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The Model of Sports Talent Management in the Field of Track and Fields in the Schools of Iraq

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Abstract

The general purpose of this research is to develop a model for managing sports talents in the field of track and field in Iraqi schools. The current research method was qualitative. Which was used to build the conceptual model of the research based on the theory of Glasser Ground. The research community consists of professors and faculty members in the faculties of physical education and sports sciences, the president and vice presidents of the Athletics Federation, former track and field players and coaches working in Iraq and some athletes in the national team, after interviewing 20 people, the researcher noticed that the results were repetitive, so to ensure the similarity of the results, 3 new interviews were conducted and according to the results, thus the theoretical saturation was determined through 22 interviews. Based on the results of the qualitative data analysis obtained from the interview, the presentation of the final model of the research consists of: organizing the training system, coordinating track and field leaders, developing talents and physiological dimensions. Indicators before identifying talents the recruitment process and training of professional coaches with talent identification and improving the quality and quantity of sports and sports spaces, talent maintenance, and supporting research projects in terms of effective indicators after identifying talents.

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1. Research Definition

1. Introduction and Importance of Research

Track and field is one of the most popular individual disciplines around the world (Opar et al., 2014). This sport has evolved significantly over the last century in various dimensions, including technology and coaching knowledge in different geographical areas. By the late 1870s only a handful of white men in the East Valley of the United States and a few cities in Western Europe were participating in regular events due to its educational facilities. In the last several years, Track and field has grown significantly, today Track and field is one of the most important global businesses with globalization and a major role in other sports (Burgess & Naughton, 2010). Also, countries such as the United States, China, England, Germany and Switzerland have invested a lot in the field of technology to discover sports talents in track and field (Hang & Beichen, 2017).

Track and field is known as the basic discipline and the mother of sports (Thomas et al., 2021). Running, jumping and throwing are among the basic sports skills that provide the foundation for other sports (Hulteen et al., 2018) (Odeh et al., 2024). As its development and growth in any country causes success in other sports, it is also one of the indicators of growth in public sports (Hammad et al., 2022). Therefore, progress in track and field shows the sports science of any country (Ganse & Degens, 2021). Track and field is one of the most important sports, from the general aspect with the most common sports activities and from the championship aspect, including running (60 meters indoor, 100 meters, 200 meters, 400 meters, 800 meters, 1500 meters, 5000 meters, 10000 meters, Marathon, relay races, steeplechase, walking), (Abdel & Ali, 2014) jumps (long jump, long jump, triple jump, high jump), throws (discus throw, javelin throw, hammer throw, weight throw) (Nahida et al., 2018), decathlon for men and heptathlon for women (Mahato, 2023). Talent is described as a very complex trait, genetically derived from a complex structure and exposed to environmental conditions. More precisely, we can say that talent is the level at which a certain person has physical characteristics, physiological characteristics, mental that significantly contribute to performance in a specific sport (Pickering et al., 2019). Talent identification is where a child is directed toward a specific sport or athletic

activity, a complex, lengthy, and multidimensional process. The period of time from the age of eight to twelve years is very important for the development of movement in children, and this period includes the necessary intrinsic motivation to show their talents. We must keep in mind that to achieve a high level of productivity in sports, at least ten years of systematic training is needed (Vaziri et al., 2022). They develop their capabilities in a specific field. Performance is determined by natural selection. In this method, (Oudah et al., 2022) they are randomly identified in sports activities. Determining different indicators for talent detection in track and field is necessary, just like in other sports, opinions are such that attention should be paid to different indicators such as structural, physiological, physical fitness, skill and also psycho-social characteristics in this medal-rich field (Platonov, 2018) Considering that in track and field, 141 medals are distributed in the Asian, Olympic and World Games, of which 47 medals are awarded only in the Olympic event, it can be considered the first sport in the world. Grounded theory is a well-known methodology employed in many research studies. Qualitative and quantitative data generation techniques can be used in grounded theory study. Grounded theory sets out to discover or construct theory from data, systematically obtained and analyzed using comparative analysis. While grounded theory is inherently flexible, it is a complex methodology. (Shabib et al., 2024) Thus, novice researchers strive to understand discourse and the practical application of grounded theory concepts and processes". Iraq's sports, by focusing on identification and recruitment in school sports, has hope to maintain its position in the championship arena. In this regard, Haider Farooq (spokesman of the Ministry of Education) told the Iraqi News Agency: "In 2023, the total number of students across Iraq has reached nearly 13 million students in all educational levels, Meanwhile, the number of newly registered students in the first grade of elementary school is more than one million students. With the investigations and studies conducted, no comprehensive and complete model was found that includes all ages and stages, as well as the integration of the desired indicators and the process of track and field Talent identification; Most of the people attracted to track and field are done through simple tests such as 540-meter run, 30-meter run, and long jump, etc. The results of this research provided for

