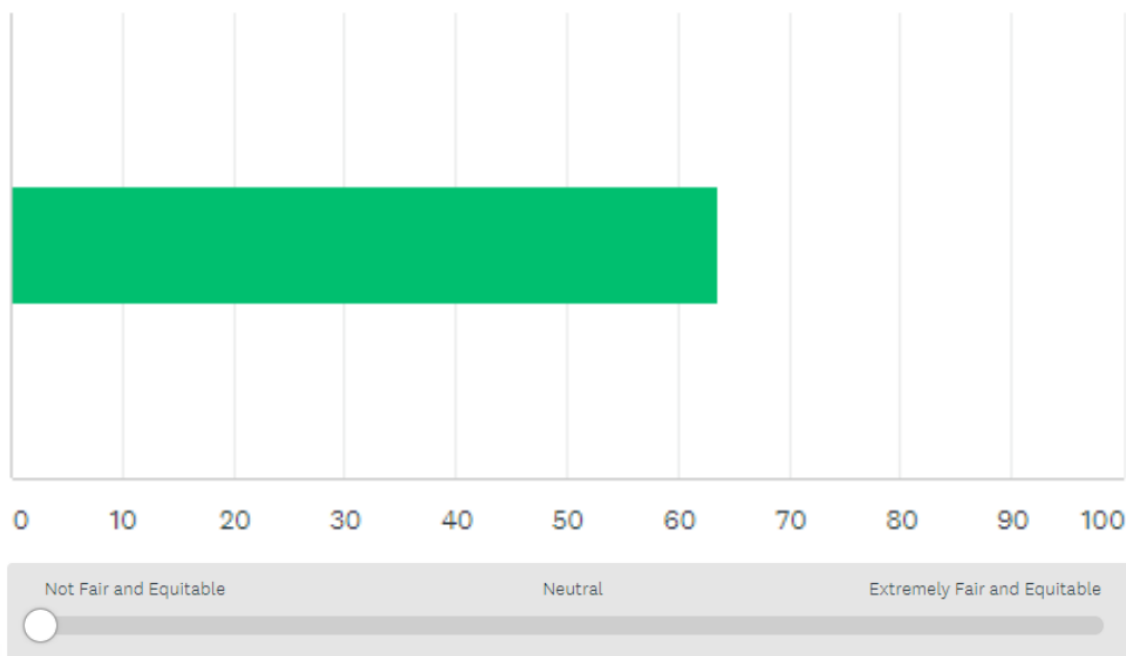


High Performance Survey Results

53 % response rate to survey

Question 1 - Reflecting on the current selection process, do you think that this is a fair and equitable way to select our national team? Please use the slider to indicate your response



Question 2 – What do you like about the selection process?

- It is important that archers achieve the MQS to be able to trial for the team
- We are participants at major tournaments, not competitors
- MQS required to participate at selection event
- Its simple enough to understand
- Archers have a MQS standard to reach before moving to the next stage. Some may not like the fact that the selection shoot is the final aspect, and may feel disadvantages by weather, site, travel etc
- Can't say that I like anything, on thing that is good is a qualifying score
- I like the fact you play 10 matches of head to heads to declare the best match players
- It provided good evidence of athletes ability to shoot not just 720 scores but more importantly tests the athletes ability to perform under pressure when it counts (at a selection event) in relevant events (match play and mixed teams match play and full teams match play are the only things that you get a medal). If an athlete can shoot a good 720 score but is unable to perform under match play pressure, or is unable to perform as part of a team in teams/mixed teams events then that's not helpful. NZ needs to be selecting and sending athletes who can perform in individual and

mixed team match play under pressure as once athletes make a cut, that is the most important thing!

