



2027 Ringette Nova Scotia Canada Winter Games Program Athlete Selection Framework



Purpose

Identify and advance athletes with the performance, mindset, and long-term potential to thrive in a high-performance training and competition environment.

Outcome

- ❖ Athlete exposure to high performance lifestyle and expectations.
- ❖ Athlete growth within a high performance environment.
- ❖ Invitation to the next phase of the program.
- ❖ Selection to the Canada Winter Games Team

Selection Philosophy

Our process is:

- *Holistic*: Evaluates technical, tactical, physical, mental, and character traits over multiple exposures.
- *Aligned with national best practice*: Built on LTAD 3.0, Gold Medal Profile (4 Pillars), True Sport Principles, and Own the Podium talent ID methods.
- *Evidence-informed*: Designed from Ringette Canada evaluation tools, utilizing movement data, and multi-source inputs to form athlete profiles.
- *Transparent*: Outcomes are informed through a structured, multi-source evaluation process that integrates objective data, evaluator input, and contextual performance factors.

We are building a team, not an all-star list.



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Overall Selection Objectives

To be considered for subsequent program phases, athletes must demonstrate readiness across 4 pillars:

1. **Performance:** Technical execution & tactical awareness, decision-making, anticipation, ring movement, role-appropriate game impact.
2. **Physical Capability:** Skating efficiency & recovery, strength, speed, stamina for position, resilience under fatigue.
3. **Mental Readiness:** Composure under pressure, consistency across formats and days, growth mindset and adaptability.
4. **Culture (Character & Team Fit):** Effort, respect, body language, communication & leadership, team-first approach and accountability.

How Athletes Separate: The 5 Cs

All athletes are considered capable and competitive. What differentiates them is how they show up.

Character: daily behaviours, preparation, accountability

Culture: team contribution, communication, alignment

Curiosity: learning mindset, adaptability, growth

Competition: performance under pressure

Commitment: effort, consistency, sacrifice

These behaviours are observed across all environments and reflected in athlete performance portfolios.



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Selection Process (All Phases)

Step 1: Portfolio Development

A comprehensive performance portfolio is developed for each athlete, integrating:

- quantitative data (e.g., rubric scores, performance metrics)
- qualitative observations (e.g., evaluator input, video analysis, behavioural indicators)

This ensures each athlete is represented through a multi-dimensional performance profile across environments and time points.

Step 2: Integrated Multi-Source Review

Athlete portfolios are reviewed through a structured, multi-source evaluation process that integrates:

- evaluator scores and observations
- video and performance analysis
- physical and fitness data
- observations across training, competition, and scouting environments

Evaluation inputs are synthesized to identify performance trends, strengths, development areas, and alignment with program standards.

Outcomes reflect the totality of evidence collected, rather than any single observation, score, or evaluator.

Step 3: Progression Determination

Athlete progression outcomes are derived from the integrated evaluation process and reflect:

- readiness across the program's performance pillars
- consistency and adaptability across multiple exposures
- trajectory of development over time
- alignment with program demands and direction



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All athletes receive developmental feedback informed by their performance portfolio. Outcomes reflect totality of evidence and alignment with program standards. For Phase specific information, please see Appendices A to C.

Decision-Making Principles

Selection outcomes are derived from the structured application of the Athlete Selection Framework and the integrated evaluation of athlete performance portfolios. This includes quantitative metrics, qualitative observations, and contextual performance information collected across multiple evaluation environments. Decisions are documented to ensure transparency and to support review if required.

While evaluation rubrics and performance data guide the assessment process, final selections are not determined by a single score or metric. Evaluation incorporates professional judgment within the context of multi-source data, performance trends, and program alignment.

To preserve fairness and transparency, the program incorporates structured safeguards designed to reduce bias and manage conflicts of interest. These include multi-evaluator scoring, integration of multi-evaluator inputs within the structured evaluation process, formal conflict-of-interest declarations, and the use of anonymized athlete portfolios where feasible.

All coaching staff and evaluators are required to declare potential conflicts of interest prior to any evaluation activity. Where a conflict exists, that individual will not participate in scoring or decision-making related to the athlete concerned.

These safeguards are described in detail in Appendix F: Bias Safeguards in Athlete Evaluation.

Evidence References

LTAD 3.0: Age/stage-appropriate development, progressive overload, and recovery emphasis.

Gold Medal Profile (GMP): Performance characteristics across four pillars.

True Sport Principles: Values-based selection.

Own the Podium Talent ID: Multi-exposure, multi-source evaluation.

Ringette Canada Evaluation Tools: Position-specific rubrics and national performance standards.



