

Policy Name Paralympic Archers - Men and Women, Carding Policy & Process		
<i>Date of Approval</i> Feb. 24th 2023	<i>Activation Date</i> March 1st 2023	<i>Updated:</i> N/A
<i>Review Cycle</i> Reviewed by Sport Canada Feb. 24th2023		<i>Linking to</i> Sport Canada AAP Program International Paralympic Committee - MQS Scores Archery Canada Appeals Process Athlete Declaration for Consideration

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 three 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) SRI - SR Injury	\$1,765	\$21,180
Development Card	\$1,060	\$12,720

In Addition to the monthly allowance, carded athletes can take advantage of other means of support, such as support for child dependents and tuition support. Please contact program leadership to determine if you qualify for further support as a carded athlete.

For the 2023/24 cycle, Sport Canada has allocated the equivalent of three (3) Senior Cards to Archery Canada (AC) for the Paralympic program athletes, totalling an amount of \$63,540.

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. In October Athlete nominations to Sport Canada for carding will be made each year. The Program Technical Leadership (e.g. Para Archery Technical Leadership Team, the Program Manager, and High-Performance Director), 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)
- The athlete must be available to represent Canada in major international competitions, including World Championships, Olympic Games and Paralympic Games;
- For athletes in Olympic or Paralympic sports who have been permanent residents of Canada for three years or more, continued eligibility to receive AAP support is contingent on the athlete becoming eligible to represent Canada at the Olympic or Paralympic Games;
- Compete in an event in the Paralympic games that is recognized by Sport Canada for AAP support
- Be a member in good standing with AC.
- Must be Nationally classified or in the process of being nationally classified.
- Must complete the declaration of consideration, as outlined in section 3.0 below
- Meet the carding prerequisites, minimum performance standards and criteria in Appendix A of this document.
- Be named to either the Para National Squad or Para Development Squad
- 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 Technical Leadership (TL). The TL is committed to provide timely and advance notice to the carded athletes regarding programming elements.
- Compete at the Canadian Outdoor 2024 National Target Championships, unless a written exemption has been provided by the TL.
- Achieve results meeting any stated 2023/24 carding criteria between Nov. 1 2022 and October 31st 2023
- Provide regular training updates and IPP/YTP data to the Program Leadership in consultation with any personal coaches and the Para Technical Leadership Team.

The following athletes are not eligible for carding:

- Athletes who do not meet published NSO approved and AAP compliant carding criteria
- Athletes who have made a false application and have been declared ineligible for AAP benefits by Sport Canada
- Athletes who do not meet the eligibility requirements as outlined in this document
- Athletes who have been ruled ineligible to participate in sport for two years or more as a result of an anti-doping rule violation and who have not been reinstated
- Athletes who are serving an anti-doping rule violation sanction of less than two years of sport ineligibility at the start of the carding cycle; and
- Athletes who meet the carding criteria but are members of another national team

3.0 OVERVIEW OF CARDING NOMINATION PROCESS

Step One: Athletes must complete a declaration of consideration on Archery Canada's website and/or through the link below by the date published - Sept. 30th 2023

<https://www.surveymonkey.com/r/Y965LND>

Step Two: All athletes who have declared will have their depth charts updated by the Program Manager.

Step Three: Athlete Depth Charts will be provided to all athletes for clarification on ranking. The Program Manager will meet with each athlete when the charts are distributed and again during the cycle, either mid-cycle and/or after major events, to ensure athletes understand their depth chart and ranking placement.

Step Four: Athletes will be ranked in order.

Within each Standard Level, athletes will be ranked by their Depth Chart score. Please see section 6 & 13 for information on this process.

Step Five: The Program Manager will present the depth charts to the High Performance Director and the Para Technical Leadership team and allocate cards, until there are no cards left.

Step Six: The Program Manager will nominate the allocated card selections to Sport Canada.

Step Seven: Sport Canada will ratify the nominations.

Step Eight: Archery Canada will notify the confirmed athletes and publish the confirmed list on the website as soon as the nominations are ratified.

4.0 CARDING CYCLE

Runs from November 1st 2023 to October 31st 2024.

5.0 QUALIFICATION PERIOD

- Athletes must complete the declaration for consideration by Sept 30 2023
 - <https://www.surveymonkey.com/r/Y965LND>
- Nov. 1 2022 - Sept. 30 2023: Athletes to achieve performances to become eligible for carding.
- October 2023: The Program Manager and Para Archery Technical Leadership Pool evaluate athletes and prepare recommendations for carding distribution and nominations to Sport Canada
- Mid-October: Nominations submitted to Sport Canada for review. Athletes notified of their carding status for the following year. Appeal period begins.
- Late October: Appeal period ends, and list of carded athletes made public
- Nov. 1 2023 - Carding cycle starts and athletes begin receiving funding.