- It has been reliant on one person, not fair
- Selection criteria set out in advance, reasonable time to get MQS's
- Not much. It has been biased, secretive and poor communication about the process. Nothing was detailed about the development team that suddenly appeared this year and seemed to be people that could afford to travel regardless of their scores.
- The qualifying scores and tired levels
- I like that you have to qualify with a minimum score to give people a shot.
- MQS is vital
- That you can get the MQS from a variety of locations/tournaments over a period usually a year
- Each archer must have 3 qualifying scores
- Holding a selection event with the process set out clearly in advance
- It shows which archers can perform under pressure
- I like that it is comprised of several different facets. You need to achieve scores, and you need to perform at an event on a given day
- I like that everyone is on an even playing field at the selection event which shows these archers who can shoot under some sort of pressure. I like that you have to reach a certain score before even being able to attend the event but these scores should be equal across all divisions, you can't have world class scores for compounders and low scores for recurvers

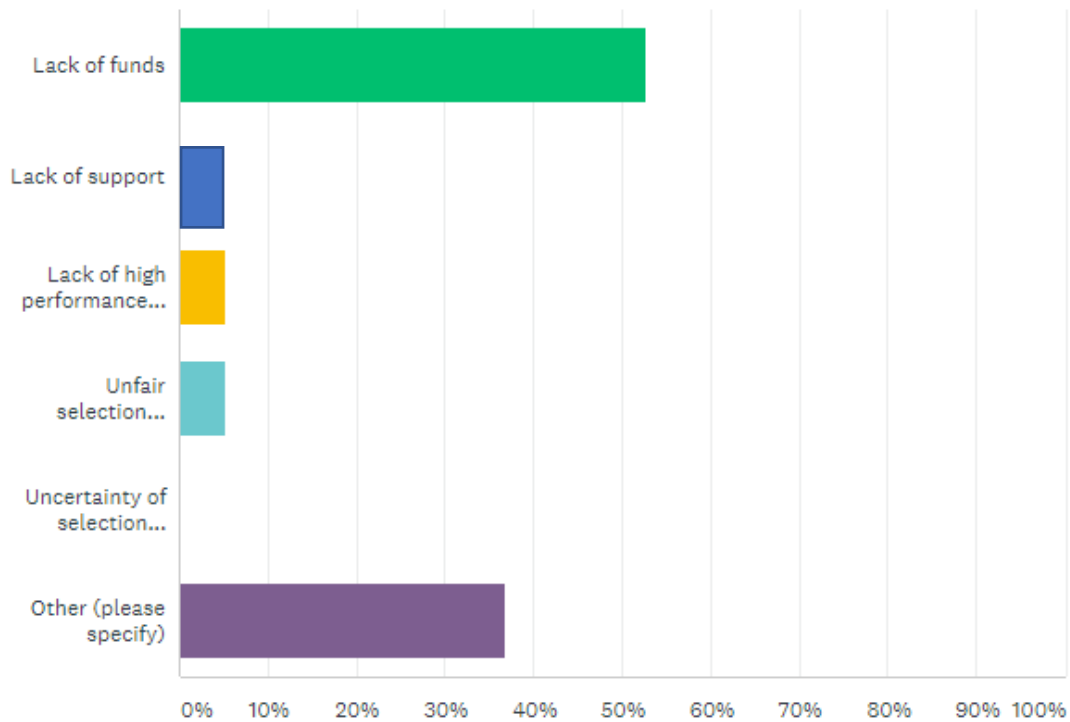
Question 3 – What changes would you like to make to the current selection process?

