ANNEXURE B
SELECTION CRITERIA MEASUREMENT AND SCORING METHODOLOGY

The **Selection Criteria (Annexure B)** is the **compulsory measuring tool** used to evaluate all players during the selection process. The weighting percentages may be adjusted by the SAUWHF HPD Department where necessary**,** however the measurement structure and scoring methodology must remain consistent to ensure fairness and transparency.

The purpose of this system is to ensure that player selection is based on measurable performance indicators rather than subjective observations such as “they play well” or “they understand the game”.

All players will therefore be evaluated using quantifiable benchmarks and structured scoring systems**.**

1. Fitness Testing Measurement

All players will complete the required fitness tests at the first training camp. These results will be recorded as the baseline benchmark for each athlete.

The final target score represents the minimum standard required to be eligible for national team selection by the final trial date.

1.1 Progressive Target System

Because camps occur over a period of time, players will be expected to show progressive improvement between camps.

Intermediate targets will therefore be calculated using a progression formula based on the number of days remaining until the final trial date.

Example progression calculation:

Camp	Formula Used	Purpose
July Camp	Baseline test	Establish initial benchmark
September Camp	D5 + ($D$3 - D5) * 0.28	Expected progress towards final target
October Camp	D5 + ($D$3 - D5) * 0.44	Further progression toward final target

Where:

- **D5** = Player baseline result
- **D3** = Final target required for selection
- **0.28 / 0.44** = Percentage progression toward the final target based on time between camps

This system ensures that all athletes progress toward the required standard in a fair and measurable way.

1.2. Converting Fitness Results to a Score (1 – 5)

Once the player's result is measured against the target for that camp, a **score between 1 and 5** is awarded.

Score	Description
1	Significantly below required standard
2	Below expected progression
3	Meets expected progression
4	Above expected progression
5	Exceeds progression / high performance

2. Selection Criteria Scoring

Weighting	Category	Description	Measurement Criteria	Scoring Scale (1-5)
20	**Game Vision**	A players' ability to read the game and make intelligent decisions that result in goals/breaks/possession. Clever hockey!	Pass accuracy Anticipation Decision-making Positioning Communication	1 = Rarely anticipates play 3 = Occasionally reads game 5 = Consistently shows great vision
15	**Skills**	Stick-work, puck control and body positioning during game time.	Stick control Puck handling Body position	1 = Below benchmark 3 = Meets minimum 5 = High performer
10	**Versatility & Teamwork**	How a player gels within the team environment both in and of the water. Also important is how many positions the player can adapt to.	Team interaction Communication Role flexibility Supportiveness	1 = Disruptive to team 3 = Functional teammate 5 = Core team player
20	**Coachability**	Assessing how open, adaptable, and responsive a player is to instruction, feedback, and personal development. It's about mindset and behaviour, both in the water and out.	Responsiveness to instructions Feedback application Attitude	1 = Ignores feedback 3 = Accepts feedback 5 = Applies feedback consistently
15	**Commitment**	Attending camps, being on time; engaging at the camp; responding to requests timeously.	Attendance Punctuality Engagement Communication Initiative	1 = Poor attendance 3 = Meets base expectations 5 = Fully committed
20	**Fitness**	Fitness testing benchmarks Recovery and stamina during extended play	Does all benchmark tests Completes exercise tasks when asked	1 = Below benchmark 3 = Meets minimum 5 = High performer

2.1 Coaches Evaluations (1 – 5)

For the following criteria, **Coaches will evaluate players during each camp**:

- Versatility & Teamwork
- Coachability
- Commitment
- Fitness (performance during camp)

Each player will receive a **score between 1 and 5**, based on the criteria definitions in the selection document.

This ensures that performance evaluation remains **consistent across all players**.

2.2. Skills and Game Vision Scoring (Selectors)

To minimise subjective bias, Skills and Game Vision will be evaluated using an observation tally system.

Process

Coaches determine what they would like the Selectors to evaluate on in a formal document which will form part of the SAUWHF Selection document.

During matches and drills:

1. Each selector observes players independently.
2. Each time a player performs an action that meets the defined skills or game vision criteria, the selector records one mark (1) on the scoring board.
3. At the end of the session, all marks for each player are **totalled**.

This creates a quantifiable performance total for each player.

