



2020 OLYMPIC GAMES WOMEN'S OLYMPIC TEAM

SELECTION PROCESS

SECTION 1 – PURPOSE

1. The 2020 Women's National Team will compete in the 2020 Olympic Games, hereinafter the Olympic Team. The purpose of this document is to set out the process that will be used by Softball Canada to select athletes to the Olympic Team for the 2020 Olympics.
2. **This selection process has three objectives:**
 - a) Select eligible athletes to an Athlete Pool. Athletes in the Pool are those identified by Softball Canada as having demonstrated potential to earn a position on a current or future national team. At any given time, the Athlete Pool represents a 'snapshot' of Canadian talent in women's softball.
 - b) From the Pool, select the best possible Olympic Team. While some objective criteria will be used to select the Olympic Team, it is also recognized that there is a significant subjective element. Subjective elements include such factors as previous and current performance, experience, positional requirements, leadership qualities, psychological makeup, and team cohesion.
 - c) Select the Olympic Team with the intended outcome of achieving podium success.
3. Contact: For clarifications or questions on the contents of this document please contact Mark Smith, Head Coach, msmith@softball.ca

SECTION 2 – ELIGIBILITY

4. An athlete is eligible for selection to the Athlete Pool so long as they:
 - a) are in good standing with Softball Canada by not being subject to any disciplinary sanctions;
 - b) are a Canadian citizen, in accordance with Rule 41 of the Olympic Charter;
 - c) hold a Canadian passport that does not expire before February 9, 2021 or in the process of renewing their Canadian passport to ensure it does not expire before February 9, 2021; and

- d) Be in compliance with all relevant World Baseball Softball Confederation (WBSC) and IOC requirements for eligibility.
5. Individuals who meet 4(a), above, but who do not have the document in 4(b) are still eligible to be selected to the Athlete Pool if they demonstrate to Softball Canada that they are actively pursuing citizenship and could have the ability to achieve the required eligibility.
6. Once selected to the Athlete Pool or to the Olympic Team, all athletes will be expected to be training towards, or to meet the physical standards outlined in Appendix B. These standards on their own will not be used to include or exclude an athlete from consideration for the Pool or the Olympic Team, but they will be used by Softball Canada to measure and monitor an athlete's training, progress and preparation.

SECTION 3 – AUTHORITY FOR SELECTION

7. Softball Canada's Board of Directors has approved this Selection Process and delegated authority for all decision making under this Selection Process to the Olympic Team High Performance Director - Head Coach (hereinafter the Head Coach).
8. The Head Coach has final authority for all selection decisions, including selecting athletes to the Athlete Pool, adding additional athletes to the Athlete Pool, selecting the Olympic Team, removing athletes from the Athlete Pool or from the Olympic Team, and selecting replacement athletes to the Olympic Team when applicable in accordance with this Selection Process. In making selection decisions, the Head Coach will consult with the Manager/Assistant Coach - Women's National Team (WNT), and with coaching staff, defined for the purposes of this document to include assistant coaches, scouts and evaluators as designated by Softball Canada.

SECTION 4 – ATHLETE SELECTION PROCESS

Athlete Pool

9. The Head Coach will name up to 22 athletes to the Athlete Pool by November 20, 2019. These athletes will participate in training throughout the Fall. Training will continue through the winter months, followed by a series of exhibition games and events beginning February, 2020. Athletes named to the pool will be eligible for consideration for the 2020 Olympic Games team.
10. The selection of the Athlete Pool will be based on:
- Previous and current performance
 - Experience
 - Positional requirements
 - Present and projected development and/or improvement
 - Leadership/Contribution to team chemistry
 - Psychological, mental, and emotional makeup
 - Availability for competition and training

Olympic Team Selection

11. Fifteen (15) athletes who are in the Athlete Pool will be selected to the Olympic Team by the Head Coach. Additionally, up to four (4) athletes will be named alternates who will travel with the Olympic Team in accordance with the Head Coach's discretion. When considering which

athletes to select either to the Olympic Team or as alternates, the Head Coach will consider certain factors as described in Appendix A:

- Previous and current performance
- Experience
- Positional requirements (primary and backup)
- Present and projected development and/or improvement
- Leadership/Contribution to team chemistry
- Availability for competition and training
- Psychological, mental, and emotional makeup
- The depth chart, as developed from the evaluation criteria in Appendix A

12. The Head Coach makes selections for the Olympic Team for the purpose of fielding the best possible team to achieve podium success. As such, it is possible that some individual athletes, who are assessed highly in certain factors, may not be selected to the Olympic Team, for example due to positional requirements, experience, leadership, and overall depth of team. In addition, the Head Coach has discretion to name an athlete to the Olympic Team even if that athlete did not participate in evaluation camps, selection camps, or other Olympic Team events.

