

Shooting Australia High Performance Selection Strategy 2021-2022

1. INTRODUCTION

Shooting Australia (SA) receives significant investment from the Australian Institute of Sport (AIS) 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 HP program's success is medals won at Benchmark Events (BME), including Olympic Games, Paralympic Games and World Championships.

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) or the World Shooting Para Sport (WSPS); and

NATIONAL SQUADS (i.e. High Performance, Performance and Pathway)

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 athletes to National Teams that will represent Australia at key ISSF/WSPS events during the 2-year period between 2021 and 2022.

This document does not replace selection criteria for specific events but will help to shape their content. Event-specific selection criteria will be made available to athletes, coaches and programs across the HP community as required.

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

3. BACKGROUND/CONTEXT

There have been a range of factors (i.e. both internal and external) that have influenced the development of SA's HP Selection Strategy for 2021-2022. Some of the more significant factors are detailed here:

- 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
- A strengthened focus on identifying, developing, and selecting to National Teams, athletes that have proven themselves capable of helping SA to achieve its performance objectives
- An opportunity to professionalise the daily performance environments of National Squad athletes, through the continued partnerships of SA with the AIS, Victorian Institute of Sport (VIS), South Australian Sports Institute (SASI) and other state institutes and academies of sport
- The ISSF's introduction of a new level of competition (i.e. ISSF Grand Prix), and new event formats (i.e. 25m Rapid Fire Pistol Mixed Team)
- The increased investment by the AIS in the athletes at earlier stages of their development through the Performance Pathways Solution Grant program
- Changes to athlete qualification for Olympic Games moving from a Minimum Qualifying Score (MQS), to a Qualification Ranking for the Olympic Games (QROG)
- Shooting not being part of the sports program at the Birmingham 2022 Commonwealth Games.

4. NATIONAL TEAM SELECTION

4.1 OBJECTIVES

The primary objectives of SA's HP selection strategy for the period 2021-2022 is to:

- (i) Maximise the number of medals that Australian Shooting athletes can win in benchmark events including (but not limited to), the Olympic and Paralympic Games, and the ISSF and WSPS World Championships
- (ii) Use these and other ISSF and WSPS events to provide elite and pre-elite athletes with exposure to high-quality international competition that will help to accelerate their development for 2024 and beyond.

4.2 MINIMUM PERFORMANCE STANDARD

SA will continue to set Minimum Performance Standards that underpin the selection of athletes to National Teams. The Average Performance Score (APS) reflects the average of the 3 highest qualifying results an athlete achieves at SA endorsed events within a performance window. Athletes who obtain an APS above the relevant standard for a specific event will be considered eligible for selection to that competition. The standard required will differ depending on the level of competition (ie. World Championships shall require a higher APS than World Cups), enabling SA to select athletes to the competitions appropriate to their stage of development.

5. STRATEGIC PRIORITIES

The following sections provide a high-level outline of SA's strategic priorities in terms of the selection of its National Teams each year over the next 2 years, as well as the key criteria against which athletes will be selected to these teams.

Specific detailed selection criteria for events such as ISSF and WSPS World Championships will be published as required.

2021 STRATEGIC PRIORITY

The primary objective is to win medals at the 2021 Tokyo Olympic and Paralympic Games.

High quality international and/or domestic competition in the lead up will be the priority for those athletes selected to Australia's Olympic and Paralympic Teams to the Tokyo 2020 Games in 2021.

International competition opportunities will be prioritised towards Tokyo-bound athletes, and only if deemed safe in the context of the COVID-19 global pandemic.

The domestic selection series for the Commonwealth Shooting Championships (CSC) will be the focus for senior athletes.

Junior athletes will prioritise the 2021 ISSF Junior World Championships.

2022 STRATEGIC PRIORITY

The primary objective for 2022 is to win Medals at the 2022 World Championships and secure Quota Places for the 2024 Paris Olympic and Paralympic Games.

Junior athletes will prioritise the 2022 Junior World Championships.

Athletes selected to the Commonwealth Shooting Championships in January of 2022 will focus on delivering a winning performance environment, setting the tone for the year ahead.