6.0 CARDING CRITERIA

6.1 Senior International Card (SR1) Criteria

In 2023, the Para World Archery Championships in Pilsen, Czechia are the only competition qualified for achieving SR1 criteria. As such to be eligible for nomination for a Senior

International Card, the athlete must achieve at least one of two performance targets through a placing performance at the World Championships:

- Place in the Top Eight (8) and Top ½ of the field in the qualification round or in the final tournament individual placing
- Place in the Top three teams (3) and top half (½) of the competition field in the final tournament team placing

6.2 SR2 Maintenance Criteria

In order to qualify for a second year of an International card (SR2), the athlete must meet all of the following requirements:

- Compete at the 2023 Canadian National Target Championships; and
- Meet all senior card requirements stated for eligibility or criteria for the next AAP cycle starting on November 1st 2030

6.3 Senior National Card (SR) Criteria

To be eligible for nomination for a SR Card, the athlete must meet one(1) of the following individual or team placing criteria:

A. Individual Placing:

- Place in the Top (3) at the Nove Mesto Para Archery European Cup
- Place in the Top Sixteen (16) in the individual competition at the 2023 Para World Archery Championships
- Place to secure a Paris 2024 Paralympic individual quota spot for Canada at the 2023 Para World Championships - if two individuals secure the same quota spot, the highest ranking finisher will be credited with securing the Canadian Quota Spot

B. Team Placing:

- Place in the Top (3) at a team event at the 2023 Para World Championships

Carding History Criteria

The athlete must have received a minimum of previous carding support, as follows:

- Have received a minimum of 3 carding cycles of a Development (D) Card or Senior (SR1, SR2, SR, C1) Card in prior years. OR may be ineligible exceed maximum carding

6.4 Development Card (D) 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/or Youth) or;

- Be named to the National Para Squad or Development Squad
- The athletes meeting the D Card criteria will be ranked on the Para Archery Program Depth Chart. Nominations will be recommended based on the Depth Chart ranking following the carding prioritization set out in section 7.0

7.0 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 SR1, SR, and D Cards will be based on the athlete Depth Chart ranking as identified in section 6.2 and 6.3.

Priority	Type of Card
1	Athletes who meet the SR1/SR2 card Criteria
2	Athletes who meet the SR Card Criteria
3	Up to 3 athletes who meet the D Card criteria based on Depth Chart Ranking
4	Up to 2 Athletes with a 2022/2023 D Card who meet the Health Clause Criteria
5	Remaining athletes who meet D card criteria based on Depth Chart

Table 7.1: Carding Prioritization

8.0 MAXIMUM NUMBER OF YEARS AT CARDING LEVELS

8.1 Senior Cards

- An athlete is expected to demonstrate performance progression in their results to maintain SR Card status. Once an athlete has been carded for 6 years or more at the Senior card levels (SR1, SR2, SR, SRI) to be recommended for additional years of carding support the athlete must either:

- o Meet the International Senior Card (SR1) criteria; or
- o Clearly demonstrate progress toward placing in the Top 3 at the World Archery Para World Target Championships and the Paralympic Games.

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

8.2 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 levels at 5 carding cycles, before the SR Card level must be reached.
 - o Athletes receiving partial cards will have the proportional number of months counted towards the 5 cycle total.
- Under the circumstance that an athlete has not reached SR Card levels after 5 carding cycles, and the athlete is demonstrating performance progression in line with achieving SR Card level within 2 years of cycles, an athlete may be recommended for continued D card support.
 - o Any such athlete will have a 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.

9.0 HEALTH CLAUSE (INJURY, ILLNESS, PREGNANCY)

A carded athlete who, at the end of the carding cycle has not achieved the standard required for the renewal of carding status because of strictly health related reasons, may be considered for renomination for the upcoming year provided the following conditions are met:

- The athlete has fulfilled all reasonable training and rehabilitation requirements aimed at a speedy return to training and competition during the period of his or her injury, illness or pregnancy and, despite making every reasonable effort to attain the applicable carding standards, has failed to do so, in the view of Archery Canada for reasons strictly related to the injury, illness or pregnancy.
- The athlete is expected to meet criteria in the upcoming carding period, based on AC's expert opinion and that of a team physician or approved equivalent. This must be indicated in writing to Sport Canada.

- 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.

The injury card policy is explained in Section 9 of the Sport Canada Athlete Assistance Program Policies and Procedures.

All documentation pertaining to any injury must be submitted to Archery Canada no later than Sept. 30 2023

10.0 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 High Performance Director and Program Manager. Unless adjusted with their approval, athletes must follow the approved YTP and IPP during the carding cycle, and provide regular progress reporting as defined by Program Leadership (also see 12.0, 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 Program Manager, 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 the High Performance Director and Para Archery Technical Leadership team, may apply a sanction or fine according to Archery Canada discipline procedures. The sanctions could include a withdrawal of carding.

11.PERFORMANCE MONITORING

Athletes and their personal coach are responsible for proactively communicating with the Program Manager throughout the carding cycle, at least on a monthly 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 Program Manager may determine a different contact frequency at their discretion.

Athletes are expected to demonstrate progress upon the objectives set in their approved YTP & IPP at the beginning of 2023, 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 program 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 Program Manager's discretion.

