



NATIONAL MEN'S RUGBY 7'S PROGRAM

ATHLETE ASSISTANCE PROGRAM

PROCESS, ELIGIBILITY & CRITERIA FOR NOMINATION

2023-2024 SEASON



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1. PURPOSE

The purpose of this document is to describe the process and criteria that will be used by Rugby Canada (RC) to nominate athletes for Sport Canada's Athlete Assistance Program (AAP).

2. GOAL

The goal of the Athlete Assistance Program (AAP) is to provide financial support to athletes to train and compete successfully for Canada at Olympic Games and World Cup.

3. PROGRAM DESCRIPTION

The Athlete Assistance Program (AAP), funded by Sport Canada, ensures identified high-performance athletes are afforded the necessary resources to achieve international success. The program contributes to improving Canadian performances at major international sporting events such as the Olympic Games and World Cup.

Athletes who are nominated for funding, and who are approved by Sport Canada for AAP financial support are referred to as 'carded' athletes, and AAP funding is referred to as 'carding'.

The financial assistance provided to identified Canadian athletes comes in the form of a monthly living and training allowance and, where applicable, post-secondary school tuition support. This assistance helps athletes with their training and competition needs, as well as assisting in preparing for a post-sport career. This assistance is provided directly to the athletes.

An athlete's carding status is subject to the obligations and commitments as detailed in Rugby Canada's Athlete Agreement and Sport Canada policy and procedures which govern the AAP and the establishment and application of criteria.

4. QUOTA

In 2023-2024, Rugby Canada is eligible to receive eighteen (18) Senior Cards or \$381,240 (subject to periodic review by Sport Canada). This allocation may be split into Senior or Development Cards. The number of cards allocated by Sport Canada is subject to change – in which case, there may need to be adjustments to the allotment of cards.

The carding cycle is from September 1st through August 31st in each year.

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5. TYPES OF CARDING

Athletes approved by Sport Canada for the AAP may be eligible for a living and training allowance, tuition support (in a Sport Canada approved University, College program or other post-secondary institution) and deferred tuition support. This allowance is usually paid in advance every two months. Athletes funded through the AAP receive a monthly financial stipend as follows:

Carding Type	Monthly Allowance
Senior Card (SR1, SR2, SR)	\$1,765
Senior Card Injury/Illness (SRI)	\$1,765
Development Card (D)	\$1,060
Development Card Injury/Illness (DI)	\$1,060

Notes:

- A) Approved athletes must be nominated a minimum of 4 months, and up to a maximum of 12 months

6. ELIGIBILITY STANDARDS

To be eligible to be considered for support through the AAP, an athlete must:

- The athlete must be a **Canadian citizen** or **permanent resident of Canada** at the beginning of the carding cycle for which the athlete is being nominated. Permanent residents must live in Canada for the full year preceding the carding cycle for which the athlete is being considered for AAP support;
- Under the eligibility requirements of the sport's International Federation (IF) as it pertains to citizenship or residency status, the athlete must be eligible to represent Canada at major international competitions at the beginning of the carding cycle for which the athlete is being nominated;
- For athletes in Olympic sports who have been permanent residents of Canada for three years or more, continued eligibility to receive AAP support is contingent on the athlete becoming eligible to represent Canada at the Olympic Games;
- The athlete must meet the published Rugby Canada-approved, AAP-compliant sport-specific carding criteria;

Note: Athletes are usually required to live and train in Canada. Assistance for athletes living and training outside Canada may be approved by Sport Canada, if justified by the NSO for academic or athletic reasons.

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7. DECISION MAKING PROCESS

- The men's national team coaching staff and management team will recommend nominations for the Sport Canada Athlete Assistance Program (AAP) to the High-Performance Leadership Group (HPLG)
- The High-Performance Leadership Group (HPLG) will have final approval for nominations of the Athletes. HPLG will consist of a minimum of 3 of the following individuals from Rugby Canada:
 - High Performance Director, National Programs (the "HPD");
 - Managing Director, Rugby Operations
 - Director, Men's Rugby;
 - Director, Women's Rugby;
 - Head Coach of the National Senior Men's Team
- Sport Canada reviews all nominations put forward by Rugby Canada and approves them in accordance with the Athlete Assistance Program (AAP) policies and Rugby Canada approved carding criteria.
- Special allowances may be made for athletes in extraordinary cases who may not have fully participated in the selection process but whom have exhibited the potential to be a National Team Program member, and whose potential will be most enhanced through financial support. In such cases, funding would only be allocated if it is available.
- Athletes that do achieve the standards, are not guaranteed to be awarded a card. Final selections for the Athlete Assistance Program (AAP) will be based on the Gold Medal Profile (GMP) rankings and players who exhibit characteristics conducive to team cohesion, learning and contribute to a positive culture.

