



ORIENTEERING
C A N A D A

2020 Junior World Orienteering Championships (JWOC) Selection Policy

Table of Content

Creation of Policy	3
Selection Committee	3
Selection Context	3
Additional Background	4
Eligibility	4
Funding and Expectations	5
Removal from the Team	5
Appeals	6
Selection process	6
Application Process and Timeline	7
Appendix A - Selection Rubric	1

Creation of Policy

The High Performance Committee (HPC) has asked the following people to create this policy: Jeff Teutsch (HP Manager), Stefan Bergstrom (HPC member), Bogi Gyorfi (Alberta Orienteering ED). This policy was approved by the HPC on the following date: January 23rd, 2020

Selection Committee

The process outlined in this document will be overseen by the following JWOC Team Selection committee: Stefan Bergstrom, Nevin French, Cherie Revells

The High-Performance Committee has appointed the above-named selection committee who will perform the application review and team selection for the 2020 JWOC team selection.

Any conflicts of interest will be dealt with using Orienteering Canada's [conflict of interest policy](#).

Selection Context

This selection policy is for the Junior World Orienteering Championships (JWOC) in Turkey, June 27th to July 3rd, 2020. See the event website for more information: <http://jwoc2020.org/>

The following IOF rules govern how many athletes Orienteering Canada may send to JWOC:

6.12 All competitors represent a Federation. Each Federation may enter a team of up to 12 competitors — up to 6 women and up to 6 men — and 4 team officials.*

6.13 All competitors may run in all three individual competitions. In the Relay, each Federation may enter up to 2 women's and 2 men's teams, each consisting of 3 team members.

6.14 If a Federation is unable to make up full relay teams, it may form incomplete teams or teams with runners from other Federations. A Federation may not enter more than 6 men and 6 women in the competition. Under no circumstances may persons other than entered competitors participate in the competition.

*Orienteering Canada will not necessarily send a full team of 6 women and 6 men even if 6 men and 6 women apply for the team. See the policy in this document for more.

The JWOC Selection Committee will use their discretion to award scores in the rubric included in Appendix A. These scores and rules included in Appendix A will be used to determine who is selected to the JWOC Team.

This system is being used by necessity, given that the opportunities are rare for head-to-head competition that would allow direct comparison between athletes, especially during the period leading into the spring/early summer.

Additional Background

The Junior World Orienteering Championships is, by definition, the highest level of competition open to athletes under 21 years of age. For young Canadian orienteers, JWOC is normally the most difficult series of races they will experience, in the most competitive field they can face. Participation in JWOC requires a very high level of physiological, mental and emotional preparedness, normally achieved through many years of domestic and overseas training and/or competition experience consistent with Orienteering Canada's Long Term Athlete Development (LTAD) program. The JWOC age requirement is aligned with the Learn to Compete stage of Orienteering Canada's LTAD program. As a late specialization sport, the Orienteering Canada program envisions young athletes progressing through the Learn to Train, Train to Train, and Learn to Compete stages before being considered physiologically and psychologically prepared to compete at the World Championships level.

With the above background in mind, and after consultation with HPP athletes and coaches, this policy was developed with the following goals in mind:

- To encourage young athletes on the HPP to include all of the elements of a high performance training program in their training regime;
- To provide a fair way to evaluate athletes that don't necessarily have the opportunity to compete against each other;
- To create a policy that is more explicit in how athletes are selected to the team compared to previous JWOC selection policies;

Eligibility

In order to represent Canada at JWOC, athletes must

- be members of Orienteering Canada's High Performance Program (see the [HPP Athlete Handbook](#));
- be a Canadian citizen and have a valid Canadian passport;
- Generally, must be at least 17 years of age and no older than 20 years of age as of December 31 of the event year. (See exceptions below for minimum age*).
- be in good standing with Orienteering Canada, i.e., full members of a Canadian orienteering club affiliated with Orienteering Canada with no outstanding amounts owing to Orienteering Canada (unless a payment plan has been negotiated with the Orienteering Canada Treasurer).

*Athletes who do not meet the minimum age requirement may apply per the application process described below, but in addition to the listed information, must also submit:

- A letter explaining why they feel they have the required level of technical and physical preparedness; and the maturity to be considered for the JWOC Team.
- Two letters of reference (from non-relations) that can speak to their character and maturity (does not have to be from orienteers).

