

Shooting Australia

2017-2020 High Performance Selection Strategy

1. INTRODUCTION

Shooting Australia (SA) receives significant investment from the Australian Institute of Sport (AIS) under 'Australia's Winning Edge' (AWE) to conduct its high performance (HP) program. The primary focus of this program is to achieve sustained success on the world stage. The primary measure of the program's success is medals won at benchmark events including the Commonwealth Games, World Championships and the Olympic and Paralympic Games.

SA's HP program is comprised of two main parts:

- National Teams – Groups of athletes, coaches and performance support staff selected from time to time to represent Australian Shooting in international competitions sanctioned and/or conducted by the International Sport Shooting Federation (ISSF); and
- 'Aiming 4 Gold' (A4G) Squad(s) – Comprised of athletes who have demonstrated their ability to contribute to the success of SA's National Teams in international competition now or in the future. SA invests significantly in the development and preparation of these athletes through the provision of world-class coaching and performance support, (i.e. sports science and medicine), national and international camps and competition.

2. PURPOSE

The purpose of this document is to outline SA's proposed strategy for the identification and selection of HP athletes to National Teams that will represent Australia at key ISSF events during the 4-year period between 2017 and 2020.

This document does not replace selection policies for specific events but will help to shape their content (i.e. selection criteria). Event-specific selection policies will be made available to athletes, coaches and programs across the HP community in the coming weeks and months.

This document will also provide further details regarding SA's process for identifying athletes to its A4G Squad(s). Membership of the A4G Squad is not a pre-requisite for selection to a National Team for any international event.

3. BACKGROUND/CONTEXT

There is a range of factors (i.e. both internal and external) that have influenced the development of SA's proposed HP selection strategy moving forward including:

- A review of SA's current approach to selection and the subsequent performance(s) of Australia's best shooting athletes at benchmark events over the last four years;
- Suggested changes to this approach tabled by key stakeholders through submissions to SA's HP Policy Review (April-July 2016);
- A strengthened focus on identifying, developing and selecting to National Teams, athletes that are capable of helping SA to achieve its AWE performance targets;
- An opportunity to professionalise the daily performance environments of squaddled athletes, through the establishment of National Centres of Excellence delivered by SA in conjunction with state institutes of sport; and
- A shift in SA's organisational strategy to include leadership of 'whole of sport' growth, sustainability and success of target shooting sports in Australia.

4. SA NATIONAL TEAMS - SELECTION STRATEGY OVERVIEW

4.1 Objectives

The main objectives of SA's HP selection policies for the period 2017-2020 are to:

- (i) Maximise the number of medals that Australian Shooting can win in benchmark events including (but not limited to) the 2018 Commonwealth Games and World Championships, and the 2020 Olympic and Paralympic Games; and
- (ii) Use these and other ISSF events to provide elite and pre-elite athletes with exposure to high-quality international competition that will help to accelerate their development for 2020 and beyond.

4.2 Benchmark Scores

SA will continue to set 'benchmark scores' (BMS) that underpin the performance standards required of athletes for selection to National Teams. BMS' reflect the average scores required to make the finals in world competition over the past 4 years. Australian athletes who shoot these scores (in SA-endorsed events) will in effect, be demonstrating their ability to deliver a performance that is 'within range' of a final at a benchmark event.

SA recognises that these BMS' will be unachievable for many, particularly at the start of the Olympic cycle. To this end, SA plans to adjust the scores in years 1 and 2 of the cycle to enable more athletes to hit the scores required for selection to National Teams. This is designed to increase the opportunities for more athletes to be exposed to international competition at the beginning of a 4-year cycle.

As the cycle progresses, and the need for our athletes to be better performed (i.e. internationally) in order for SA to achieve its targets at the Olympic Games, the BMS' will return to pre-adjusted levels as follows:

2017	2018	2019	2020
BMS - 2	BMS - 1	BMS	BMS

Specific details regarding the BMS' for each discipline/event will be included in the relevant selection policies. These scores will be different for senior and junior, and able/disabled athletes. BMS' will remain fixed for a 2-year period (i.e. for 2017 and 2018). They will be reviewed and revised at the end of 2018 and then fixed for a further 2-years (i.e. 2019 and 2020).