8. CARDING CATEGORIES & DEFINITIONS OVERVIEW

A. Senior International carding criteria (SR1/SR2):

In team sports, athletes must be on the roster of the team that finishes in the top 8 and top half of the field at the Olympic Games. Athletes who meet the International Criteria are eligible to be nominated by Rugby Canada for two consecutive years; the first-year card is referred to as SR1; the second, SR2.

- Athletes currently carded at SR1 and who meet the criteria in the current season may maintain their SR1 Card.
- Eligibility for an SR2 card is contingent on the athlete maintaining a training and competitive program outlined in Section 10 Rugby Canada Carded Athlete Requirements as approved by Rugby Canada (RC), on being re-nominated by RC, on signing an Athlete/RC Agreement and completing an AAP Application Form for that year.

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*In Olympic years, nominations for carding at the SR1 level will only be based on results in the Olympic Summer Games.

B. Senior National carding criteria (SR):

Senior National Carding Criteria is established by Rugby Canada based on in competition performance assessment utilizing the Gold Medal Profile evaluation criteria. SR carded athletes are eligible for up to one year of AAP support.

C. Development Card carding criteria (D)

Intended to support the development needs of younger athletes who clearly demonstrate the potential to achieve the Senior Card international criteria but are not yet able to meet the Senior Card criteria. Development carded athletes are eligible for up to one year of AAP support.

Athlete who meets one of the following criteria is eligible for nomination at the D card level:

- A centralized senior national team athlete that does not qualify for senior carding due to their priority ranking in the nomination process.
- National Development Program prospects who are involved in competition and training programs with the backing and support of Rugby Canada for a minimum of 30 days per year.
- Players named to the National Development Program and listed as members of the National Athlete Pool, in compliance with the requirements of the Canadian Centre for Ethics in Sports (CCES).
- Exceptional cases may be made for specialty players who play a pivotal role within the Senior National Team Depth Chart but do not meet the targeted qualifications for Development Program carding.
- In the above cases, athletes who accept Development card funding agree to:
 - a. Participate in National Team Programs as directed by Rugby Canada;
 - b. Participate in seasonal training programs and in periodic testing and regular monitoring as directed by Rugby Canada.

The number of months of support offered at the Development Card level will vary depending on:

- The athlete's gold medal profile evaluation and/or position on the depth chart
- The intensity and duration of the program and required athlete commitment.
- Player health and fitness.
- The need for Rugby Canada to manage the carding budget across multiple players.

Number Of Years An Athlete May Be Carded At The Development Level

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- An Athlete may be carded at the Development Level for a maximum of 5 years so long as they continue to show high-performance potential towards Senior National Carding Criteria.
- Normally, an athlete previously carded at the Senior Card level (C1, SR, SR1, SR2) for more than two years cannot be nominated for a Development Card. An exception may be made, at Sport Canada's sole discretion, for an athlete carded at the Senior Card level for more than two years.

Note: DI carding will not count towards an athlete's years of D carding

D. Health-Related Circumstances

At the end of a carding cycle during which an Athlete has, for strictly health-related reasons, not achieved the standards required for the renewal of carded status, they may be considered for re-nomination for the upcoming carding period under the following conditions:

- The athlete's previous GMP Evaluation ranks them in the current depth chart for carding as per the Priority Rankings outlined in the Nomination Process.
- The carded athlete has fulfilled all reasonable training and rehabilitation requirements aimed at a speedy return to full high-performance training and competition during the period of their injury, illness, pregnancy or other health-related circumstance, or is continuing a rehabilitation program approved by Rugby Canada.
- In the view of Rugby Canada (RC), the Athlete's failure to attain the applicable carding standards is strictly due to health-related circumstances.
- RC, based on its technical judgment and that of a RC chief medical officer or equivalent, indicates in writing the expectation that the Athlete will achieve at least the minimum standards required for carding during the upcoming carding period.
- The Athlete has demonstrated and continues to demonstrate their long-term commitment to high performance training and competition goals, as well as their intention to pursue full high-performance training and competition throughout the carding period for which they wish to be renewed despite not having met the carding criteria.
- The carded athlete signifies in writing, their intention to return to full high-performance training and competition at the earliest date possible following the illness, injury, pregnancy, or other health-related circumstance.
- Rugby Canada will nominate an athlete for SRI or DI carding for a maximum of 12 months