13. The timelines that will be followed in selecting the Athlete Pool and selecting athletes for the Olympic Team are described below. Note that specific events, dates and times may be subject to change. If any changes occur, these will be communicated to all affected athletes by the Head Coach as soon as reasonably possible. The costs of such participation will be the responsibility of Softball Canada unless communicated otherwise by Softball Canada.

- The Head Coach will name a pool of up to 22 athletes who will participate in training, exhibition games and events beginning in the Fall of 2019.
- On or before April 27, 2020 – The Head Coach will name a group of up to 19 athletes who will participate in training, exhibition games and events in late April to mid-May.
- On or before May 20, 2020 – The Head Coach **WILL NAME THE OLYMPIC TEAM ROSTER OF UP TO 15 ATHLETES, AND UP TO 4 ALTERNATES.** The Head Coach has the discretion to name players to the team in stages, prior to this date.
- On or before June 15, 2020 – The Head Coach will name the balance of the Olympic Team FINAL ROSTER of 15 players for the Olympic Games Team, if the entire Roster was not announced previously.

14. Athletes are required to attend all Olympic Team events. Exemption from events may be granted for illness/injury (supporting documentation is required) or special circumstances which will be determined and assessed individually by the Head Coach. The Head Coach, in consultation with the coaching staff and Manager/Assistant Coach - Women's National Teams (WNT), has the discretion to consider any special circumstances, and to exempt the athlete from attending certain Olympic Team events.

15. Alternates may be added to the Olympic Team to replace an athlete removed from the team pursuant to Section 7. The addition of alternates to the Team is at the sole discretion of the Head Coach and will be in keeping with the philosophy of fielding the best possible team.

16. In addition to the above schedule, athletes are expected to follow the training regime prescribed by the Head Coach, take the required regularly scheduled fitness tests and be available to meet with national team staff at agreed to times and locations throughout the year.

SECTION 5 – UNFORESEEN CIRCUMSTANCES/CHANGES TO THE DOCUMENT

17. If unforeseen circumstances arise which do not allow for this selection process or the above timelines to be implemented as outlined in this document, Softball Canada reserves the right to identify an alternate process or alternate timelines. Should this occur, all athletes in the Athlete Pool will be notified of these changes in a timely manner.

SECTION 6 – REMOVAL FROM THE ATHLETE POOL OR FROM THE OLYMPIC TEAM

18. Upon selection to the Athlete Pool or Team, an athlete must:

- a) Sign, submit and comply with a Softball Canada Team member agreement, Canadian Olympic Committee (COC) Athlete Agreement and the Organising Committee (OCOG) Conditions of Participation Form no later than July 1, 2020;
- b) Provide Softball Canada and the COC with all required documents (passport information etc.)
- c) Participate in Team events, activities and meetings, as directed by the Head Coach or his/her designate
- d) Ensure they wear proper equipment and clothing for Olympic Team events, practices, competitions, training and as directed by the Head Coach
- e) Obey all rules established by the Head Coach and/or Softball Canada, including but not limited to, its Code of Conduct and Ethics
- f) Assist Softball Canada in public relations and fundraising projects where reasonably required
- g) Comply with off-season daily training environment training requirements as identified by the Head Coach
- h) Not be under suspension or any other sanction by any recognized body for any doping or doping-related offence.
- i) Be available for sample collection at any time and have provided up-to-date whereabouts information on a regular basis as directed by Softball Canada, WBSC and/or the Canadian Centre for Ethics in Sport (CCES) pursuant to the Canadian Policy.

