



**FIELD HOCKEY ONTARIO**  
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## PROVINCIAL TEAM SELECTION POLICY

### Purpose

The purpose of this policy is to outline a clear and fair process on how Field Hockey Ontario (FHO) identifies and selects athletes for provincial teams.

### Provincial Team Program Goals

- To develop athletes and provincial teams capable of achieving national success.
- To ensure athletes are prepared to deliver performances that enhance their chances of being selected to train and compete with the national program.

### Responsibilities

- FHO is responsible for developing a sound team selection policy, communicating the selection criteria to athletes, and implementing the policy appropriately.
- Coaches are responsible for familiarizing themselves with the policy and selection criteria and using their expertise and technical knowledge to assess and select athletes according to the policy and criteria.
- Coaches are also responsible for providing input to the FHO Director responsible for the Provincial Team Program for improving this Policy.
- Athletes seeking to be part of a provincial representative team are responsible for familiarizing themselves with the selection policy and criteria and seeking further information from the coaching staff and FHO, if necessary, to ensure that they clearly understand the requirements for team selection.

### Eligibility for Selection

All athletes who wish to be considered for selection to a provincial representative team must:

- a. Be a registered member of FHO, and be in good standing with FHO and their recognized club
- b. Not be under suspension or sanction by FHO or Field Hockey Canada
- c. Not be under suspension by Sport Canada for any doping or doping-related offence
- d. Be a Canadian citizen or permanent resident
- e. Sign any applicable Athlete Agreement as required by FHO
- f. Must be a current resident of Ontario with a valid Ontario address

### Talent Identification

Provincial team talent identification and selection is an on-going process. Athletes with potential may be identified in one or more of the following ways:





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- a. Performance at identified FHO competitions
- b. Recommendations from provincial high performance coaches
- c. Provincial team selection camps and open try-outs
- d. Club coach recommendations
- e. Other activities approved by the FHO High Performance Committee and FHO Board of Directors

### **Team Selection Procedure**

- Team selection will be completed through trials.
- Athletes will be assessed by a panel of coaches against the Core Competencies listed in Appendix 1. The panel will consist of provincial team coaches and may include other specialty coaches or assessors.
- Selection decisions involve a combination of assessing the team's needs and goals, the athlete's current acquired and demonstrable skill set, and how that will contribute to the provincial team's success.
- In making their selection, the team head coach, assistant coach, and Chair of the FHO High Performance Committee, with whom the final decisions rest (in consultation with the selection committee), will have a high degree of discretion and flexibility.
- Selection decisions must be reviewed by the Chair of the FHO High Performance Committee with the FHO Board Director responsible for the provincial team program prior to being communicated to athletes or published.
- The assessment will be completed on the selected evaluation platform and can be influenced by the player's ranking. Player rankings will not be disclosed to athletes. Athletes will receive a copy of their evaluation in a timely manner following selection.
- The decision to have one or two teams in an age category would be dependent on the amount of players attending trials, the level of play of the available athletes, and the availability of qualified coaches, in consultation with the coaches and the board
- The selection committee will determine the most appropriate make-up of the team(s) to meet the goals of the FHO High Performance Committee as approved by the Board.

### **Alternate Athlete/Substitutions**

One or more alternate athletes/reserves will be selected to train with each team and may replace a selected athlete in the case that a selected athlete is unable to compete with the team due to injury or other circumstances. Alternate athletes/reserves are required to meet the same expectations as those of the selected athletes, as outlined in the expectations section below.





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## Selection Announcement

- The announcement of the athletes selected to a provincial team will be made on the date advised by the Chair of the FHO High Performance Committee during the selection process.
- The final roster will be communicated to all athletes being considered for selection and may be posted to the FHO website.
- Upon request, team coaches will provide individual feedback to an athlete who has taken part in the selection process and has not been selected. The feedback may be verbal or written and will include strengths and areas to concentrate on for improvement.