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Appendix A: Phase 1

Camp 1: Immersive Skills Camp (Sept 25–28, 2025):

Purpose: Observe skill expression, adaptability, and coachability in a learning-first environment.

Format: Sensor testing, video capture, alumni-led skill and tactical sessions. Immersive assessment by alumni and coaching staff.

Method: RC-aligned rubrics + objective movement data + staff observation notes. (see Appendix A: Camp 1 Rubric).

Camp 2: Performance Check-in and Game Evaluation Camp (Oct 13–19, 2025):

Purpose: Assess in-game performance, decision-making, communication, and resilience under pressure. Benchmark athlete physical readiness to the 2027 RNS CWG Ringette team fitness standards.

Format: Performance Check-ins on designed protocol with S&C Coach. 2 games assessed by alumni and coaching directly and via video review.

Method: Minimum three independent evaluator scores per athlete using RC-aligned rubric. (see Appendix B: Camp 2 Rubric).



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Phase 1 Selection Process

Step 1: Portfolio Development

A comprehensive performance portfolio is developed for each athlete, reflecting data collected across both Phase 1 camps.

Portfolios integrate:

- Quantitative inputs (sensor metrics, rubric scores, technical benchmarks)
- Qualitative observations, including:
 - on-ice evaluator and alumni observations
 - video analysis and tagged performance moments
 - off-ice behaviours (mindset, preparation, cultural alignment)

This ensures each athlete is represented through a multi-dimensional performance profile across both camp environments.

Step 2: Integrated Multi-Source Review

Athlete portfolios are reviewed through a structured, multi-source evaluation process.

This process integrates observations and data collected across:

- skill-based and immersive environments (Camp 1)
- competitive game environments (Camp 2)
- multiple evaluators and observation perspectives

Evaluation inputs are synthesized to identify:

- performance trends
- strengths and development areas
- alignment with program standards and expectations

Outcomes reflect the totality of evidence collected across both camps and evaluators, rather than any single session, score, or individual perspective.



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Step 3: Invitation to Phase 2

Athlete progression is determined through the integrated evaluation process and reflects

- demonstrated readiness across the program's four performance pillars
- consistency and adaptability across both camp environments
- alignment with program demands and trajectory

Athletes demonstrating alignment across multiple domains are invited to the Phase 2 Development Pool.

All athletes receive developmental feedback informed by their performance portfolio, including identified strengths and areas for continued growth

Phase 1 Evaluation Intent

Phase 1 is the Open Phase of the Canada Games Ringette Program, designed to welcome and evaluate a wide range of athletes through open registration. At this stage, our focus is on building a broad and inclusive picture of each athlete's high-performance readiness rather than making granular positional or role-specific assessments.

This approach ensures that:

- All athletes are evaluated using the same universal criteria that apply across positions and roles.
- We identify foundational performance traits such as movement efficiency, skill execution at pace, adaptability, and coachability: critical elements for success in later phases.
- Athletes are not limited by their current position or role, allowing for flexibility in development and future team construction.
- The evaluation environment remains accessible and transparent, with criteria that can be consistently applied by all evaluators, regardless of positional expertise.



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By focusing on core high-performance pillars (Performance, Physical, Mental Readiness, Culture), Phase 1 allows us to:

- Establish a baseline profile for every athlete.
- Support inclusive talent identification.
- Provide developmental feedback that applies to all players, regardless of where they may eventually fit within the program.

Granular, position-specific, and role-based evaluation will be introduced in Phase 2, when the athlete pool is smaller, better known, and refined for targeted development toward final team selection.

Special Considerations for Absence

Athletes unable to attend due to injury, remote status, multi-sport conflicts, or other exceptional circumstances may be evaluated through video review, coach reference checks, or integration into training with Phase 1 athletes. See Appendix E for more details.



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Athlete & Parent Message Phase 1

Phase 1 is your first opportunity to experience the Canada Games Ringette Program environment. We are not just looking at what you can do on the ice, we are looking at how you train, compete, learn, and connect.

This stage is about readiness, not perfection. Every athlete will have strengths and areas to improve. We want to see how you work in both.

Our Objectives in Phase 1:

- Compete hard and consistently.
- Learn quickly and apply feedback.
- Contribute positively to team culture.
- Show physical readiness for high-performance training.
- Communicate and work for their teammates.
- Represent themselves and the program with respect and professionalism.

Camp Overviews:

Camp 1: Immersion Camp: Skill-focused, high-rep environment with alumni and staff. Includes skating and movement testing, technical sessions, and cultural integration activities.

Camp 2: Performance Check-in and Game Evaluation Camp: Assess your physical readiness in relation to the 2027 RNS CWG Ringette team fitness standards. Game evaluations via a 2 game assessment window. Purpose: See you in competitive pressure situations.



