

## **Categorisation Performance Matrix and Guidelines**

### **INTRODUCTION**

The Archery Australia (AA) National Recurve, Compound and Para Program is designed to deliver programs which ultimately produce Champions at benchmark events including World Archery Championships, Olympic Games, Paralympics and World Archery Para Championships.

The purpose of the programs is to provide a system of support for Archery Australia's leading archers and para-archers in a structured, sequential, and transparent manner that supports the athletes in achieving performances which are aligned to Archery Australia's published performance goals. All streams have three distinct components:

- National Squad
- National Development Squad
- National Youth Squad (Futures Program)

Archery Australia has worked in conjunction with the AIS to develop athlete categories that help identify the athletes with the greatest potential for podium success at future Benchmark events.

The Archery Australia Categorisation Framework is used to identify, track and prioritise athletes at each stage of the performance pathway. Categorisation is conducted annually, and the Categorisation Framework provides an outline of the process by which athlete categorisation will be conducted and the performance criteria that will be used to assess each athlete's position on the pathway to the podium. Only Categorised athletes will be considered for selection in the NRP and/or COE and for NIN scholarships. Eligible athletes will be selected into one of five categories:

1. Podium
2. Podium Ready
3. Podium Potential
4. Developing
5. Emerging

### **NSO ATHLETE CATEGORISATION PANEL**

The role of the NSO Athlete Categorisation Panel is to assess and categorise the athlete cohort against the NSO Athlete Categorisation Performance Matrix & Guidelines. The Panel will specifically consider an athlete's performance progression and potential, relative to the WITTW, Athlete Development Framework and Athlete Plan.

The NSO Athlete Categorisation Panel will submit the list of categorised athletes and supporting evidence to the HP System Categorisation Panel for endorsement before notification is made to the athletes.

The NSO Athlete Categorisation Panel is comprised of the following:

- a. Archery Australia's National Olympic Program Head Coach and National Para Program Head Coach
- b. Archery Australia's GM High Performance
- b. Archery Australia's COO
- c. Advisor - AIS Performance Representative

### **ATHLETE ELIGIBILITY-**

To be eligible for categorisation, an athlete must:

- a. Be part of the National Squad and National Development or Youth Squad (Futures Program)
- b. Have achieved the relevant qualifying scores at the designated qualifying events in line with categorisation framework outlined
- c. Be a current financial member of Archery Australia and a Regional Governing Body (RGB)

- d. Undergo any relevant medical screenings as required by AA or NIN
- e. Sign and abide by the AA Athlete Agreement and Code of Conduct for the term of the training period
- f. Comply with World Archery eligibility requirements
- g. Para athletes should hold a review or confirmed status international classification. The international classification must align with the sport class for which they are categorised. Any para-athlete without an international classification cannot be categorised higher than Emerging. Para athletes who do not hold an international classification should hold a national classification and be planning to seek international classification within an acceptable timeframe.
- h. If a categorised athlete is supported in their daily performance environment by a SIS/SAS they are expected to adhere to / comply with SIS/SAS policies and procedures

## **CATGEORISATION PROCESS AND TIMEFRAMES**

- a. Athlete categorisation will be formally reviewed after every Benchmark Event.
- b. At this time, athletes may be added, transitioned out, or moved to a different category.
- c. Athletes remain in an Athlete Category until such time as they are moved or transitioned out.
- d. Athletes must continue to demonstrate progression and improvement in areas of performance, that shall be identified in their Athlete Plan. Athletes who fail to progress may be transitioned out of the Athlete Categories.
- e. The NSO Athlete Categorisation Panel may, at its discretion, review an athlete at other times e.g. following a benchmark event or if an athlete is not actively training or demonstrating the required commitment levels as determined by Archery Australia and submit recommendation to the HP System Categorisation Panel for endorsement.
- f. Athletes may be excluded at any time from Categorisation at the discretion of Archery Australia, following endorsement by the HP System Categorisation Panel
- g. Meeting the criteria of the National Athlete Categorisation Framework (NACF) and being identified through the NSO Athlete Categorisation Performance Matrix does not guarantee access to services or support from the NIN. The use of these tools enables the prioritisation of support to the right athletes at the right time.

