



Paralympic Archers (Men & Women) Carding Policy and Process for the 2020/21 Carding Cycle

Nov. 1st 2020 - Oct. 31st 2021 Carding Cycle

Approved by Sport Canada: Sept. 10 2020

Published by Archery Canada: Sept. 18 2020

Table of Contents

1.0 General Information	1
2.0 Eligibility.....	2
3.0 Carding Cycle.....	2
4.0 Qualification Period.....	2
5.0 Carding Criteria.....	3
6.0 Carding Prioritization.....	3
7.0 Maximum Number of Years at Carding Levels.....	4
8.0 Health Clause (Injury, Illness, Pregnancy).....	5
9.0 Maintaining Carding Status.....	5
10.0 Performance Monitoring.....	6
11.0 Challenges or Appeals.....	6
12.0 Schedules.....	7

1.0 GENERAL INFORMATION

The goal of the Sport Canada Athlete Assistance program (AAP) is to contribute towards improved Canadian performances at major international sporting events such as the Olympic/Paralympic Games and World Championships. More information on the AAP policy supporting the Archery Canada (AC) carding policy and process can be found at the following link:

<https://www.canada.ca/en/canadian-heritage/services/funding/athlete-assistance.html>

The AAP has four levels of cards, which provide a monthly living and training allowance to carded athletes as follows:

Card Type	Monthly Allowance	Annual Value
Senior International Card (SR1/SR2)	\$1,765	\$21,180
Senior National Card (SR)	\$1,765	\$21,180
First Year Senior National Card (C1)	\$1,060	\$12,720
Development Card	\$1,060	\$12,720

Additional to the monthly allowance, carded athletes can take advantage of tuition support. The maximum amount payable is \$5,500 per carding cycle up to a lifetime maximum of \$27,500. Details of eligibility, including special needs support, can also found under the above AAP link.

For the 2020/21 cycle, Sport Canada has allocated the equivalent of three (3) Senior Cards to Archery Canada (AC) for the Paralympic program athletes.

Under the guidance of the AAP policy, AC has the ability to apply the total carding funding envelope in the context of its high performance strategic objectives and may allocate varying numbers of Development (D) or Senior (SR) Cards. AC does not have to allocate 3 SR Cards for a given year. As such, the distribution of SR and D Cards may vary depending on the strategic direction of the program or where the carding cycle lies in a Paralympic quadrennial. Athlete nominations to Sport Canada for carding will be made each year. The Program Head Coach (HC), in collaboration with the High-Performance Advisor (HPA), is responsible for nominating Paralympic program athletes for Sport Canada's AAP.

2.0 ELIGIBILITY



To be considered for carding, an athlete must meet all the requirements listed by Sport Canada's AAP found under the link provided in section 1.0 above, including:

- Be a Canadian citizen or permanent resident at the beginning of the carding cycle.
- Have been a resident in Canada (student status, refugee status, work visa, or permanent resident) for one year prior to the beginning of the carding cycle.
- Be eligible to represent Canada under the rules of the International Federation (World Archery)
- Compete in an event in the Paralympic games that is recognized by Sport Canada for AAP support. Only results in Recurve Archery competition events registered with Archery Canada, World Archery or World Archery member associations, will be considered.
- Be a member in good standing with AC.
- Sign and adhere to AC's athlete agreement, which includes the terms pursuant to athletes with carding.
- Follow the National Training and Competition Program and be available to represent Canada in international competitions and training camps as laid out by the HC. The HC is committed to provide timely and advance notice to the carded athletes regarding programming elements.
- Compete at the Canadian Outdoor 2021 National Target Championships, unless a written exemption has been provided by the HC.
- Achieve results meeting any stated 2020/21 carding criteria between January 1, 2020 and October 1, 2020.
- Reside and train under the supervision of the HC, or in an approved Training Centre, for a minimum of 4 months of the carding cycle, unless excused in writing by the HC.

3.0 CARDING CYCLE

Archery Canada's annual carding cycle has been adjusted from the calendar year, and now runs from November 1st to October 31st of the following year. Correspondingly, the 2020/21 carding cycle will run from November 1st 2020 to October 31st 2021.