coaches, athletes, researchers and officials of sports organizations, especially the track and field Federation of Iraq. here the question arises, what is the model of sports talent management in the field of track and field in Iraqi schools?.

Materials and Methods

This qualitative study is developmental in terms of purpose; also the methodology of the research is qualitative with the benefit of the data-based and the data-driven method (Glaser Grounded Theory) Glasser's theory, known as realistic counseling, is important because it aims to teach individuals effective ways to achieve what they want in their lives. It focuses on individuals' behaviors and how they are influenced by social learning. This theory seeks to improve the quality of life by enhancing self-awareness and decision-making ability. The research community consisted of professors and faculty members of physical education and sports sciences, the president and vice-presidents of the Track and field federation, pioneers of track and field, active track and field coaches in Iraq, and some of the athletes of the national team and track and field league. Also, the sampling method of the research was purposeful-snowball. According to these materials, the interview began with the purposeful selection of people who were experts and knowledgeable in relation to the research topic, and in addition to the research questions, they were asked to introduce other experts in this field, therefore, among the first few people who were directly selected by the researcher based on the desired criteria, other interviewees were also selected by other interviewees in addition to the criteria of reporting, and during a 3-month process and interviews with 22 people, the researcher felt that he had reached the point of theoretical saturation. Also, in relation to the progress of the research, after conducting interviews with 20 people, the researcher felt that the results were repetitive, so to ensure the similarity of the findings, 3 new interviews were taken and according to the findings, no new material was extracted, therefore, theoretical saturation was determined with 22 interviews. Regarding the questions asked to the interviewees, it should be stated that a general question (What are the indicators of sports talent management in the field of Track and field in

Iraqi schools?) was raised and then the interview continued with other questions that measure why and how a factor occurs.

The current interview questions were asked with a positive and effective interaction. Four criteria (acceptability, transferability, verifiability and reliability) are for qualitative research and its criteria are linked with four conventional criteria in quantitative research (internal and external validity, reliability and objectivity), and these four criteria were examined and confirmed in the current research (Lazem et al., 2024) For this purpose, to validate the available sources, the interview text, the extracted codes were sent to some participants in the research and their opinions were used. In order to be transferable, through documentation for other researchers, demographic report, sample experience and research environment report were used. Also, in order to confirm the research, the opinions of several professors of the sports management group who were outside the interview process were used and their opinions were applied. And finally, for the purpose of reliability, the percentage of agreement between two coders was used and the percentage of agreement was reported as 84% according to the table below.

$$\text{Reliability percentage} = \frac{2 \times \text{Number of agreements}}{\text{Total number of codes}} \times 100$$

TABLE 1. THE RESULTS OF THE RELIABILITY OF TWO CODERS				
Interview number	Total number of codes	Number of agreements	Number of disagreements	Reliability percentage
5	39	16	7	82.05%
14	36	16	4	88.88%
20	42	17	8	80.95%
Total	117	49	19	83.76%

The results of Table 1 indicate that the total number of codes that the researcher has recorded in the interviews above is 117, the total number of agreements between the codes is 49 and the total number of disagreements is 19. Also, the reliability between the coders for the interviews in this study using the formula listed 84 %. As a result, the reliability of coding in this study is approved.

Results

Description of the characteristics of the interviewees: The personal characteristics of the interviewees are as described in Table.2.