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Appendix B: Phase 2

Camp 1: Skills & Competition Camp (Dec 19–21, 2025):

Purpose:

Re-establish program standards and observe athletes in both structured skill environments and competitive play, with a focus on application of Phase 1 feedback.

Format:

Combined skill sessions and game play environments. Integrated observation by alumni and program staff across structured and competitive contexts.

Method:

RC-aligned rubrics + performance observation + video review + portfolio updates.

Camp 2: Skills & Fitness Testing Camp (Mid-May; May 8–10 or 15–17):

Purpose:

Assess technical development and physical progression relative to program standards and benchmarks.

Format:

Targeted skill sessions + formal fitness testing aligned with program benchmarks.

Method:

Objective testing data + evaluator observations + portfolio integration.



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Camp 3: Competition Weekend (May 22–24):

Purpose:

Evaluate performance under game pressure and assess role impact, decision-making, communication, and consistency.

Format:

Game-based evaluation environment with observation across multiple games and situations.

Method:

Multi-evaluator scoring + video analysis + performance tracking.

Phase 2 Selection Process

Step 1: Ongoing Portfolio Development

A comprehensive performance portfolio is continuously updated for each athlete, reflecting data collected across camps and ongoing observation environments.

Portfolios integrate:

- Quantitative inputs (fitness testing, performance metrics, rubric scores)
- Qualitative observations, including:
 - on-ice evaluator and alumni observations
 - video analysis and tagged performance moments
 - off-ice behaviours (mindset, preparation, cultural alignment)

This ensures each athlete is represented through a longitudinal, multi-dimensional performance profile across environments and time.



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Step 2: Integrated Multi-Source Review

Athlete portfolios are reviewed through a structured, multi-source evaluation process.

This process integrates observations and data collected across:

- structured camp environments
- competitive game environments
- ongoing scouting and league play
- multiple evaluators and observation perspectives

Evaluation inputs are synthesized to identify:

- development trends
- strengths and growth areas
- consistency and adaptability
- alignment with program standards and demands

Outcomes reflect the totality of evidence collected across time, environments, and evaluators, rather than any single session, score, or individual perspective.

Step 3: Progression Determination

Athlete progression is determined through the integrated evaluation process and reflects:

- sustained readiness across the program's four performance pillars
- consistency and application of feedback across environments
- trajectory of development over time
- alignment with program demands and future phases

Athletes demonstrating alignment across these domains are advanced within the program based on longitudinal performance and development indicators.

All athletes receive ongoing developmental feedback informed by their performance portfolio, including identified strengths and areas for continued growth.



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Phase 2 Evaluation Intent

Phase 2 represents the Development Pool Phase of the Canada Games Ringette Program.

At this stage, the focus shifts from broad identification to refined, longitudinal evaluation.

This approach ensures that:

- athletes are evaluated across multiple environments and time points
- development and consistency are prioritized over isolated performance
- feedback is applied and reassessed over weeks and months
- evaluation reflects real competitive environments, not only camp settings

By maintaining focus on the four high-performance pillars (Performance, Physical, Mental Readiness, Culture), Phase 2 allows us to:

- build a comprehensive, evolving performance profile for each athlete
- identify trends in development and readiness
- evaluate how athletes apply feedback over time
- refine the athlete pool toward final team selection

Position-specific and role-based considerations become increasingly important as the program progresses toward final roster selection.

Special Considerations

Athletes facing injury, illness, academic demands, or other exceptional circumstances may be evaluated through:

- video review
- modified participation
- extended scouting windows

Communication with program staff is essential to support fair and accurate evaluation.

(See Appendix E for full policy)



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Athlete and Parent Message Phase 2

Phase 2 marks the beginning of a longer, more deliberate stage of the Canada Games Ringette Program. Athletes entering this phase have demonstrated strong alignment with the program's values, performance standards, and developmental potential during Phase 1.

This phase is not about constant evaluation weekends. Instead, it is about sustained growth over time, supported by structured touchpoints and ongoing observation in each athlete's normal training and competition environment.

Phase 2 is designed to reflect how high-performance programs operate nationally: development happens daily; assessment happens continuously.

Purpose of Phase 2

Phase 2 serves as the Development Pool Phase, bridging early identification and the more intensive high-performance demands that follow.

Our objectives in Phase 2 are to:

- Support continued technical, physical, and tactical development.
- Observe athletes in their real competitive environments, not only in camp settings.
- Track how athletes apply feedback over time.
- Identify growth trajectories, adaptability, and consistency.
- Maintain an open and fair pathway for athletes demonstrating meaningful progression.

This phase emphasizes progress over time.



