

BSS Athlete Performance Predictor (APP)

A standardised format for evaluating the performance and/or potential of athletes is essential for a number of reasons. If we can establish an accurate and valid method, we achieve the following:

- **EVALUATION**: A means of evaluating athletes, in order that funding and other support decisions can be made more objectively.
- **DEVELOPMENT**: A means of identifying weak areas in the profile, in order that support and development may be optimally focussed.
- **REWARD**: A means of evaluating progress, in order that support professionals' and, most crucially, coaches' contributions can be assessed. Genuine systems of reward/recognition against development/sanction are enabled.

In short, most of our aims are supported and progressed by developing and coherently deploying such a methodology.

For all factors, we must make every effort to make the ratings as objective and 'clean' as possible. Recognise that scores may be subject to quasi-legal (or even fully legal) appeal processes. Scores and rationale will be clearly and openly discussed with the athlete and coach, so objectivity is key.

Interpersonal concerns **MUST NOT** prevent the consideration and comprehensive address of difficult but crucial issues, especially in developing athletes. The longer an issue is left un-addressed, the harder it is to change and the greater its impact on performance.

Increased validity/objectivity can be achieved in a number of ways including:

- Use of additional input from appropriate specialists or informed others.
- Providing a clear rationale for all scores.
- Appending relevant evidence to the document.
- Relating scores and rationale to previous years' comment

The version presented in this document is intended for use with Performance athletes, plus those 'accelerated promotion' athletes from the Potential ranks. Assessments will take place annually, and are completed by the relevant Coaching Team with extra input as required. These should form the basis of performance review meetings between athlete, coach and PD, which decide on both levels of resource, annual and Olympic cycle goals, specific support needs and the season plan.

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Performance Director

ATHLETE PERFORMANCE PREDICTOR (APP)

	FACTOR	SCORE	HOW	SCORE
Outcome	Year's performance ¹	Score 1 to 30 as a reverse item	Based on place in World rankings in your chosen discipline; 1 st scores 30, 2 nd 29 and so on (Open age group and Year Group).	Open 0 – Age Group 29
	Progression ²	Score 1 to 5	Based on hard facts (PBs, placings, etc.) wherever possible, using as many years data as available	1 (could not have been better)
	Technical/Tactical ability ³	Score 1 to 5	Related to technical models and/or by independent evaluation by an external or other authority.	3 (making technical gains each race)
	Competition Placing	Score 1 to 20 as a reverse item	Based on place in the major competition that year; 1 st scores 20, 2 nd 19 and so on.	14 (European Competition - Name)
Process	Physical Resilience	Score 1 to 5 as a reverse item	Reflects the fragility or 'injury proneness' of the athlete. Remember past weaknesses may explain lack of progress rather than predict it!	5 (very robust)
	Mental Toughness	Score 1 to 5	Reflects the athlete's ability to 'produce the goods' in major championships and other pressure situations. Use data and exemplars to justify score.	1 (always produces)
	Training Commitment	Score 1 to 5	Rate the athlete's work ethic in training. Score should be substantiated by exemplars ⁴ and third party evidence.	1
	Lifestyle	Score 1 to 5	Reflects the athlete's commitment to, and execution of, an appropriate lifestyle. An important but hard to define construct. Justifications for ratings need to be particularly clear here.	1
	Environment	Score -5 to +5	Closely linked to lifestyle. Relates to the level of support enjoyed by the athlete across various areas such as finance, emotional support, facilities, etc.	-1
Future	Sochi Potential	Score 1 to 20	Based on potential to podium (13-20), top 8 (7-13) or semi-final (1-7) . Score will incorporate progression of world standards in the event.	5 (semi-final)
	2018 Potential	Score 1 to 20	As per Sochi.	20 (she'll medal)
	Coaching Quality	Score 1 to 5	Based on observation, quality of coach's planning and technical input, and commitment to this athlete.	1
		116/30	SCORE	80

¹ In the event of serious injury, and with the agreement of the PD, the previous season's ranking can be used

² Obviously, progression will plateau in senior athletes. In that case, consistent World Class performance would be reflected in an above average score on this factor (e.g. 15). For younger athletes, this item will reflect their ultimate potential, together with the progress made that season as compared to previous years.

³ In the case of less technical events (e.g. Endurance events), tactical skill plays a bigger part in this item.

⁴ Good training commitment would usually include considered and justified 'performance indicators' as part of the programme.