## Expectations of Selected Athletes

- Meet and maintain fitness requirements as determined by the provincial head coach (Appendix II).
- Sign and submit the Field Hockey Canada Code of Conduct.
- Demonstrate commitment to provincial team training and competition. Notify and seek permission from coach(es)/support personnel in advance of any absences from expected training or competitions. In case of injury, continue to attend training even if unable to participate, unless excused by the head coach. In case of injury provide a written report from medical personnel, if requested by the head coach.
- Exhibit the ability to adapt to new training environments, e.g., coaches, support staff, venues, etc.
- Show a positive attitude toward teammates, the team, coaches, support staff, and FHO
- Comply with the Canadian Centre for Ethics, Athlete's Whereabouts and Doping control programs.
- Demonstrate commitment to participating in injury reduction and management programs.

Team staff will submit details if any athlete fails to meet these expectations to the Chair of High Performance Committee and the Board, and the athlete may be removed from the team by the team head coach after review. Before being removed the athlete must be given a reasonable opportunity to explain their circumstances surrounding these issues.

## Unforeseen Circumstances

FHO recognizes that in establishing a policy that can be applied in most situations, extenuating circumstances may occur from time to time that cannot be foreseen. FHO will assess such circumstances when/if they arise and rule on an appropriate course of action.





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### **Changes to this Policy**

FHO reserves the right to make changes to this document. Any changes to this document shall be approved by FHO Board of Directors and communicated to the Club Contacts and posted on the FHO website.

### **Appendix I. Core Competencies**

FHO continues to fine tune the player evaluation system on an on-going basis to ensure objective player assessments and rankings. If the FHO High Performance Committee intends to consider factors other than those listed here in their team selection process, the FHO High Performance Committee will seek approval from the Board Director responsible for the high performance program, and any such changes will be communicated to the athletes during the assessment process.

During the Provincial Trials, FHO will be using an evaluation tool which allows for unbiased evaluations. Evaluators cannot see the scores inputted by other evaluators and averages are calculated across the inputted scores.

Along with the evaluation tool, FHO will be using Field Hockey Canada's Gold Medal Profile (GMP) metric to evaluate athletes. This ensures an aligned approach to athlete evaluation with our national sport organization.

During the Provincial Trials, athletes will be evaluated in the following areas on a 0-3 scale as follows:

- 0 = Not at Provincial Level, 1 = Developing Provincial Athlete, 2 = Average Provincial Athlete, 3 = Good Provincial Athlete
- 0 = Seldom, 1 = Sporadic, 2 = Moderate, 3 = Reliable





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KPI	ONE	TWO	THREE
<b>TECHNICAL</b>	<b>1 - Entry Level Provincial Athlete</b>	<b>2 - Developing Provincial Athlete</b>	<b>3 - Good Provincial Athlete</b>
Passing	Limited passing skill set allowing the athlete play over short distances (push, sweep) stick to stick. Application of skill is <b>Sporadic</b> under limited pressure (domestic competition)	Limited passing skill set allowing the athlete play over short distances (push, sweep) to maintain possession stick to stick. Application of skill is <b>Moderate</b> under limited pressure (domestic competition)	Limited passing skill set allowing the athlete play over short distances (push, sweep) to maintain possession stick to stick. Application of skill is <b>Reliable</b> under limited pressure (domestic competition)
Receiving	Limited receiving skill set allowing the athlete play stick to stick. Application of skill is <b>Sporadic</b> under limited pressure (domestic competition)	Limited receiving skill set allowing the athlete play stick to stick. Application of skill is <b>Moderate</b> under limited pressure (domestic competition)	Limited receiving skill set allowing the athlete play stick to stick. Application of skill is <b>Reliable</b> under limited pressure (domestic competition)
<b>TACTICAL</b>	<b>1 - Entry Level Provincial Athlete</b>	<b>2 - Developing Provincial Athlete</b>	<b>3 - Good Provincial Athlete</b>
Defence	Limited defensive awareness and <b>Sporadic</b> application of defensive concepts and skills under limited pressure (domestic competition)	Limited defensive awareness and <b>Moderate</b> application of defensive concepts and skills under limited pressure (domestic competition)	Limited defensive awareness with <b>Reliable</b> application of defensive concepts and skills under limited pressure (domestic competition)
Offense	Limited offensive awareness and <b>Sporadic</b> application of offensive concepts and skills under limited pressure (domestic competition)	Limited offensive awareness and <b>Moderate</b> application of offensive concepts and skills under limited pressure (domestic competition)	Limited offensive awareness with <b>Reliable</b> application of offensive concepts and skills under limited pressure (domestic competition)





