

QEHS Rowing Club

Crew Selection Policy

For athletes, parents, and coaching staff

Applies to	All QEHS club members and their parents/guardians
Issued by	Head Coach, Lead Teacher for Rowing and Management Committee
Review	Annually, or during the season if required
Note	Please read this document carefully before the season begins. Parents are asked to confirm receipt by signing the acknowledgement form distributed with squad registration.

1. Purpose

This policy sets out how crew and boat selections are made for regattas and competitions. It exists to ensure the process is fair, consistent, and clearly understood by athletes and their families before the season begins.

Selection decisions **aim to balance** two equally important goals:

- **Competitive performance** — putting the fastest combinations on the water.
- **Athlete development** — giving every junior meaningful opportunities to race and improve.

2. Coaching Authority

Final selection decisions rest with the Head Coach and the coaching team. While coaches apply the criteria in this document, they retain professional discretion to form crews that are both fast and safe.

Coaches take into account a wide range of factors and **may not always** be able to explain every decision in full detail. Athletes and parents are encouraged to seek feedback through the appropriate channels described in Sections 7 and 8.

3. Selection Criteria

Athletes are assessed across four areas. No single factor determines selection — coaches weigh all of them together.

Area	What coaches look for
Performance Factor Weight 40%	Ergometer test results (e.g. 2k / 5k times), seat racing outcomes, and on-water boat speed.
Technical Ability Factor Weight 30%	Rowing technique, ability to blend effectively within a crew, and adaptability across different boat classes and seat positions.
Commitment Factor Weight 15%	Attendance at training, punctuality, preparation, and the quality of focus and effort shown during sessions.
Team Behaviour Factor Weight 15%	Attitude toward teammates, receptiveness to coaching, and respect for club rules and equipment.

4. Testing and Evaluation

Throughout the season, athletes will be evaluated through a combination of the following:

- Scheduled 2k ergometer testing sessions
- 5K early season ergometer testing
- On-water boat speed
- Ability to row effectively within a crew
- Adaptability to different boats and positions
- Dryland fitness test – endurance, power, speed
- Attitude towards teammates
- Responsiveness towards being coached
- Punctuality and preparation for training and racing
- Attendance and punctuality records
- Respect for club rules and equipment

Testing dates will be communicated to athletes in advance. Results from evaluation sessions directly inform selection decisions and will be used alongside coach observation throughout the season.

5. Regatta Selection

Not every athlete will be selected for every event. The factors that influence regatta selection include:

- Current performance level relative to available boat classes
- Which crew combinations are likely to produce the best results on the day
- Suitability for specific boat types and event distances
- Individual athlete development priorities

Lineups are not fixed. They will change throughout the season as athletes improve, as seat racing results update standings, and as the coaching team learns more about crew compatibility. An athlete not selected for one event may be selected for the next.

6. Development Opportunities

This club is **committed to developing every junior athlete**, not just the most competitive. Coaches will **actively seek to provide** racing opportunities across every club member, particularly during early-season and development regattas.

Where possible, coaches will aim to:

- Rotate athletes through different boat classes over the course of the season
- Provide athletes at all levels with meaningful competition experience
- Identify the areas where each athlete can make the greatest improvement

7. Athlete Communication

Athletes are **encouraged to take ownership** of their development by speaking directly with coaches about selection. If you are unsure why you were or were not selected, ask — coaches want to help you improve.

When providing feedback, coaches will aim to cover:

- The reasons behind a selection decision
- Specific areas the athlete can work on
- Clear guidance on what progress toward selection would look like

The best time to approach a coach for feedback is during a designated session break or at a time arranged in advance — not immediately before or after training or racing.

8. Parent and Guardian Communication

Primary contact: your child

Rowing is an athlete-led sport. We encourage athletes to raise selection questions themselves. This builds the communication skills, resilience, and self-advocacy that are as important as any technical rowing ability.

If parents wish to raise a concern

We welcome open communication and understand that parents care deeply about their child's experience. To keep that communication constructive, we ask that parents:

- **Wait at least 24 hours** after a selection announcement before raising it with a coach
- Contact the club to **arrange a private meeting** rather than approaching coaching staff at the water's edge
- **Raise the matter** with the Head Coach in the first instance

Please be mindful that selection decisions involve multiple athletes and that coaches are not always able to discuss the full picture. We appreciate your trust in the coaching team.

9. Policy Review

This policy may be updated during the season if needed to better support athlete development or reflect changes in the squad. Any significant changes will be communicated to athletes and families.

Acknowledgement

I confirm that I have read and understood the QEHS Rowing Club Crew Selection Policy.

Athlete name: _____ Date: _____

Parent/guardian signature: _____ Date: _____