



Archery Jamaica 2025 Selection Policy

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1. Purpose

This selection policy outlines the criteria and process for selecting athletes to represent Archery Jamaica in the 2025 season. The aim is to ensure that the best-performing athletes, who demonstrate commitment, skill, and potential for international success, are chosen for participation in domestic and international competitions.

2. Objectives

- To select athletes based on merit, performance, and commitment.
- To develop athletes for future success through structured pathways, including the national training and development teams.
- To prioritize funding and support for top-performing athletes.



3. Eligibility Criteria

To be eligible for selection, athletes must:

- Be a current subscriber of Archery Jamaica with fees fully paid.
- Have Jamaican citizenship
- Be a member of the National Training Team, National Junior Training Team, or National Development Team if residing in Jamaica, or be an internationally approved performance athlete domiciled outside Jamaica, providing consistent performance updates to the national team coach.
- Adhere to Archery Jamaica's code of conduct and anti-doping policies.
- Submit an expression of interest for participation by the given deadline.
- Acknowledge willingness to self-fund if required due to limited available funding.



4. Selection Process: Domestic Athletes

Step 1: Submission of Expression of Interest

Athletes must submit an official expression of interest to be considered for selection in the 2025 season and specify which tournaments they are seeking selection for. Their submission should include:

- Biographical data (Name, Age, Birthdate, Bow Type, Years shooting)
- Willingness to participate in the national team training program under the guidance of coaches,
- Commitment to adhere to behavior and the code of conduct,
- Personal performance data (recent competition results etc.),
- A declaration of their funding situation (self-funded, seeking financial assistance or both).

Step 2: Performance Evaluation

Athletes expressing interest will be evaluated based on their performance in recent domestic and international competitions, including scores, behaviour, attitude, consistency, and potential.

Step 3: Training Team Assignment

Based on the assessment, athletes will be assigned to a training squad (senior or junior recurve, compound, or development). Some athletes may not be appointed to a training team and be advised to engage in further development before reassessment within a specified time period.

Step 4: Specific Team Selection

Selections for specific teams will be made at least 4 weeks before an international event. Selection criteria for specific events will be provided in advance but will require locally domiciled athletes to be a part of one of the training teams and may additionally include selection by:

- Score-based selection alone,
- A trial tournament combined with score-based selection,
- Trial tournament performance alone, or
- A combination of any of the above.



While scores or performances are key factors, athletes will also be evaluated on:

- **Consistency:** Demonstrating reliable performance across multiple events.
- **Sportsmanship:** Handling competition well, interacting with teammates, and representing Archery Jamaica positively.
- **Commitment to Training:** Regular attendance and active participation in training programs.
- **Mental Resilience:** The ability to manage stress and maintain focus during high-pressure situations.

Minimum score thresholds may be applied according to gender and division (recurve or compound). These thresholds will be outlined in the qualification criteria.

Step 5: Confirmation and Notification

Athletes selected will be notified in writing of their selection status at least 4 weeks prior to an event. In exceptional circumstances, this may be shortened.

There will be no appeals process. All decisions by the Selection Committee are final.

Step 6. Training Requirements & Expectations

Athletes selected for the team are required to participate in all scheduled national training, workshops, and assessments throughout the season.

Failure to attend without a valid reason (e.g., injury or illness with a doctor's certificate) may result in removal from the team or loss of funding.

Athletes are also expected to demonstrate commitment to training and improvement in technique, fitness, and consistency in their performance reviews throughout the season.





5. Selection Process: Internationally Domiciled Athletes

Step 1: Submission of Expression of Interest

Internationally domiciled athletes must submit an expression of interest specifying which tournaments they are seeking selection for. The submission should include:

- Biographical data (Name, Age, Birthdate, Bow Type, Years shooting, current coach),
- Willingness to communicate regularly with the Head Coach and comply with performance tracking requirements,
- Commitment to adhere to behaviour and the code of conduct,
- Personal performance data (recent competition results etc.),
- A declaration of their funding situation (self-funded, seeking financial assistance, or both).

Step 2: Performance Evaluation

Internationally domiciled athletes will be evaluated based on their recent competition results and compared to Jamaican-domiciled team members to identify top performers.

Step 3: Tier Assignment

Internationally domiciled athletes will not be assigned to a training team but will be placed into one of three tiers based on their performance and potential:

- **Tier 1:** National Elite
- **Tier 2:** National Training
- **Tier 3:** Development

Step 4: Communication and Accountability

Internationally domiciled athletes must:

- Submit detailed **training plans** at the beginning of each season and update these as necessary,
- Provide **monthly ranking scores** to the Head Coach,
- Respond to any specific **performance-related requests** from the Head Coach (e.g., video submissions of form/technique, performance analysis),
- Participate in any required **online meetings or workshops** with the coaching team,



- Demonstrate ongoing commitment to improvement and consistency in performance.

This data will be compared with Jamaican domiciled athletes to create a national team ranking system to identify top performing athletes for selection.

Step 5: Specific Team Selection

Selections will be made at least 4 weeks before an event and may based on:

- Score-based selection alone,
- A trial tournament combined with score-based selection,
- Trial tournament performance alone, or
- A combination of any of the above.