Funding and Expectations

Cost

Orienteering Canada does not have the funds to support the athletes' travel and competition. If some additional funding becomes available, the amount will be minimal. Athletes must be prepared to cover their own costs for the competition entry fee, room and board, and travel.

Orienteering Canada will register the selected team and book accommodation and local transportation during the training week and competition. The athletes will be invoiced by Orienteering Canada for these costs. The athletes must book and pay for their own travel to the event location.

In the case of unforeseen cancellation of the event or if Orienteering Canada decides to withdraw from the event (for example due to security concerns) the athletes will still be responsible to cover the costs of any entry fees, accommodation, and travel costs already paid.

Representing the Canadian Team

There will be a Team Manager and or Team Coach available for support at these events. The goal is that the athletes and the team leaders work together to create a well performing, positive team environment and gain international race experience at the highest level of competition.

The athletes must adhere to the Orienteering Canada's [Code of Conduct](#) at the events and work together with the Team Manager and Coach to support the Canadian team cohesion.

Relay Teams Selection

The JWOC Relay teams' composition and running orders will be decided by the Team Coach prior to the deadline for submitting relay team entries to the JWOC organizers. This decision will be made in a discretionary selection by the coach who has final say on relay team composition and running order. However, the coach must give the athletes a chance to discuss the selection with the coach before the teams are entered.

Alternates

Alternates may be identified but will not be part of the team unless someone withdraws or gets injured before travelling to JWOC. Alternates cannot stay or travel with the team during the JWOC.

Removal from the Team

Once selected to the JWOC 2020 Team, an athlete may withdraw or be removed for the following reasons:

- Failure to adhere to the procedures outlined in the Athlete Agreement or Orienteering Canada's Code of Conduct.
- Failure to remain competition-ready leading up to the event. It is the obligation of the athlete to immediately report any injury, illness or change in training that could affect their ability to compete at their highest level.
- Fraudulent misrepresentation.
- Voluntary withdrawal/retirement.

Where an athlete is unable to meet minimum scoring standards, competitive readiness, violates team rules or the code of conduct or provides fraudulent misrepresentations, the High Performance

Committee will have the discretion to remove the athlete from the team, provided the athlete is given an opportunity to be heard, and to replace the athlete with another suitable candidate. The removal of an athlete is the last-possible option and it is hoped that a solution can be reached before this action.

The Selection Committee will:

- notify the athlete in writing that he/she is subject of removal and list the reasons why;
- identify and arrange opportunity for the athletes to be heard (in form of in person or conference call /video conferencing or through letter exchanges);
- after the decision to remove the athlete from the team, it will be communicated to the athlete (and parent/guardians if the athlete is under the age of 18y) with the reasons for the removal.

Appeals

An appeal against a decision of the Selection Committee can be made in accordance with Orienteering Canada's appeals policy (http://www.orienteering.ca/wordpress/wp-content/uploads/Policy_Appeal.pdf). The appeal deadline is 48 hours after the announcement.

Selection process

The Selection Committee will review the JWOC Team Selection Application forms and apply the Team Selection Rubric as the rating mechanism for the 2020 JWOC selection policy. The Selection Committee uses their discretion based on the Team Selection rubric, (provided results, relevant experiences and running time) which demonstrate race readiness for the event, to approve the team/athlete's participation.

- Minimum standards: athletes must have a score of at least 2 points in each of the 3 categories (Orienteering Performance, Running speed, Training) to be selected to the 2020 JWOC team. Athletes must have a running speed score of at least 3 points in order to be selected to compete in the Long Distance race at the 2020 JWOC.
- The selection committee has the discretion to not select athletes under 17 to the team, based on the lack of proof of their maturity as presented in their letter and references submitted with their application.
- If there are more applicants that meet minimum score for selection (6 men and 6 women) then athletes will be selected to the team based on the top 6 results (ranked by their scores).

Appeals for additional one month grace period and extension for running time deadline submission:

If the athletes do not meet the minimum standards by the application date, in only **one of** the 3 categories (Orienteering Performance, Running speed, Training) an additional two months time will be allowed to submit new results to be counted toward the total scoring. This additional submission period needs to be approved by email by the Selection Committee.

In order to demonstrate readiness and physical fitness for the current season each athlete must submit two running times as outlined in the Team Selection Rubric and Application form.