- Remove RMT as a qualifying option. Re-introduce the WA 1440 as a qualifying standard, the 1440 is more challenging for archers
- Selection to the team could be dependent on both the trial event and other determining factors, especially if the athlete is injured at the time of the trial
- The qualification levels are set to a level that means we can make it through to the elimination rounds
- Performance (score/final position) from National competition should be included in the selection event. Selection should be for the next season (eg selection in 2020/21 will select National team for 2021/22 – that will allow ANZ time to work with the team
- Timing of notifying athletes. Consistently setting mqs, consistency of mqs (not allowing people who didn't get mqs access) consistency of selection (not allowing people on teams without selection attendance)
- Consideration of higher MQS scores, currently some are low compared to expectations and competition at international level. Have a look at Archery Australia scores and processes for comparison
- Think there are some archers that auto qualifies, and don't see the point of them to be at the selection shoot except to help choose strong team mates to help on team event
- Nothing

- Remove the MQS portion. The top athletes are still going to come out on top even if 100 athletes show up. Opening it up to more people create added pressure because an athlete who might otherwise scrap through because only 4 athletes made MQS scores would not be guaranteed a sport if there are 1—20 people showing up for an event. As a result it ensures they have to keep pushing to be better and continue to perform in a pressure situation. It also ensures we have full teams going to events which in the long term is better as it provides athletes the opportunity to compete in all events (individual, mixed and full team match play) ensuring we are developing athletes with experience in all of those events. To make it a better process however I would remove MQS scores but make it a 2-3 selection event process (like in the USA and like Australia used for the Olympic selection and world team selection) as that asks for the athletes to show consistency in performance over multiple events in a range of environments and conditions. This also means that if a top archer like Stephen Florence were to have an horrible event due to being sick or something, they would be able to fight to regain a top position in the second event.
- That the selection event should be more than just one event. There should be an acknowledgement of training and improvement so archers who are improving have goals to reach for.
- I don't think that the indication of interest should have a deadline. I understand they are useful to get information for archers in a timely manner, but I think the "deadline" applying for the team should be the deadline for getting in MQS's... Also if no a full team, and archer has shot MQS's then could even accept late application in that division. I also think the scoring system in the event needs to be far more transparent and have more weighing on recent performances (last 6 months) than the performance on the day. I have seen archers that were sick at the selection event not being selecting when they were clearly better archers than those that were.
- Clear and unbiased selection form more than one person. Realistic competitive scores. Options for different events so people can choose what they try for based on what they can afford and what time off they can take.
- I don't back the selection process being dependant on results from a single stand-alone selection tournament. The selection shoot should be taken into account but not be the final say on whether an archer is selected. The bigger picture should be more important in terms of an archer's season, average score etc.
- I would ask for interest in international events first with what events/stages would want to be shot. From that the team manager and selection committee can pencil potential teams of option while keeping an eye out on scores of those individuals that have put their interest in. A selection event needs to be done in 2 parts, 4 weeks apart. The last events needs to be at least a months before the nationals so that potential individual can for mock teams to shoot at nationals to practice. The national event will then be your third and final chance to show case your best archers at their biggest local competition. The selection committee should by the time of the nationals have the potential team selected before nationals. The day of the final event at nationals this will be confirmed. The team will be then announced the night of the banquet formally.
- Push the MQS to take part in the selection event higher

- Re-include the 1440 shoots that can qualify for MQS. Disallow MQS to be achieved a RMT's. Stop creating random teams out of the middle of nowhere like last years Development Squad
- Once archers are at the selection event there should be a minimum score they need to attain to be selected. I don't believe they should be selected on the basis eg you want 4 women or men so if 4 turn up to the event they will be picked event with a low score, I believe this dilutes the selection process. I understand the philosophy of that but they are representing our country.
- I would publish the scores and any other considerations used in the selection process, e.g. how weighting of different sections of the selection event were applied. Also, removing the minimum score to attend the selection event would encourage greater participation (obviously keep the minimums for international events though) because I know last year some archers shot the required score after the entry deadline.
- It doesn't seem fair to archers who become injured during the event. I think the selection event should be by invitation from Archery NZ, not self-nominated.
- A selection series rather than one stand alone event. I know there will always be the argument of cost and I respect that. However I feel that the group rising to the top after a series of events could put in a better argument for a good performance further down the line. Also since our archers come from such a wide variety in stages of development, the further away from the intended event that selection is held, the less likely you are to pick the best archers.
- Depending on what is going on in the world, a selection event might not be an option for a few archers but I think it is a good idea to keep this. It shows who will make the effort to be on the teams and show that they can shoot MQS scores, these should stay. Archers need to be able to reach a certain level to make the A team. If archer NZ wants to build up a high-performance team, the inclusion of a development level needs to be included. These are people who can't quite make the high-performance score but should get the international exposure at a development team level. MQS scores, archers can't get all their scores from one archery club grounds – this could entice more clubs to put on events and also means that scores are verifiable from other people.