COMPETITION SPECIFIC STRATEGIC PRIORITY

ISSF World Championships (Senior and Junior)

- The selection criteria shall allow for a maximum of 2 (two) athletes to earn automatic selection to the World Championships by demonstrating an individual medal winning performance, at Olympic or World Cup level competition, within the relevant performance window
- All positions not secured via automatic selection shall be determined by a domestic selection series finishing not less than 60 days prior to the start of the World Championships
- All athletes, except those who earn automatic selection, shall be required to have satisfied the minimum performance standard (APS), by the completion of the domestic selection series for the World Championships.

ISSF/WSPS World Cups and ISSF Grands Prix

- Selection of National Squad athletes will be prioritised by the National Coach/Program Coordinator, in accordance with the individual performance plans (IPP) of each athlete
- Athletes who are not part of a National Squad, must satisfy the Minimum Performance Standard (APS), to be eligible for World Cup or Grand Prix selection. Athletes not part of the National Squads may be selected subject to the availability of positions
- Priority for selection shall be for the High Performance Squad, then the Performance Squad, then the Pathway Squad and then for athletes not part of the National Squads.

2021 Oceania Shooting Championship (Brisbane, AUS)

- There will be a selection series conducted in 2021 to select the team for the 2021 Oceania Shooting Championships
- SA will publish a Selection Criteria in early 2021 outlining the events that shall form part of the selection criteria and the procedure of determining the team selection.

2022 Commonwealth Shooting Championship (Chandigarh, IND)

- There will be a selection series conducted in 2021 to select the team for the 2022 Commonwealth Shooting Championships (CSC)
- SA will publish a Selection Criteria in early 2021 outlining the events that shall form part of the selection criteria and the procedure of determining the team selection.

6. SELECTION RISK MITIGATION

In the unlikely event that a selection series is compromised due to circumstances outside of Shooting Australia's control (i.e. cancellation of competitions due to COVID restrictions or bushfires), selection of National Teams shall revert to the discretion of the selection panel.

7. PATHWAY TO HIGH PERFORMANCE

SA, the AIS and the National Institute Network (NIN) invest significantly in the SA Pathway to High Performance Program. This program is comprised of National 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 National 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 Pathway to High Performance Program is a set of 'guiding principles' that underpin the program's operation. These include:

- a) The National Squads Program is a High Performance (HP) program that supports elite athletes, pre-elite athletes and coaches to deliver podium performances (i.e. medals) at benchmark events including the Olympic/Paralympic Games and World Championships
- 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 pre-elite athletes
- c) This is not a participation or engagement program and hence, SA will always select its squads/teams with athletes who can demonstrate their capacity to progress to be world class (i.e. now or in to the future)
- d) Every athlete is a unique individual who will be treated fairly, but may be challenged and supported differently to their 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)
- f) Demonstrated repeatability of performance will always be regarded above inconsistent performance.

8. NATIONAL SQUADS

SA will call for applications to the National Squads at the end of each year. Athletes will be assessed on an individual basis against their demonstrated progression in relation to their stage of development on the SA Pathway to High Performance.

Athletes will be invited to become members of the squad for a period of 12 months. National Squads will be comprised of both senior and junior athletes.

Current athletes may be invited to apply however no athlete will be admitted to the National Squads without submission of an application.

The selection panel will consider the following when assessing squad applications:

- Performance data from the current and previous season (i.e. this year and last year) including but not limited to, athlete APS, year on year trends, averages, seasons best vs personal best etc.
- Progression towards IPP objectives (current athletes)
- Regular access to an appropriate HP daily training environment including coaching and performance support services
- Commitment to a National Coach-directed plan of domestic and international competition
- A demonstrated commitment to maintaining the highest levels of personal excellence.

All National Squad members will be engaged in the development of their own individual performance plan (IPP) that will clearly articulate the athlete's development objectives 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 objectives will be reviewed annually. Achievement of or demonstrated progression towards the objectives identified in an athlete's IPP will be a pre-requisite to their continuing membership of the SA National Squads.

9. MEMBERSHIP REQUIREMENTS

All National Squad and National Team members shall:

- a) be required to sign and abide by the SA Athlete Agreement including the Athletes' Code of Conduct
- b) be expected to behave in a manner becoming of athletes representing Australia and become a part of a respectful and unified Australian Team culture
- c) co-operate with 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 2021-2022.