



2015 PAN AMERICAN GAMES

2015 WOMEN'S NATIONAL TEAM SELECTION PROCESS

SECTION 1 – PURPOSE

The 2015 Senior Women's National Team Program will compete in the 2015 Pan American Games. The purpose of this document is to set out the process that will be used by Softball Canada to select athletes to the 2015 Pan American Games team. This process will also be used to identify athletes eligible to be nominated for 2015-2016 carding (Athlete Assistance Program).

This selection process has three objectives:

1. Select eligible athletes to an Athlete Pool. Athletes in the Pool are those identified by Softball Canada as having demonstrated potential to earn a position on a current or future national team. At any given time, the Athlete Pool represents a 'snapshot' of Canadian talent in women's softball.
2. From the Pool, select the best possible Teams for specific events. While some objective criteria will be used to select Teams, it is also recognized that there is a significant subjective element. Subjective elements include such factors as previous and current performance, experience, positional requirements, leadership qualities and team cohesion.
3. This selection process also forms the basis for nomination of athletes for Sport Canada's Athlete Assistance Program (carding).

SECTION 2 – ELIGIBILITY

An athlete is eligible for selection to the Athlete Pool so long as they are: (1) in good standing with Softball Canada, and (2) a Canadian Citizen holding a Canadian passport valid up to 6 months after the 2015 Pan American Games (January 26th, 2016) or a person eligible for Canadian Citizenship who is actively pursuing Citizenship.

To be eligible to be selected to a National Team, the athlete must: (1) meet any age requirements and (2) meet any citizenship requirements stipulated by the organizers of the event at which the Team will be competing. Athletes pursuing Citizenship must be a Canadian citizen by December 10th, 2014 or in the process of getting Canadian Citizenship.

Once selected to the Athlete Pool or to a National Team, all athletes will be expected to be training towards, or to meet the physical standards outlined in Appendix B. These standards on their own will not be used to include or exclude an athlete from consideration for the Pool or a Team, but they will be used by Softball Canada to measure and monitor an athlete's training, progress and preparation.

SECTION 3 – AUTHORITY FOR SELECTION

The Board of Directors has delegated authority for all decision making under this policy to the Head Coach.

The Head Coach has final authority for all selection decisions, including selecting athletes to the Athlete Pool, adding additional athletes to the Athlete Pool, selecting National Team from the Athlete Pool, removing athletes from the Athlete Pool or from a National Team, and selecting replacement athletes to a National Team where applicable. In making selection decisions, the Head Coach will consult with the Manager - Women's National Teams (WNT), and with coaching staff, defined for the purposes of this document to include assistant coaches, scouts and evaluators as designated by Softball Canada.

SECTION 4 – ATHLETE SELECTION PROCESS

Athlete Pool Selection

The Women's National Team will hold one off-season selection camp in December 2014/January 2015 in preparation for the 2015 Pan American Games. Up to 26 athletes named to the 2015 Women's National Team athlete pool will receive personal invitations to attend the selection camp. All remaining athletes will continue to be a part of the Women's National Team pool and will be eligible for consideration as well. In addition to the selection camp, the coaching staff will monitor those athletes competing in college/university. The selection of the pool will be based on:

- Previous and current performance
- Experience
- Positional requirements
- Present and projected development and/or improvement
- Leadership/Contribution to team chemistry
- Availability for competition and training

AAP Nominations

The Athlete Assistance Program (AAP) carding cycle for Softball Canada begins June 1st and ends May 31st of the following year. The initial group of athletes nominated for carding will be identified on or before May 29th, 2015. Additional athletes may be nominated for carding based on the discretion of the Head Coach by October 31, 2015. The number of athletes nominated will depend on the allotment of cards by Sport Canada. Any athlete nominated for carding must meet the eligibility requirements of the Sport Canada Athlete Assistance Program.

National Team Selection

Athletes from the Athlete Pool will be selected to the National Team, with the goal being to put together the best possible team for any particular event. Factors that will be considered in this selection include physical and technical aspects of the game, as well as team dynamics.