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E. Athletes Competing on Professional Teams

Athletes on a contract or regularly competing in leagues may be eligible for nomination for AAP support under the following circumstances:

- The NSO can demonstrate that each Eligible Athlete nominated for AAP support is an active member of the NSO's high performance and national team program;
- The NSO can demonstrate that each Eligible Athlete nominated for AAP support has an individualized annual training program that includes significant daily training activities and is based on year-round training principles; and
- The NSO formally monitors and evaluates each athlete's training and competitive programs while they are participating in the professional league. The NSO must designate a national coach or a person with equivalent qualifications and status (e.g., High Performance Director) to perform these tasks

F. Non-Carded Athletes Named to an Olympic Team

If the national team has qualified for the Olympics, athletes who are not carded but who are named to the Canadian Olympic team by the Canadian Olympic Committee (COC) will be carded by Sport Canada at the senior national level (referred to as OLY) for a period of four months prior to the beginning of and including the Olympic Games. For summer Games, this support will be provided during May, June, July and August. This applies to athletes who may not be carded for reasons such as living and training outside of Canada, or those unable to commit to the national team program under the regular NSO carding criteria.

Such athlete funding may be approved before the COC names its Olympic Team if the following requirements are met:

- The NSO demonstrates that the athlete has met all the requirements for participation in the upcoming Olympic/Paralympic Games including the:
 - International Federation (IF) eligibility criteria;
 - COC/CPC eligibility criteria; and
 - NSO team selection criteria.
- The NSO confirms in writing that the athlete will be nominated for Olympic/Paralympic Team selection; and
- The COC/CPC confirms in writing that, if nominated, the athlete meets all criteria for team selection and would, barring unforeseen circumstances, be named to the Olympic/Paralympic Team.

Athletes receiving this 4 month SR card will be eligible for the following AAP financial benefits during the months in which they are carded:

- Tuition (which may be deferred)
- Child Dependent Allowance

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Note: Non-Carded Athletes Named to an Olympic Team are funded by Sport Canada and do not affect the Men's 7's Rugby Quota.

9. NOMINATION PROCESS

Because of the limited card quota available, the number of months an athlete is nominated for carding will be based on the following:

- A. The card quota established by Sport Canada
- B. The player's position in the national depth chart according to the GMP Evaluation Criteria (see section 10);
- C. The potential of an Athlete to compete in the Olympic Games. This assessment will be based on the year in the quadrennial (e.g., number of years to the next Olympic Games), an assessment of the improvement demonstrated by the Athlete in the past season, the position in the depth chart compared to the previous season and they demonstrated commitment to training on and off-pitch;

Nominations will be provided to Sport Canada in the following Priority Rankings order:

RANKING	CRITERIA
PRIORITY 1	Athletes meeting the SR1 Criteria
PRIORITY 2	Athletes meeting the SR2 Criteria
PRIORITY 3	Athletes meeting the Health-Related Circumstances Criteria who were carded at a Senior International (SR1 or SR2) carding level in 2022-23.
PRIORITY 4	Athletes ranked in the Top 8 of the Depth Chart based on the GMP Evaluation.
PRIORITY 5	Exceptional Positional Player: If there is an elite positional skill that's required for the senior national team that none of the Top 8 athletes possess a national senior team athlete outside of the Top 8 Rankings that provides this skill can be nominated. Only 1 athlete can be nominated for SR carding in PRIORITY 5.
PRIORITY 6	If an athlete from a Professional, Club, or Rugby 15's program commits to Rugby Canada's 7's national team they may be eligible if; after a GMP Evaluation based on their recent performances on their team ranks in the Top 8 Ranking in the Depth Chart. A maximum of 12 SR cards can be assigned by PRIORITY 6.
PRIORITY 7	Athletes ranked 9-12 on the Depth Chart based on the GMP Evaluation. A maximum of 12 SR cards can be assigned by PRIORITY 7.
PRIORITY 8	If an athlete from a Professional, Club, or Rugby 15's program commits to Rugby Canada's 7's national team they may be eligible if; after a GMP Evaluation based on their recent performances on their team ranks in the Top 12 Ranking in the