19. An athlete may be removed from the Athlete Pool or from the Olympic Team if the athlete:

- a) Is unable to maintain, or being working towards, to the Head Coach's satisfaction, the training standards set out in Appendix B;
- b) Is unable to meet performance expectations – performing below the level and expected standards, on-field, that earned them the nomination to the Olympic Games team;
- c) Is unable to perform due to injury, illness or for other medical reason as determined by Softball Canada's medical staff;
- d) Shows signs, as determined by the Olympic Team's Integrated Sport Science Team that the athlete may not have the psychological, mental, or emotional well-being to perform at a level expected of athletes in the Athlete Pool or on the Olympic Team;

- e) Is unable to commit to National Team Program activities and events (note that an athlete may obtain an exemption from the Head Coach and Softball Canada)
- f) Violates team rules and/or Softball Canada's policies or procedures
- g) Exhibits conduct that is detrimental to the image of the National Team program
- h) Breaches the Athlete Agreement
- i) Voluntarily withdraws from the Olympic Team
- j) Is removed from the Olympic Team by a Softball Canada Discipline and/or Appeal panel as a result of a breach of any Softball Canada policies or procedures; or
- k) Fraudulently misrepresents themselves

SECTION 7 – SUBSTITUTION OF ALTERNATES

20. Where necessary and appropriate, an athlete removed from the Olympic Team may be replaced by an alternate from the Athlete Pool or outside the Athlete Pool in the cases of positional requirements. In the specific case of the Olympic Games prior to the Games team Nomination to the COC, the Head Coach will have the final authority over dismissal of an athlete from the team. Following nomination to the COC, any such removals are subject to the approval of the COC Team Selection Committee. Substitutions after June 26, 2020 are also subject to the COC Athlete Replacement Policy.
21. Any decision to remove an athlete from the Olympic Team is subject to appeal.

SECTION 8 – APPEALS

22. Softball Canada's 2020 Olympic Games team selections may be appealed in accordance with the procedures set out in the Softball Canada Appeal Policy.
23. Decisions of the Head Coach on AAP nominations may be appealed pursuant to the Appeals Policy of Softball Canada and the applicable provisions of Sport Canada's Athlete Assistance Program (AAP) Policies and Procedures (Section 13).
<http://www.pch.gc.ca/pgm/sc/pol/athl/index-eng.cfm>
24. The Softball Canada appeal process may be bypassed with the consent of all parties and referred directly to the Sport Dispute Resolution Centre of Canada (SDRCC).

SECTION 9 – COACHING SELECTION

25. To be recognized as a coach in the National Team Coaching Pool, a coach must be a member in good standing with Softball Canada and the Coaching Association of Canada (**Olympic Games only**), be selected by the Head Coach, and be approved by the Softball Canada Board of Directors. Coaches from the Coaching Pool are eligible to participate at National Team events as requested by Softball Canada and the Head Coach.

SECTION 10 – TEAM LEADER/SUPPORT STAFF SELECTION

26. The Board of Directors, after consulting with the Head Coach, will select the Team Leader. The Team Leader must satisfy the expectations and requirements of the Canadian Olympic Committee's Team Leader Position Description.
27. The Head Coach will recommend all other support staff positions to the Board of Directors for their approval. The support staff will be selected based on the principle of sending a team of specialists that is best capable of assisting athletes in achieving podium performances at the Games. All selections are subject to COC approval.



Women's National Team Program Player Evaluation - Infielders

3	<u>An average elite-level performance.</u> Requires more observation. Athlete made their share of mistakes/poor decisions, but they countered by an equal number of good plays/decisions. Factors within the game may have inhibited achieving satisfactory evaluation on this athlete. Athlete warrants consideration as a candidate for the National Team Program. Athlete demonstrates dominant play at the Junior or Senior Elite Domestic level of play (i.e., Canadian Championships).
2	<u>A below average elite-level performance.</u> Bad plays/decisions outnumber good ones. Athlete may have lacked effort and hustle and made errors costly to the team. Attitude, behaviors and performance questionable. Physical and mental components were deficient and below average. This athlete shows some potential but has definite limitations which would not allow them to play at the top international level. Athlete demonstrates above average play at the Junior or Senior Domestic level of play (i.e., Canadian Championships). Athlete demonstrates dominant play at the Midget Elite Domestic level of play (i.e., Canadian Championships, Canada Games).
1	<u>Unacceptable elite-level performance.</u> Well below acceptable standards. Not approaching level of contribution required or expected. Significant deficiencies in many areas of the game. Athlete has not demonstrated the appropriate skill set to warrant participation in the National Team Program. Significant improvements are necessary in order to successfully compete at the top international level.