## **EVENTS**

The NSO Athlete Categorisation Panel may nominate athletes for categorisation, who compete in the following events/disciplines on the pinnacle event program:

- a. Olympic Program events - Recurve Archery, Individual and Teams and Compound Mixed Team.
- b. Paralympic Archery events, Recurve and Compound, individual and team

*Events that are added or removed from the pinnacle event program will be included or removed at such time that this is communicated to the NSO.*

## **FACTORS TAKEN INTO ACCOUNT IN CATEGORISATION**

1. In determining an athlete's current performance standard and future pinnacle event performance potential, the NSO Athlete Categorisation Panel will take into account the following factors in assessing athletes who have the best chance of contributing to the achievement of the Archery Australia's High-Performance goals and HP2032+ Win Well outcomes:
  - a. an athlete's technical, physical and mental performance and ability against the What it Takes to Win (WITTW)
  - b. current performance and trajectory against performance indicators in the NSO WITTW
  - c. recent international competition performance measured against the relevant indicators as set out in the NSO WITTW

- d. the athlete's age, with reference to the WITTW age precedence
  - e. an athlete's ongoing commitment and application, including communication with national coaches, adherence to Athlete Plans, motivation to succeed and use of available resources within a daily performance environment to increase performance.
  - f. consistency in results and ability to repeat World Class results and deliver performances under pressure.
  - g. World rankings
  - h. an athlete's commitment to the level of training necessary to achieve the desired performance.
  - i. the depth and quality of talent in Australia in comparison to our international competitors (talent pool);
  - j. performance progression against adequate and differentiated WITTW guidelines.
  - k. categorised based on individual potential to contribute to future cycle PE outcomes as outlined in the WITTW– not age based international competition selection and performance – unless this is an indicator of future PE success as outlined in the WITTW.
2. The NSO Athlete Categorisation Panel may, at its discretion, use a number of additional factors in assessing athlete's potential for future pinnacle event performance potential, including (without limitation):
- a. any specific guidance from the AIS (as advised from time to time) on Athlete Categorisation.
  - b. during the 12 months prior to categorisation the extent to which the athlete has:
    - I. demonstrated a strong commitment to all national training and attended all national camps to which invited.
    - II. if funded (i.e. any contribution to travel and accommodation), participated in all international competitions and camps for which selected; and
  - c. an athlete's commitment level to the use of the Archery Australia Athlete Management System (AMS).

## THE ATHLETE CATEGORISATION PERFORMANCE MATRIX

See attachment: *Archery Australia Athlete Categorisation Framework Recurve, Compound and Para 2025*.

## APPEALS PROCESS

If an athlete does not agree with their categorisation, they may seek a review of the categorisation decision in the following manner:

1. The athlete must submit to the Archery Australia GM High Performance within 7 days of the categorisation decision being announced, a written request for a review (**Review Request**).
2. A Review Request must set out the reasons why the athlete feels that the Panel's decision is incorrect. The Review Request must specifically address the criteria in the NSO Athlete Categorisation Performance Matrix & Guidelines.
3. Each party will bear their own costs of the appeal.
4. The NSO will establish an Appeals Panel to consider all Review Requests within 21 days of being appointed and shall inform the athlete and GM of HP of its decision(s) as soon as practical after that. The NSO Appeals Panel will include CEO, Chair of the Board and AIS representative with knowledge of the Athlete Categorisation Framework.
5. If the NSO Appeals Panel support the initial categorisation decision, the decision will stand. There shall be no further right of review or appeal.

## **ANNOUNCEMENT**

1. Athletes will be advised in writing of their endorsed categorisation by the Archery Australia GM High Performance
2. Notification to key stakeholders of categorisation, namely HP system partners, eg NIN network, AIS Performance Consultant and RGB's.
3. Only those athletes that are currently categorised shall be notified in writing by the Archery Australia GM High Performance if they are transitioning out of the categorised athlete cohort.