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	Depth Chart. A maximum of 14 SR cards can be assigned by PRIORITY 8 with a maximum 2 SR cards nominated in PRIORITY 8. Rugby Canada holds discretion on SR or D carding for these athletes. Athletes will be nominated for a minimum of 4-months and may be increased by a minimum of 2-month segments up to 12 months in the cycle.
PRIORITY 9	SRI - Athletes meeting the health-related circumstances who were ranked in Top 12 in Depth Chart in 2022-23
PRIORITY 10	A Rugby Canada centralized athlete under the age of 25 showing progress in the GMP Evaluation is eligible for nomination for D carding. A maximum of 24 months of D carding will be nominated in PRIORITY 10. Athletes will be nominated for a minimum of 4-months and may be increased by a minimum of 2-month segments up to 12 months in the cycle.
PRIORITY 11	Athletes under the age of 26 years ranked 13-18 on the Depth Chart based on the GMP Evaluation. Carding will be prioritized based ranking (i.e., 13 th before 14 th). Athletes will be nominated for a minimum of 4-months and may be increased by a minimum of 2-month segments up to 12 months in the cycle.
PRIORITY 12	Athletes 26 years of age or older ranked 13-18 on the Depth Chart based on the GMP Evaluation. Carding will be prioritized based ranking (i.e., 13 th before 14 th). Athletes will be nominated for a minimum of 4-months and may be increased by a minimum of 2-month segments up to 12 months in the cycle.
PRIORITY 13	SRI - Athletes meeting the health-related circumstances who were ranked in Top 13-18 in Depth Chart in 2022-23
PRIORITY 14	A Rugby Canada Pride centralized athlete focused on Rugby 7's under the age of 25 showing progress in the GMP Evaluation is eligible for nomination for D carding. Athletes will be nominated for a minimum of 4-months and may be increased by a minimum of 2-month segments up to 12 months in the cycle.
PRIORITY 15	A Rugby Canada showing senior national team potential via the GMP Evaluation identified in USport, 15's Rugby, Club, Academy, Canada Summer Games, RBC Training Grounds, Rugby Provincial Programming, or through a crossover sport may be identified focused on Rugby 7's under the age of 25 showing progress in the GMP Evaluation is eligible for nomination for D carding. Athletes will be nominated for a minimum of 4-months and may be increased by a minimum of 2-month segments up to 12 months in the cycle.

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10. RUGBY CANADA DEPTH CHART DEVELOPMENT

Rugby Canada will establish a seasonal National Men's Rugby 7's Depth Chart following the completion of the Rugby 7's season (typically May of each season). Final decisions on the Depth Chart will be determined by the High-Performance Director (or equivalent) and the Senior National Team Head Coach.

Rugby Canada's Men's 7's Assistant Coaches and the National Men's Academy Head Coaches and Assistant Coaches will be consulted prior to final decisions. The Men's 7's Gold Medal Profile Evaluation Criteria [Appendix A](#) will form the basis of building the National Men's Rugby 7's depth chart. The athletes considered will include the following:

- all athletes who were involved in the Rugby 7's High Performance Program from the season that just concluded
- Non-Rugby 7's High Performance Program players evaluated over the course of the season may be included in this list.
- Position specific requirements for the team will be a consideration in the nomination of athletes for carding.

Invitations to summer training sessions and the National Summer Showcase* will be derived from this list of athletes.

- Prior to submitting the final nominations for carding to Sport Canada a 'Final Depth Chart' will be established at the conclusion of the summer training sessions and annual National Summer Showcase*.
- Ranking in the Men's 7's High Performance Program Depth Chart will be based on:
 - Gold Medal Profile Rankings from previous season
 - Gold Medal Profile Rankings from the National Summer Showcase*
 - Roster Design: Position specific requirements for team success
 - On and Off-Pitch testing results / commitment to prescribed training program
 - Character Evaluations: Possess a positive attitude including coachability, desire to improve personal skills, and desire to contribute to team objectives

Note: Senior National Team players ranked in the Top 8 in the Depth Chart may be exempt from participating in the National Summer Showcase as directed by Rugby Canada.

