



## SELECTION POLICY

### 1. COACH SELECTION POLICY

#### **Selection Policy Statement**

A provincial coach should aim to develop water polo specific skills, game skills, and athletic skills in a water polo related environment.

All coaching within the provincial programs should always follow the 4 areas below:

- Active
- Purposeful
- Enjoyable
- Safe

Coaches will be selected on their ability to deliver coaching consistent with Ontario Water Polo's technical direction, demonstrated planning and the delivery of feedback to players in a variety of forms.

#### **Selection Criteria**

Certification:

All provincial coaches must meet the requirements as outlined by Ontario Water Polo:

- All Provincial Coaches should be or should be working towards within 12 months NCCP Competition Introduction Certified.
- Coaches must be members in good standing of a Canadian club.
- Coaches must possess Making Ethical Decisions

#### **Selection Policy & Criteria**

Required competencies:

- All Provincial Coaches will demonstrate a detailed understanding of the Ontario Water Polo key themes.
- All Provincial Coaches will have a strong working understanding of Ontario Water Polo's selection policy and selection criteria. This will be evidenced in their

selections throughout the National Championship League, Ontario Provincial League, and regional training camps.

- All Provincial Coaches must be VSS (vulnerable sector screening) checked prior to any involvement in the provincial programs

### **Selection Process**

- A general 'call for coaches' will be made through the OWP website
- Coaches will apply based on the timelines outlined in the application process
- Coaches will be assessed by the Technical Coordinator (or the body assuming their responsibilities) through the criteria listed, and the application they submit
- Coaches will be interviewed by the Technical Coordinator (or the body assuming their responsibilities)
- Coaching offers and contracts will be made by the Technical Coordinator (or the body assuming their responsibilities)

## **2. ATHLETE SELECTION POLICY**

### **Selection Policy Statement**

- To be selected on Team Ontario Water Polo is an honour and privilege that comes with the important responsibility to proudly represent the OWP in National and International competitions.
- To ensure a transparent selection process, OWP has set out specific eligibility and selection criteria to be used in all of the Ontario provincial programs. This will ensure that the identification and selection of players drives the development of high performance water polo in Ontario with the ultimate goal of transitioning provincial team players into National Team players.

### **Eligibility for Selection**

- The player must be a registered member in good standing with the OWP.
- The player must be a permanent resident of Ontario for one year prior to his/her selection on Team Ontario. \*
- The player must be medically fit to compete in both training and competitions.
- The player must be eligible to represent Ontario at the National level and/or International level.

\* Residency Exceptions: Exception to the permanent Ontario residency, will be considered on a case specific basis by the Ontario Water Polo Technical Coordinator (or the body assuming their responsibilities).

### **Selection Criteria**

Selection will be based on the following criteria:

Physical Assessments:

- These will be based on the OWP athlete scorecard and metrics, which will be consistent with Water Polo Canada scouting and assessing metrics.

Individual Skill Assessment and Tactical Assessment:

- Assessed through National Championship League, Ontario Provincial League, and regional training camps in coordination with Water Polo Canada.

Behavioral Assessment:

- Demonstrates qualities conducive to individual improvement such as: Self-motivated, strong work ethic, responsible and focused.
- Demonstrates qualities conducive to team success such as: Strong leadership, positive attitude, effective communication and coachable.

Potential to Develop:

- Current performance level relative to past performance level and perceived potential to develop.

Number of Positions Available:

The number of spots/ positions available in a Team Ontario program is dependent on the program offered each year. The number of positions available will be announced each year when the Team Ontario programs information is released.

Age Groups:

Ontario Water Polo follows the guidelines of the Canadian Long-Term Athlete Development (LTAD) model in designing the Team Ontario programs, as well as the Water Polo Canada LTAD pathway model.

Eligibility for a Team Ontario Water Polo program will be based on the following factors:

- Ability to meet the program's standards through the assessment process
- Fall within the age categories dictated by Ontario Water Polo, which are based on OWP athlete development strategies, domestic competitive age categories and international events the program will be attending.

The basic format for Team Ontario will be the following (unless there are extenuating circumstances limiting the ability to deliver a programs):

Age Category	Summer Program	Ontario Water Polo Association
12U Gender Specific	Regional Training Camp	Athlete must be in this age category in the upcoming domestic season
14U Gender Specific	Regional Training Camp	Athlete must be in this age category in the upcoming domestic season
16U Gender Specific	North American Training Camp and Event	Athlete must be in this age category in the upcoming domestic season
18U Gender Specific	International Event and Training Camp	Athlete must be in this age category in the upcoming domestic season

### **Selection Process:**

There will be four (4) steps to the Selection Process. Those steps are designed to ensure fairness and achieve the goals of the Team Ontario Water Polo programs.

#### **Step 1: Player Identification through clubs**

Ontario Water Polo member club Head Coaches/ Age Group Coaches will be consulted to identify athletes within their programming who should be monitored. This may involve the club coach compiling data to provide to OWP.

#### **Step 2: Player Identification through competition and training camps will be performed by the Athlete Selection Committee (ASC).**

This committee will be comprised of:

- Head coach of respective Team Ontario programs
- Assistant coaches of respective Team Ontario programs
- Technical Coordinator (or the body assuming their responsibilities) for Ontario Water Polo

The ASC will use scouting, evaluating, and monitoring opportunities that present themselves through:

- Ontario Provincial League games
- National Championship League games
- Team Ontario regional camps

#### **Step 3: Initial Selection**

Based on the published selection date, an initial player selection will be made by the ASC.

## Step 4: Final Selection

The selection made by the ASC will be reviewed by a Selection Review Committee (SRC) to ensure that:

- There were no club/team biases in the selection made by the coaches
- All selections were based on the Team Ontario Selection Criteria
- The selection is aligned with the performance or development focus of the respective Team Ontario program

The Selection Review Committee will be comprised of:

- One (1) member of the Ontario Water Polo board who is unaffiliated with any athlete(s) who are part of the process
- A neutral Ontario Water Polo member who is free from bias and prejudice
- A neutral member of another water polo Provincial Sport Organization

Injury During Selection Process:

In the case where an athlete participating in the selection process gets injured before the player selection is announced (during the season), the following procedure will be implemented:

If an evaluation of the player has already been done, that data will be considered for the final selection.

The Athlete Selection Committee will consider past evaluations/ reports of the player and any information that was gathered on the player before the injury happened.

To be eligible to be selected, the athlete will have to:

- Demonstrate that they are following a return-to-play protocol designed by a health professional
- Provide the selection committee with a letter from their therapist/doctor confirming that they will be cleared to play at least one (1) week prior to the first Team Ontario training activity

The Athlete Selection Committee will involve the athlete and/or their parents/guardians in their decision to consider the status of the athlete in the selection process based on the injury assessment. The Selection Committee will make the final decision with the long-term health of the athlete as the main consideration.

This Policy is effective September 30, 2016.

### **3. TEAM TRAVEL MANAGER & CHAPERONE POLICY**

#### **Candidates:**

Ontario Water Polo encourages parents to volunteer as chaperones when there is a call for candidates.

If a candidate is interested, they must follow the procedure below:

- 1) Ensure you are aware of the responsibilities that exist
  - 2) Follow all the deadlines published in the program outline
- Chaperones shall not have any sanctions from OWP or WPC.
  - Chaperones can be parents of athletes attending the event.
  - Chaperones shall be at least 25 years of age.
  - Chaperones shall have a current to the season police and vulnerable sector background check.