5. NATIONAL TEAM SELECTION – STRATEGIC PRIORITIES

The following sections provide a high level outline of SA's strategic priorities in terms of the selection of its National Team each year over the next 4 years as well as the key criteria against which athletes will be selected to these teams. Specific detailed selection criteria for each event will be published as appropriate.

5.1 Year 1 - 2017

Strategic Priority: Commonwealth Games selection events will be the focus for senior athletes, as will be competing in the Commonwealth Games Test Event. Junior World Championships will be the focus for junior athletes.

Event-specific selection criteria will be based on ...

- Senior World Cups (Para Included)
 - Squadded athletes' attendances at Senior World Cups will be prioritised by the National Coach in accordance with the individual performance plans (IPP) of each athlete;
 - Non-squadded athletes who have achieved a senior BMS-2 since 1 January 2016 will be eligible to attend a Senior World Cup in 2017;
 - Attendance for non-squadded athletes will be dependent on there being available positions, but if there are spots, they will go.
- Junior World Cups
 - Squadded athletes' attendances at Junior World Cups will be prioritised by the National Coach in accordance with the individual performance plans (IPP) of each athlete.
 - Non-squadded athletes who have achieved a junior BMS since 1 January 2016 will be eligible to attend a Junior World Cup in 2017;
 - Attendance for non-squadded athletes will be dependent on there being available positions, but if there are spots, they will go;

- The National Coach may select other athletes to attend provided they have demonstrated the capability of achieving the junior BMS within 12 months.
- Junior World Championships
 - Development focus;
 - Any Athlete who has achieved the junior BMS since 1 January 2017 will be selected to attend the Junior World Championships;
 - If more than 3 athletes in one event achieve the junior BMS, SA's Selection Panel will determine which of these athletes will compete;
 - The National Coach may select other junior A4G Squad athletes to attend, provided they have demonstrated the capability of achieving the junior BMS within 12 months.
- Shotgun World Championships
 - Any Athlete who has achieved the senior BMS-2 since 1 January 2017 will be selected to attend the Shotgun World Championships;
 - If more than 3 athletes in one event achieve the BMS-2, SA's Selection Panel will determine which of these athletes will compete.
- Commonwealth Shooting Federation (CSF) and Oceania Shooting Federation (OSF) Championships (aka Commonwealth Games Test Event)
 - There will be 4 pre-determined and advertised selection events conducted during 2017. These events will be conducted during the middle of the year to ensure that athletes can demonstrate their international competitiveness closer to the date of the CSF/OSF Championships;
 - Results from each event will include qualifying scores added to the finals position. (e.g. an athlete winning the Women's Trap event in a qualifying score of 70 will have her result recorded as 70+6 = 76);
 - Athletes will be ranked by adding their top 3 of 4 results. Each athlete's worst performance (based on qualifying scores only) will be removed from consideration;
 - The first three athletes will be selected as the Australian 'A' Team. The first two athletes only will be eligible to represent Australia in the CSF Final.
 - The 'B' Team will be selected by the SA Selection Panel with a strong focus on junior athletes, because there will be no CSF/OSF Junior events;
 - Note: The CSF/OSF Championships are being conducted simultaneously.
 - There will be only one senior qualification competition for every event.
 - The final for the CSF (aka Commonwealth Games Test Event) will be conducted immediately after the qualification round. A maximum of 2 athletes per country/discipline/event can qualify for this final just as in the Commonwealth Games;
 - Finals for the OSF will be conducted as soon as possible after the CSF Final. A maximum of 3 athletes per country/discipline/event can qualify for the OSF finals as per normal rules and
 - The 'B' Team athletes are ineligible to compete in the OSF or CSF Finals regardless of their qualifying scores.