*** The National Summer Showcase is dependent on year-to-year budgeting. If the budget does not afford for it to operate the depth chart will be based on the athlete's performance in competition and training within the season.**

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11. CARDING MINIMUM REQUIREMENTS

Minimum Standards: To be eligible to receive full funding at any carding level (12 months of living and training allowance plus tuition where applicable), the following minimum standards must be in place:

Participation in a National Team program (Development Programs apply) for a minimum duration of sixty (60) days. This minimum duration includes:

1. National Rugby Team Events, Camps and Hub Training (Development Program applies)
2. Athletes must comply with individualized year-round intensive training programs that are supervised or monitored by the National Team Exercise Physiologist (or designated approved affiliate), and the National Team Strength & Conditioning Coach.
3. In accordance with the above, athletes are required in the Daily Training Environment (DTE) to routinely 'log' their prescribed training plan.

A reduced quantity of months of AAP Living and Training support may be allocated to athletes involved in at least thirty (30) days of National Team programming.

12. RUGBY CANADA CARDED ATHLETE REQUIREMENTS

In order to receive and maintain their AAP support, carded Athletes must:

- Commit to train full time and be part of a national training program based at the National Training Centre in Langford, BC. This includes a commitment to undertake all training requirements as put in place by Rugby Canada OR at the discretion of the High-Performance Leadership Group, may be approved to train for a period of time in a decentralized daily training environment. This will be determined on a case-by-case basis and depend on:
 - The athletes training age;
 - The athlete's education and/or occupational situation;
 - Coaching and training resources available in the decentralized daily training environment.
 - The athletes extenuating circumstances
- The athlete must be available to represent Canada in major international competitions including Olympic Games
- Attend all scheduled activities they are invited to participate in (e.g., once invited an Athlete must attend all camps, events, or training sessions) unless the athlete has extenuating circumstances that may prevent 100% attendance. All circumstances will be considered on an individual basis and must be approved by the High-Performance Leadership Group;

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- Avoid any action or conduct that would reasonably be expected to significantly disrupt or interfere with a competition or the preparation of any Athlete for a competition.
- Perform all health and fitness testing as prescribed by the program established by Rugby Canada;
- Follow their prescribed, individualized training programs as provided by Rugby Canada;
- Submit their training and wellness logs as reasonably requested, as prescribed by the program established by Rugby Canada and its affiliated Integrated Support Staff – in accordance with the ‘Compliance Policy’ (e.g., training logs must be submitted to Rugby Canada and/or designated staff);
- The athlete must sign a Rugby Canada Athlete Agreement, complete the Athletes Assistance Program application form for the year in question and abide by all Rugby Canada regulations and protocols including but not limited to conduct, anti-doping, Safe Sport;
- Complete all CCES and World Rugby anti-doping education, True Sport Clean 101 and Sport Canada - Athlete Assistance Program courses, at the beginning of each new carding cycle and at times thereafter as required by Sport Canada;
- Abide by specific Sport Canada and Federal Government policies that Rugby Canada and carded athlete must comply with, including the following:
 - The Canadian Anti-Doping Program;
 - The Canadian Policy Against Doping in Sport
 - Completion of the AAP anti-doping education module(s) as requested and available on the Canadian Centre for Ethics in Sport website;
 - The AAP policies and procedures (this document);
 - The Cannabis Act
 - The Federal Government Official Languages Act; and
 - The Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS).
- Rugby Canada reserves the right, in its sole discretion, to request further documentation or information from the carded athlete any time after the September 1st, 2023.

Rugby Canada will implement and facilitate a monitoring plan for each Athlete that will allow an evaluation of each Athlete's individual training plan, provide feedback and measure progress accomplished by the Athlete.

Notwithstanding Sport Canada policy for special situations described in Section 11 of the AAP policy (‘Withdrawal of Carded Status’), if a carded Athlete fails to meet training or competition commitments or fails to perform any other requirement as assigned by Rugby Canada (within the deadlines set), then the following process will be applied:

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- a. Provide an oral warning to the athlete, including the steps and timelines to remedy the situation and the consequences of a failure to heed the warning.
- b. Follow-up with a written warning to the athlete if the oral warning is not heeded.
- c. Written notification advising the Athlete that a member of the High-Performance Leadership Group recommend to AAP withdrawal of carded status following the procedures outlined in Section 11 Withdrawal of Carded Status.