4.0 QUALIFICATION PERIOD

To be eligible for nomination for Sport Canada's Athlete Assistance Program (AAP), the athletes must meet the required performance standards as set out in section 6.0 (carding criteria) by October 1st, 2020.

5.0 CARDING CRITERIA

5.1 Senior International Card (SR1) Eligibility Criteria



As there are no World Championships or Olympic Games during 2020, SR1 Cards are not available for the 2020/21 cycle.

5.2 Senior National Card(SR/C1) Eligibility Criteria

To be eligible for nomination for a SR/C1 Card, the athlete must:

- Based on category (Open, W1, Recurve, Compound) achieve an individual qualification score in a World Archery World Ranking Event (WRE), or, achieve a score equal to or greater than 98.5% of the 720 round score shot by the top qualifier at a WRE event as follows:
 - Men: Open Compound (688), Recurve (625), W1 (639)
 - Women: Open Compound (675), Recurve (591), W1 (613)
- Must indicate confirmed ability to centralize in a common geographical training environment for up to three (3) weeks and for up to (4) times per carding cycle. This centralization may be part of an international competition or may be solely for the purpose of team training.
- Have received a minimum of 36 months of a Development (D) Card or Senior (SR1, SR2, SR, C1) Card in prior years.
 - Athletes receiving partial cards will have the proportional number of months counted towards the 36 month total.

Note: The athletes meeting the SR/C1 criteria will be ranked for nomination using the following prioritization system. The athlete ranking in the Archery Canada Depth Chart (see Schedule A of this policy)

5.3 Development Card (D) Eligibility Criteria

To be eligible for a D Card, the athlete must:

- Be selected by Archery Canada to participate as a member on an International Team (Senior and Youth) or as part of an eligible National Team Training Camp.

Note: The athletes meeting the D Card criteria will be ranked for nomination using the following prioritization system. The athlete ranking in the Archery Canada Depth Chart (see Schedule A of this policy)

6.0 CARDING PRIORITIZATION

Athletes eligible for nomination will be recommended to Sport Canada for AAP support as identified in Table 1 below, carding prioritization.

Note: Nominations for SR, C1, and D Cards will be based on the athlete Depth Chart ranking as identified in section 5.2 and 5.3. SR1 Cards are not available for the 2020/21 carding cycle.



Priority	Type of Card
1	Up to 3 athletes who meet the D Card criteria
2	Athletes who meet the SR Card criteria
3	Athletes who meet the D Card criteria
4	Athletes with a 2020 SR Card who meet the injury criteria
5	Athletes with a 2020 D Card who meet the injury criteria

Table 1: Carding Prioritization

7.0 MAXIMUM NUMBER OF YEARS AT CARDING LEVELS

7.1 Senior Cards

- An athlete is expected to demonstrate performance progression in their results in order to maintain SR Card status. Once an athlete has been carded for 6 years or more at the Senior card levels (SR1, SR2, SR, SR injury, C1) to be recommended for additional years of carding support the athlete must either:
 - Meet the International Senior Card (SR1) criteria; or
 - Clearly demonstrate progress toward placing in the Top 3 at the World Archery Senior World Target Championships and the Olympic Games.

NOTE: Performance progression is measured by reviewing scores and performance throughout the athlete’s carding history and in comparison to current performance.

7.2 Development Cards

- Any D Card athlete is expected to progress in their results toward achieving SR Card eligibility.
- AC has established the maximum number of D Card level at 60 months, before the SR Card level must be reached.
 - Athletes receiving partial cards will have the proportional number of months counted towards the 60 month total.
- Under the circumstance that an athlete has not reached SR Card levels after 60 months, and the athlete is demonstrating performance progression in line with achieving SR Card level within 24 months, an athlete may be recommended for continued D card support.
 - Any such athlete will have clear performance benchmark documented and must meet these during the carding cycle to retain eligibility.

NOTE: Performance progression is measured by reviewing scoring and performance progression including all aspects used in the Depth Chart evaluation.

8.0 HEALTH CLAUSE (INJURY, ILLNESS, PREGNANCY)

Athletes who are carded in 2020 at the SR, C1 or D levels, and are unable to meet the carding criteria strictly due to health-related reasons may be considered for re-nomination by the Recurve National Coach for the 2021 carding cycle if they apply for consideration and meet the conditions outlined in the AAP "Health Related Curtailment of Activities Policy" 9.1.3. This policy can be found in the Sport Canada link provided in Section 1.0 (General Information, section 1.0) of this policy.