12.0 CHALLENGES OR APPEALS

Decisions by Archery Canada on nominations for carding or de-carding may be appealed under Archery Canada's appeals policy. Appeals are restricted to those athletes who are eligible to be considered for carding by meeting the criteria set out in this document. The Appeals Policy may be found at:

https://archerycanada.ca/wp-content/uploads/2023/02/Archery-Canada_Appeals-Policy-UCCMS-Compliant_2023.docx.pdf

Decisions made by Sport Canada may be appealed under the relevant provisions of the Sport Canada Athlete Assistance Program.

13.0 SCHEDULES

SCHEDULE A: ARCHERY CANADA DEPTH-CHART

A1) INTRODUCTION

Archery Canada's Para Program will apply the following methodology to evaluate and rank its athletes.

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

1. **Current Performance (70% weighting)** - will be evaluated based on 2023 performance between January 1st and September 30th 2023.
2. **Future Potential (30% weighting)** - will be evaluated based on the athlete's future potential with respect to performance progression and technical ability

A2) PERFORMANCE AREA 1: CURRENT PERFORMANCE

All athlete performance results achieved during the previous carding cycle and up to Sept. 30th are reviewed and evaluated by the Program Manager and translated into a Depth Chart score, for each athlete. Chart 1 provides a definition for each of the score levels related to the “current performance” criteria;

Methodology: Athletes may 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 $\frac{1}{4}$ 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
Does not meet criteria	0	1) Athlete may be new to the program 2) Data not available to evaluate in any of the above criteria

Chart 1: Current Performance Criteria

CURRENT PERFORMANCE CRITERIA DEFINITIONS

- a) The terms World Championships and Paralympics, also include the Para Pan American 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.
- 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 Para Pan American Championship) will qualify for evaluation.
- 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.

A3) 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 Category	Score	Criteria
World Class	5	<ol style="list-style-type: none"> At least five (5) 720 scores from registered competitions available for monitoring + at least. One score must be from an Archery Canada National Event (Championship or Cup) and one score from one International Qualification round. Athlete consistently surpassing Minimum Qualification Scores as outlined by the IPC Athlete Participating in International Match Play events, and progressing through to at least the semi-final round
International Class	4	<ol style="list-style-type: none"> At least five (5) 720 scores from registered competitions available for monitoring + at One score must be from an Archery Canada National Event (Championship or Cup) and one score must be from a match play event (Nationals, USAT, Provincials etc). Athlete consistently surpassing Minimum Qualification Scores as outlined by the IPC Athlete Participating in International Match Play events, and qualifying for at least the first round of Match Play Brackets
National Team	3	<ol style="list-style-type: none"> At least four (4) 720 scores from registered competitions available for monitoring. One score must be from an Archery Canada National Event (Championship or Cup) and one score must be from a match play event (Nationals, USAT, Provincials etc). Athlete to consistently meet Minimum Qualification Scores as outlined by the IPC Consistent Participation in Match Play at Provincial, and National Events
Development	2	<ol style="list-style-type: none"> At least three (3) 720 scores from registered competitions available for monitoring. One score must be from an Archery Canada National Event (Championship or Cup) Athletes Progression shows meeting or obtaining IPC's Minimum Qualification scores in a 1-2 year cycle. Evidence of local, Provincial and National Participation - participation in events with Match Play
Identification	1	<ol style="list-style-type: none"> At least three (3) 720 scores from registered competitions available for monitoring Athletes 720 scores show potential, but are not yet meeting the IPC's Minimum Qualification Scores for international events Has not yet participated or only has participated in (1) event with Match Play (Canada Cup, Nationals etc).
Does not meet criteria	0	<ol style="list-style-type: none"> No score or competition data available to evaluate progression in 720, Match Play or Technical Skills

Chart 2: Future Potential Depth Chart Scoring Definitions

A3.1) 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)

- Athletes’ scores in Match Play (Team and/or Individual) will be monitored and compared to data from the previous seasons (if available). Final scores as well as progression through match-play brackets will be analyzed.

Performance Criteria 2: Athlete Progression in 720 Results, AAV & Competition

- The International Paralympic Committee (IPC) publishes Minimum qualification scores for the Paralympic Games in specific categories. The athlete's top (5) 720 scores of the season will be used as the key indicators in comparison with the MQS scores to determine an athlete's progression.

The IPC’s MQS scores can be found in the Paris 2024 Qualification Procedures on the Archery Canada website and posted below:

https://extranet.worldarchery.sport/documents/index.php/Events/Paralympic_Games/2024_Paris/Paris_2024_Paralympic_Games_Qualification_Procedure.pdf

Performance Criteria 3: Athlete Progression in Technical Competency and Consistency

A4) 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 33.11 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
70% Valuation Total	22.75
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	9.99
FINAL DEPTH CHART TOTAL SCORE	32.741

Chart 5: Example Athlete Depth Chart Evaluation Results

A5) ASSESSMENT PROCESS

The Program Manager applies depth chart evaluations throughout the year. In doing so, the assessments are led by the High Performance Director, and in collaboration with technical staff, as well as personal coaches as required.

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

Carded athletes, and athletes with the potential to be carded, will proactively be provided a review opportunity by the Program Manager 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 2024 carding cycle, a final depth chart evaluation will be completed by Sept. 30th, 2023.