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Appendix C: Phase 3...COMING SOON

Appendix D: Fitness standards

Testing / Standard Description	LTAD STAGE				Type	Environment
	Stage 5	Stage 5	Stage 6	Stage 6		
	Train to Compete Average	Train to Compete Exceptional	Train to Win Average	Train to Win Exceptional		
Speed & Acceleration						
10m Sprint	1.87–1.94 s	<1.80 s	1.80–1.87 s	<1.76 s	Speed & Acceleration	Non-competition
30m Sprint	4.67–4.82 s	<4.55 s	4.55–4.67 s	<4.31 s	Speed & Acceleration	
Sled Sprint (25%BW, 10m x2)	<15.5 s	<13.5 s	<14.5 s	<12.5 s	Acceleration / Force	
Power & Explosiveness						
Standing Long Jump	201–210 cm	>225 cm	210–225 cm	>240 cm	Horizontal Power	Non-competition
Triple Jump	628–646 cm	>690 cm	646–670 cm	>710 cm	Horizontal Power	
Vertical Jump (Sensor)	≥13 cm	≥16 cm	≥15 cm	≥18 cm	Vertical Power	
30-sec Bike Sprint	300m	330m	315m	340m	Anaerobic Power	
Strength						
Chin-ups (#)	2–4	>9	4–7	>12	Strength	Non-competition
Push-ups (#)	20–24	>31	24–30	>35	Strength	
Grip Strength (Combined R + L)	≥70 kg	≥80 kg	≥75 kg	≥85 kg	Strength	
Seated Med Ball Throw (3kg) (NEW)	≥2.9 m/s	≥3.3 m/s	≥3.1 m/s	≥3.8 m/s	Upper Body Power / Strength	
Mobility & Stability						
Y-Balance Test	Developing	Above norms	Consistent	Elite	Stability / Mobility	Non-competition
Plank Hold	120 s	>120 s	120 s	>150 s (est)	Core Stability	
Agility & Change of Direction						
5-10-5 Pro Agility	≤5.45 s	≤5.25 s	≤5.35 s	≤5.15 s	Agility & Change of Dir.	Non-competition
Endurance						
20m Shuttle (Beep Test)	8.0–9.0	>10.05	9.0–10.0	>10.5	Linear Endurance	Non-competition
Yo-Yo IR2 (Skating)	≥800 m	≥1200 m	≥1200 m	≥1600 m	Skating-Specific Endurance	
Force						
IMTP – Peak Force (N/kg)	22–25	>27	25–28	>30	Max Strength / Force	Non-competition
IMTP – RFD @ 200ms (N/s/kg)	180–220	>250	220–260	>280	Explosive Strength / RFD	
CMJ – Jump Height (cm)	25–30	>32	28–33	>35	Vertical Explosiveness	
CMJ – Peak Power (W/kg)	40–45	>48	45–50	>52	Power Output (Lower Body)	
CMJ – RSI mod	>0.45	>0.55	>0.50	>0.60	Elastic Strength / Plyometric Speed	
Recovery & Readiness						
Pre-competition Fueling	Consistent	Reliable	Reliable	Elite	Wellness	Ancillary
Hydration Maintenance	Consistent	Reliable	Reliable	Elite	Wellness	
Recovery Nutrition Adherence	≥70%	≥80%	≥80%	≥90%	Wellness	
Sleep Duration	≥8 h	≥9 h	≥8 h	≥9 h + naps	Wellness	
Daily Wellness Check-ins	≥70%	≥80%	≥80%	≥90%	Wellness	

PHASE 1 TEST LIST

Sled Sprint (90%BW, 10m x2)	<15.5 s	<13.5 s	<14.5 s	<12.5 s	Acceleration / Force
Power & Explosiveness					
Vertical Jump (Sensor)	≥13in	≥16in	≥15in	≥18in	Vertical Power
30-sec Bike Sprint	315m	330m	325m	350m	Anaerobic Power
Strength					
Grip Strength	≥70 kg	≥80 kg	≥75 kg	≥85 kg	Strength
Seated Med Ball Throw (3kg)	≥2.9 m/s	≥3.3 m/s	≥3.1 m/s	≥3.8 m/s	Upper Body Power / Strength
Mobility & Stability					
Y-Balance Test	Developing	Above norms	Consistent	Elite	Stability / Mobility
Agility & Change of Direction					
5-10-5 Pro Agility	≤5.45 s	≤5.25 s	≤5.35 s	≤5.15 s	Agility & Change of Dir.

