

# HIGH PERFORMANCE PROGRAM PLAYER SELECTION POLICY & PROCEDURES

## 1. Purpose

The purpose of this policy is to define the procedures used when players are selected for the South Australia and South Australia Metro High Performance Program each year.

## 2. Philosophy

- 2.1. **Athlete Centred**, athletes are the main focus of the program;
- 2.2. **Coach Driven**, by the SPP/EADP and State Team Coaches and managed by the High-Performance Manager;
- 2.3. **Administratively Supported** by BSA, SPP/EADP, State Team Managers and Medical Staff;
- 2.4. **Performance Based**, athlete and coach selections are based on the ability to meet the respective selection criteria.

## 3. Values

Representatives of Basketball SA:

- 3.1. Are committed to being in the best mental and physical shape as possible;
- 3.2. Train and compete at their absolute best effort knowing they are representing SA;
- 3.3. Train and compete with the highest level of disciplined sportsmanship and behave at the highest level of citizenship;
- 3.4. Accept the responsibility of being a positive role model for SA;
- 3.5. Are committed to the High-Performance Program and to improving basketball in SA;
- 3.6. Are committed to abiding by Basketball Australia and Basketball SA Policies, Codes of Behaviour and By-Laws, including the Member Protection and Working With Children Policies and demonstrating appropriate behaviour both on and off the court.

## 4. Responsibilities

The key values that coaches, players and parents need to keep in mind throughout the process are Respect and Accountability.

Coaches need to be mindful that selections can have an uplifting or deflating effect on players and while the goal of any High Performance program is sustained excellence which requires that an environment which is competitive, and players are held accountable for their performances and actions, coaches will do all they can to communicate with players in a respectful manner at the right time, in the right place with the right message.

Players need to maintain a growth mindset and need to see any negative selection decisions as opportunities for growth and learning, whilst seeing positive selections as a privilege and not a right.

Parents need to support their children in developing and maintaining a growth mindset through both positive and negative selections, reinforcing hard work and resilience over talent. Parents need to also recognise that making and communicating negative selection decisions is one of the most stressful things a coach has to do.

Formal feedback will be provided at the end of a player's involvement in the program each year, but informal feedback occurs daily. It is up to the players to take control of their own development and reflect and diarise any feedback they receive for their own and their supporters' benefit.

## 5. Eligibility

Players seeking selections for playing positions for the SA and SA Metro High Performance Program and associated teams must comply with the following to be eligible for selection:

- 5.1. Be registered members of a club or association affiliated with Basketball SA;
- 5.2. Have no outstanding financial obligations to Basketball SA or affiliate of Basketball SA (see clause 12 regarding payment of fees);
- 5.3. Have completed a trial registration and paid the appropriate registration fee;
- 5.4. Abide by the terms and conditions of a High-Performance Program player agreement;
- 5.5. Complete and return a Player Medical Declaration Information Form.

## 6. Player Selection Criteria

Players seeking selections for coaching positions for SA and SA Metro High Performance Program will be judged on the following selection criteria:

- 6.1. Meet the eligibility criteria set out above (see clause 5);
- 6.2. Reflect the core values of representing SA above (see clause 3);
- 6.3. Attendance at games and practices (see clause 6);
- 6.4. Ability to complete administrative tasks on time (e.g. communication of required information, load and wellness reporting, maintaining player diaries etc.);
- 6.5. Ability (technical, mental and athletic) to compete (with an emphasis on ability to defend their position) at the selected level of basketball (e.g. Australian Junior Championships or development tournaments);
- 6.6. Current and potential physical (height, length, body composition etc.) and physiological (speed, strength, power, endurance etc.) characteristics;
- 6.7. A history of past performance in High Performance Programs, or other equivalent teams or programs;
- 6.8. Desire and commitment to working hard at improving technical, mental and athletic ability;
- 6.9. Be socially compatible and display an ability to work with other members of the team towards a common goal;
- 6.10. Be highly receptive to coaching and highly co-operative within the team environment;
- 6.11. Ability to comprehend verbal and visual instruction and the ability to execute skills and competitive play following instruction.