2.3. Converting Selector Tallies to a Score (1 – 5)

Because tally totals may vary widely between players, the scores are **normalised using the following formula**:

=ROUND(1+4*(B4-MIN($B$4:$B$21))/(MAX($B$4:$B$21)-MIN($B$4:$B$21)),0)

Where:

- B4 = Player's total tally score
- MIN($B$4:$B$21) = Lowest tally score among players
- MAX($B$4:$B$21) = Highest tally score among players

Purpose of the Formula

This formula:

- Converts raw tallies into a **standardised score between 1 and 5**
- Ensures the **highest performer receives a 5**
- Ensures the **lowest performer receives a 1**
- Distributes all other players proportionally between these values

This prevents bias and ensures fairness across the selection pool.

3. Averaging Scores Across the Trial Period

All player evaluations are conducted over the **full duration of the trial period**, which may include multiple training camps and assessment sessions.

For each selection criterion, players receive a **score between 1 and 5** at each camp based on the applicable evaluation method (fitness tests, coach assessment, or selector observation).

To ensure fairness and consistency, **all scores recorded for a player across the trial period are averaged** to determine their final score for that specific criterion.

Calculation Method

1. Each player receives a score between 1 and 5 at every camp.
2. All recorded scores for that criterion are added together.
3. The total is divided by the number of camps attended.

Example:

Camp	Score
July Camp	3
September Camp	4
October Camp	4

Average Score Calculation:

$$(3 + 4 + 4) \div 3 = 3.67$$

The resulting average score represents the player's final performance rating for that criterion over the entire trial period.

4. Application to the Weighted Selection Criteria

Once the **average score (1–5)** has been calculated for each criterion, the score is then **applied to the Selection Criteria weighting matrix**.

The weighting converts the averaged score into the **final weighted score contribution** for that category.

This ensures that:

- Performance is evaluated over time rather than from a single camp
- Players are rewarded for consistent performance
- Short-term performance fluctuations do not disproportionately influence the final outcome

The weighted scores across all criteria are then **combined to produce the player's final selection score out of 100**, which determines their placement within the selection categories.

Criteria	Weighted Scores		
	Meets Criteria	Exceeds Criteria	High Performer
Game Vision	12	16	20
Skills	9	12	15
Versatility & Teamwork	6	8	10
Coachability	12	16	20
Commitment	9	12	15
Fitness	12	16	20
	60	**80**	**100**

Selection Process	Weighted Score	Ideal Team Make-Up	Team Make-Up
First Choice	80 - 100	1-6	1-4
Second Choice	65 - 79	7-10	5-8
Third Choice	60	11-12	9-12
Not Selected	59 and below		

5. Purpose of This Methodology

This structured scoring system ensures:

- Transparency
- Fairness across all players
- Consistency between camps
- Evidence-based selection decisions
- Reduced subjectivity

Selection decisions are therefore based on **measurable performance data rather than opinion alone**.

6. Governance and Selection Oversight

The selection process is designed to ensure that player evaluation is objective, transparent, and performance-based. The scoring system outlined in this document provides a structured framework for assessing athletes across multiple performance criteria.

All player scores will be calculated using the methodologies described above, including:

- Measured fitness testing benchmarks
- Coach evaluations
- Selector observation scoring
- Averaged scores across the trial period
- Weighted scoring in accordance with the Selection Criteria

While the scoring system provides the primary basis for ranking players, the Selection Panel retains the responsibility to ensure that the final team composition aligns with the strategic requirements of the national team, including positional balance and overall team structure.

All selection decisions must therefore be:

- Based primarily on the documented scoring system
- Supported by recorded evaluation data
- Reviewed and confirmed by the official Selection Panel

All selection decisions are subject to SAUWHF governance processes and approval, and must comply with the federation's policies relating to fairness, transparency, and athlete development.

Documented Justification for Selection Deviations

While the scoring system provides the primary basis for ranking players, any deviation from the final scoring outcomes for purposes such as team balance, positional requirements, or strategic considerations must:

- Be clearly documented in writing
- Include a detailed motivation for the decision
- Be supported by objective evidence where possible
- Be signed off by the full Selection Panel

Such documentation must form part of the official selection records submitted to the Federation and SAUSF as part of the ratification process.

This ensures transparency, accountability, and consistency in all selection decisions.