5.2 Year 2 - 2018

Strategic Priority: The focus will be to deliver medals at the World Championships (Para and Able body) and a winning performance environment at the Commonwealth Games. Event-specific selection criteria will be based on ...

- Senior World Cups (Para Included)
 - Squaddered athletes' attendances at Senior World Cups will be prioritised by the National Coach in accordance with the individual performance plans (IPP) of each athlete;
 - Non-squaddered athletes who have achieved a senior BMS-1 since 1 January 2017 will be eligible to attend a Senior World Cup in 2018;
 - Attendance for non-squaddered athletes will be dependent on there being available positions, but if there are spots, they will go.

- Junior World Cups
 - Squaddered athletes' attendances at Junior World Cups will be prioritised by the National Coach in accordance with the individual performance plans (IPP) of each athlete;
 - Non-squaddered athletes who have achieved a junior BMS since 1 January 2017 will be eligible to attend a Junior World Cup in 2018;
 - Attendance for non-squaddered athletes will be dependent on there being available positions, but if there are spots, they will go;
 - The National Coach may select other athletes to attend provided they have demonstrated the capability of achieving the junior BMS within 12 months.

- Commonwealth Games
 - There will be 5 pre-determined and advertised selection events including the 4 selection events for the CSF/OSF Championships (above) plus the 2017 SA Open (December 2017);
 - Results from each will include qualifying scores added to the finals position. (e.g. an athlete winning the Women's Trap event in a qualifying score of 70 will have her result recorded as 70+6 = 76);
 - Athletes will be ranked by adding their top 4 of 5 results. Each athlete's worst performance (based on qualifying scores only) will be removed from consideration;
 - The highest-ranked athlete will be selected for the Commonwealth Games;
 - The second athlete (i.e. per discipline/event) if available, will be selected by SA's Selection Panel using any relevant factor(s). See below the extract from Commonwealth Games Australia –

"The Commonwealth Games Federation (CGF) is employing a system to cap the number of athletes (and team officials) participating in 2018 ahead of a fully developed quota system for Durban 2022.

- The above may require the SA Selection Panel to determine which athletes in what events give SA and Australia the best possibility of achieving our agreed performance targets and hence no set criteria will be established for the second position.
- World Championships (All Disciplines) (Para Included)
 - Senior**
 - Any athlete who has achieved the senior BMS-1 from 1 November 2017 will be selected to attend the World Championships;
 - If more than 3 athletes in one event achieve the BMS-1, SA's Selection Panel will determine which of these athletes will compete at the World Championships;
 - World Championship selection standards will apply to squadded and non-squadded athletes equally. World Championship teams will be entered only where individuals warrant selection by meeting the defined selection standards (above) and where selection meets the Objectives outlined in Clause 4.1.
 - Junior**
 - Any athlete who has achieved the junior BMS since 1 November 2017 will be selected to attend the World Championships;
 - If more than 3 athletes in one event achieve the junior BMS, SA's Selection Panel will determine which of these athletes will compete;
 - The National Coach may select other junior A4G Squad athletes to attend, provided they have demonstrated the capability of achieving the junior BMS within 12 months.

5.3 Year 3 - 2019

Strategic Priority: The focus will be on preparing athletes for the 2020 Olympic/Paralympic Games (Tokyo) and winning quota places on the international market.

Notes:

- Benchmark scores will be raised from 2018 to their pre-adjusted levels;
- The focus will be on athletes capable of contributing to the Objectives in Clause 4.1 and those who have demonstrated through their performances that they are capable of winning quotas on the international market;
- There will continue to be a focus on pre-elite (i.e. developing) athletes, but the focus on senior athletes will be narrowed.

5.4 Year 4 - 2020

Strategic Priority: The focus will be on preparing athletes to deliver medals at the 2020 Olympic/Paralympic Games (Tokyo).

