



SWIMMING CANADA COACH NOMINATION CRITERIA

2012 Paralympic Games– London, England

Tour Dates:	August 11 th - September 10 th , 2012
Competition Dates:	August 30 th – September 8 th , 2012
Team Size:	To be determined by IPC Swimming – June 2012
Number of Coaches:	3
Certification:	Fully certified NCCP Level 3 or new equivalent “Competition Development Coach” as of March 27, 2012 and member of ‘Coaches of Canada’ OR Charter Member of ‘Coaches of Canada’ as of March 27, 2012
Nomination Competition:	2012 London Paralympic Trials, March 27 – April 1, 2012

I. General

1. To be eligible for nomination a coach must have been resident in Canada and duly employed as a swimming coach by a Swimming Canada affiliated organization since September 1, 2011.
2. All coaches identified by these criteria will be required to declare their availability by signing the Swimming Canada Staff Code of Conduct and providing a signed copy of the same to Swimming Canada on or before April 15th, 2012. Failure to do so will render the coach as having officially declined nomination.

II. Selection

1. The Head Coach for the 2012 London Paralympic Games swimming team will be the Para-swimming National Coach
2. Nominated performances by swimmers nominated to the 2012 London Paralympic Games swimming team shall be ranked according to the Amended IPC Swimming World Rankings (adjusted to 3 per country per class) for the period August 15, 2010 – March 15, 2012. The eligible Coaches of Record of the ranked swimmers shall be nominated in rank order until the coaching complement is met.
3. Performances by swimmers who decline nomination to the 2012 London Paralympic Games swimming team shall not be considered for the coach nomination process.
4. Should any additional coaching accreditations be made available to Swimming Canada by the Canadian Paralympic Committee after the initial nomination, the next ranked coach who has not previously been selected will be added to the coaching complement.

III. Coaching Assignments

1. Domestic Staging - Coaching assignments for the staging camps will be structured in a 1:4 coach to swimmer ratio.



2. European Staging (London and Italy) - Coaching assignments for the Paralympic Games competition will be limited to the top 3 ranked coaches as per Section II above.

3. Competition - Coaching assignments for the Paralympic Games competition will be limited to the top 3 ranked coaches as per Section II above.

IV. Tie breaking

Where the Selection process under Clause II above results in a tie between eligible Coaches of Record, then the following shall occur;

1. All secondary performances (ALL PERFORMANCES EXCLUDING THE PERFORMANCES IN THE TIED EVENT) by the tied Swimmers shall be ranked in accordance with Amended IPC Swimming World Rankings (adjusted to 3 per country per class) for the period August 15, 2010 – March 15, 2012. The tie shall be broken by the nomination of the Coach of Record of the Swimmer with the highest ranked secondary performance.

2. If the tie is not broken by the world ranking of the swimmer's second highest ranked swim, then the swimmer's next highest world ranked event will be used to break the tie and so on until this method is exhausted.

3. Should a tie continue to exist after point 1 above, or if no secondary performance is available to either Swimmer, then the Para-swimming Selection Committee shall, in consultation with the National Coach and SNC CEO, determine a tie breaking solution. In such circumstances, the decision of the Para-swimming Selection Committee shall be final.

V. Replacement

1. In the event of any conditions that may effectively prohibit a selected coach from attending the 2012 London Paralympic Games, the Selection Committee may replace that coach with the next ranked Coach of Record as per paragraph #2 of Section II above. Timelines with reference to the competition date, travel logistics, availability of a potential substitute and team dynamic issues will all be taken into account when determining whether to replace the coach or not.

2. The decision of the Selection Committee shall be final.

VI. Unforeseen Circumstances

In the event of unforeseen or unusual circumstances, as determined by the *Swimming Canada Selection Committee*, the committee shall have the full discretion to resolve the matter as it sees fit, taking into account factors and circumstances that it deems relevant. Any such exercise of discretion shall be subject to the Canadian administrative law principles of fairness.

VII. Changes to this Document

The *Swimming Canada Selection Committee* reserves the right to make changes to this document, which in its discretion are necessary to ensure selection of the best team possible. Any changes to this document shall be communicated directly to all Sport Canada AAP 'carded' swimmers and their coaches and published to the Swimming Canada website forthwith.

VIII. Appeals

The "Swimming Canada Dispute Policy" and the "Swimming Canada Appeals Policy" govern all decisions made by Swimming Canada, including issues pertaining to selection. For a copy of these policies please contact the Swimming Canada offices.

These criteria have been prepared in English and translated to French. Where there may exist a discrepancy between the two versions, the English version shall be deemed to be correct. Final – Jan 13, 2012



Appendix “A”

Swimming Canada Personal Coach Program

Swimming Canada invites personal coaches of selected swimmers to all selected National teams to participate with their athlete in camps and competitions under the following circumstances:

Travel:

- All travel and accommodation logistics shall be the responsibility of the personal coach.
- Contacts for hotels / accommodation and flight numbers etc. may be obtained upon request from Swimming Canada – Para-swimming National Teams Coordinator
- Personal coaches are requested to seek accommodation other than the team hotel.
- **All expenses are the responsibility of the personal coach**

Participation / Training:

- The assigned selected tour coach shall be the primary coach.
- The tour coach, in conjunction with the tour Head Coach will determine the personal coach's role.
- The personal coach will be able to consult with their swimmer's assigned coach but will not be directly responsible for their swimmer.
- Personal coaches work under the authority of the assigned coach, the tour head coach and the Swimming Canada Para-swimming National Coach.
- There may be closed workouts or training sessions from time to time. In such instances personal coaches (and other visitors) will not be able to attend the session.
- Meals, team meetings and other non-training sessions shall be by invitation to the personal coach only.
- All requests for outings (meals, meetings, etc.) must be approved by the tour Head Coach.

Participation / Competition:

- In some instances the Head Coach may wish to bring the team together and focus their preparation prior to the competition. From that time forward the swimmer will be working solely under the tour coach's jurisdiction.
- During the competition the personal coach will assume observer status in the public area. From time to time the Head Coach may request the personal coach's assistance. Access to the swimmer will be coordinated with the Team Manager and the tour coach.
- Tickets / seating for competition are the personal coach's responsibility.

Conditions:

- The personal coach is an invitee of Swimming Canada and as such is expected to conduct him or herself in a respectful and professional manner. Should a personal coach's behaviour be contrary to the terms and conditions that the selected coaches are held to and which are viewed to negatively impact the team or Swimming Canada's reputation, then the personal coach's interaction with the team may be restricted at the discretion of the tour Head Coach.
- Personal coaches will not be afforded national team gear.

The Personal Coach Program will be reviewed when required. Swimming Canada's primary interest in managing the personal coach relationship is to assist in the development of self-sufficient and independent athletes as a key component of peak performance.