Women’s National Team Program Player Evaluation - Outfielders



Appendix A - Player Profile			Outfielders							Base Running			Hitting				Attitude			Intangibles			Ranking By		FIVE STAR RANKING			
Primary	Secondary	Surname	Throws	Hits	Hitting Cuts from Fence	Throws to 3 rd Base	Throws to Home Plate	Tracking and Catching Fly Balls in Gap	Sun Drill	Home to 1 st x2	Home to 2 nd x2	2 nd to Home x2	Use of All Fields Work	Ability to Hit 65mph + above	Bunting Skills	Bat Control Skills	Game Scenarios	Effort	Competitive	Coachability	Ability to get along with teammates	Leadership Ability	Poise Under Pressure	Beep Test Level Score		Offence	Defence	

Player(s) Evaluated By: _____

Date(s) of Evaluation: _____

Location of Evaluation: _____

Score	Criteria
5	An excellent elite-level performance. Athlete executes effectively at position and within role on team. Clearly outperforms counterparts at same position on opposing team. This athlete had a lasting dominant effect. Athlete can definitely play and impact at the top international level. (Elite-level)
4	An above average elite-level performance. Good plays and decisions clearly outnumber poor ones. Factors not allowing performance to be (5) might include: playing time lost to game circumstances; slight skill deficiency compared to a (5); slight inconsistency in terms of effort, grittiness, lapse in discipline or emotional control as examples. Athlete can definitely play at the top international level with the only limitation being depth at a similar position.
3	An average elite-level performance. Requires more observation. Athlete made their share of mistakes/poor decisions, but they countered by an equal number of good plays/decisions. Factors within the game may have inhibited achieving satisfactory evaluation on this athlete. Athlete warrants consideration as a candidate for the National Team Program. Athlete demonstrates dominant play at the Junior or Senior Elite Domestic level of play (i.e., Canadian Championships).
2	A below average elite-level performance. Bad plays/decisions outnumber good ones. Athlete may have lacked effort and hustle and made errors costly to the team. Attitude, behaviors and performance questionable. Physical and mental components were deficient and below average. This athlete shows some potential but has definite limitations which would not allow them to play at the top international level. Athlete demonstrates above average play at the Junior or Senior Domestic level of play (i.e., Canadian Championships). Athlete demonstrates dominant play at the Midget Elite Domestic level of play (i.e., Canadian Championships, Canada Games).



Women's National Team Program Player Evaluation - Outfielders



1	<p><u>Unacceptable elite-level performance.</u> Well below acceptable standards. Not approaching level of contribution required or expected. Significant deficiencies in many areas of the game. Athlete has not demonstrated the appropriate skill set to warrant participation in the National Team Program. Significant improvements are necessary in order to successfully compete at the top international level.</p>
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Women's National Team Program Player Evaluation - Pitchers



Appendix A - Player Profile			Pitchers						Base Running			Hitting				Attitude			Intangibles			Ranking By		FIVE STAR RANKING						
Position	Surname	Throws	Hits	Fielding Ability	Command of Riseball	Command of Drop Ball	Command of Offspeed	Top Velocity	Pitch Accuracy	Home to 1 st x2		Home to 2 nd x2		2 nd to Home x2	Use of all Fields	Ability to Hit 65mph +	Bunting Skills	Bat Control	Game Scenarios	Effort	Competitive	Coachability	Ability to get along with teammates		Leadership Skills	Poise Under Pressure	Beep Test Level Score	Offence	Defence	
										Primary	Secondary	Home to 1 st	x2											Home to 2 nd						x2

Player(s) Evaluated By: _____

Date(s) of Evaluation: _____

Location of Evaluation: _____

Score	Criteria
5	An excellent elite-level performance. Athlete executes effectively at position and within role on team. Clearly outperforms counterparts at same position on opposing team. This athlete had a lasting dominant effect. Athlete can definitely play and impact at the <u>top international level</u> . (Elite-level)
4	An above average elite-level performance. Good plays and decisions clearly outnumber poor ones. Factors not allowing performance to be (5) might include: playing time lost to game circumstances; slight skill deficiency compared to a (5): slight inconsistency in terms of effort, grittiness, lapse in discipline or emotional control as examples. Athlete can definitely play at the top international level with the only limitation being depth at a similar position.
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Women's National Team Program Player Evaluation - Catchers



