY

3.1 Sport Canada International Eligibility Criteria: (SR1/SR2 cards)

Athletes who are selected and play on teams that achieve top 8 and top 1/2 at World Championships or Olympic games are eligible for a carding nomination at the SR1 and SR2 levels providing that a training and competitive hockey program approved by the Hockey Canada and Sport Canada is maintained throughout the summer (May-August) and hockey (September-April) seasons and that the Athlete Agreement has been signed

Senior Cards earned through results in Olympic Games or World Championships will be valid for a period of two years, providing that the athlete is nominated for the second year by Hockey Canada and a training and competitive hockey program approved by Hockey Canada and Sport Canada is maintained throughout the summer (May-August) and hockey (September-April) seasons and that the Athlete Agreement has been signed

3.2 Hockey Canada's National Senior Card Eligibility Criteria: (SR Cards)

Athletes who meet any of the criteria below are eligible for a SR card nomination providing that a training and competitive hockey program approved by Hockey Canada and Sport Canada is maintained throughout the summer (May-August) and hockey (September-April) seasons and that the Athlete Agreement has been signed

- Are selected to the World Championship Team or Olympic Team as an alternate at their position and they attend the event
- Are selected to the Centralized Team for the Olympic season but do not meet the criteria for a SR1 or SR 2 cards, provided they participate in pre-centralization events and relocate as required by the start date of the centralization program
- Centralized Team athletes who are not selected to the Olympic Team will be eligible for one carding cycle following the Olympic Carding cycle/Centralized season if they are not eligible for an SR2 card

3.2.1 Probationary Period for Senior Cards

A probationary card has been established for the first year an athlete is nominated for a SR Card. Athletes will be funded at the Development level in the first year they meet the national criteria for Senior Card even if they have previously been carded at the Development level. These cards are designated as C-1 Cards.

4) DEVELOPMENT CARDS ELIGIBILITY

4.1 Development Cards (D Cards)

Athletes who meet criteria a) as well as either criteria b) or c) are eligible for a D card nomination providing that a training and competitive hockey program approved by the Hockey Canada and Sport Canada is maintained throughout the hockey season (September-April) and the Athlete Agreement has been signed

- a) U18, U22, Senior Athletes who are involved in competition and training programs under the auspices of the Hockey Canada for significant time periods during the summer months of May-June-July-August. Depending on the intensity and duration of the program, Development Card support will vary. It may include monthly stipends, tuition support or a combination thereof. The duration and intensity of team camps/events will determine whether athletes receive monthly stipends only or monthly stipends plus tuition support, as well as the number of months per year for which such support will be provided.

- b) U18 & U22 eligible Athletes that are named to the National Under 18 Team or Under 22 Team in August of the carding cycle

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- c) Senior aged athletes that attend the Senior National Team Program fall camp/event

4.2 Number of years an athlete can be carded at the Development Level

- While eligible for the Under 18 Program (15-17), Under 22 Program (18-21), there will be no limitation of the number of years an athlete will be eligible at the Development Card Level (years during which an athlete can be involved with the Under 18 and/or 22 Program);
- Once an athlete is no longer age eligible for the Under 22 Program, they can be carded at the Development Card level for a period of five (5) years (years where an athlete is no longer eligible for the Under 22 program)
- After being carded at the Senior level, an athlete can be carded at the Development Card level, only (1) one time in her career, for a period of two (2) years.

5) HOCKEY CANADA SR1, SR2, SR, D CARDS NOMINATION CRITERIA

Because there are a limited number cards available, nominations for athletes that meet the eligibility criteria for SR1, SR2, SR and D cards will be based on criteria a) and a combination of criteria b), c) and d)

- a) A player's position in the National Depth Chart
- b) The potential of an athlete to compete in the Olympic games. This assessment will be based on the year in the quadrennial (e.g. number of years to the next Olympic games), an assessment of the improvement demonstrated by the athlete in the past season, the position in the depth chart compared to the previous season and their demonstrated commitment to training on and off-ice.
- c) The potential of an athlete to be named to a World Championship Team.
- d) The potential of an athlete to be named to a U18 World Championship Team.