Question 4 What barriers do you see that are stopping archers from putting themselves forward for team selection?



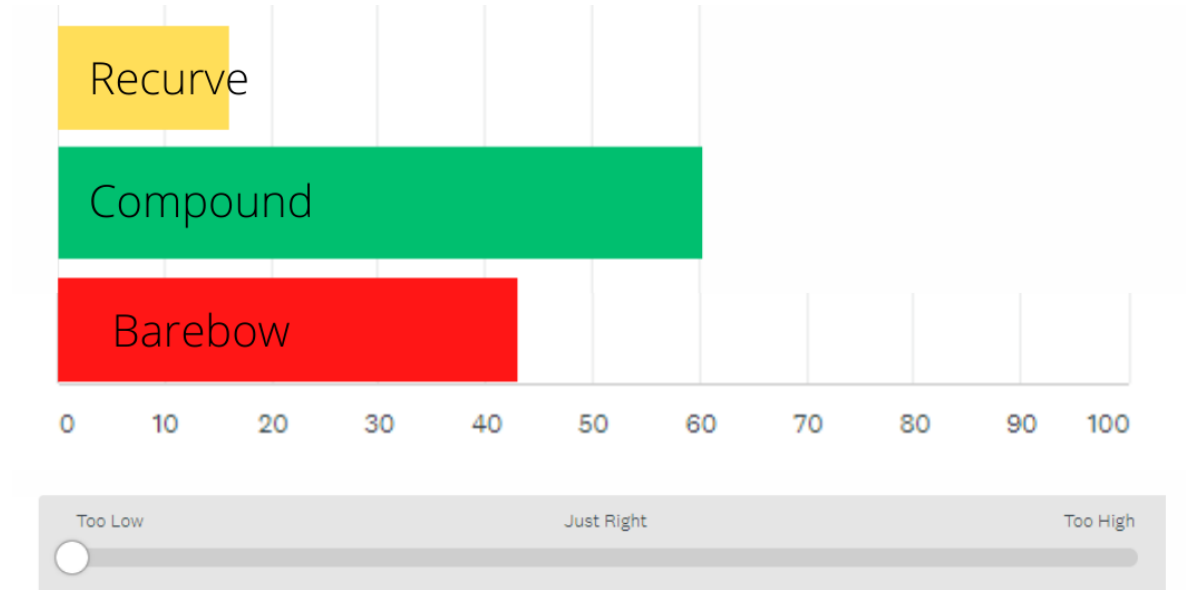
Response to other (please specify)

- 3 x all of the above
- Lack of funds is a biggie as well as lack of coaches, also support form within club/s and archers
- Lack of funds and unfair practices
- Multiple – high performance coaching, second is funds. In that order. People that are confident will be able to prove they can secure funding through sponsors
- 3 of the above – uncertainty of selection process, unfair selection practices and lack of high performance coaches.