TABLE 2. PERSONAL CHARACTERISTICS OF THE INTERVIEWEES					
Reference	Sex	Age (year)	Post	Field of activity	
				Executive	Academic
P1	Female	43	Assistant professor (Sport Management)		*
P2	Male	45		*	*
P3	Male	38		*	*
P4	Male	49	Associate, professor, (Sport Management)	*	*
P5	Male	36	Assistant professor (Tourism)	*	*
P6	Male	40	Sports entrepreneur	*	
P7	Male	41		*	
P8	Male	50		*	
P9	Male	46	Expert in the field of sports talent identification	*	
P10	Male	36		*	
P11	Male	34		*	*
P12	Male	45	sports coach	*	*
P13	Male	38		*	
P14	Male	49	Tourism management	*	*
P15	Female	49	Chief of Federation	*	
P16	Male	48	Vice Chairman of the Federation	*	
P17	Male	50	Managers of the Iraqi Ministry of Sports	*	
P18	Male	55		*	
P19	Male	65		*	
P20	Male	51		*	
P21	Male	76	Former coach of the national team	*	
P22	Male	65	Sports consultant in youth affairs	*	

Also, the results of the interviews conducted in the majority of open, central and selective codes can be seen in the following table:

Table 3. Primary codes, concepts and identified categories (effective indicators before talent identification)

SELECTIVE CODING	CENTRAL CODING OF THE SECOND LEVEL	CENTRAL CODING	OPEN CODES
Effective indicators before talent identification	Organization of coaching system	Scientific indicators of educators	1) Additional training for coaches in the field of nutrition, international relations, sports psychology, etc.
			2) Systematic and step-by-step training for trainers
			3) Quantitative and qualitative improvement of courses
			4) benefiting from prominent domestic and foreign trainers in the discussion of education
			5) Designing the growth path of trainers in the majority of regular annual programs
			6) Paying attention to the issue of increasing the knowledge of experienced trainers

		Ethical indicators of educators	7) Faith and belief
			8) Sacrifice and dedication
			9) seeking justice
			10) adhering to national ideals
			11) Creating a servant spirit
		Psychological indicators of teachers	12) Interpersonal influence
			13) Open sincerity
			14) Intellectual maturity
			15) Adaptability
			16) Positivity and giving opportunities
	Coordination of track and field volunteers	Organizational interaction	17) Inter-organizational communication and coordination of sports custodians to promote talent programs
			18) Comprehensive interactions and communications between the Track and field Federation and the Ministry of Sports
			19) Clarity of communication procedures with stakeholders, government and other organizations and institutions
		Interaction of scientific and sports field	20) Benefiting from the force of expert consultants in current affairs
			21) Benefiting from the presence of professors and students of sports management in current affairs
			22) Formation of specialized and focused committees in the matter of updating decisions
		Collaborative interaction	23) Proper management of sports facilities and spaces
			24) The existence of separate indoor and outdoor environments for men and women during the day
			25) Increase in sports per capita
			26) Availability of sports facilities around the clock
			27) The emphasis of sports and health experts on the development of physical activities
			28) The existence of specialist forces in university sports facilities
	Talent identification	The growth route of the athlete	29) designing suitable training programs
			30) Holding high-quality competitions
			31) More investment in education and training
			32) Designing an integrated talent identification system
			33) More selection and application of competition between talents
		Group development	34) Creating a supportive environment
			35) Creating a learning environment
			36) Creating an active environment
		Encouragement to track and field	37) Encouraging the public to Track and field
			38) Encouraging young people to do Track and field
			39) Encouraging age and gender groups to Track and field
			40) Encouraging veterans and professional athletes
	Attention to physiological dimensions	Mental health	41) Function of the nervous system
			42) Nervous tissues and neurons
			43) Coordination of brain and nerves
			44) Coordination of nerves and organs of the body
		Biological	45) Power of energy devices

		indicators	46) Secretion of growth hormone
			47) Blood supply to vital organs
			48) Nerve and muscle coordination
		Anthropometric indices	49) Foot and palm size
			50) Thigh length and shoulder width
			51) The ratio of the size of hands to feet
			52) Standing and sitting height
			53) The length of two hands and the circumference of the wrist
			54) Thigh to hip ratio
		Physical fitness indicators	55) General ability of the body
			56) Values of fast-twitch and slow-twitch threads
			57) Muscular endurance
			58) flexibility of muscles

According to the results of table (3), the number of 58 open codes, under selective codes; Organization of coaching system, coordination of Track and field pioneers, talent development and physiological dimensions were identified.