6) HOCKEY CANADA DEPTH CHART DEVELOPMENT & CRITERIA

- Following the completion of the hockey season (April), the Director of Female Hockey, in cooperation with the Senior, Under 22 and Under 18 Head Coaches (or designates) and the Head Scout (or designate) will establish a Preliminary National Depth Chart, by position, of every player involved in the National Women's High Performance Program during the season. This will be the starting point for invitations to camps and summer training groups for the upcoming season. Included in this depth chart will be non-National Women's High Performance Program players evaluated over the course of the season. If Hockey Canada choose to submit a preliminary recommendation to Sport Canada for AAP, this depth chart will be used.
- Prior to submitting the final nominations for carding to Sport Canada a Final Depth Chart will be developed and will include evaluation of athletes' summer training, from the U18 & U22 competitions as well as the Senior Program Fall camp/event.
- Ranking in the National Women's High Performance Program Depth Chart will be based on.
 - Individual technical/tactical evaluation (see appendix 1)
 - Individual intangible and attitude evaluation in a team environment (see appendix 2)
 - Individual performance in a team environment. A 1 to 5 scale (see appendix 3) will be used to evaluate individual performance in a team environment
 - Individual technical/tactical evaluation and Individual performance in a team environment occurs during games with a player's in-season team, at Regional and/or National Championships, at Team Canada (NWT/U22/U18) practices, inter-squad games, exhibition games and games against international opponents.
 - Intangible skills and attitude evaluation in a team environment occurs during games with a player's in-season team, at Regional and/or National Championships, at Team Canada (NWT/U22/U18) camps/events, practices, inter-squad games, exhibition games and games against international opponents.

7) CARDING MINIMUM STANDARDS

To be eligible to receive full funding at all carding levels (12 months of living and training allowance plus tuition where applicable), the following minimum standards must be in place:

- A National Team program (U-22 Program & U18 applies) of a minimum duration of sixty (60) days. This minimum duration includes:
 1. National Women's Team Events and Camps (U-22 Program & U18 applies)
 2. Athletes must be doing year-round intensive training programs that are supervised or monitored by the a designated coach from the Women's High Performance Program (or designate), the National Women's Team Program Strength & Conditioning Coach (or designate), and the National Women's Team Program Physiologist (or designate).

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8) HOCKEY CANADA CARDED ATHLETE REQUIREMENTS

In order to receive and maintain their AAP support, carded athletes must:

- Attend all scheduled activities they are invited to participate in (e.g. once invited an athlete must attend any camps, events, or training sessions);
- Follow year-round intensive training programs that are provided to the athlete by Hockey Canada;
- Submit their training logs as prescribed by the program established by the Hockey Canada (e.g. training logs must be submitted to Hockey Canada).
- Perform fitness testing as prescribed by the program established by the Hockey Canada;

Notwithstanding Sport Canada policy for special situations described in section 8, if a carded athlete does not submit training or monitoring report (within 10 days of the scheduled deadline) or fails to perform a fitness test, then the following process will be followed:

- 1st occurrence - written notification advising the athlete that they must comply with the requirement to retain their carding status. They will have 7 days to comply.
- 2nd occurrence – Director, Female Hockey will recommend to Sport Canada an immediate withdrawal of the athlete's carding. Athletes will be removed from the Hockey Canada Depth Chart and will not be considered for further Hockey Canada National, Under 22 & Under 18 Program activities

Hockey Canada will implement and facilitate a monitoring plan for each athlete that will allow an evaluation of each athlete's individual training plan, provide feedback and measure progress accomplished by the athlete.

9) Illness and injury (Taken from the Sport Canada Document: Section 9 of the Athlete Assistance Program: Policies, Procedures and Guidelines)

9.1 Policy

There must be arrangements in place for handling illness, injury or pregnancy.

The AAP has been carefully designed to handle exceptions to “normal” training and competition. AAP policy covers the following special situations related to illness, injury or pregnancy:

- Short-term curtailment of training and competition for health-related reasons;
- Long-term curtailment of training and competition for health-related reasons;
- Failure to meet renewal criteria for health-related reasons; and
- Voluntary withdrawal from carded-athlete training and competition for health-related reasons.

9.2 Procedures

Short-term Curtailment of Training and Competition for Health-related Reasons

Health-related circumstances that limit training and competition for relatively short periods (i.e., less than four months) are a matter strictly between the NSO and the athlete and do not fall under AAP policy.

Long-term Curtailment of Training and Competition for Health-related Reasons

Carded athletes who are unable to maintain full training and competition commitments for longer than four months because of injury, illness or pregnancy will continue to receive 100% of the AAP financial support to which they would otherwise be entitled, provided the following conditions are met:

- The athlete undertakes in writing to train or rehabilitate or both under the supervision of the NSO (or its designate) 1) for the period of time for which the athlete is unable to fulfil the training and competition commitments that are part of the normal Athlete/NSO Agreement and 2) at a level that minimizes risk to the athlete’s personal health and ensures optimal return to full training and competition at the earliest possible date.
- The athlete signifies in writing his or her intention to return to full high performance training and competition at the earliest date possible following the illness, injury or pregnancy.
- Injured or ill athletes provide a positive prognosis from an NSO team physician or equivalent for their return to training and competition at the carded-athlete level in their sport within 8 to 12 months.

