



Junior / Athlete Pathway Committee - Terms of Reference

Approved, Board of Directors, February 17, 2019

1. Overview:

The Junior / Athlete Pathway Committee (JAPC) is a standing committee of Squash Canada. This Terms of Reference outlines the mandate, the roles and responsibilities, the composition and levels of authority of the JAPC.

2. Mandate & Objectives:

The JAPC is responsible for defining the athlete development pathway for players at the “Learn to Train” and “Train to Compete” stages of the LTPD model designed to develop athletes capable of achieving podium finishes at major senior international competitions and events. In collaboration with Provincial/Territorial Squash Associations (PTs) the JAPC will also recommended provincial/territorial athlete development programs, events and initiatives to support the pathway, as well as for Squash Canada’s national and international programs, events and initiatives.

3. Composition:

Composition of the JAPC will include a Chair, PT representatives as nominated by PTs and Squash Canada junior /athlete pathway leadership representatives.

Chair: Appointed by the Squash Canada Board of Directors

Squash Canada junior / athlete pathway leaders: Squash Canada Athlete Pathway Manager, Junior Men’s National Coach, Junior Women’s National Coach

PT Representatives: One (1) representative from the following provincial/territorial squash associations or regions

- (1) representative from British Columbia
- (1) representative from Alberta
- (1) representative from Prairie Region and the North (Saskatchewan/Manitoba/Yukon/Northwest Territories)
- (1) representative from Ontario
- (1) representative from Quebec
- (1) representative from Atlantic Region (Newfoundland, New Brunswick, Nova Scotia, Prince Edward Island)

It is strongly recommended that the nominated PT representative be Head of Junior Development, Jr. Provincial Coach or an individual who leads Junior Development and LTAD Implementation in their respective jurisdiction.

Committee appointments are subject to approval by the Squash Canada Board of Directors.

4. Required Skills for Junior / Athlete Pathway Committee:

Potential candidates for the Squash Canada's JAPC should possess a high level of experience and capability in developing junior players at all Long Term Player Development (LTPD) stages, have a sound knowledge of the sport of squash and Squash Canada programs and initiatives, a good understanding of LTPD principles and model, a good understanding of athlete development programs, as well as experience at the provincial level.

Members must declare any conflicts of interest and sign the Conflict of Interest and Confidentiality Agreements.

5. Key Duties:

The main duties of the JAPC are:

- Define and widely communicate to stakeholders the squash athlete pathway
- In conjunction with PTs and Squash Canada, recommend provincial/territorial athlete development programs, events and initiatives to support the pathway, as well as for Squash Canada's national and international programs, events and initiatives.
- Compile and/or establish resources, "best practices" or programs for athlete developing programming (e.g. Detailed Skills Matrix, model yearly training plans, recommended physical training programs at various LTPD stages, skill and fitness testing and benchmarks)
- Establish an effective talent identification process for Canadian squash, whereby players who have the potential to represent Canada, or to compete at a high level internationally, are identified and provided with the necessary guidance and support (subject to budgetary restrictions) to realize their potential;
- Establish and maintain a resource network of junior coaches in each province/territory
- Provide recommendations to Squash Canada and PTs for LTPD implementation across all junior aged stages of LTPD;
- Provide advice/recommendations to Squash Canada junior / athlete pathway leaders regarding NextGen and junior national/international selection criteria, related policies, selections and annual plans
- Provide feedback and input on technical standards for Squash Canada junior competitions, designated selection events and trials
- Provide input regarding junior ranking procedures when requested
- Provide feedback and input on squash's proposed Canada Games Technical Package

6. Authority:

The committee will provide recommendations and advice to Squash Canada, and to PTs on issues which are pertinent to the mandate and duties of the Committee. Formal Squash Canada policies, selection criteria, annual plans and budgets related to the committee mandate will be presented to the Board of Directors for review and approval.

7. Appointments and Term:

The Board of Directors of Squash Canada appoints the Chair and its junior/athlete pathway leaders on the committee.

A call will be made to all PTs to fill the available PT representative positions on the committee.

In the case of a Regional representative position, in the first instance the respective PTs will be asked to communicate with each other for purposes of putting forth the Regional representative. If there is no consensus for such representative, Squash Canada will invite each PT within the Region to nominate their respective candidate, and the Squash Canada Board of Directors will vet and approve the Regional representative.

Each term is for a 2-year period and shall be calculated from the date of the previous year's AGM, or in the case of initial composition of the committee, 2 years plus possible additional months to get to the AGM to AGM cycle. PT

representatives may serve up to a maximum of 3 successive terms each of 2 years, provided that the PT representative is recommended by their PT on a Bi-annual basis.

Should a vacancy occur, for whatever reason, Squash Canada or the respective PT/Region as the case may be, shall fill that vacancy with a qualified person for the remainder of the vacant position's term.

The Board of Directors must approve all candidates to the committee and reserves the right to not appoint a nominee. If, collectively, there is a gross gender representation imbalance amongst candidates, the Board reserves the right to require that a PT bring forward a candidate of the under-represented gender.

The Board may remove any member from the Committee, for violating the Code of Conduct Policy, Conflict of Interest Policy and Confidentiality agreements as well as for any action, which is not consistent with the committee's mandate or Squash Canada's policies and bylaws.

Members must declare any conflicts of interest and sign the Conflict of Interest and Confidentiality Agreements.

8. Meetings:

The Committee will generally meet 3 times per year by telephone or in person, or as required. Meetings will be called, as needed, by the Chair or Squash Canada Athlete Pathway Manager.

9. Minutes:

Minutes shall be circulated and reflect only tasks to be completed and summary of outcomes. Minutes shall be circulated to all members of the Committee and to the Executive Director within 14 days of the meeting.

10. Reporting:

The JAPC will:

- send the approved minutes of each meeting in writing to Squash Canada's Executive Director;
- submit an annual report to the members at the Annual General Meeting, as may be requested.

11. Review and Approval:

The Board of Directors will review the terms of reference for this committee every three (3) years.

12. Intellectual Property:

Any and all material, written or audio-visual, developed by Committee members in the performance of their duties, becomes and remains the property of Squash Canada.

13. Reimbursements:

No member of the JAPC shall be entitled to receive reimbursement for expenses incurred in the performances of service unless authorized in writing by the Executive Director of Squash Canada.