TABLE 4. PRIMARY CODES, CONCEPTS AND IDENTIFIED CATEGORIES (EFFECTIVE INDICATORS DURING TALENT IDENTIFICATION)

SELECTIVE CODING	CENTRAL CODING OF THE SECOND LEVEL	CENTRAL CODING	OPEN CODES
Effective indicators during talent identification	Talent identification process	Supporting of talent	1) Community support
			2) Legal protection
			3) Supporting families
			4) Media support
			5) Organizational support
		Talent development tools	6) Talent identification methods
			7) Training and training centers
			8) Equipment and facilities
			9) Coach's expertise
			10) Upgrade the coach
		Improvement of sports skills	11) specialization of practice for different subjects
			12) Focus on training activities
			13) Help to fix existing errors
			14) Combining and creating new exercises
	Training of professional coaches	Improving the quality of coaching courses	15) Regularly holding coaching courses at different levels
			16) comprehensive information system for educational courses
			17) Information system and identification of approved trainers
			18) Specialized system for providing coaching certificate
		Specialized selection of trainers	19) meritocracy in selecting coaches
			20) moral and psychological parameters in the selection of trainers

			21) Successful domestic and foreign track record
			22) coaching card approved by the federation
	Improving talent development platforms	Convenient access to sports facilities	23) Having expertise and current knowledge
			24) Security in the area of sports venues and spaces
			25) Parking and property protection in sports venues and spaces
			26) Public access ways to sports spaces
		Advanced educational centers	27) Equipped and dedicated training camps for Track and field
			28) Specialized training centers for elite athletes under the supervision of provincial officials
			29) Building and equipping provincial talent centers
		Adjusting the challenges of the sports investor	30) Economic attractiveness in the field of Track and field
			31) Reducing the amount of risk in the field of sports investment
			32) The diversity and attractiveness of different items of Track and field for investing in sports
			33) Approved rules and guidelines for sports sponsors and investors
			34) Clarity of income generating areas in sports venues and spaces for investors
	Professionalism of sports pioneers	Management skills	35) Proper planning and budgeting of expenses
			36) familiarizing managers with up-to-date management tools
			37) Knowing the right areas to invest in sports
			38) Proper implementation of privatization policies
			39) Accepting investment as a desirable marketing tool
			40) Supporting and facilitating the path of private investors
		Strategic perspective	41) Approving strategic plans after comprehensive hearing and opinion (Federation and Ministry of Sports)
			42) Creating strategic plans for the future of Track and field
			43) Clarification of decisions in the matter of macro planning
			44) Clarity of procedures and decision makers
		Providing social responsibilities for talents	45) Dedicated attention to the topic of youth education as an assigned mission
			46) The growth and emergence of sports personality of youth
			47) Religious orientation and providing moral guidelines
			48) Development of religious, national and individual identities
			49) Pahlavi spirit and character
	Personal and social environment of the athlete	Individual issues of the athlete	50) Individual beliefs and attitude style
			51) Identification of basic skills
			52) Physical condition
			53) Presence of father, mother, real brother or sister of the athlete

		Athletes' life issues	54) Economic status of the family
			55) Place of residence
			56) weather conditions
			57) Relatives and acquaintances
			58) Society norms
		Social policies	59) Urban policies
			60) Educational policies
			61) environmental policies
			62) Sports policies
			63) Financial policies
	Promotion of sports lifestyle	Promotion of sports in society	64) Creating interest in Track and field in schools
			65) Introducing as many individual and group subjects as possible in the educational environment of schools
			66) Having a minimal attention to new disciplines and electronics
			67) Presenting the culture of dealing with sports as a basic principle in today's world
			68) The possibility of engaging in sports for low-income and homeless groups and...
			69) The place and importance of sports in the economic-social development programs of the government
		Media support	70) Media and education support for Track and field
			71) Greater cooperation of provincial television in the matter of advertising and spreading sports
			72) Creating arrangements related to the broadcasting of school sports events, especially Track and field
			73) Presenting the social responsibility of the media for the development of student sports
			74) Creating a dedicated sports network with the scope of covering all kinds of sports such as Track and field

According to the results of table (4), the number of 74 open codes, under selective codes; The process of recruitment, training of professional coaches, improvement of talent development platforms, professionalism of sports managers, personal and social environment of athletes, and culturalization of sports were identified.