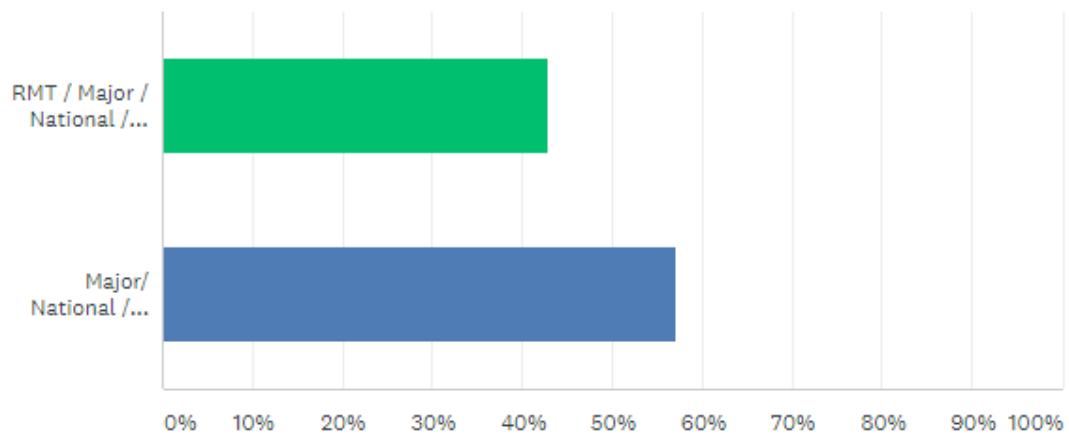
Questions 5, 6 and 7 – Graph is based on average of respondent’s answers and collated into one graph

The current MQS Scores for Recurve/Compound /Barebow...

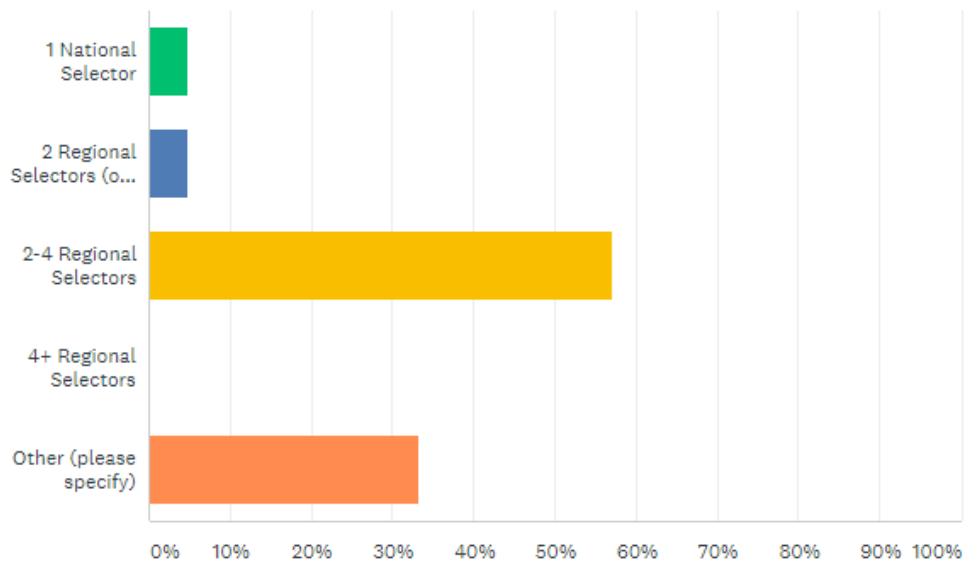
Do you feel this is at the right level to ensure a positive experience on the international stage?



Q8 what type of events do you think MQS should be able to be shot at to be counted for selection



Question 9 – The Selection Panel are tasked with making recommendations on archers to be selected to the National team. How many people do you think should make up the Selection Panel



Responses to Other (please specify)

- Three, so there can be a split vote
- 1 national selector with at least 2 regional selectors
- 3 so no ties can occur. Board members etc should be able to do this also as finding people is difficult
- 4 people is a good number – makeup national selectors with experience of such and experience of international events, not all but someone
- 3-4 but it shouldn't be regional. It's about having the people with proper skills and knowledge and without conflicts of interest. Not about the region they are from.
- 3 national selectors
- 1 National, 2 regional

Q10 – Any other suggestions for improvement you would like to make regarding team selection, selection process and events or the selection panel?