Failure to Meet Renewal Criteria for Health-related Reasons

At the end of a carding cycle during which an athlete has, for strictly health-related reasons, not achieved the standards required for the renewal of carded status, he or she may be considered for renomination for the upcoming carding period under the following conditions, provided the NSO has a method to rank and card injured, ill or pregnant athletes:

- The athlete has fulfilled all reasonable training and rehabilitation requirements aimed at a speedy return to full high performance training and competition during the period of his or her injury, illness or pregnancy.
- In the view of the NSO, the athlete’s failure to attain the applicable carding standards is strictly related to the injury, illness or pregnancy.
- The NSO, based on its technical judgement and that of an NSO team physician or equivalent, indicates in writing the expectation that the athlete will achieve at least the minimum standards required for carding during the upcoming carding period.
- The athlete has demonstrated and continues to demonstrate his or her long-term commitment to high performance training and competition goals, as well as his or her intention to pursue full high performance training and competition throughout the carding period for which he or she wishes to be renewed despite not having met the carding criteria.

Voluntary Withdrawal from Carded-Athlete Training and Competition for Health-related Reasons

If an athlete wants, for reasons related to injury, illness or pregnancy, to voluntarily withdraw temporarily or permanently from normal carded-athlete training and competition requirements, the usual procedures for voluntary withdrawal from the AAP apply. The athlete will no longer be eligible for the monthly living and training allowance but will be eligible, if qualified, for deferred tuition support or special-needs assistance.

Appendix 1

INDIVIDUAL TECHNICAL/TACTICAL PLAYERS EVALUATION

All of the traits are based on a scale of 1 – 5.

1 = poor 2 = weak 3 = average 4 = above average 5 = excellent

This evaluation is in comparison to the top players on the NWT who compete successfully at the international level

Skating: Can they skate at the **international level?**

Can they skate the game – timing, support?
Quickness, agility, acceleration, speed (in open ice)
Power and strength on skates

Individual Puck Skills:

Are they a threat with the puck? Do they challenge people 1 vs. 1?
Puck Handling: moves, protection, control - can they do all of this with speed?
Passing: accuracy, variety, reception – can they do all of this with speed?
Shooting: accuracy, variety, strength & power, touch around the net – can they do all of this with speed?
Are they a goal scorer?

Team Puck Skills:

Are they a threat with and without the puck?
Vision: seeing the ice, seeing the options, creating options, playmaker, support, timing, anticipation
Puck Control: playing a control game, risk vs. reward, creativity, courage with the puck

Offensive Team Play:

Do they anticipate and support the play? On the forecheck? Breaking out? On the attack?
Read & react – positioning, timing, are they a factor without the puck?
Puck control: do they work to keep control of the puck through intelligent puck possession and movement
Are they able to play within the team system in all three zones?

Defensive Team Play:

Can they read the rush – do they understand who to cover coming back into their defensive zone?
Can they play in their defensive zone? Are they defensively responsible?
Do they provide defensive support?
Angling, steering, effective use of stick, ability to defend 1 vs. 1
Ability to play the transition game both ways
Are they able to play within the team system in all three zones?

Physical Play:

Will their physical abilities allow them to compete at the **international level?**
Size & strength, ability to play when the game is physical
Fitness level: are they an athlete? Does their performance remain consistent over the course of a game, over a couple of games?

Intangibles:

Do they **COMPETE**? Do they play with intensity? Do they have an unquestionable work ethic – both on and off the ice?
Do they have emotional control –not easily frustrated? Do they perform under pressure?
Will they do whatever it takes –extra effort, determination, blocking shots?
Do they do all of this within the rules, with class, with respect?

Appendix 1

INDIVIDUAL TECHNICAL/TACTICAL EVALUATION CRITERIA GOALTENDERS

Skating / Agility	1 2 3 4 5
(balance, coordination, strength, speed and quickness, shuffle, lateral post to post movement, recovery, use of feet)	
Angle Play	1 2 3 4 5
(challenges at appropriate times, square to shooter, awareness of position of net, telescoping)	
Puck Control	1 2 3 4 5
(ability to clear puck effectively, stop the rim, set up for defence, strong, accurate, well timed passes to team mates)	
Rebound Control/Saves	1 2 3 4 5
(blocker, gloves, legs, feet, poke check, save selection)	
Read & React	1 2 3 4 5
(ability to read attack, aware of depth of attack, slow or stop the play)	
Communication	1 2 3 4 5
(talk with forwards and defence, appropriate verbal calls/commands)	
Physical	1 2 3 4 5
(stamina, strength, flexibility, quickness, play back to back games)	
Attitude/Coachability	1 2 3 4 5
(listens well to instructions, attempts to execute to best of ability, respectful, responsive, asks questions, interested in learning and improving, initiates versus reacts to coaching directives, follows up on coaching directives on own-independence)	
Intangibles	1 2 3 4 5
(concentration, focus, intensity, discipline, courage, emotional control, mental toughness, internal drive, supportive and constructive with team mates, mental preparation, attitude-team oriented, positive, enthusiastic, leadership, demonstrated confidence)	
Consistency	1 2 3 4 5
(ability to rebound from bad goal or game, play on the road)	