TABLE 5. PRIMARY CODES, CONCEPTS AND IDENTIFIED CATEGORIES (EFFECTIVE INDICATORS AFTER TALENT IDENTIFICATION)

SELECTIVE CODING	CENTRAL CODING OF THE SECOND LEVEL	CENTRAL CODING	OPEN CODES
Effective indicators after talent identification	Improving the quality of sports facilities	Quantitative improvement of sports facilities	1) More places and sports spaces in the country of Iraq
			2) Sports infrastructures for teaching different subjects of track and field
			3) Development and renovation of sports facilities and spaces
			4) Development of modern sports infrastructure

		Improving the quality of sports facilities	5) Updating sports equipment in places
			6) Compliance of sports standards with global norms and indicators
			7) Standardization of construction and sports equipment in places
	Maintenance of talent	Appreciation of talent	8) Care of talent
			9) Maintenance of talent
			10) Accompanying talent
		Financial support of talent	11) grants to talent
			12) Facilities and grants to sports talents
			13) Cash rewards for medal winners at international levels
			14) Elite talent support fund
		Spiritual support of talent	15) The conditions of continuing education and providing assistance in the matter of scientific promotion to sports training
			16) Supporting elite athletes to create side jobs
			17) Covering expenses and financial allowances of elite athletes after injury through sports insurance and...
	Promotion of track and field	Management of track and field academies	18) Providing a specific activity framework for all track and field academies
			19) Establishing sports academies under the supervision of provincial and city councils
			20) Encouraging and supporting sports academies
			21) Organizing as many competitions as possible in age categories
		Increase of the sports events hosting	22) Increasing the hosting of sports events throughout the country
			23) Holding sports competitions with the aim of introducing different track and field items
			24) Increasing the hosting of sports events at the regional and global level
		Track and field coverage through mass media	25) Broadcasting all kinds of sports competitions in track and field from the media
			26) The number of specialized sports networks
			27) attention and introduction of track and field materials
			28) Paying attention to the quantity and quality of televised track and field competitions
	Research systems development	Supporting research projects	29) more attention of research centers in the development of sports, especially track and field
			30) Material and spiritual support for the formation of research centers
			31) Allocating more credit to research projects
			32) Operational implementation of research projects with the help of project managers
		Cooperation in the development of track and field	33) All-round attention to the development of track and field by the federation and the guardians of sports
			34) Cooperation link between the academic and executive environment of sports

			35) Emphasis on the development of track and field in academic environments under the subject headings
		Culture of research and consensus	36) Holding of think-tank meetings under the title of sports training
			37) Establishment of magazines, newspapers and monthly magazines
			38) Expanding publications and publishing sports books
			39) Holding conferences and seminars with sports topics and finding sports talent
	Improve marketing plans	Specialized marketing growth	40) Contract with marketing experts parallel to track and field
			41) Cultivation of sports marketing experts
			42) Creating study opportunities and familiarization with foreign successful models
			43) Creation of specialized marketing committee
			44) Using the findings and scientific achievements of trained marketers and researchers
		Marketing and monetization programs	45) Production of sports equipment for track and field
			46) Clearing and exchange in the matter of buying and selling
			47) Entering other commercial fields and using the sports brand
			48) Establishment of consulting offices and sports services

According to the results of table (5), the number of 48 open codes, under selective codes; Quantitative and qualitative improvement of sports facilities and spaces, protection of talent, promotion of track and field, support of research projects and improvement of marketing programs were identified. Based on the combination of the presented categories, the final research model is as follows (Figure 1):