Appendix A - Player Profile			Catchers						Base Running			Hitting				Attitude			Intangibles			Ranking By		FIVE STAR RANKING					
Primary	Secondary	Surname	Throws	Hits	Blocking Balls	Catching Pop Ups	Game Calling Skills	Throws to 2 nd Base	Fielding Bunts	Home to 1 st x2	Home to 2 nd x2	2 nd to Home x2	Use of All Fields	Ability to Hit 65mph +	Bunting Skills	Bat Control	Game Scenarios	Effort	Competitiveness	Coachability	Ability to get along with teammates	Leadership Ability	Poise under Pressure		Beep Test Level Score	Offence	Defence		

Player(s) Evaluated By: _____

Date(s) of Evaluation: _____

Location of Evaluation: _____

Score	Criteria
5	An excellent elite-level performance. Athlete executes effectively at position and within role on team. Clearly outperforms counterparts at same position on opposing team. This athlete had a lasting dominant effect. Athlete can definitely play and impact at the <u>top international level</u> . (Elite-level)
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APPENDIX B – TRAINING STANDARDS

Softball Canada Testing Protocols.docx

Softball Canada Testing Protocols

Prepared by: Scott Willgress

V1.1

Oct 2017

Movement Assessment

- Cervical Spine
 - Flexion/Extension/Rotation
- Shoulder
 - Fist to fist
 - Supine IR / ER
 - Standing shoulder flexion / abduction
- Multi-segmental
 - Flexion / Extension /Rotational
- Single Leg Stance
- In line lunge
- Overhead Deep Squat
- Supine Straight Leg Raise (Active/Passive)
- Lumbar Lock Thoracic Spine (Active/Passive)
- Thomas Test
- Faber

Descriptions can be found in the Selective Functional Movement Assessment (SFMA) manual.

Anthropometry

- Height
- Weight
- Armspan
- Lower Limb Length
 - Greater trochanter at standing toe off vs start of jump position
 - Information used in trap bar jump calculation

Field Based Testing

This section would take place at a training facility (preferably indoor) wearing training shoes.

30m sprint (w/ 10m split)

Description:

- Athletes will be asked to run as fast as possible in a straight line for 30m
- Timing lights (Brower, or other) will be set up at the 0m (ankle height), 10m (hip height), and 30m (hip height) mark.
- A start line should be set up 30cm behind the 0m line.
- 1-2 75-85% warm up efforts should be given.
- Athletes should be given 2 attempts to achieve their best time

Rationale:

Speed and acceleration are important for many aspects of softball, including fielding and baserunning.

5-10-5 (Pro Agility) Agility

Description:

- A 10m course is set up with a start line in the middle, and two lines which are 5m to either side of the start line.
- A set of timing cells should be set up at mid-shin to ankle height at the start line
- The athlete begins on the start line, straddling the laser from the timing cells
- When they are ready, they move as quickly as they can to their right, touch the outside hand on or over the 5m line, turn and run the 10m back to the far line, use the other hand to touch on or over the line, and then return through the start line
- Only the final time should be recorded
- The next trial should be done to the other direction
- A total of 2 trials should be given in each direction
- Approximately 3-5 min rest should be given between trials.

Rationale:

The ability for whole body rapid change of direction is important in fielding and baserunning.

Broad Jump

Description:

- A line should be taped (an existing line could be used) on the ground with a tape measure extending away from it in a perpendicular line
- Athlete should stand behind the line so that no part of their shoe is touching the line
- The instruction should be to try to just as far as possible, while being able to control the landing
- If the athlete cannot control their landing (the stumble, fall back, fall forward) the attempt should not count
- A maximum of 3 attempts should be given

Rationale:

Light load, horizontal power should be important for pitching, throwing, running and hitting

Rotational Medicine Ball Throw

Description:

- A 8 lbs med ball should be used
- A line should be taped (an existing line could be used) on the ground with a tape measure extending away from it in a perpendicular line
- Feet should be perpendicular to the 0m line
- The athlete should start with their front foot as close to the line as possible without any part of it touching the line
- The athlete should have the MB in both hands at hip height, load up rotationally on the back leg with the ball moving towards the back side of the body. The athlete should then try to heave the ball as far as possible
- The feet should not touch or go over the line before the ball is released. After the release the person can travel in the direction of the ball
- The next attempt should be the other direction (R vs L batting stance)
- A total of 2 attempts each way should be recorded
- 2-3 minutes rest should be given between attempts

Rationale:

Softball is a largely rotational sport with hitting, throwing and pitching requiring the ability to coordinate full body, rotational power.

