

BC Sport Cheer Talent Identification Policy

Preamble

This policy outlines the talent identification process to select athletes for Team BC.

Definitions

- 1) Within the bounds of this policy the following terms are defined as follows:
 - a) “Organization” — refers to BC Sport Cheer Association, or its representatives, including but not limited to, board of directors, staff, contractors, and committee members.
 - b) “Athlete” — refers to the athletes being evaluated for Team BC.
 - c) “Evaluation” or “Evaluation Process” — refers to the try-out process to select athletes for Team BC. This includes clear, standardized scoring systems and criteria covering building skills; tumbling and jump skills as well as cheer, dance and performance abilities. Evaluations can take place virtually or in-person.
 - d) “Evaluation Criteria” — refers to the standardized criteria used to evaluate athletes during the evaluation process [appendix A].
 - e) “Evaluator” — refers to the qualified professional selected to evaluate athletes. The evaluators are selected at the discretion of BC Sport Cheer and may include level-qualified coaches, current and previous Team BC coaches and judges.

Purpose

- 2) The Talent Identification Policy is designed to establish a standardized and transparent process for identifying cheerleading talent within the province of British Columbia and to select athletes to represent Team BC. The policy aims to promote fairness, diversity, and continuous improvement in the talent identification process and the advancement of the sport of Cheerleading in British Columbia.

Procedures

- 3) **Structured Evaluation Process**

Evaluations for Team BC selection will take place between May and October at the discretion of the organization.

 - a) *In order to standardize the evaluation process the organization shall:*
 - i) Establish and Implement a standardized, transparent evaluation process for identifying cheerleading talent in BC.
 - ii) Include specific criteria in the evaluation process such as building skills; tumbling and jump skills as well as cheer, dance and performance abilities.
 - iii) Select qualified evaluators and educate them on the evaluation criteria.

- iv) Ensure multiple evaluators are selected in order to minimize biases in the evaluation process.

- b) *In order to facilitate the try-out process evaluators will:*
 - i) Follow established evaluation criteria
 - ii) Provide detailed feedback highlighting athletes strengths and making note of areas for improvement.

Review and Amendments

- 4) This Talent Identification Policy will be subject to periodic reviews to ensure its effectiveness and relevance. Amendments may be made based on feedback from stakeholders, advancements in cheerleading standards, or changes in the sports landscape. By adhering to this policy, the organization aims to create a fair, inclusive, and transparent process for identifying and nurturing cheerleading talent within the province.

Appendix A - BC Sport Cheer Talent Identification Evaluation Criteria

Evaluation Rubric					
0	1	2	3	4	5
Not Applicable The athlete did not demonstrate skills in this category	Below - Level The athlete did not demonstrate level appropriate skills in this category	At - Level (low) Athlete demonstrated a minimum number of level appropriate skills or skills demonstrated lacked proper technique	At - Level (mid) Athlete demonstrated a satisfactory number of at-level skills with satisfactory technique	At - Level (high) Athletes demonstrated a most level appropriate skills with good technique	At - Level (elite) Athletes demonstrated all level appropriate skills, including elite and specialty skill, with high quality technique
Evaluation Criteria & Feedback					
Skill Category	Score	Rationale		Comments	
Tumbling	/5				
Jumps	/5				
Building Skills	/5				
Cheer, Dance & Showmanship	/5				