## **AMENDMENTS TO NSO ATHLETE CATEGORISATION PERFORMANCE MATRIX & GUIDELINES**

1. The NSO Athlete Categorisation Performance Matrix and Guidelines is a living document that updates as the performance landscape of sport changes. Whilst the framework will remain largely static over a cycle, key data sets, expertise and performance questions should be considered to review and update the framework before categorising athletes annually. This should be done after the annual benchmark or pinnacle event competition review, that may result in updates to the WITTW and HP Strategy.
2. Any amendments to the Matrix and Guidelines shall take effect after review and endorsement by the HP System Categorisation Panel.
3. Amendments will be communicated by:
  - (i) Posting on the Archery Australia website;
  - (ii) Email distribution to currently categorised athletes; and
  - (iii) Notification to HP System partners eg SIS/SAS etc

## **ASSOCIATED POLICIES**

Within the NSO Athlete Categorisation Performance Matrix and Guidelines, these policies have been developed to recognise athletes who are identified as having the potential to contribute to performance outcomes at the next pinnacle event where one of the following may apply:

- a. An athlete is recovering from major injury or illness;
- b. An athlete is taking time away from competition;
- c. An athlete is transitioning into a sport from another; and
- d. An athlete is pregnant or has recently become a new parent.

It is assumed an athlete nominated under an Associated Policy would usually be categorised under the NSO Athlete Categorisation Performance Matrix and Guidelines and the athlete will return to the sport under the same categorisation (or similar).

### **a. Athletes recovering from major injury or illness**

- It is recognised that an athlete may still be a contributor to national performance targets at the next pinnacle event despite suffering/recovering from a major injury or illness.
- Generally, athletes who fall into this category will still be identified within the NSO Athlete Categorisation Performance Matrix and Guidelines, if they meet the following minimum criteria:
  - Pre-injury/illness the athlete was categorised;
  - There is an athlete plan with a return to competition focus and timeframes outlined – including working with the AW&E team member (or equivalent);
  - The athlete is meeting the requirements of the agreed rehabilitation plan; and

- The athlete is tracking against rehabilitation benchmarks to achieve pre-injury/illness performance outcomes.

**b. Athletes taking time away from competition**

- It is recognised that on occasion, to contribute to national performance targets at the next pinnacle event, an athlete may require some time away from competition for family, health and/or wellbeing reasons.
- Generally, athletes who fall into this category will still be identified within the NSO Athlete Categorisation Performance Matrix and Guidelines, if they meet the following minimum criteria:
  - Prior to taking some time away, the athlete was categorised;
  - There is an agreed athlete plan focusing on maintaining physical and mental wellbeing as it aligns to the sports needs and performance standards;
  - The athlete has an agreed return to sport and competition plan including timeframes and regular pre-determined meetings scheduled with the sport PD (or equivalent); and
  - The athlete maintains contact with AW&E staff (or equivalent) on a regular basis to ensure athletes are focussed on maintaining their wellbeing.

**c. Athlete transitioning into a sport from another**

- It is recognised that on occasion, high performing athletes may transition into a sport from another with the expectation they will contribute to national performance targets at the next pinnacle event of the new sport. Usually, a high performing athlete would only transition into a new sport if there was a strong likelihood of success.
- Generally, athletes who fall into this category should be identified within the NSO Athlete Categorisation Performance Matrix and Guidelines of the NEW sport, if they meet the following minimum criteria:
  - the athlete was categorised in the previous sport in the past 24 months;
  - the athlete has an athlete plan focusing on contributing to the national performance targets at the pinnacle event within a 4-year period; and
  - the athlete has an individual performance plan with the new sport, agreed milestones and is meeting progression targets.

**d. Athletes who are pregnant or have recently become a new parent**

- It is recognised that athletes may take some time away from intense training and competition when they become pregnant or have recently become a new parent. These athletes may still be on track to contribute to national performance targets at the next pinnacle event.
- Generally, athletes who fall into this category should still be identified within the NSO Athlete Categorisation Performance Matrix and Guidelines, if they meet the following minimum criteria:
  - Prior to becoming pregnant (or new parent), the athlete was categorised;
  - The athlete has an athlete plan focusing on maintaining physical and mental wellbeing as it aligns to the sports needs (and informed by specific medical advice as it relates to pregnancy and birth where required);
  - The athlete has an agreed return to sport and competition plan including timeframes and regular pre-determined meetings scheduled with the sport PD (or equivalent); and
  - The athlete maintains contact with AW&E staff (or equivalent) on a regular basis to ensure athletes are focussed on maintaining their overall wellbeing.