Do they demonstrate on a consistent basis the ability to:

- | | | | |
|----|---|-----|----|
| a) | win a game – i.e. stop the puck with a confidence that gives teammates confidence, allowing for poise and composure in the defensive end | YES | NO |
| b) | keep their team in the game long enough to give them a chance to win - i.e. making saves at the right time | YES | NO |
| c) | steal a game (a steal is a win in which the team is outshot by at least 10 and the goalie has a save % greater than 90).
eg. You win 3-2 although you're out shot 36-22. | YES | NO |
| d) | demonstrated success in shootout situations | YES | NO |

Appendix 2

Intangibles & Attitudes

General Traits

Attitude for gratitude – use of please and thank you, finds solutions vs. making excuses, accountable – takes responsibility for actions, aware of surroundings – cleans up after self, recognizes help is needed and assists accordingly, type of person you enjoy being around, sense of humor, pays attention to details, lives in the “moment” and appreciates/makes the most of the opportunities afforded her, eliminates the I want it and I want it now attitude from her personality

Communication

Asks questions when unsure, looks you in the eye when talking with you, is able to carry on a general conversation when engaged, engages others to talk, in a group will try to involve everyone and not become the “look at me” person, communicates in a regular tone not a loud voice that again invites the “look at me” situation, able to communicate for themselves not through parents, friends, coaches or gossip

Competitiveness/Determination/Drive/Intensity

Constant desire to excel in all situations, never gives up, fire in her eyes, size of heart, competes at everything all of the time, consistent commitment to excellence, plays hard within the rules, is willing to take risks, but enjoys herself, is there because SHE wants to be

Work Ethic

Consistently strong work ethic in all activities, works hard when no one is watching, hustles, does not cut corners, does not look for an easy way out, challenges herself, works outside her comfort zone, aggressive but composed, works hard but has fun

Coachability

Listens to instructions, receives feedback openly, seeks clarity and executes a change of behavior to the best of their ability, personally responsible for own performance, asks questions, admits errors, responds constructively to obstacle/challenges, respects coaching decisions publicly - understands how to question decisions privately, recognizes the importance of the small detail and how it can be the difference between reaching your goal or not

Mental Toughness

Not easily discouraged, rebounds from errors/poor performance, performs well under pressure, good emotional control-uses emotions in a constructive, positive manner, consistency of “toughness”, ability to remain focused on the task at hand, not easily distracted, takes responsibility for their own confidence

Discipline

Respects deadlines (i.e. being on time, replying to a request), controls temper, consistent support of team expectations & guidelines, sticks to the plan, recognizes the importance of proper treatment of injuries and follows guidance given, nutrition, rest, makes good decisions which support their priorities, is not a “high maintenance” person

Reliable Team Player

Displays selflessness, puts team before self, remains positive, will accept & execute role, helps teammates understand directions, supportive and constructive with teammates, sportsmanship, balanced ego, a “real” person, is not a distraction to the team

Leadership

Leads by example, encourages others, respected by teammates, mature, displays an “in charge” attitude, enthusiastic, recognizes that “cliques” within a team are detrimental to team performance and works hard to get to know everyone, is good at making everyone feeling included, values all in a group

Appendix 3
1-5 Evaluation Scale

5

An excellent elite-level performance. Player executes effectively at position and within role on team. Clearly outperforms counterparts at same position on opposing team. This player had a lasting dominant effect throughout the game. Player can definitely play and impact at the NWT international Level.

4

An above average performance. Good plays and decisions clearly outnumber poor ones. Factors not allowing performance to be (5) might include: playing time lost to game circumstances; slight skill deficiency compared to a (5); slight inconsistency in terms of effort, grittiness, lapse in discipline or emotional control as examples. Player can definitely play at this level with the only limitation being depth at a similar position.

3

An average performance, requires more observation. Player made their share of mistakes/poor decisions, but they were countered by an equal number of good plays/decisions. Factors within the game may have inhibited achieving a satisfactory evaluation on this player. Player warrants consideration as a candidate for this level.

2

A below average performance. Bad plays/decisions outnumber good ones. Player may have lacked effort and hustle and made errors costly to the team. Attitude, behaviors and performance questionable. Physical and mental components were deficient and below average. This player shows some potential but has definite limitations which would not allow them to play at this level.

1

Unacceptable performance. Well below acceptable standards. Not approaching level of contribution required or expected. Significant, blatant deficiencies in all areas. "The potential to play and contribute consistently at this level is questionable"