These factors, which will be assigned weight by the Head Coach, as he or she deems appropriate for the decision making process, include:

- Previous and current performance
- Experience
- Positional requirements (primary and backup)
- Present and projected development and/or improvement
- Leadership/Contribution to team chemistry
- Availability for competition and training
- The depth chart, as developed from the evaluation criteria in Appendix A

It is understood that in making selections to create the best possible Team, it is possible that the best individual athletes may not be selected. It is at the discretion of the Head Coach to name an athlete to a National Team even though that athlete may not have participated in selection camps or other National Team events.

The timelines that will be followed in selecting the Athlete Pool and selecting athletes for the 2015 Pan American Games Team are as follows. Note that specific events, dates and times may be subject to change.

- October 1st, 2014 – The Head Coach will identify the initial pool of athletes invited to the selection camp. The Head Coach may add to the pool at any time.
- December 2014/January 2015 – A selection/carding camp will be held (location and exact dates, TBA)
- On or before May 29th, 2015 – The Head Coach will identify the initial list of athletes to be nominated for AAP
- On or before May 29th, 2015 - The Head Coach will select athletes to participate in various events, including the U.S. World Cup (dates TBA), the Canadian Open (dates TBA) and the 2015 Pan American Games (July 14-26, 2015). Players may be selected to the team in stages, before that date, at the discretion of the Head Coach.
- On or before June 3, 2015 – Nominate the list of athletes, alternate athletes and team officials to the COC Team Selection Committee. The COC Team Selection Committee will review and approve Softball Canada's nomination on June 12th, 2015.

Alternates may be added to the Team to replace an athlete removed from the team pursuant to section 5. The addition of alternates to the team is at the sole discretion of the Head Coach and will be in keeping with the philosophy of fielding the best possible team. Following June 12th, 2015, the replacement of an injured athlete will also fall under the jurisdiction of the Head Coach, the COC, Toronto 2015 and PASO, and the procedures outlined by the Toronto 2015 Athletes Replacement Policy.

In addition to the above schedule, athletes are expected to follow the prescribed training regime, take the required regularly scheduled fitness tests and be available to meet with national team staff at agreed to times and locations throughout the year.

UNFORESEEN CIRCUMSTANCES/CHANGES TO THE DOCUMENT

If unforeseen circumstances arise which do not allow for this selection process or the above timelines to be implemented as outlined in this document, Softball Canada reserves the right to identify an alternate process or alternate timelines. Should this occur, all athletes in the Athlete Pool will be notified of these changes in a timely manner.

SECTION 5 – REMOVAL FROM THE ATHLETE POOL OR FROM A NATIONAL TEAM

5.1 Upon selection to the Athlete Pool or Team, an athlete must:

- a) Sign a Team member agreement
- b) Provide Softball Canada with all required documents (passport information etc.)
- c) Participate in Team events, activities and meetings, as directed by the Head Coach or his/her designate
- d) Ensure they wear proper equipment and clothing
- e) Obey all rules established by the Head Coach and/or Softball Canada
- f) Assist Softball Canada in public relations and fundraising projects where required

5.2 An athlete may be removed from the Athlete Pool or from a National Team where the athlete:

- a) Is unable to maintain, or being working towards, to the Head Coaches satisfaction, the training standards set out in Appendix B;
- b) Is unable to meet performance expectations;
- c) Is unable to perform due to injury, illness or for other medical reason as determined by Softball Canada's medical staff;
- d) Is unable to commit to National Team Program activities and events (note that an athlete may obtain an exemption from the Head Coach and Softball Canada)
- e) Violates team rules and/or Softball Canada's policies and procedures
- f) Exhibits conduct that is detrimental to the image of the National Team program of Softball Canada
- g) Breaches the Athlete Agreement
- h) Voluntarily withdraws
- i) Is removed by a Softball Canada Discipline and/or Appeal panel; or
- j) Fraudulently misrepresents themselves

SECTION 6 – SUBSTITUTION OF ALTERNATES

Where necessary and appropriate, an athlete removed from a National Team may be replaced by an alternate from the Athlete Pool. Following June 12th, 2015, the replacement of an injured athlete will also fall under the jurisdiction of the Head Coach, the COC, Toronto 2015 and PASO, and the procedures outlined by the Toronto 2015 Athletes Replacement Policy.

SECTION 7 – APPEALS

Softball Canada 2015 Pan American Game team selections may be appealed in accordance with the procedures set out in the Softball Canada Appeals policy.