- Selection policies need to be out well in advance of the international season so that athletes can plan ahead and shoot the required MQS scores
- I believe archers should build up to competing with major tournaments, by competing at low level tournaments and showing they can handle tournaments i.e. gain experience and are achieving good results before progressing to major tournaments.
- Performance (score/final position) from National competition should be included in the selection event. Selection should be for next season (eg selection in 2020/21 will select for national team for 2021/22 – that will allow ANZ to work with the team.
- NzI needs to have a long-term approach around the goals of the association. Progressive increase in support and difficulty in mqs should occur. Equity in scores for recurve and compound (compound so much higher). Timing of announcements should be faster (why board members should be on selection committee). Athlete development needs greater consideration. MQS events should have to be difficult to attend. Certain clubs support rmts

more and creates an unfairness for others. Many of the archers then do not score well in national team

- Start the process early in the shooting year to allow consolidation for team members; we are a small nation of archers – and minimal competition on. World stage – setting the recurve scores higher will reduce disappointment; selection process document does set out the process and ability to appeal?
- Out of my experience there are people just going for bragging rights, getting to competition time give up if we are against tough competition. NZ are very capable to get a medal in compound men if it is the right team. This is also very important that these guys train together often to know each other's strengths and weaknesses. And have the right coach behind them even if it's a team mate.
- Ensure there are no conflicts of interest in the selection panel. Ensure there are no conflicts of interest in individuals creating policies. Go back and ask the current selection convenor about why the selection moved from MQS to selection event and what led to that and how that has changed NZ's position on the international stage. Ensure you fully understand the history behind the change and ensure we do not return to the old way where we had hardly anyone competing internationally and had not seen NZ win a spot to the Olympic Games in a very long time. Ask what evidence base the current selection process was based on so you understand how far NZ has come and what it was intended they move towards and how sport NZ facilitate the workshops that lead to that change and the greater high performance plan. Learn how that contributed towards NZ being in a position to win those spots for Tokyo at the Pacific Games. Continue to support not just current national team but the vitally important development pathways to ensure we have the next level of athletes begin prepared in the international environments to be able to win on an international stage in 4/6/8 years.
- I shoot recurve so don't know about the compound or barebow scores. Archers MQS's should be public and selectors should see the score sheet from the events. Needs to be fair and open to more people to have the chance to represent NZ if they can shoot the score and behave in a good way to represent NZ.
- On MQS for compound, I heard many complaints at how high these were (especially Male) given scores that had been shot recently. I can understand Barebow MQS being low as this was new and hard to gauge. But now top international male archers are shooting over 600 and as high as 650's, anything under 500 is probably too low. I would expect medal winners for Oceania will be in the 610-630. I know it is hard to get the balance right between getting archers international experience and not looking bad but I think the balance should lean towards getting experience. Personally, I think it would be best from your selection events to give archer's a ranking, rather than choose a team, then the top ranked archers available for an event can go (if they are up to standard). And we need to put more emphasis on getting lower level international experience, like Australian events, Asian Cup events and the like. I hope this helps
- The process needs to be transparent, and unbiased. Currently the scores for recurve are not competitive on the world stage. I would like to see different scores for different levels events, Oceania is lower level competition to Asia Cup and World Cup or World Champs are different again
- I think nationals should be held closer to the first international event. At least 8 weeks
- Transparency of the scores shot at the selection event – the full results of past events have never been published

- Sportsmanship and respect in terms of public and media appearance should be considered and come into part of the teams training programme
- I think archers should be selected on merit, if they don't meet the selection/trial event score they should not be selected. There should be a level of attainment reached to represent the country. I don't think anyone should be selected because they have been in the team previously or for a while. When selecting a National team you want to best mediocre scores will not assist the archers
- Have the selectors at events around NZ to see how the archers perform in different settings.
- So many, I could write an essay which I will do if you want! Always happy to do a zoom call or something if you are that interested in my opinion
- na