

NORWOOD TEAM SELECTION PROCEDURE, POLICY & GUIDELINES

Team Selection Process

It is the purpose of the Norwood Basketball Club to provide a rewarding and complete Basketball program for all players.

This policy intends to promote objective evaluation and selection of players on the basis of possession of a specific skill set, attitude and potential and aims to foster the creation of teams who will enjoy a successful season.

Team Selections will be held annually to place players in teams in accordance with their skill levels and to enable all players to be able to:

- (1) Enhance their basketball skills;
- (2) Develop playing experiences within a team environment;
- (3) Be competitive at all stages during their development as a player for the Norwood Basketball Club

Norwood Basketball Club's team selection process is aimed to ensure a fair, unbiased and account based selection process including consideration of the following:

- Player's involvement in the age group during the previous year;
- Players performance at the Club's try-out sessions;
- Consideration of the current, or previous coaches opinion regarding the player skill, attitude and if player is open to learning.
- Team composition (a combination of guards, forwards and preferably a centre)
- Need to include bottom age players within top age group to ensure future players are ready to compete in highest divisions

Selection Panel:

The Junior Coaching & Development Director with the help of nominated persons to be members of the player selection panel will be based on the following:

- (1) knowledge of the sport,
- (2) coaching experience and/or previous experience as a player
- (3) ability to be objective in their evaluation of players
- (4) neutral and unbiased opinion of any player

Subject to discussion The Junior Coaching and Development Director and basketball committee shall develop a detailed *Selection Policy and Guidelines*. This Policy will be used as a guide for all selections.

Members:

- The President
- The Junior Coaching & Development Director

- JDO
- Div 1 Coach of relevant age group
- Coach of the players team if required

The Nominated Division 1 coach will have a role in the selection process only to the extent of expressing his or her opinion of an individual as requested by the panel.

If there is any uncertainty as to who should be selected that decision will rest with the Junior Coaching & Development Director, and the JDO staff, the team coach will have liberty to change players from one division to another but as part of this process approval must be received from the nominated members.

Try-out sessions:

The Club will advertise the trial dates at least 4 weeks before the scheduled date.

The current and new players will be required to attend a specific number of trials – consideration as to number of try-outs will be determined by the Junior Coaching & Development Director. The number will be a minimum of 1 with a maximum of 3.

The players will be asked to undertake a number of skills. The Club will develop a specific selection criteria for each age group against which the final selection will be based.

The initial selections will be aimed at dividing the players into squads *ie. 1 and 2 then 3, 4 and 5 as many as necessary*. Once the squads are selected the, the coach in conjunction with the Junior Coaching & Development Director, JDO and coaches will finalise the teams. Movement within the age group will be anticipated and as indicated above approval for movement within the age group will need formal approval.

Factors to be considered:

Factors:

- (1) Independence of the panel to ensure no perceived or actual bias in selection of players;
- (2) Ratification by the Selection Panel essential
- (3) NO involvement by parents of players involved in the try-out or selection process
- (4) Age, strengths and previous skill level of the individual players
- (5) Disciplinary actions taken against any player by the club;

Team selection is not considered to be final as the Selection Panel in conjunction with the team coach may continue consideration and adjustment to ensure that each player is continually offered the chance to be promoted to a higher team or non performing players will be placed in a lower team as considered to be in the best interest of the Norwood Basketball Club and the respective team. All selections will and must always be seen as **fair and unbiased**.

The Junior Coaching & Development Director, JDO staff, and the Division 1 coach may have identified a player who while selected for a lower grade has the potential to be promoted to a

higher division, thus the player may be nominated as a “Development player” enabling him or her to attend both training sessions and play for both their current team.

Periodic review of Players within specific age group:

The Junior Coaching & Development Director and Junior and Senior Coaching staff will continually monitor player performance with regards to:

- (1) Maintenance of playing standards
- (2) Team and player discipline
- (3) Increase in player potential
- (4) Basketball skill set
- (5) Attitude towards training, playing responsibilities and player discipline
- (6) Willingness to improve and follow coaches instructions.
- (7) General athleticism, agility and potential

The monitoring will be for the purpose of ensuring a high standard of playing performance as well as ensuring that untapped potential of players in lower grades is not missed and those players left to flounder in the lower grades. Players with noted improvement will be offered Pathway to train with a higher division team with the possibility of being promoted to that team.

Player selection process:

- a) Each age group will have an evaluation session. Notification of session time and personnel will be posted on the Club’s website as nominated by the Selection panel with a minimum of two weeks prior to the date of the trial.
- b) The Selection Panel will observe the players closely and will make written notes as to each player for future reference as to the reason child selected to particular team.
- c) The Player Notes will be kept by the Club Secretary and Junior Coaching & Development Director for future reference and used in any player movements during the current season.
- e) Player notes will form part of any parental complaint resolution.
- f) The selected teams for individual age groups will be posted on the Club’s website before the first training session of the new season.

Restrictions on parental involvement in selection:

No parents will be invited to, or have at any time during the child’s playing days at the club any involvement or discussions as to the following:

- The team in which there child should play
- The coach that they want for their child
- Discussion regarding the movement of their child from team to team
- Questioning of the Selection Panel’s decision

- **Review of Parents complaints and Process of enquiries and selection process:**

The Junior Coaching & Development Director, and JDO staff will review the complaint and any decision made by those officers will be final and no further right of appeal will exist.

NO direct verbal approach shall be made to the Junior Coaching & Development Director, and nominated JDO staff. All approaches will via email (coach@norwoodbasketball.com.au)

Any queries regarding the placement of a player in the respective team or about the team selection process should be directed in writing to the Junior Coaching & Development Director, and Junior and Senior Coaching staff.

A written response under the signature of any of the following the Club President, Junior Coaching & Development Director, JDO staff will be provided to the Parent and the Coach of the team with recommendations if any for change or the continuance of status quo in regards to the child's position or status within the team

Reference to the following performance Indicators;

Selection will be based on the following:

Basketball Skills Assessment:

Performance of the following skills will form part of the assessment of each player;

- i) Dribbling
- ii) Passing
- iii) Lay-ups
- iv) Defence – ability to understand and execute
- v) Free Throws
- vi) Pace – running skills
- vii) Contested Ball
- viii) General Ball Control
- ix) Rebounding skills
- x) Offence – ability to understand and execute
- xi) Shooting – skill level and execution of correct technique.

Attitude and Willingness to learn:

Performance of the following will be a necessity going forward as well as forming part of the initial selection process;

- i.) Competitiveness
- ii.) Strategic Understanding
- iii.) Teamwork / Communication
- iv.) Coachable

This policy is aimed at eliminating direct involvement of parents with the coach of the team thereby reducing any potential for conflict within the team environment. The Junior Coaching & Development Director, along with Junior and Senior Coaching staff will liaise with one another in an effort to prevent conflicts within each team with regards to selection.

The President, Junior Coaching and Development Director and nominated JDO staff are the only persons to whom any complaints regarding their child will be forwarded to, any complaint they consider to be outside of the ordinary scope of their control will be handed over to the Full Executive Committee for discussion and decision.

24/11/2015