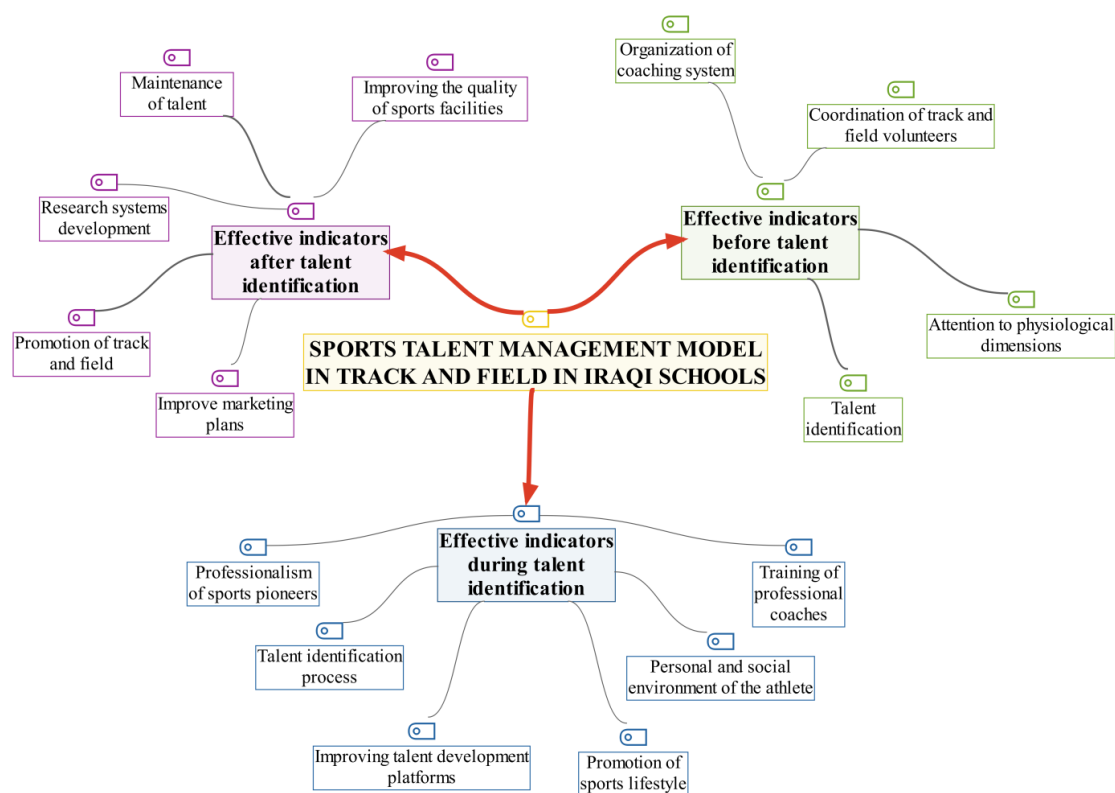


FIGURE 1. SPORTS TALENT MANAGEMENT MODEL IN TRACK AND FIELD IN IRAQI SCHOOLS
(MAXQDA2020 SOFTWARE)

Conclusions and recommendations

The general purpose of this study is to design a model of sports talent management in track and field in Iraqi schools. Based on the results of the analysis of the qualitative data obtained from the interview, the presentation of the final model of the research consisted of: effective indicators before talent identification, effective indicators during talent identification and effective indicators after talent identification, which are analyzed and explained separately in the following. Effective indicators before identifying talent, including four main categories; Organization of coaching system, coordination of track and field pioneers, development of talent and physiological dimensions by including subcategories; Scientific indicators of coaches, moral indicators of coaches, psychological indicators of coaches, organizational interaction, scientific-sports space interaction, cooperative interaction, athlete growth path, group progress, encouragement to track and field, mental health, biological indicators, anthropometric indicators and physical fitness indicators. . The results are in line with the findings of (Othman et al., 2024), (Shabib et al., 2017) (Jacob et al., 2018). stated in a research In addition, (Jacob et al., 2018) emphasized in