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PSYCHOLOGICAL	1 - Entry level Provincial Athlete	2 - Developing Provincial Athlete	3 - Good Provincial Athlete
Commitment	Limited training load (1-2 session p/w) and application to on field and off-field performance behaviours is <b>Sporadic</b>	Limited training load (1-2 session p/w) and application to on field and off-field performance behaviours is <b>Moderate</b>	Limited training load (1-2 sessions p/w) and application to on field and off-field behaviours is <b>Reliable</b>
Potential	Limited display of key attributes (phys, psych, tech, tach) and <b>Sporadic</b> application in a provincial training and competition environment	Limited display of key attributed (phys, psych, tech, tach) and <b>Moderate</b> application in a provincial training and competitive environment	Limited display of key attributes (phys, psych, tech, tach) <b>Reliable</b> application in a provincial training and competition environment
POSITION SPECIFIC SKILLS	1 - Entry level Provincial Athlete	2 - Developing Provincial Athlete	3 - Good Provincial Athlete
APC	No specialist APC skills and, <b>Sporadic</b> execution (accuracy and speed) under no or limited pressure	Limited set of APC skills, <b>Moderate</b> execution under(accuracy & speed) under no or limited pressure (Domestic Competition)	Limited set of APC skills, <b>Reliable</b> execution (accuracy & speed) under limited pressure (Domestic Competition)
DPC	No specialist DPC skills and <b>Sporadic</b> execution (courage, awareness, technical skills) under no or limited pressure	Limited set of DPC skills, <b>Moderate</b> execution under (courage, awareness, technical skills) under no or limited pressure (Domestic Competition)	Limited set of DPC skills, <b>Reliable</b> execution (courage, awareness, technical skills) under limited pressure (Domestic Competition)
PERFORMANCE	1 - Entry level Provincial Athlete	2 - Developing Provincial Athlete	3 - Good Provincial Athlete
Competition	Athletes physiological, technical and tactical execution was <b>Sporadic</b> under limited pressure (domestic competition)	Athletes physiological, technical and tactical execution was <b>Moderate</b> under limited pressure (domestic competition)	Athletes physiological, technical and tactical execution was <b>Reliable</b> under limited pressure (domestic competition)
DTE	Limited set of skills, <b>Sporadic</b> execution under limited pressure in a club or domestic environment	Limited set of skills, <b>Moderate</b> execution under limited pressure in a club or domestic environment	Limited set of skills, <b>Reliable</b> execution under limited pressure in a club or domestic environment





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## **Appendix II: Fitness Requirements**

To be selected to a Provincial Team, athletes are required to meet and maintain the fitness requirements as determined by the FHO High Performance Committee. At minimum, athletes are required to demonstrate improvement towards achieving current fitness requirements.

The fitness testing protocols and requirements will be aligned with Field Hockey Canada's Gold Medal Profile. The fitness requirements will be determined at the time of trials and are subject to change. A month prior to trials, athletes will receive information on fitness testing protocols and fitness requirements.

Additional physiological, psychological, and technical testing could be used, at the FHO High Performance Committee's discretion, to help develop a more complete profile of the athlete.