<https://www.canada.ca/en/canadian-heritage/services/funding/athlete-assistance/policies-procedures.html#a13>

13. APPEAL PROCESS

Appeals of Rugby Canada AAP nomination/re-nomination decision or of a Rugby Canada's recommendation to withdraw carding may be pursued only through the Rugby Canada's review process, which includes an application to the Sport Dispute Resolution Centre of Canada (SDRCC). Appeals of AAP Decision made under Section 6 (Application for and Approval of Cards) or Section 11 (Withdrawal of Carding Status) may be pursued through Section 13 of the AAP Policies, Procedures and Guidelines

<https://www.canada.ca/en/canadian-heritage/services/funding/athlete-assistance/policies-procedures.html#a15>

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14. LIST OF ABBREVIATIONS

AAP – Athlete Assistance Program
 CADP – Canadian Anti-Doping Program
 CCES - Canadian Centre for Ethics in Sport
 COC - Canadian Olympic Committee
 CTE – Centralized Training Environment
 DTE – Daily Training Environment
 D – Development carding
 HPD – High-Performance Director
 HPLG – High-Performance Leadership Group
 IOC – International Olympic Committee
 IST – Integrated Support Staff
 NSO – National Sport Organization
 NSO/IF – International Federation
 OSG – Olympic Summer Games
 OTP – Own The Podium
 RC – Rugby Canada
 SR1 – First year of International Criteria carding
 SR2 – Second year of International Criteria carding
 SR – Senior carding
 SDRCC – Sport Dispute Resolution Centre of Canada
 WADA – World Anti-Doping Agency
 WC – World Cup