Decisions of the Head Coach on AAP nominations may be appealed pursuant to the Appeals Policy of Softball Canada and the applicable provisions of Sport Canada's Athlete Assistance Program (AAP) Policies and Procedures (Section 13).

<http://www.pch.gc.ca/pgm/sc/pol/athl/index-eng.cfm>. This process may be bypassed with the consent of all parties and referred directly to the Sport Dispute Resolution Centre of Canada (SDRCC).

SECTION 8 – COACHING SELECTION

To be recognized as a coach in the National Team Coaching Pool, a coach must be a member in good standing with Softball Canada and Coaches of Canada, be selected by the Head Coach, and be approved by the Softball Canada Board of Directors. Coaches from the Coaching Pool are eligible to participate at National Team events as requested by Softball Canada and the Head Coach.



Women's National Team Program Player Evaluation - Infielders



Player Profile			Infielders					Base Running			Hitting				Attitude			Intangibles			Ranking By		FIVE STAR RANKING				
Position	Surname	Throws	Hits	Ground ball Straight on	Lateral Cones	SlowRollers/Chopper to SS/2B	Relays	Fielding Bunts 1 st & 3 rd	Home to 1 st x2	Home to 2 nd x2	2 nd to Home x2	Use of All Fields	Ability to hit 65mphs +	Bunting Skills	Bat Control	Game Scenarios	Effort	Competitiveness	Coachability	Ability to get along with teammates	Leadership Ability	Poise under Pressure		Beep Test Level Score	Offence	Defence	
																											Primary

Player(s) Evaluated By: _____

Date(s) of Evaluation: _____

Location of Evaluation: _____

Score	Criteria
5	An excellent elite-level performance. Athlete executes effectively at position and within role on team. Clearly outperforms counterparts at same position on opposing team. This athlete had a lasting dominant effect. Athlete can definitely play and impact at the <u>top international level.</u> (Elite-level)
4	An above average elite-level performance. Good plays and decision 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. Athlete can definitely play at the top international level with the only limitation being depth at a similar position.
3	An average elite-level performance. Requires more observation. Athlete made their share of mistakes/poor decisions, but they countered by an equal number of good plays/decisions. Factors within the game may have inhibited achieving satisfactory evaluation on this athlete. Athlete warrants consideration as a candidate for the National Team Program. Athlete demonstrates dominant play at the Junior or Senior Elite Domestic level of play (i.e., Canadian Championships).
2	A below average elite-level performance. Bad plays/decisions outnumber good ones. Athlete 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 athlete shows some potential but has definite limitations which would not allow them to play at the top international level. Athlete demonstrates above average play at the Junior or Senior Domestic level of play (i.e., Canadian Championships). Athlete demonstrates dominant play at the Midget Elite Domestic level of play (i.e., Canadian Championships, Canada Games).
1	Unacceptable elite-level performance. Well below acceptable standards. Not approaching level of contribution required or expected. Significant deficiencies in many areas of the game. Athlete has not demonstrated the appropriate skill set to warrant participation in the National Team Program. Significant improvements are necessary in order to successfully complete at the top international level.



Women's National Team Program Player Evaluation - Outfielders



Main player evaluation table with columns for Player Profile, Outfielders, Base Running, Hitting, Attitude, Intangibles, Ranking By, and FIVE STAR RANKING.

Player(s) Evaluated By:

Date(s) of Evaluation:

Location of Evaluation:

Score and Criteria table with 5 rows describing performance levels from 5 (excellent) to 1 (unacceptable).



Women's National Team Program Player Evaluation - Pitchers



Player Profile			Pitchers					Base Running			Hitting				Attitude			Intangibles			Ranking By		FIVE STAR RANKING																			
Position		Surname	Throws	Hits	Fielding Ability	Command of Riseball	Command of Drop Ball	Command of Offspeed	Top Velocity	Pitch Accuracy	Home to 1 st x2	Home to 2 nd x2	2 nd to Home x2	Use of all Fields	Ability to Hit 65mphs +	Bunting Skills	Bat Control	Game Scenarios	Effort	Competitive	Coachability	Ability to get along with teammates		Leadership Skills	Poise Under Pressure	Beep Test Level Score	Offence	Defence														
Primary	Secondary																																									

Player(s) Evaluated By: _____
 Date(s) of Evaluation: _____
 Location of Evaluation: _____