Any application must include a medical certificate outlining the injury, the anticipated rehabilitation schedule, and their anticipated training and competitive schedule (national and international) upon return from the injury. Archery Canada may request a physician of AC's choosing to review and qualify the documentation with the athlete's physician.

9.0 MAINTAINING CARDING STATUS

Carding selection and the continuation of carding is dependent upon the athlete's acceptance and adherence to the obligations as outlined in AC's athlete agreement and this carding policy. The athlete must agree to adhere to the training, competitive and administrative/governance policies and codes of Archery Canada.

At the beginning of the carding cycle, each carded athlete must submit a yearly training plan (YTP) and an Individual Performance Plan (IPP), which must be approved by the HC. Unless adjusted with the HC's approval, athletes must follow the approved YTP and IPP during the carding cycle, and provide regular progress reporting as defined by the HC (also see 11.0, Performance Monitoring).

Carded athletes must take part in all competitions, testing, medical examinations and national training camps to which they are selected. Should extenuating circumstances arise that prevent participation in any of these events, carded athletes must submit a written request for exemption to the HC, who may grant an exemption depending on individual circumstances.

Should an athlete fail to participate in a scheduled event as required, or fail to meet their YTP and IPP objectives, or fail to adhere to the athlete agreement or any other policies and codes related to maintaining carding status, Archery Canada's Technical Leadership, in consultation with AC's High Performance Committee, may apply a sanction or fine according to Archery Canada discipline procedures. The sanctions could include a withdrawal of carding.

10. PERFORMANCE MONITORING

Athletes and their personal coach are responsible for proactively communicating with their HC throughout the carding cycle, at least on a bi-weekly basis, and with updates on technical, fitness, health, and general progress in meeting plans and objectives as laid out within the athlete's YTP and IPP objectives. The HC may determine a different contact frequency at their discretion. The athlete is also required to proactively record training via the Artemis application and provide shared training logs, as defined by the HC, including reporting format.

Athletes are expected to demonstrate progress upon the objectives set by the HC at the beginning of 2020, and which may be adjusted throughout the carding cycle. Examples of potential objectives include:

- Technical proficiency and progression
- Fitness or physiological goals
- Training Volumes
- Minimum benchmark performances, including 720 scores, tournament performances, etc.

The expectations from the HC will be provided to the athlete and their personal coach in writing, along with an explanation of what measures will be used to evaluate athlete progression toward meeting any objectives. Objectives may be adjusted throughout the carding cycle at the HC's discretion.

11.0 CHALLENGES OR APPEALS

Appeals of Archery Canada AAP nomination/re-nomination decision or of an Archery Canada's recommendation to withdraw carding may be pursued only through the Archery Canada's review process, which includes an application to the Sport Dispute Resolution Centre of Canada (SDRCC). Appeals of AAP Decision made under Section 6 ([Application for and Approval of Cards](#)) or Section 11 ([Withdrawal of Carding Status](#)) may be pursued through Section 13 of the AAP Policies, Procedures and Guidelines.



12.0 SCHEDULES

SCHEDULE A: ARCHERY CANADA DEPTHCHART

A1) INTRODUCTION

Archery Canada's Technical Leadership will apply the following methodology to evaluate and rank its athletes. The Technical Leadership is comprised of a group of experts, with in-depth knowledge of the athletes being evaluated, and includes the HC and HPA.

For the purposes of nominating athletes to Sport Canada for AAP support and carding, the Technical Leadership will evaluate and rank its athletes according to the following 3 Depth Chart Performance Areas:

1. **Current Performance (50% weighting)** - will be evaluated based on 2020 performance between January 1st and October 1st.
2. **Future Potential (30% weighting)** - will be evaluated based on the athlete's future potential with respect to performance progression and technical ability
3. **Planning & Program Adherence (20% weighting)**, - will be evaluated based on an athlete's ability to demonstrate adherence to program guidelines as laid out by the HC:

A2) OVERVIEW: DEPTH CHART SCORING

All criteria will be scored on a scale of 1-5, with the following descriptions for each of the 5 assessment scales as described in Chart 1 below:

Scale	Score
World Class Standard	5
International Class Standard	4
National Team Standard	3
Development Standard	2
Identification Standard	1

Chart 1: Depth Chart Scoring

Specific definitions for each of the descriptions (e.g. International Class Standard) are provided for each of the 3 Depth Chart criteria in the following sections.