RC Fitness Testing Battery Standards

Test	U17	U18	SNT / JNT
10 m Sprint (s)	>1.94	1.80–1.87	<1.80
30 m Sprint (s)	>4.82	4.55–4.67	<4.55
Standing Long Jump	<201 cm	210–225 cm	>225 cm
Triple Jump	<628 cm	646–690 cm	>690 cm
Chin-ups (#)	<2	4–9	>9
Push-ups (#)	<20	24–31	>31
AIS 20m Shuttle	<8.0	9.0–10.05	>10.05
Plank Hold (s)	<120 s	120 s	120 s



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Appendix E: Special Circumstances Policy

Purpose

To ensure athletes who are unable to attend one or both Phase 1 camps due to legitimate and documented circumstances are given a fair, transparent, and equitable opportunity to be evaluated for advancement to Phase 2.

This policy reflects LTAD 3.0's equity of access principles and acknowledges that athlete development pathways are not always linear.

Eligible Categories

a. Remote Athletes - Known

- Athletes who are NS-eligible but currently living or studying outside of the province (e.g., university).
- Must be known to staff through prior high-performance programming, club play, or scouting.

b. Remote Athletes - New

- Athletes who will become NS-eligible by 2026 (e.g., moving to Nova Scotia for school).
- Must provide credible evidence of high-performance experience in their current environment.

c. Injury or Illness

- Athletes unable to participate due to medically documented injury or illness.
- At discretion of Head Coach, may need to provide medical documentation including a return-to-play timeline.
- Medical clearance may be required before any return to on-ice participation.



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d. Multi-Sport Commitments

- Athletes competing in another high-performance sport program where training/competition conflicts with Phase 1.
- Must demonstrate capacity to meet physical and skill benchmarks outside of Phase 1 camp attendance.

e. Other Exceptional Circumstances

- Significant personal or family reasons (e.g., bereavement, emergency, cultural obligation).
- Reviewed through the program's evaluation framework using available performance data and supporting documentation.

Process

1. Advance Notification

- Athletes (or parents/guardians) must notify program staff of their circumstance before the affected camp whenever possible.
- Requests submitted after camp will only be considered in extraordinary circumstances.

2. Evidence Submission

Athletes must provide one or more of the following to support their consideration:

- Video of recent competitive game play (full shifts, not highlight reels).
- Coach references from current or recent high-performance coaches.
- Performance data (fitness testing, skating metrics, validated training logs).
- Medical documentation (where applicable).

3. Observation Opportunity

- When possible, staff may arrange an opportunity to observe the athlete in an alternative setting (e.g., club practice, university game, training session with Phase 1 athletes).



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Decision-Making

- Special circumstance cases are incorporated into the same portfolio-based evaluation process as camp-attending athletes.
- Athlete portfolios are built from available evidence and compared against Phase standards.
- No athlete will be advanced without sufficient observed or documented performance data.

Communication

- Athletes will be informed in writing whether their request is approved, pending more information, or declined.
- Feedback will be provided in all cases to guide development and next steps.

Safeguards Against Bias

- Special circumstance cases are reviewed within the program's multi-source evaluation process using available performance data and supporting documentation.
 - Where a staff member has prior coaching familiarity with the athlete, that influence is balanced with evaluator and data-driven inputs.
 - Decisions are recorded for transparency and future reference
- See Appendix F: Bias and Safeguards in Athlete Evaluation for more details



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Appendix F: Bias Safeguards in Athlete Evaluation

The Canada Games Ringette Program recognizes that athlete selection is vulnerable to unconscious bias and subjective influence. To ensure fairness and transparency, the following safeguards are built into our process:

1. Multi-Evaluator System

- Every athlete is assessed by multiple independent evaluators at both camps.
- Staff and alumni evaluators are intentionally diverse in background, playing position, and coaching experience.
- All alumni and coach is responsible to identify and declare any significant bias or conflict of interest.

2. Consensus Decision-Making

- Final outcomes are derived from the integration of multiple evaluator inputs and athlete performance portfolios, ensuring no single individual determines an athlete's progression.
- Evaluation inputs are reviewed and synthesized across evaluators and environments to reduce the impact of individual bias and ensure balanced, evidence-informed outcomes.

3. Separation of Roles

- Alumni evaluators focus on observation and scoring, while coaching staff oversee integration and athlete feedback.
- This reduces role conflict and helps evaluators remain objective.

4. Blind Portfolio Review

- When feasible, athlete portfolios (scores, sensor data, video tags) are reviewed without names attached to minimize bias from reputation, club, or background.

5. Equity of Access

- Special circumstances policy ensures athletes are not disadvantaged by injury, remote status, or multi-sport commitments.
- This aligns with LTAD 3.0's emphasis on keeping doors open for athletes on different development paths.