In the event of a trial tournament international domiciled athletes will either be given enough time to arrange attendance at the trial event in Jamaica, or where this is not feasible, arrangements may be made to conduct a trial tournament simultaneously from a remote location. This decision is at the discretion of the Head Coach alone.

- The same additional evaluation criteria apply as for domestic athletes, including:
 - **Consistency:** Reliable performance across events,
 - **Sportsmanship:** Positive interaction with teammates and representation of Archery Jamaica,
 - **Commitment to Training:** Demonstrated dedication and progress,
 - **Mental Resilience:** Ability to manage stress and maintain focus in high-pressure situations.

Minimum score thresholds may be applied according to gender and division (recurve or compound). These thresholds will be outlined in the qualification criteria.

Step 6: Confirmation and Notification

- Selected athletes will be notified in writing of their selection status at least 4 weeks prior to an event. In exceptional circumstances, this may be condensed to a shorter time frame.
- There will be no appeals process. All decisions by the Selection Committee are final.



Step 7: Training Requirements & Expectations

- International domiciled athletes selected to a team are required to submit monthly training plans and performance updates to the Head Coach and meet all communication and reporting expectations.
- Athletes who fail to maintain communication, submit performance data, or meet the coach's requests without a valid reason may lose their selection status or funding.
- Athletes are expected to demonstrate ongoing commitment to training and improvement, with regular submission of results and progress reports to the coaching team.

6. Funding

- **Tier Assignment:**
 - Based on scores and previous competition performance athletes will be categorized into the following three tiers based on their level of development and performance evaluation:
 - **Tier 1: National Elite**
Athletes at the highest level, consistently performing well at international and national competitions.
 - **Tier 2: National Training**
Athletes demonstrating strong development potential with room to improve towards international competitiveness.
 - **Tier 3: Development**
Athletes at the developmental stage, working towards improving performance and consistency.
- **Limited Funding:**
 - Due to the limited availability of funds, financial support will be distributed according to tier ranking, with higher priority given to athletes who show the strongest potential for immediate or future success. Athletes, especially those in the development stage, are expected to self-fund a portion or all of their costs.



- **Funding Prioritization:**

- **Tier 1:** Athletes with proven high-level performance and competitiveness will receive the highest funding priority. These athletes are expected to represent Jamaica in international events with strong potential for success. Where funding is available it will be provided to this tier of athletes first however there may still be situations in which these athletes need to self-fund some or all of their participant costs.
- **Tier 2:** Athletes showing strong development potential may receive partial funding, but they should be prepared to self-fund some or all of their participation costs.
- **Tier 3:** Limited funding will be available for athletes in this development stage. Self-funding will be necessary for most Tier 3 athletes, with priority for limited funds going to those who show the highest potential for future growth and success. These athletes are encouraged to seek external sponsorship or self-fund their participation to continue their development.

7. Injury & Health Management

- Athletes are required to report any injuries or health concerns to the national coaching staff immediately.
- In the event of injury or illness, athletes may still be considered for selection if they provide medical documentation and have shown high-level performance prior to the injury.
- Athletes who are recovering from injuries will undergo assessments to determine their ability to compete and train at a competitive level.

8. Selection Committee Makeup and Decision

- The Selection Committee will comprise the National Head Coach, Petra (Angelo) Baker, and National Team Coach, Kristof Street. They will assess each athlete's performance data, training commitment, and tier ranking to determine final selections and funding allocations as per the criteria provided to athletes seeking selection in advance.
- If the National Team Coach is also seeking selection for an event, they will be excused from the selection decision-making for that specific event. The National Head Coach will appoint another selection committee member at their discretion.



- No selection committee member can be a parent, spouse, or relative of an athlete under consideration for selection, nor can they be an athlete seeking selection for the same event.
- Alongside published criteria consideration will be given to the athlete's international competition experience, potential for medal-winning performances or future medal-winning performances, team-fit and adherence to the training program.

9. Selection Timeline

- **Submission of Expressions of Interest:** Expressions of Interest will be accepted on a rolling basis, but must be received by the deadline communicated for each tournament for which the athlete seeks selection. If not deadline has been communicated expressions of interest must be received atleast 8 weeks prior to the entry deadline for the event.
- **Final Selections Announced:** at minimum *4 Weeks prior to the event except in exceptional circumstances*
- **Confirmation of Funding Support:** *At time of Selection announcement.*

Athletes must adhere to the deadlines set by the committee for each stage of the selection process.

10. Code of Conduct

- All athletes are required to adhere to Archery Jamaica's code of conduct, which will be provided to them upon allocation to a training team and which emphasizes:
 - Respect for coaches, teammates, competitors, and officials.
 - Responsible use of social media to represent the team and country positively.
 - Commitment to anti-doping policies and maintaining integrity in all competitions.
 - Representation of Jamaica in a manner that upholds the values and reputation of the national archery team. Athletes who violate the code of conduct will be subject to disciplinary actions, including potential removal from the team.



11. Special Considerations

- In exceptional circumstances, the Selection Committee reserves the right to include athletes who may not meet the standard selection criteria or timelines but demonstrate significant potential and have faced extenuating circumstances (e.g., injury, illness, or bereavement) that contributed to their inability to meet the criteria. Requests for consideration of extenuating circumstances must be submitted in writing and made prior to the 4-week tournament deadline.