A3) PERFORMANCE AREA 1: CURRENT PERFORMANCE

All athlete performance results achieved during the previous carding cycle (January 1st – October 1st 2020) are reviewed and evaluated by AC's Technical Leadership and translated into a Depth Chart score, for each athlete. Chart 2 provides a definition for each of the score levels related to the "current performance" criteria;

Methodology: Athletes will receive partial marks proportional to the number of criteria they have completed in a given category. An athlete achieving one but not all of the criteria for a specific category will be awarded the full score from the category below, regardless of the number of criteria they meet in the lower category.

Example: An athlete achieving a "Final Placing in the Top 8 Percentile at a USAT event" and a "Top 33 placing at a World Championship" but not achieving any other criteria out of the 14 total criteria, would be awarded points based on the following process:

- a. The Top 8 Percentile USAT Performance falls under Category 4 (International Class).
- b. The athlete is awarded all 3 points from the category below
- c. An additional .25 points for achieving ¼ of the criteria from category 4.
- d. The final score achieved for Current Performance in this example is 3.25.

Note: *to achieve a final score of 4, the athlete would have to meet all four of the criteria listed in the International Class Category.*



Category	Score	Criteria.
World Class	5	1) One Top 3 Individual final placing at World Cup, World Championships, Paralympics.
		2) Mixed team final placing in the top 12 percentile at a World Cup, World Championships, Paralympics.
		3) One Individual final placing top in the 10 percentile final placing at a World Cup, World Championships, Paralympics.
International Class	4	1) One Individual final placing in the top 11 percentile at World Cup, World Championships or Paralympics.
		2) One Individual final placing in the top 8 percentile at USAT, JOAD or World Ranking Event.
		3) One Mixed Team final placing in the top 30 percentile at World Cup, World Championships or Paralympics.
		4) Season arrow average in international match play score equivalent to CMO 9.55, CWO 9.38, MRO 8.68, WRO 8.21, MW1 9.03, WW1 8.51
National Team Standard	3	1) One Individual Top 33 final placing at World Cup or World Championships
		2) One Individual final placing in the top 17 percentile individual performance at USAT, JOAD or World Ranking Event.
		3) Podium performance in Canadian Open in Senior/Junior Category
Development Standard	2	1) One or more match wins at USAT, JOAD or WRE Event.
		2) One Individual Top 8 final placing at Canadian Open in Senior/Junior Category
		3) Three (3) registered 720 scores equivalent to CMO 633, CWO 623, MRO 583, WRO 583, W1M 593, W1W 533
Identification Standard	1	1) Demonstrates evidence of solid Future Potential and the ability to move to Development Standard with 2 years

Chart 2: Current Performance Criteria

CURRENT PERFORMANCE CRITERIA DEFINITIONS

- a) The terms World Championships and Paralympics, also include the World Youth Championships and the Youth Paralympic Games.
- b) The term World Ranking Event (WRE) refers to events deemed eligible for World Ranking Points for which Archery Canada publishes a selection addendum, excluding World Cup, World Championships and Paralympic Games.
- c) Performances by athletes at a competition designated as a WRE will qualify for evaluation regardless of whether the category is eligible for World Ranking points. (e.g Junior & Cadet at the Pan American Championship)
- d) Performances by athletes at a competition not designated as a WRE, but directly connected to a WRE (e.g. Continental Qualifier connected to a Pan American Championship)
- e) An archer receiving a first round bye will not be considered to have won a match in a USAT, JOAD or WRE event.
- f) USAT events are outdoor target events as outlined by USA Archery, inclusive of the USA Outdoor Target Nationals.
- g) For any criteria related to Canadian Championships, an athlete will automatically be identified as meeting the criteria if they are unable to participate because they have been selected to compete for the national team in a World Cup, World Championship, or WRE event.