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APPENDIX A

RUGBY CANADA MEN'S 7'S GMP EVALUATION CRITERIA

 GOLD MEDAL PROFILE EVALUATION TOOL				
TECHNICAL COMPONENTS (9)				
GMP #	PERFORMANCE INDICATORS	SUBJECT DESCRIPTOR	RATING	COMMENTS
1	AERIALIST (KICKOFF)	Basic starting position - lacks drive to the ball, off the mark for jump, lacks knee drive, hands below head - no catch or swipe	1	
	POSSIBLE N/A (NOT APPLICABLE)	Good starting position - inconsistent drive to the ball, good use of arc keeping ball in front, good mark for jump, knees drive makes contact, hands at head height - poss. catch or swipe	3	
		Excellent starting position - Great drive to the ball, uses arc well, 3 step jump, high knees drive, high elbows, high hands - confident catch or powerful swipe	5	
2	RECEIVER (KICK REC.)	Lifter - Late move. to spot, bent arms on lift, bent legs on lift. Jumper - Late move. to spot, poor jump, poor arm ext.	1	
		Lifter - Good move. to spot, straight arms on lift, good leg ext., square leg lift. Jumper - Good move., does not catch ball at full ext. (timing issue)	3	
		Lifter - Great move., full arm ext., full leg ext., split lift. Jumper - Great move., catches ball at full ext. in front of face (great timing)	5	
3	PASS / CATCH	Pass - Ball off target. Catch - No target, dropped pass.	1	
		Pass - Ball high/low. Catch - Target given, not clean catch.	3	
		Pass - Ball in front at top speed. Catch - Clear target, clean catch.	5	
4	PLAYMAKER	Basic footwork, scanning, communication, decision making, knowledge of role, rarely executes under pressure.	1	
		Good footwork, scanning, communication, decision making, knowledge of role, sometimes executes under pressure.	3	
		Excellent footwork, scanning, communication, decision making, knowledge of role, often executes under pressure.	5	
5	POWER FORWARD	Weak ball carries, rarely makes gainline. Set Piece - Basic knowledge of roles. (Scrum/LO/ Tap Pen)	1	
		Good ball carries, sometimes makes gainline. Set Piece - Good knowledge of roles. (Scrum/LO/ Tap Pen)	3	
		Strong ball carries, often makes gainline, and draws in defenders. Set Piece - Excellent knowledge of roles. (Scrum/LO/ Tap Pen)	5	
6	SPEED / FINISHER	Basic acceleration, avg. speed, avg. change of direction, rarely scores tries.	1	
		Good acceleration, good speed, good change of direction, sometimes scores tries.	3	
		Excellent acceleration, top and speed, change of direction, try scorer mentality - often scores tries.	5	
7	DEFENDER / TACKLER	System - Doesn't understand the sys. Tackle - Rarely executes. (Footwork, drop height, punch arms / shoulder, head, wrap, chase, roll)	1	
		System - Understands the sys. Tackle - Sometimes executes. (Footwork, drop height, punch arms / shoulder, head, wrap, chase, roll)	3	
		System - Understands and adheres to sys. Tackle - Often executes. (Footwork, drop height, punch arms / shoulder, head, wrap, chase, roll)	5	
8	JACKAL	Tactical - Doesn't understand when / where to implement. Technical - Rarely executes. (Entry, on feet/footwork, body height, knife, lift)	1	
		Tactical - Sometimes understands when / where to implement. Technical - Sometimes executes. (Entry, on feet/footwork, body height, knife, lift)	3	
		Tactical - Often understands when / where to implement. Technical - Often executes. (Entry, on feet/footwork, body height, knife, lift)	5	
9	KICKER (KO/CONVERSIONS) POSSIBLE N/A (NOT APPLICABLE)	KO - Rarely contestable in the allocated zone. Conversion - Rarely makes conversion.	1	
		KO - Sometimes contestable in the allocated zone. Conversion - Sometimes makes conversion.	3	
		KO - Often contestable in the allocated zone. Conversion - Often makes conversion.	5	
PHYSICAL COMPONENTS (5)				
GMP #	PERFORMANCE INDICATORS	SUBJECT DESCRIPTOR	RATING	COMMENTS
10	CONDITIONING	Unable to complete half a match at moderate intensity levels. Consistently poor conditioning gps scores.	1	
		Good ability to achieve high intensity levels but unable to hold these levels late into games and over competition weekends.	3	
		Great conditioning, hitting high level gps scores consistently. Able to sustain high levels of intensity throughout individual matches and also over	5	
11	SPEED	Does not break the gain-line in attack and misses too many tackles on defence due to not being able to keep up to the speed of the game.	1	
		Good speed when you're fresh means you're able to beat defenders and make the appropriate tackles, but when you fatigue you're a lesser threat on attack and can be a target on defence. Good acceleration and top end speed when fresh.	3	
		Great speed and acceleration: when you break the line you can run clear for the score in attack and on defence you can catch attackers when they break through even late in game when fatigue is high. Optimal speed for performance.	5	
12	JUMPING	On solo jump, often gets beat for height	1	
		On solo jump, sometimes gets beat for height	3	
		On solo jump, rarely gets beat for height	5	
13	LOWER BODY POWER	Rarely able to break tackles and win counter-rucks	1	
		Sometimes able to break tackles and win counter-rucks	3	
		Often able to break tackles and win counter-rucks	5	
14	UPPER BODY POWER	In Attack you are liable to be tackled and manipulated easily by the defence, also you lose possession often from big collisions and from defenders ripping the ball away. Can be injured more often than stronger more powerful players.	1	
		Good in helping you avoid big collisions, you often fend and push off. You often maintain poss. whilst giving yourself the ability to rip the ball off oppo. players. You're a good defender missing few tackles with the ability to turn the oppo. over. Strong upper bodies also assists in helping maintain a strong core which in turn helps makes you bullet proof and more resistant to injury.	3	
		Great in helping you avoid big collisions you always fend and push off. You always maintain poss. whilst giving yourself the ability to rip the ball off oppo. players. You're a great defender and make your tackles with the ability to turn the oppo. over. Strong upper bodies also assists in helping maintain a strong core which in turn helps makes you bullet proof and more resistant to injury.	5	

