

## Selection Criteria – Generic - Coaches for 2009 Competitions



<b>Competition</b>	SNZ Coach Selection Criteria – Pool Events
<b>Criteria Release Date</b>	11 March 2009
<b>Version</b>	1.0
<b>Comments</b>	<p>This document outlines the generic criteria for coach selection for <b>pool events</b>. For some events specific criteria may also be developed. The specific criteria will be the criteria applied and take all precedence over this document.</p> <p>The basis for selection of coaches will be aligned to swimmer selection i.e. where FINA points are used then coaches will be ranked on FINA points, if XLR8 then that system will form the basis of coach rankings.</p>

<b>Selection Event/s</b>	As specified in the swimmer selection criteria
<b>Eligibility</b>	<p>To be considered for selection, a coach must meet all of the following eligibility criteria:</p> <ol style="list-style-type: none"> <li>1. Must be the "primary coach" of a swimmer selected for the Competition</li> <li>2. Be coaching the eligible qualified swimmer in New Zealand for a minimum of 90 days prior to the Selection Event</li> <li>3. Be a registered member of both NZSCAT and Swimming New Zealand in good standing</li> <li>4. Hold a valid passport current for 6 months after the scheduled return</li> <li>5. Hold a valid drivers license</li> <li>6. Have signed and provided to SNZ a valid coaching availability form and a Swimming New Zealand Team Staff Agreement</li> <li>7. Be available to fulfill the Team Commitments as listed below</li> </ol>
<b>Team Commitments</b>	<p>All coaches must:</p> <ol style="list-style-type: none"> <li>1. Coach at the Selection Event</li> <li>2. Comply with the provisions of their Swimming New Zealand Staff Agreement at all times</li> <li>3. Agree to Swimming New Zealand requirements regarding team preparation</li> <li>4. Make themselves available for all team activities designated by the General Manager – Performance &amp; Pathways</li> </ol>

<p><b>Selection methodology for Team Coaches</b></p>	<p>For each competition, SNZ will at its sole discretion appoint a Head Coach. Generally the GM Performance &amp; Pathways will be appointed to Pinnacle Events.</p> <p>Additional team coaches may be appointed based on the following selection criteria :</p> <p><b>High Level Criteria:</b></p> <p>Team coaches will be selected from eligible coaches, up to the team size, based on the following criteria:</p> <ol style="list-style-type: none"> <li>1. First Coach; the coach of the top “points” scoring swimmer selected on the team</li> <li>2. Second Coach; from the remaining eligible coaches, the Coach with the largest number of swimmers on the team</li> <li>3. Additional Coaches; all remaining eligible coaches in descending order on their top “points” scoring swimmer on the team.</li> </ol> <p><b>Detailed Criteria:</b></p> <p><b><i>The first team coach will be selected on their best swimmer ranking to best provide the highest performing swimmers with their personal coach:</i></b></p> <p><u>Swimmer Ranking Method</u></p> <ol style="list-style-type: none"> <li>1. All available and eligible coaches will be ranked using the FINA or XLR8 points (based on swimmer selection criteria) qualifying their highest scoring swimmer eligible for selection from the Selection Event. The coach whose swimmer has the highest FINA or XLR8 points will be selected.</li> <li>2. In the event that the highest FINA/XLR8 points score is obtained by two or more coaches then the coach whose swimmer has the highest world ranking will be selected.</li> <li>3. If after comparing FINA/XLR8 points and the World Rankings, two or more coaches are still ranked equal. Then the coach who has the most swimmers selected for the Competition will be selected.</li> <li>4. If the above process results in two or more coaches still having the same ranking, then the Coach Selection Panel will make a recommendation for approval.</li> </ol> <p><b><i>The second team coach position shall be selected to ensure maximum support for the whole team :</i></b></p> <ol style="list-style-type: none"> <li>1. All remaining available and eligible coaches, will be ranked based on the number of their swimmers selected on the team. The coach with the greatest number of swimmers will be selected. Any tie will be broken by using the swimmer ranking method.</li> </ol> <p><b><i>Any subsequent team coaches will be selected on their best swimmer ranking:</i></b></p> <ol style="list-style-type: none"> <li>1. Subsequent team coaches up to the team size shall be selected using the “Swimmer Ranking Method”.</li> </ol> <p>If there are more coaching positions available than eligible coaches the Coach Selection Panel will recommend an appointment of coaches who do not meet all the eligibility criteria.</p>
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<p><b>Team Size</b></p>	<p>The number of Team Coaches selected, not including the appointed Head Coach, will be relative to the number of swimmers selected for the team and be subject to any restrictions imposed by the Event organisers. The following <b>guidelines</b> will apply.</p> <ul style="list-style-type: none"> <li><b>1) Pinnacle Events</b> 1 coach to 4 / 5 swimmers</li> <li><b>2) Development</b> 1 coach to 8 swimmers</li> <li><b>3) Youth</b> 1 coach to 8 swimmers</li> <li><b>4) Age Group</b> 1 coach to 10+ swimmers</li> </ul> <p>Note, these are guidelines only and SNZ may determine the exact coach to swimmer ratio for a competition at any time in its sole discretion.</p>
<p><b>Notes</b></p>	<ul style="list-style-type: none"> <li>1. Swimming New Zealand may amend these selection criteria at any time in its sole discretion by giving adequate notice to those coaches who meet the eligibility criteria.</li> <li>2. <b>Primary Coach</b> –means the person responsible for planning and poolside supervision of 85% of a swimmer’s training. The swimmer must have trained under the primary coach for a minimum period of 90 days leading into the selection trials competition.</li> <li>3. <b>Coach Selection Panel</b> - The coach selection recommendation will be made to the Chief Executive for approval by a selection panel comprising the SNZ appointed team Head Coach, NZSCAT President, and a SNZ Selector. They will make recommendations on any tie break required, team size and any additional team coaches otherwise ineligible.</li> <li>4. <b>World Ranking</b> – means the world ranking determined by finding the swimmers ranking in the event based on the time which qualified the swimmer at the Selection Event in the 2008 EOY FINA World ranking list (2 per nation) for that event.</li> </ul>
<p><b>Approved / Designation / Date</b></p>	<p>11 March 2009</p>