In case of injury or illness a doctor's or a physiotherapist's note must be submitted to hpp@orienteering.ca indicating the timeline for full recovery and clearance with a date to be able to

run the named distances for submission. If accepted this note grants the athlete an extension to submit their running times. The new deadline for running times is May 15, 2020.

Application Process and Timeline

Eligible athletes must send the following documentation to the Selection Committee before the deadlines outlined below:

Item	Submission method	Deadline (end of day 24:00, Pacific Time)
<p>Expression of interest: indicating interest to attend JWOC.</p> <p>After the deadline the list of athletes that have submitted an expression of interest will be published to the HPP Basecamp group.</p>	Email to hpp@orienteering.ca	February 15, 2020
<p>JWOC Team Selection Application form</p> <p>The application form in Appendix B will be emailed as a spreadsheet to all athletes that have submitted an expression of interest. The spreadsheet version of the form must be filled out and submitted along with all of the additional material mentioned in the application form.</p>	Email to hpp@orienteering.ca	March 31, 2020
<p>Initial Team Selection Announcement</p> <p>Athletes will be contacted by individual email and given one week to accept or decline their spot by email response.</p> <p>The team will be publicly announced within 48 hours of all athletes accepting their spot on the team (may include mention of athletes that declined spots).</p>		April 10, 2020
<p>1.5 month additional grace period approved by the HPC.</p>	Email to hpp@orienteering.ca	May 15, 2020
<p>Final Team Selection Announcement</p> <p>Athletes will be contacted by individual email and given one week to accept or decline their spot by email response.</p> <p>The team will be publicly announced within 48 hours of all athletes accepting their spot on the</p>		May 22, 2020 for initial contact

team (may include mention of athletes that declined spots).		
---	--	--

Appendix A - Selection Rubric

Note that this selection rubric has been formatted to fit 8.5x11 pages for this appendix and that applicants will be provided with an Excel spreadsheet version.

This selection rubric is used as the rating mechanism for the 2020 JWOC selection policy.

- Partial scores (e.g. 4.5) may be given for all categories. Half scores (e.g. 4.5) will be given for running results if the result is more than halfway between the times or points listed for two point values on the rubric.
- For the Orienteering Performance and Training scores each member of the selection committee will evaluate score for each athlete individual and then the committee will get together and come up with a score for each athlete.
- For the Running Speed Score you will be given a score for each set of mandatory races based on your best result (e.g. one score for your best 3000m, 5k, or 10k and another score for your best 800m or 1500m) and those scores will be averaged
- Athletes must have a score of at least 2 points in each of the categories to be selected to JWOC (see policy for more information)
- Athletes must have a running speed score of at least 3 points in order to be selected to compete in the **long distance** race at JWOC.
- If there are more applicants that meet the minimum scores for selection than we can select (6 men and 6 women) then athletes will be selected to the team based on a weighted average of the 3 category scores (using the weightings in the second column) to determine who is selected.

Orienteering Performance - 40% weighting

Score of 0

Criteria:

The athlete has not submitted a complete set of results, maps, and analysis or doesn't meet any of the standards.

Score of 1

Criteria:

The submitted results, maps, and analysis demonstrate that the athlete can navigate advanced courses (fully off trail) in moderately complex terrain with minimal mistakes under 5 minutes, and doesn't often have to stop to read the map and figure out the terrain.

Analysis shows some understanding of where mistakes are coming from.

Score of 2

Criteria:

The submitted results, maps, and analysis demonstrate that the athlete can navigate off trail in moderately complex terrain with minimal small mistakes and can handle more complex terrain at a slower pace with some mistakes.

Analysis shows understanding of where mistakes are coming from and reflection on what went well.

Score of 3

Criteria:

The submitted results, maps, and analysis demonstrate that the athlete can confidently navigate off trail in moderately complex terrain with minimal small mistakes and can handle more complex terrain at a slower pace with minimal mistakes and some hesitations.

Analysis shows understanding of where mistakes are coming from and reflection on what went well and how the athlete can learn from mistakes and build on successes.

Score of 4

Criteria:

The submitted results, maps, and analysis demonstrate that the athlete can navigate in the most complex terrain with few small mistakes (1-2 minutes) and some hesitations in race situations and can read the map and terrain without stopping.

Analysis shows understanding of where mistakes are coming from and reflection on what went well and how the athlete can learn from mistakes and build on successes.