Notes:

- World Cups will only be for selected 'Olympic/Paralympic athletes' or for long-term development as per the Objectives outlined in Clause 4.1;
- No non-squadded athletes will be eligible to attend Senior World Cups in 2020;

- Olympic/Paralympic selection events will be open to all eligible athletes equally with selection criteria to be determined after a review of the policies/processes implemented for the 2018 Commonwealth Games and World Championships;
- It is currently proposed that the criteria may be similar to that used for the 2018 Commonwealth Games.

6. 'AIMING FOR GOLD' (A4G) PROGRAM - GUIDING PRINCIPLES

SA, the AIS and the National Institute Network (NIN) invest significantly in an 'Aiming 4 Gold' (A4G) Program. This is comprised of squads of athletes who have demonstrated their ability to contribute to the success of SA's National Teams in international competition now or in the future.

SA and its high performance partners provide funding and other in-kind support to enhance the development and preparation of A4G Squad athletes through the provision of world-class coaching and performance support (i.e. sports science and medicine), national and international camps and competition.

At the core of the A4G Program is a set of 'guiding principles' that underpin the program's operation. These include:

- a) The A4G Program is a High Performance (HP) program that supports elite athletes and coaches to deliver podium performances (i.e. medals) at benchmark events including the Olympic/Paralympic Games, World Championships and Commonwealth Games;
- b) This is a 'coach-driven' program where our National Coaches have the authority and will be accountable for directing and delivering the plans, programs and performances of targeted elite and developing elite athletes;
- c) This is not a participation or engagement program and hence, SA will always select its squads/teams athletes who can demonstrate their capacity to be world class (i.e. now or in to the future) ahead of athletes who can win domestic events;
- d) Every athlete is a unique individual who deserves to be treated fairly but must be challenged and supported differently to his/her peers;
- e) The selection, preparation and performance of our best athletes will never be compromised by the selection of a lesser athlete (i.e. not all athletes are equal and hence they may not be supported equally).

7. A4G SQUADS

A4G Squads will be named and/or reviewed in November/December each year and athletes will be invited to become members of the squad for a minimum of 2 years. A4G Squads will be comprised of both senior and junior athletes subject to the following:

Senior: Senior athletes will be invited to join the A4G Squad by the relevant SA National Coach based on their assessment of each athlete against a range of criteria including (but not limited to):

- Achievement of the senior BMS relevant for that year;
- Regular access to an appropriate HP daily training environment including coaching and performance support;
- Commitment to a National Coach-directed plan of domestic and international competition; and
- A demonstrated commitment to maintaining highest levels of personal excellence.

Junior: Junior athletes will be invited to join the A4G Squad based on the following criteria:

- Automatic selection - Must have achieved the relevant junior BMS in an SA Endorsed Event during the past 2 years; or
- Non-automatic selection – At the discretion of the National Coach based on evidence that the athlete is capable of achieving the junior BMS within 12 months and can demonstrate:
 - Regular access to an appropriate HP daily training environment including coaching and performance support;
 - Commitment to a National Coach-directed plan of domestic and international competition; and
 - A demonstrated commitment to maintaining highest levels of personal excellence.

Note: Athletes will no longer be required to apply for membership to the A4G Squad(s).

All A4G Squad members will be engaged in the development of their own 2-year individual performance plan (IPP) that will clearly articulate the athlete's goals and performance targets together with key actions required of them, their coach(es) and performance support staff to achieve these goals.

Each athlete's progress against his or her IPP will be reviewed regularly. Achievement of key actions identified in an athlete's IPP will be a pre-requisite to their continuing membership of the A4G Squad.

8. A4G SQUAD AND NATIONAL TEAM MEMBERSHIP

- a) Squad/team members are required to sign and abide by SA 's Team Agreement which includes the Athletes' Code of Conduct;
- b) Members of any squad/team are expected to behave in the appropriate manner and become a part of a respectful and unified Australian Team culture;
- c) Squad/team members will co-operate fully and take all reasonable direction from SA and in particular, the relevant National Coach.

Shooting Australia will take a 'zero tolerance' approach to breaches of any agreement or policy during 2017-2020.