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6. Conflict of Interest (COI)

We recognize that evaluators and coaches may have prior relationships with athletes that could consciously or unconsciously affect judgment.

- A conflict of interest exists when an evaluator's ability to provide a fair, impartial assessment is compromised (or perceived to be compromised) by a personal, professional, or historical connection.
- Examples include:
 - Parent evaluating their own child.
 - Alumni asked to score a close friend or former teammate.
 - Coach who previously had a significant conflict with an athlete (positive or negative).
 - Any situation where the evaluator cannot reasonably separate past interactions from the present evaluation.
- Management:
 - All evaluators are required to declare potential conflicts prior to camps.
 - Conflicted evaluators are either re-assigned or their scores are removed from the athlete's selection file.
 - Where unavoidable, conflicted evaluators may observe but will not contribute to scoring or evaluation inputs related to the athlete concerned.

7. Transparency to Athletes & Parents

- Clear rubrics, scoring anchors, and feedback summaries are provided to athletes.
- Athletes understand what is being measured and why, reducing perceptions of hidden bias.



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Evidence References

LTAD 3.0: Equity of access principles and multi-stage athlete identification supporting inclusive talent development pathways.

Sport Dispute Resolution Centre of Canada (SDRCC): Best practices for athlete selection policies emphasizing transparency, documented criteria, conflict-of-interest management, and fair decision-making processes.

Own the Podium Talent Identification Framework: Multi-exposure, multi-source athlete evaluation and consensus-based selection to reduce individual evaluator bias.

Sport Canada Athlete Selection Policy Guidance: Transparent selection criteria, documented evaluation processes, and conflict-of-interest declarations in high-performance sport programs.

Baker, J., Cobley, S., & Schorer, J. – Talent Identification and Development in Sport: Research identifying common selection biases and recommending structured multi-evaluator assessment frameworks.

Johnston, K., Wattie, N., Schorer, J., & Baker, J. – Talent Identification in Sport (Sports Medicine): Evidence supporting longitudinal observation and multiple evaluation environments for accurate talent identification.

Kahneman, D., Sibony, O., & Sunstein, C. – Noise: A Flaw in Human Judgment: Decision-science research demonstrating that structured evaluation systems and multiple independent assessments reduce bias and decision variability.



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Appendix G: Gold Medal Profile (GMP) & Winning Style of Play (WSP) Alignment

GMP/WSP Summary

The Canada Games Ringette Program applies the Gold Medal Profile (GMP) and our Winning Style of Play (WSP) as the foundation for athlete selection and development. Please refer to our more detailed GMP/WSP document for a comprehensive description.

Our main GMP/WSP PRINCIPLES include:

1. **Ring Possession:** If we possess the ring, we win. We emphasize deliberate control through protection, support, and resets. Offensively, this means sustained pressure with smart resets and no wasted shots. Defensively, it means disciplined goalside pressure to create turnovers and force poor entries, bad shots, or 30-second violations. In transition, it means securing controlled exits and entries and quickly regaining goalside structure when possession changes.
2. **Team Culture:** We unite as athletes around a shared vision, shared experiences, and shared goals. Our strength comes from trust, belief in one another, and commitment to collective success. When we live, breathe, and work as one, we become unstoppable in pursuit of our goals.
3. **Pace & Precision:** Quick, decisive execution under the 30s shot clock; technical excellence in passing, skating, and transitions.
4. **Defensive Intensity & Excellence:** Discipline and controlled aggression; consistent goalside pressure; denial of attacker opportunities through zone exit/entry resistance, triangle excellence, relentless forechecking/backchecking, and uncompromising second effort.
5. **Relentless Transition:** Immediate response on change of possession; seamless defense-to-offense and offense-to-defense.
6. **Controlled Offensive Creativity:** Execute set strategies with calculated innovation to create high-percentage opportunities.
7. **Off-Ring Movement & Support:** Success is built off the ring as much as with it. Athletes create continuous passing options, maintain spacing, and support teammates through purposeful off-ring movement into quiet ice, driving lanes, and recovery positions.
8. **Role Clarity & Adaptability:** Each athlete understands and excels in their role, with readiness to adapt to situational demands.
9. **Goaltender Excellence:** Anchor of the defensive triangle; combines technical execution, rebound control, and communication. Excellence includes consistency under pressure, smart decision-making, and initiating controlled possession through precise distribution.
10. **Mental Readiness & Resilience:** Compete with a prepared mind and unshakable focus. Demonstrate composure under pressure, quick recovery from mistakes, and leadership that strengthens team culture.

The GMP/WSP is organized in to 4 pillars, including: Performance, Physical, Mental Readiness, and Culture. Athletes are assessed in all pillars.