Score	Criteria
5	An excellent elite-level performance. Athlete executes effectively at position and within role on team. Clearly outperforms counterparts at same position on opposing team. This athlete had a lasting dominant effect. Athlete can definitely play and impact at the <u>top international level.</u> (Elite-level)
4	An above average elite-level performance. Good plays and decision 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. Athlete can definitely play at the top international level with the only limitation being depth at a similar position.
3	An average elite-level performance. Requires more observation. Athlete made their share of mistakes/poor decisions, but they countered by an equal number of good plays/decisions. Factors within the game may have inhibited achieving satisfactory evaluation on this athlete. Athlete warrants consideration as a candidate for the National Team Program. Athlete demonstrates dominant play at the Junior or Senior Elite Domestic level of play (i.e., Canadian Championships).
2	A below average elite-level performance. Bad plays/decisions outnumber good ones. Athlete 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 athlete shows some potential but has definite limitations which would not allow them to play at the top international level. Athlete demonstrates above average play at the Junior or Senior Domestic level of play (i.e., Canadian Championships). Athlete demonstrates dominant play at the Midget Elite Domestic level of play (i.e., Canadian Championships, Canada Games).
1	Unacceptable elite-level performance. Well below acceptable standards. Not approaching level of contribution required or expected. Significant deficiencies in many areas of the game. Athlete has not demonstrated the appropriate skill set to warrant participation in the National Team Program. Significant improvements are necessary in order to successfully complete at the top international level.



Women's National Team Program Player Evaluation - Catchers



Player Profile		Catchers						Base Running			Hitting				Attitude			Intangibles			Ranking By		FIVE STAR RANKING			
Position	Surname	Throws	Hits	Blocking Balls	Catching Pop Ups	Game Calling Skills	Throws to 2 nd Base	Fielding Bunts	Home to 1 st x2	Home to 2 nd x2	2 nd to Home x2	Use of All Fields	Ability to Hit 65mph +	Bunting Skills	Bat Control	Game Scenarios	Effort	Competitiveness	Coachability	Ability to get along with teammates	Leadership Ability	Poise under Pressure		Beep Test Level Score	Offence	Defence

Player(s) Evaluated By: _____

Date(s) of Evaluation: _____

Location of Evaluation: _____

Score	Criteria
5	An excellent elite-level performance. Athlete executes effectively at position and within role on team. Clearly outperforms counterparts at same position on opposing team. This athlete had a lasting dominant effect. Athlete can definitely play and impact at the <u>top international level.</u> (Elite-level)
4	An above average elite-level performance. Good plays and decision 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. Athlete can definitely play at the top international level with the only limitation being depth at a similar position.
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2	A below average elite-level performance. Bad plays/decisions outnumber good ones. Athlete 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 athlete shows some potential but has definite limitations which would not allow them to play at the top international level. Athlete demonstrates above average play at the Junior or Senior Domestic level of play (i.e., Canadian Championships). Athlete demonstrates dominant play at the Midget Elite Domestic level of play (i.e., Canadian Championships, Canada Games).
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APPENDIX B – TRAINING STANDARDS

Pitchers

	Minimum Standard	National Team Best
Fastball	64 mph	69 mph
Change-Up	15-18 mph slower than maximum	
Any (2) of the following		
Rise	60 mph	64mph
Curve	60 mph	64 mph
Screw ball	60 mph	64 mph

Catchers

	Minimum Standard	National Team Best
Throw: H-2b	<2.00 seconds	1.84 seconds
Glove to glove		
Release:	< 0.95	0.80
Glove to release		

General Fitness

	Minimum Standard (4 of 9)	National Team Best
Throwing speed (overhand)	>60 mph	68 mph
Plank	2.30m	3.45m
Beep Test (Leger)	6.5	12
Pro Agility	5.5	4.6
Crunches	30 in 1 min	60 in 1 min
Push Ups	25 in 1 min	40 in 1 min



Fitness Testing Protocol Form



Athlete:		Month:	
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Month	Beep Test	Push Ups	Crunches	Pro Agility	Plank			
November								
January								
March								
May								

Standards	Beep Test	Push Ups in 1 Minute	Crunches	Pro Agility	Plank 3:00 m			
Minimum	Level 6	15	30	6.0	2:00 m			
National Team	8.5	25 plus	60	5.0	3:00 m			