Score of 5

Criteria:

The submitted results, maps, and analysis demonstrate that the athlete can confidently navigate in the most complex terrain without hesitation and minimal small (~30 second) mistakes, can read the map and terrain at racing speed, and can handle the pressure of large races.

Analysis shows that the athlete understands the root causes of their mistakes (e.g. distraction, loss of focus earlier in the race, paired with poor map reading) and demonstrates that the athlete is reflecting on what went well as well as mistakes and makes a plan to learn and improve from both mistakes and successes.

Running Speed* - 30% weighting

For the Running Speed Score you will be given a score for each set of mandatory races based on your best result (e.g. one score for your best 3000m, 5k, or 10k and another score for your best 800m or 1500m) and those scores will be averaged

* Races do not need to be run on a track or in an official race. Any results that do not come from official races must be measured and timed by a coach and contact info for the coach must be provided so the selection committee can verify the time.

Score	Men	Women
0	The athlete has no running races or time trial results that can be counted or doesn't meet any of the standards.	

1	44:25 10k, 21:25 5k, 12:26 3000m, 5:49 1500m, 2:50 800m	54:44 10k, 26:22 5k, 15:23 3000m, 7:14 1500m, 3:32 800m
2	41:27 10k, 20:00 5k, 11:35 3000m, 5:24 1500m, 2:38 800m	50:03 10k, 24:08 5k, 14:03 3000m, 6:35 1500m, 3:13 800m
3	39:01 10k, 18:49 5k, 10:52 3000m, 5:05 1500m, 2:29 800m	46:09 10k, 22:15 5k, 12:55 3000m, 6:03 1500m, 2:57 800m
4	36:57 10k, 17:49 5k, 10:17 3000m, 4:48 1500m, 2:20 800m	42:50 10k, 20:39 5k, 11:58 3000m, 5:36 1500m, 2:44 800m
5	34:52 10k, 16:48 5k, 9:41 3000m, 4:31 1500m, 2:12 800m	39:59 10k, 19:17 5k, 11:09 3000m, 5:13 1500m, 2:33 800m

Training - 30% weighting

Score of 0

Criteria:

The athlete's training is unverifiable, isn't recorded in their training log or the athlete doesn't meet any of the standards.

Score of 1

Criteria:

- Has a complete training log starting at least January 6th, 2020 (including recording all of the following elements)
- Does stretching / flexibility / mobility training after some physical training sessions/races or as independent sessions
- Has done some armchair technical training (map study) since January 6th, 2020
- Includes some amount of strength and conditioning in their training regime (not necessarily throughout the year)
- Sometimes completes a basic race analysis after some races

Score of 2

Criteria:

- Has a completed training log starting at least January 6th, 2020 (including recording all of the following elements)
- Has done minimal visualisation/mental training since January 6th, 2020
- Does a minimal amount of stretching / flexibility / mobility training on a weekly basis and after some physical training sessions and races
- Does armchair technical training (map study) on a semi-regular basis for some of the recorded period
- Includes strength and conditioning in their training regime on a semi-regular basis for some of the recorded period
- Completes a basic race analysis after races and some technical training sessions

Score of 3

Criteria:

- Has a completed training log starting at least January 6th, 2020 (including recording all of the following elements)
- Has done some visualisation/mental training since January 6th, 2020
- Does stretching / flexibility / mobility training on a weekly basis and after some physical training sessions and races
- Does armchair technical training (map study) on a weekly basis for most of the recorded period
- Includes strength and conditioning in their training regime on a weekly basis for most of the recorded period
- Completes a basic race analysis after some races and some technical training sessions

Score of 4

Criteria:

- Has a complete training log starting at least January 6th, 2020 (including recording all of the following elements)
- Does visualization / mental training at regularly throughout the year
- Does stretching / flexibility / mobility training multiple times per week and after many physical training sessions and races
- Does armchair technical training (map study) on a weekly basis throughout the year
- Includes strength and conditioning in their training regime on a weekly basis throughout the year
- Completes a race analysis after most races and some technical training sessions

Score of 5

Criteria:

- Has a complete training log starting at least January 6th, 2020 (including recording all of the following elements)
- Does visualization / mental training at least twice a week throughout the year
- Does stretching / flexibility / mobility training three times per week and after most physical training sessions and races
- Does armchair technical training (map study) at least twice a week throughout the year
- Includes strength and conditioning in their training regime at least twice a week throughout the year
- Completes a race analysis after every race either on their own or with a coach and after some technical training sessions