their research that the identification of athletic talent is unlikely to be the result of a number of genetic types, rather it is a complex combination of a large number of expressed gene patterns as well as a number of different environmental conditions. Also, (Alidoust Ghahfarokhi et al., 2014) in a research according to the results, stated that the variables affecting Talent identification include: 1. Talent identification and training of athletes, 2. establishment of Talent identification center 3. use of current scientific and specialized methods, 4. introduction and expansion in schools, 5. Scientific gatherings in this field, 6. Leveling of athletes in terms of physical and skill preparation of these people, 7. Increasing the hours and number of training sessions of athletes. According to the findings of the research, it can be stated that before identifying the talent, it is necessary to ensure the abilities and talents of active coaches in the field of track and field and sports coaches at the school level. Also, in the next step, the role of the custodians of Iraqi student sports is definitely considered as an effective indicator, which suggests the need for coordination between the Ministry of Education and the custodian bodies of Iraqi sports, especially the track and field federation; which can have a double impact on the growth and promotion of sports due to the strength of the academic community of sports. Also, at the beginning of the path of finding talent, it is necessary to determine the path of growth and development of talent, how to identify superior talents and their individual characteristics such as; Physical and physiological characteristics, anthropometric indicators and physical fitness indicators, can be imagined as a more coherent framework for the development of talents in track and field. Effective indicators during talent identification including seven main categories; Recruitment process, training of professional coaches, improvement of talent development platforms, professionalism of sports managers, personal and social environment of sportsmen and culture of dealing with sports by including sub-categories; Talent sponsors, talent development tools, improvement of sports skills, quality of coaching courses, specialized selection of coaches, proper access to sports spaces, advanced training centers, adjusting the challenges of sports investors, management skills, strategic vision, providing social responsibilities towards talents, The individual issues of the athlete, the life issues of athletes, social policies, the spread of sports in the society and media support. The results are in line with the findings of (Nilsen et al., 2024) (Bennett et al., 2019) created a framework for talent identification and development in developing countries and stated that talent identification and development in emerging countries should have the following characteristics: 1. Reducing impact factors by providing development opportunities

to biological players; 2. Selected criteria used in talent development programs; 3. Encourage youth athletes to change their learning experiences during development; 4. Develop multi-pronged assessment protocols that follow players throughout the recruiting process; 5. Carefully check the structure and resources available in the Talent identification system. Also, (Nilsen et al., 2024) in a research show that the academy classification model primarily focuses on the structure of the academy and performance output rather than the training process, knowledge and awareness of coaches, family and physical characteristics of athletes, personal development and well-being of players. In addition, (Abd-Alzahra et al., 2021) stated in their research that among the sports talent centers in the Iraqi Ministry of Sports and Youth, the training of athletes for sports teams is of particular importance; In order to achieve the goals required for these centers, effective and distinguished management with the benefit of world-renowned management science is needed to achieve the real goals of this institution. Also, the results of the present research in the evaluation of the effective management of the managers of sports talent development centers of the Ministry of Sports and Youth are the determination of the most important ways to develop methods that are appropriate to the nature of sports. Also, the role of education and sports custodians of Iraq has become more noticeable at this stage because they should take steps by planning strategic plans, creating an atmosphere of cooperation and supporting and encouraging investors and the media to attend sports events, especially student sports, for the growth and spread of track and field at the school level in Iraq. Effective indicators after identifying talent, including five main categories; Improving the quality and quantity of sports venues and spaces, protecting talent, promoting track and field, supporting research projects and improving marketing programs by including subcategories; Quantitative improvement of sports facilities, qualitative improvement of sports facilities, talent retention, material support for talent, spiritual support for talent, management of track and field academies, increasing hosting of sports events, coverage of track and field through mass media, support for research projects, cooperation in the development of track and field, culture of research and common thinking, development of specialized marketing and marketing programs and income generation. The results are in line with the findings of (Talebzade et al., 2024), (Suleiman & Awad, 2020) (Ghenaat et al., 2023), (Hocken & Hurst, 1987) and (Hamad, 2021) (Hamad et al., 2022) ten effective factors related to the development of sports in schools including; Factors related to human resources, the development of public sports and championships in schools, economic-financial,

sports facilities and infrastructure, management, education, laws and regulations, advertising and media, technology and information technology were identified as effective factors in the development of student sports. Finally, according to the findings of the qualitative section about the effective indicators after the Talent identification, it should be stated that with the growth and spread of track and field at the school level and paying attention to the topics mentioned, a huge flow of attention is flowing around track and field; At this stage, the issue of the quality of access to sports facilities and spaces, the development and renovation of sports spaces is more important for the continuous presence of athletes, especially students who, according to their age group, should pay more attention to the issue of easy access and beautification of sports buildings. Finally, according to the findings of the research in relation to the effective indicators before the Talent identification, it is suggested to the officials of the Ministry of Education of Iraq to design Talent identification norms with the cooperation of the track and field federation, emphasizing on physical and anthropometric characteristics and identify talented students with the help of sports teachers throughout the provinces of Iraq.

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Conflict of Interest

The authors declare that there is no conflict of interest.

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