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MENTAL COMPONENTS (7)				
GMP #	PERFORMANCE INDICATORS	SUBJECT DESCRIPTOR	RATING	COMMENTS
15	COMPETITIVENESS	Average / limited work rate on and off the ball. Walks between plays. Inconsistent competitiveness on and off the pitch.	1	
		Good work rate on and off the ball. Resets and reloads well between plays when fresh but drops off when fatigued. Often competitive on and off the pitch in games and practices, but levels drop off when games or situations are challenging.	3	
		Great work rate on and off the ball. Consistent high level competitor in all training and competitive environments. Never quit attitude, especially when behind, or in challenging situations. Big match competitor that wants the opportunity to make things happen.	5	
16	GRIT / DETERMINATION	Average / limited training and casual performances. Often walks in between exercises and game play. Often poor body language and communications to staff and team-mates.	1	
		Regularly competes to their best capability, but sometimes their attitude drops off, they can get frustrated with themselves and team-mates if the play becomes too challenging and scenarios don't go their way.	3	
		Consistently competes with passion and perseverance for their long-term goals. Has prolonged stamina and is also able to control their emotions and energy appropriately in difficult situations reflected by how they can refocus especially after an error or poor ref. call.	5	
17	TEAM PLAYER	Average boy in and limited flexibility put into team agreed attack & defence framework and systems. Difficult to collaborate with and also to initiate meaningful conversations.	1	
		Good role player that regularly collaborates with team-mates. Participates in the team activities play on and off the pitch but but sometimes their attitude drops off and they can get frustrated with themselves and team-mates if the play becomes too challenging and	3	
		Positive team player that knows their role and also leads by example. Has strong communication skills, will collaborate and share with others, is an active listener and is flexible to learn other roles if needed to support the team.	5	
18	COMMUNICATION	Avg. / limited and aloof comms. between staff and team-mates during competition and in the DTE. Body language dictated by mood or circumstance. Slow or unresponsive with staff out of competition.	1	
		Good comms. able to pass detailed info. with staff and team-mates when fresh, but inconsistent relay of messages when fatigued. Also good body language when fresh again less so when fatigued. Involved in discussions on and off the pitch, listens to instructions well prior	3	
		Great communicator - before comp. - Indi & unit roles with team-mates to ensure cohesion, during comp. - constant in game small talk, detailed and even while fatigued, after comp. - unit reviews, well and able to effectively listen to instructions and very good non-verbal	5	
19	LEADERSHIP	Average / limited integrity by not doing your best, poor listening skills by always wanting it done your way, avg. respect from team-mates and staff, inconsistent habits on and off the pitch.	1	
		Good role model on and off the pitch during positive and negative situations. Often does what they say and can sometimes let the competition and challenging conditions affect their comms. with team-mates and staff. Well respected and trustworthy but would rather	3	
		Great role model on and off the pitch during positive and negative situations. Does what they say, communicates well, very self-aware and humble. Influences those around by also being grateful for the responsibility. Is courageous and takes control of what is needed in meetings, our DTE, and in competition.	5	
20	COACHABILITY	Avg. / limited humility so unable to follow coach instruction, defensive when receiving feedback, limited source of positivity for team-mates, does not demonstrate commitment to the team by going away from the game plan.	1	
		Listens to coaches but sometimes doesn't provide meaningful feedback and takes an extended period to adapt their new learnings into their game play. Will ask for support and willing to work with team-mates to develop their game. Often positive and encouraging but can get frustrated when the situation or competition becomes challenging.	3	
		Humble and respectful of team-mates and staff. Actively listens to constructive work-ons from coaches and applies that feedback in practice and competitions. Also pro-actively seek feedback from staff. A source of positivity and encouragement for teammates. Demonstrates commitment to the team and the game-plan.	5	
21	LIFE HABITS	Sometimes only motivated for the "big" games or tours, "cheats" or tries to get away with things to gain an advantage. Displays the following poor habits around sleep, rest, time management, diet and nutrition, which means they're often mentally stressed which transfers into them having a poor work ethic in our DTE and competition.	1	
		Often plays with motivation and confidence because they strive off and on the pitch to get solid sleep and rest in, manage their time well, eat a good diet whilst using some forms of mental de-stress exercises, but they can be inconsistent with 2 - 3 of these and this can	3	
		Plays with heart and determination because they have a great program in place to address the following habits - sleep & rest routines, time management, diet and nutrients plan, a mental de-stress program and working towards a future after their rugby career finishes, which shows they're a highly motivated athlete.	5	
SCORECARD			105	

GMP EVALUATION CRITERIA – SCORING

- 5 – World Class level on the International Stage.
- 4 – Consistently execute on the International Stage
- 3 – Elite execution at the National Stage / Average International execution
- 2 – Average execution at the National Stage.
- 1 – Developing skills, room to improve nationally

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