A4) PERFORMANCE AREA 2: FUTURE POTENTIAL

Athletes will be evaluated on performance criteria (described in A3.1) to evaluate their “future potential”. Chart 3 provides a description for each of the criteria’s score levels;

Scale	Score
World Class Standard	5
International Class Standard	4
National Team Standard	3
Development Standard	2
Identification Standard	1

Chart 3: Future Potential Depth Chart Scoring Definitions

A4.1) Future Potential Performance Criteria

The following three (3) performance criteria will be evaluated for each athlete to determine their “future potential” score:

Performance Criteria 1: Athlete Progression in Match Play (Team & Individual)

Performance Criteria 2: Athlete Progression in 720 Results & Competition

Performance Criteria 3: Athlete Progression in Technical Competency and Consistency

A5) PERFORMANCE AREA 3: PLANNING & PROGRAM ADHERENCE

Athletes will be evaluated on performance criteria (described in A4.1) to evaluate their “planning & program adherence” score. Chart 3 provides a description for each of the criteria’s score levels;

Scale	Score
World Class Standard	5
International Class Standard	4
National Team Standard	3
Development Standard	2
Identification Standard	1

Chart 4: Planning & Program Adherence Depth Chart Scoring Definitions

A5.1) Planning & Program Adherence Performance Criteria

The following provides a detailed overview of the five (5) performance areas, which will determine an athlete’s “planning & program adherence” score. The performance areas are defined as follows:

Performance Criteria 1: Proactive Performance Planning and Communication

Performance Criteria 2: Execution of Training Plans as prioritized and guided by the HC

Performance Criteria 3: Accountability for creation & execution of clear performance protocols

Performance Criteria 4: Focus on closing identified Performance Gaps

Performance Criteria 5: Quality and consistency of Artemis reporting

A6) EXAMPLE ASSESSMENT RESULT

The following chart provides an example of a total score in terms of athlete assessment by each of the performance areas. Also indicated is the actual score based on the weight of the criteria. In the given example, the total score is 33.5 out of a possible high score of 50, whereby;

- a. Each performance criteria is given a score out of 5, and then totaled by performance Area.
- b. The total for each criteria is averaged (e.g. 14.5 total score for Future Potential represents a 3.63 average across 4 performance areas)
- c. The total is then multiplied by its weight (e.g. 25% of 3.63 for Future Potential equals .91).
- d. The criteria weight scores are then totaled to provide a final ranking score, which (in this example) calculates as 3.11.



DEPTH CHART ASSESSMENT EXAMPLE

CURRENT PERFORMANCE	SCORING
Top 8 Percentile USAT Performance	3.25
Average	3.25
50% Valuation Total	16.25
FUTURE POTENTIAL	
Athlete Progression in Match Play (Team & Individual)	3
Athlete Progression in 720 Results & Competition	4
Athlete Progression in Technical Competency and Consistency	3
Average	3.33
30% Valuation Total	10
PLANNING & PROGRAM ADHERENCE	
Proactive Performance Planning and Communication	3
Execution of Training Plans as prioritized and guided by the HC	3
Accountability for creation & execution of clear performance protocols	4
Focus on closing identified Performance Gaps	4
Quality and consistency of Artemis reporting	3
Average	3.40
20% Valuation Total	6.8
FINAL DEPTH CHART TOTAL SCORE	33.05

Chart 5: Example Athlete Depth Chart Evaluation Results

A6) ASSESSMENT PROCESS

The Technical Leadership applies depth chart evaluations throughout the year. In doing so, the assessments are lead by the National Coach and the High Performance Advisor, and in collaboration with technical staff, as well as personal coaches as required.

The Depth Chart ranking methodology provides AC Technical Leadership with the ability to evaluate its athletes across those performance areas, which are deemed as critical for developing podium performances at the Olympic and World Championship levels.

Carded athletes, and athletes with the potential to be carded, will proactively be provided a review opportunity by the HC to understand their current depth chart status. The timing for the review is scheduled for the middle of the competition season, and may be adjusted

based on communication between the athlete and national coach. Additionally, the athlete may request input and insight in terms of their performance throughout the year.

For purposes of nominating athletes for the 2021 carding cycle, a final depth chart evaluation will be completed by October 15, 2020.

