



# Norwood Basketball Club

## Player Placement Review Process

The placement of players in teams is a complex and often difficult task which the Norwood Basketball Club undertakes prior to the Summer season.

Subsequent to this players are moved up or down during the summer season (which is governed by the BSA competition phases in certain competitions), prior to winter season and from time to time during winter season.

Summer season is considered by BSA a grading season where more movement is likely to occur as coaches get to know the players better and players have had time to perform in their allocated teams.

Placement will be determined by more than person and coordinated by the club's Junior Coaching and Development Director and the relevant Div Head Coaches and is done in good faith.

Having said this there are times when a player's placement may not be initially correctly identified and there is a player review process that can be instigated by the player and/or his/her parents in addition to the ongoing review by coaches.

Please be aware of some of the criteria that is used to determine appropriate placement of players

1. **Physical competitiveness** – the ability of a player to physically compete at their age level. This category encompasses athleticism, (quickness, agility & jumping ability) as well as height, weight and strength.
2. **Competitive instinct** –The will to compete and the desire to win (or at least put forth maximum effort). This also manifests itself in a drive to improve, with a greater application to practice and learning.
3. **Skill level** – Both the skills of the player and their potential/commitment to further develop their skills
4. **Team Balance** –Team balance is an important consideration as well. There is simply no point in having 7 guards in one team. The optimum composition of any team, and for player development is to try and have players playing in their natural position as much as possible.
5. **Participation in Norwood League** – Players that participate in the Norwood League and attend other Norwood Camps or Tournaments will be given consideration.

6. **Commitment** – Attendance and Punctuality to all trainings, games and sessions run by the Norwood Basketball Club.

Wherever a player is placed how they play is important as this is the greatest factor influencing subsequent placements.

### **Player/Parent Review Request Process**

If a parent or player has a concern as to which team they are in or have any other concerns with their team, they may request to be placed on the “Review Register”.

To be placed on review means that the coaches in the age group will give feedback to the player, and this will be done in consultation with the coaches in the age group and the Coaching Director.

It is important that the process as outlined is followed to facilitate the review process.

Once the review process has been completed a decision will be made as to whether the player either stays in the same team they are currently in, or is moved up or down a team. The results of any review will be communicated to the player and their parents.

**It is important for all concerned, players, parents and coaches to communicate with each other appropriately at all times. Respect and common courtesy must be observed at all times.**

**Abuse, threatening language or behaviour cannot be tolerated at any time and is not an appropriate response at any time.**

It should be noted that Reviews cannot and will not take place where inappropriate communication has taken place.

Any inappropriate communication will need to be addressed before any review process will be initiated. This may require a formal meeting between the player/parent and the Coaching Director and Club President to discuss their behaviour.

The club has a duty of care to all its members including players, coaches, volunteers and families.

Players and parents are asked to allow the process to take place and respect the timelines involved once they request a formal review process take place.

### **The Review Procedure:**

In an effort to be fair and equitable to all players and coaches, the following process will be followed.

**A)** Following the date of submitting a player review form, the player will be monitored by the coaches and Coaching Director in at least three games.

This will allow the coaches and Coaching Director a chance to view the player in question at trainings and games, and gives the player a chance to perform over multiple games and not be judged on one game which may not be a true reflection of the player's ability.

**B)** Following this period communication will occur between the parent/player and the relevant coach.

Inappropriate reaction to this communication will terminate the process so the inappropriate behaviour can be addressed before any further action takes place.

1. If the parent/player is happy with the discussion then the matter is considered resolved and documented as such on the 'Review Register form.' Signed by both the coach and the parent/player
2. If the parent/player is still not happy with the outcome of the discussion with the coach; they may request to speak with the age group Squad Coach. Progress to Step C)

**C)** The matter is not resolved and further review is required by the squad coach

The Squad Coach is the Head Coach of each Training Group or Squad, and would usually consist of the Division 1, Division 3 or Division 5 coach depending on the division the player is in. It will be the highest division coach of the group of teams the player trains with. For example if there are 6 teams in an age group and teams 1& 2 train together and teams 3& 4 train together and teams 5& 6 train together, the Squad coaches are the coaches of teams 1, 3, and 5.

The squad coach again will give feedback to the player in the same manner as the team coach. Again the parents/players must approach the Squad Coach in an appropriate manner to be heard; failing this the review process will be terminated immediately.

This may require further observation of the player concerned.

If the Team Coach is the Squad Coach (for example the player is in Division 3) then go directly to Step D)

1. If the parent/player is happy with the discussion then the matter is considered resolved and documented as such on the 'Review Register form.' Signed by both the coach and the parent/player

2. If the parent/player is still not happy with the outcome of the discussion with the Squad coach; they may request to speak with the Head Coach. Progress to Step D)

**D)** Following this the parent/player shall politely approach the Head Coach (Division 1) Coach of the age group for further clarification and feedback if the issue is unresolved. The Head Coach in consultation with the Coaching Director will give the player further feedback and discuss the issue with the parent/player.

1. If the parent/player is happy with the discussion then the matter is considered resolved and documented as such on the 'Review Register form.' Signed by both the coach and the parent/player
2. If the parent/player is still not happy with the outcome of the discussion with the Head coach (Division 1); they may lodge their grievance with the Coaching Director who will arrange a meeting with the Club President (see (E)).

E) If the parent/player still wishes to formally lodge their grievance they may seek a meeting to discuss the process which was followed with the Club President once all other steps (A-D) are followed. This meeting shall be the final point in the process and all decisions made as to the outcomes and options given to the parent/player shall be final.

\*It should be noted that player movement is a regular occurrence as we try to place all players in all age groups into the appropriate team and division that best suits their long term and short term development within the Norwood Basketball Club.

We understand that a player's placement may not always meet their expectations or aspirations or that of their parents.

Challenges in placement exist where the playing group is particularly strong or where there are a number of players at a similar level or vying for the same position. There are always challenges in integrating players moving up an age group with players in their second year in that age group (eg a player in Div 1 moving up an age group should not necessarily expect to move into Div 1 in the higher age group. Similarly a player in Div 1 in their first year cannot expect to remain in Div 1 in their second year if there are exceptional players moving into that age group)

\*\*Please wait until your child/you have played at least 3 games prior to deciding whether or not you want to request a formal review as often the issue will "sort itself out" when players begin playing and are rotated as a natural course of action, as this is generally a quicker and more satisfactory process in most situations.

# PLAYER REVIEW FORM

Table 1: Process Checklist. To be completed by Club Official

PROCESS CHECKLIST	DATE	OUTCOME (Club Official)
A		
B		
C		
D		
E		

Table 2: Process Checklist Signoff. To be signed by Parent, Player and Coach

PROCESS CHECKLIST	DATE	Parent	Player	Coach
A				
B				
C				
D				
E				

\*NOTE: If extra room is required for comments in the "outcome" section a separate sheet will be attached.