AUS 20m Shuttle Run (beep test)

Minimum standard of 8.5 must be achieved on this test to pass.

- Protocols based on those outlined by the Australian Sport Commission

Strength/Power Lab Testing

(This section would be done at a Sport Institute or other facility with necessary equipment and staff)

Grip Strength

Description:

- Athletes will be given 2 chances to achieve maximal grip strength on each hand.
- Protocols used should be from the Canadian Society for Exercise Physiology (CSEP) manual.

Rationale:

Assess and track grip strength of the athletes. Forearm strength is important for throwing, bat speed and bat control, injury prevention (assumptions).

Force Velocity (FV) Profile – Trap Bar Jump

Description:

- The test consists of a series of static (non-counter movement) jumps completed with incremental loads using a trap (hex) bar. **If low setting is available, it should be used.** (i.e., handle parallel to bar)
- The first jump should be completed using only body weight, then each incremental load should be loaded using the trap bar.
 - For the body weight jump, the tether should be looped through the middle two fingers of the athlete's hand. This position will most closely resemble the loaded trap bar jumps.
 - Athletes should be instructed to pause at the bottom of the lift (weight in contact with ground) for 1-2 seconds, then jump as high as they can.
 - Athletes can shrug at the top of the lift, but they cannot bend their elbows.
- Weighted jumps should start at 20kg (empty bar) and then increase by 15kg until the average velocity from the best jump of the set is 1.00-1.05 m/s.
 - Athletes get a maximum of 2 attempts with each load.
- 3-5 minutes rest should be given between each set.
- The force velocity profile should be measured and recorded using a GymAware PowerTool and associated software. Analysis will be done after the testing using the gymaware values, with outcomes including:
 - Slope of force-velocity line
 - F0 – force at velocity of 0, as calculated using the slope of the F/V line
 - V0 – velocity at force of 0, as calculated using the slope of the F/V line
 - Pmax – Theoretical maximal muscular power based on $P_{max} = (F0 \times V0)/4$
 - FVimb – Difference between optimal FV slope and the FV slope of the athlete
 - See: Samozino, P. et al. Force-Velocity Profile: Imbalance Determination and Effect on Lower Limb Ballistic Performance. Int J Sports Med 2014; 35: 505–510
- Values needed include mean velocity and mean force for the best rep (best mean velocity) at each load, body weight of the individual, and the difference in height of the greater trochanter between start position (bottom of trap bar squat) and take off position.
- ALTERNATIVELY, if gymaware is not available jump height at each load can also be recorded using optojump software.

Rationale:

The FV profile will be used to assess whether a force or velocity deficit exists in each individual athlete. This will assist with individualization of programming and monitoring in the future. Lower body FV capabilities should be related to full body aspect of the sport, such as throwing, running, and swinging the bat.

Max Strength Trap Bar Deadlift

*Minimum standard of 1.7 x body weight must be achieved for a pass.

Description:

Athletes will be asked to trap bar deadlift the maximal amount of weight with correct technique and posture. **If low setting is available, it should be used.** (ie, handle parallel to bar)

- Technique errors such as rounding of the back or major knee valgus should stop the test.
- Athletes can use the FV profile as a warm up for the maximal strength portion of the test.
- 2-3 more warm up sets (with no jump) can be given prior to attempting the 1RM

Rationale:

A certain level of lower body strength is necessary as a base for explosive movements.

Maximum Chin Ups

Description:

- Athletes will be asked to perform the maximal number of strict-form chin ups.
- Athletes will use a supinated grip, start from a dead hang (straight arm) position and must get their chin over the bar for each rep to count.
 - Any reps completed that do not start from straight arm position, or finish with the chin over the bar should not be counted.

Rationale:

Assess and track relative upper body strength of the athletes.