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GMP Pillar Mapping: Phase 1 Rubrics

GMP Pillar	CWG Phase 1 Domains / Rubrics	Examples of What's Assessed
Performance Technical/ Tactical	Camp 1: Technical Execution	Skating mechanics, ring control, passing, shooting, anticipation, reads, decision-making Impact on scoring opportunities
	Camp 2: Tactical Awareness, Game Impact	
Physical	Camp 1: Physical Tools	Acceleration, agility, stamina
	Camp 2: Resilience (part-physical)	Repeatability under fatigue
	Appendix D: Fitness Guidelines	Aerobic/anaerobic benchmarks
Mental Readiness	Camp 1: Mental Readiness Camp 2: Resilience / Emotional Control	Focus and adaptability Response to mistakes and adversity
	Camp 1: Coachability	Shift-to-shift consistency Receptiveness to feedback
Culture: Character / Personal	Camp 2: Communication	Team-first behaviour,
	Appendix C: Athlete/Parent Narrative	respect Communication and leadership



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GMP Pillar Mapping: Phase 2 Rubrics

GMP Pillar	CWG Phase 2 Domains / Evaluation Sources	Examples of What's Assessed
Performance(Technical / Tactical)	<p>Camp 1: Skill Application & Game Execution Camp</p> <p>3: Game Performance & Role Impact</p> <p>Between Camps: Competition scouting</p>	<p>Skill execution at HP pace</p> <p>Tactical decision-making under pressure</p> <p>Effectiveness within team systems</p> <p>Role adaptability</p> <p>Influence on possession, transitions, and scoring outcomes</p> <p>Consistency across competition environments</p>
Physical	<p>Camp 2: Fitness Testing & Movement Assessment</p> <p>Between Camps: Physical durability & repeat-effort capacity</p>	<p>Progression in skating efficiency, acceleration, power, and stamina</p> <p>Ability to repeat efforts across shifts and games</p> <p>Recovery and durability over the season</p> <p>Alignment with evolving CWG fitness benchmarks</p>
Mental Readiness	<p>All Camps: Coachability, Focus, Emotional Control</p> <p>Between Camps: Consistency & response to adversity</p>	<p>Application of feedback over time</p> <p>Composure under pressure</p> <p>Response to mistakes</p> <p>Competitive focus across games and weekends</p> <p>Adaptability to changing roles, pace, and expectations</p>
Culture(Character / Team Fit)	<p>All Camps: Communication & Professionalism</p> <p>Between Camps: Daily habits & team behaviours</p>	<p>Communication on and off the ice</p> <p>Leadership behaviours</p> <p>Accountability and preparation;</p> <p>Team-first decision-making</p> <p>Respect for teammates, staff, officials, and the program</p> <p>Alignment with program values and standards</p>



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Appendix H: Athlete Selection Authority & Governance

Purpose

This appendix defines the authority responsible for athlete evaluation and selection decisions within the 2027 Canada Winter Games Ringette Program and outlines the governance structure supporting the selection process.

Clearly defining decision-making authority is recognized as a best practice in athlete selection policy development and dispute prevention. Guidance from the Sport Dispute Resolution Centre of Canada (SDRCC) emphasizes that athlete selection policies should explicitly identify the individuals or bodies responsible for implementing the selection process and making selection decisions in order to minimize disputes and ensure transparency.

Alignment with Ringette Nova Scotia Canada Winter Games Policy

This framework is designed to operate in alignment with the Ringette Nova Scotia Canada Winter Games Program Policy, which identifies Ringette Nova Scotia as responsible for administering the Canada Games program and confirms that selection criteria are determined by the coaching staff and that the Head Coach selects the final team roster in consultation with assistant coaches.

Selection Authority

The authority to evaluate athletes and recommend athlete selections for the 2027 Canada Winter Games Ringette Program rests with the Head Coach and designated coaching staff, supported by program evaluators and alumni observers.

The Head Coach is responsible for:

- overseeing the athlete evaluation process
- ensuring that the published evaluation criteria are applied consistently
- supervising the development of athlete evaluation portfolios
- leading the collaborative review of evaluation data
- recommending athlete selections for the program

Final athlete nominations are submitted by the Head Coach in accordance with the Canada Games Ringette Program Athlete Selection Framework.

Consistent with the Ringette Nova Scotia Canada Winter Games Program Policy, the Head Coach selects the final team roster in consultation with the assistant coaches following completion of the evaluation process, with the recommended roster submitted to Ringette Nova Scotia for administrative approval.



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Governance Oversight

The High Performance Committee of Ringette Nova Scotia, reporting to the Board of Directors, provides governance oversight but does not participate in the technical evaluation or ranking of athletes.

The main responsibility of the Board of Directors, via the High Performance Committee, is to receive the roster recommendation from the Head Coach for administrative approval in accordance with the Ringette Nova Scotia Canada Winter Games Program Policy, confirming that the selection process has been followed

This separation of responsibilities reflects recognized governance practices in Canadian sport, where technical athlete evaluation decisions are delegated to qualified coaching staff, while governing bodies maintain oversight of policy compliance.

Technical Decision-Making

Athlete evaluation outcomes are derived through a structured technical review process integrating multi-evaluator observations, athlete portfolios, and performance data, coordinated by the coaching staff.

This process incorporates:

- multiple evaluator observations
- athlete performance portfolios
- video and competition observation where applicable
- integration of multiple evaluator inputs and performance data

This approach ensures that athlete selections are based on documented performance evidence and program alignment, rather than the opinion of a single evaluator. Technical selection decisions are based on the evaluation framework, athlete portfolios, and the integrated evaluation of multi-source performance data.



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Alignment with Canadian Sport Governance Guidance

The governance structure described in this framework aligns with guidance from recognized Canadian sport governance bodies, including:

Sport Dispute Resolution Centre of Canada (SDRCC)

SDRCC guidance emphasizes that athlete selection policies should clearly identify decision-making authority and ensure that selection processes are transparent and consistently applied.

Sport for Life: Long-Term Athlete Development (LTAD)

LTAD frameworks recommend that athlete evaluation and progression decisions be made by qualified technical experts responsible for athlete development.

Own the Podium (OTP)

High-performance programs operating within the Canadian sport system commonly delegate athlete evaluation and selection decisions to coaching staff with subject-matter expertise while sport organizations maintain governance oversight.

Integrity of the Selection Process

The governance structure outlined above is designed to:

- ensure athlete evaluations are conducted by individuals with appropriate technical expertise
- maintain fairness and transparency in the selection process
- prevent conflicts of interest or undue influence in athlete ranking decisions
- ensure the evaluation framework established by the coaching staff is applied consistently throughout the selection process
- reinforce athlete and family confidence in the integrity of the program.



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Appendix I: Evaluator Structure & Athlete Assessment Process

Purpose

This appendix describes how athlete evaluations are conducted within the Canada Games Ringette Program and clarifies the structure of evaluators participating in the athlete assessment process.

The evaluation structure aligns with the Ringette Nova Scotia Canada Winter Games Program Policy, which defines the roles included within the evaluator group.

Evaluator Composition

Consistent with the Ringette Nova Scotia Canada Winter Games Program Policy, athlete evaluations include participation from:

- the Head Coach
- assistant coaches
- the Director of High Performance
- at least three independent evaluators

This structure ensures that athlete assessments incorporate multiple perspectives and reflect the collective expertise of individuals involved in high-performance ringette.

Organization of Evaluation Sessions

Evaluation sessions are organized and administered by the Canada Games Ringette Program coaching staff as part of the athlete assessment process defined within this framework.

The coaching staff is responsible for:

- organizing athlete evaluation environments (camps, sessions, competition observation)
- ensuring evaluators understand the evaluation criteria
- compiling athlete performance portfolios
- coordinating the collection of evaluator observations



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Independent Evaluators

Independent evaluators contribute additional perspective within the evaluation process and strengthen the transparency of athlete assessments.

Independent evaluators are typically individuals with relevant high-performance ringette experience, such as:

- former elite players
- experienced coaches
- individuals familiar with high-performance ringette standards

Independent evaluators primarily contribute through observation and scoring during evaluation sessions.

Multi-Evaluator Assessment Model

The Canada Games Ringette Program uses a multi-evaluator assessment model to ensure that athlete evaluations are balanced and evidence-based.

Athletes may be observed through:

- skill sessions
- competitive game environments
- practice environments
- video review where applicable

Evaluation observations from these environments contribute to each athlete's performance portfolio.

Evaluation outcomes reflect the combined input of all evaluators and observation environments, ensuring that athlete assessment is based on the totality of evidence collected.

This structure ensures that no single individual determines an athlete's evaluation outcome.



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Conflict of Interest Declarations

Consistent with the Ringette Nova Scotia Canada Winter Games Program Policy, all evaluators must declare potential conflicts of interest prior to participating in athlete evaluations.

Where a conflict is declared, appropriate steps will be taken to ensure that the evaluation process remains fair and objective.

Integrity of the Evaluation Process

The evaluator structure described above supports the integrity of the athlete selection framework by ensuring that:

- athletes are evaluated using consistent criteria
- assessments incorporate multiple perspectives
- evaluation observations are documented within athlete portfolios
- decisions are based on evidence gathered across multiple evaluation environments.