**Important: It must be noted that subjectivity is an unavoidable element in any sporting team selection. Whilst this document attempts to explain how players and teams are selected, it is inevitable that there will be different perspectives on those selections.**

## 7. Absences

- 7.1. Absences must be approved by the team or squad head coach;
- 7.2. Players who are unavailable to practice or play must contact the team head coach as soon as practical to discuss the issue;
- 7.3. A medical certificate must be supplied if a player cannot attend multiple sessions in a row;
- 7.4. Players must give first priority to playing and practicing in the High-Performance Program over school, club and association commitments (including Premier League commitments). BSA will ensure that, where at all possible, that these commitments do not overlap. In the cases of national commitments, these take precedence over High Performance Program commitments (refer to clause 9).

## 8. Player Selection Procedure

- 8.1. Basketball SA will appoint coaches to teams;
- 8.2. Basketball SA will appoint a selection panel for each age group. The selection panel will consist of:
  - 8.2.1. The High-Performance Manager will oversee the selection process, chair any selection meetings and have final approval of all selections;
  - 8.2.2. The Head Coach will have major input into selections;
  - 8.2.3. The Assistant Coach(es) will have input into selections;
  - 8.2.4. An independent selector may be appointed and have input into selections.
- 8.3. Players trial and practice with their squad and selections are subsequently made to squads and teams within the program;
- 8.4. If players subsequent to selection no longer meet the selection criteria, then their selection may be reviewed;
- 8.5. Players who have previously been not selected, in cases of exceptional performances, may be subsequently selected, if they meet the selection criteria.

## 9. High Performance Squad Selection Guidelines

There shall be roughly equal numbers of top-age and bottom-age players in any Emerging Athlete Development Program squad that has a two-year age span (e.g. Under 18) to ensure continuity from year to year, provided that players in each half of the age group are of suitable standard.

For State Performance Program squads, selections will reflect a balance between immediate team results, future team results and long-term athlete development with the overall goal of sustained, consistent high-level performance of the program.

## 10. Higher Level Commitments

Players who are in Basketball Australia programs or are scholarship holders at the Australian Centre of Excellence will give priority of commitments to these programs when they clash with the SA High Performance Program commitments;

Players who are in Basketball SA High Performance will give priority of commitments to these programs when they clash with school, club or association level commitments practices and games;

Players who have written, paid contracts with NBL or WNBL teams must meet their contractual obligations to that team as a first priority when their team commitments clash with Basketball SA High Performance Program commitments.

## 11. Player Entourages

A player is deemed to be responsible for the behaviour and conduct of their entourage who attend at events in which they are participating. The expression “entourage” includes parents, family members, coaches, trainers, friends and any other person directly associated with the player.

If it is determined that a Code of Conduct breach has occurred by the member of the entourage, then it is open to Basketball SA to impose a penalty on the player as follows:

- 11.1. A determination that Basketball SA will not accept nominations from that player for a specified period of time for future teams and may suspend the player from participation in Basketball SA High Performance Program squads or teams for a specified period of time.
- 11.2. It is to be noted that imposing a penalty on a player for behaviour of their entourage is to be seen as a last resort and disciplinary action, except in extreme cases, such action would not be taken without first having sought to engage with and counsel the offending person and the player in relation to the unacceptable conduct.

## 12. Payment of Fees

Basketball SA wishes to support junior players to enable participation in all Basketball SA High Performance Program teams that compete in Australian Junior Championships or development tournaments. There is, however, a cost in participating, and players, through their families, must pay these fees to be eligible to participate in High Performance Program teams.

Where there are special circumstances, Basketball SA offers assistance to families of High-Performance Program team players through a financial assistance. This assistance can provide extended payment plans for families.

The participation by players in Basketball SA High Performance Program teams is conditional upon either payment in full of the relevant fees or strict compliance with the payment plan.

If fees are not paid or if the payment plan is not strictly complied with, Basketball SA in its absolute discretion may remove a player of that family from participation in a Basketball SA High Performance Program team.

A player may not be selected in a Basketball SA High Performance Program team if the family has a past history of non-payment of fees and non-compliance with payment plans as determined by Basketball SA in its absolute discretion.

This policy is the last resort for Basketball SA who have an obligation to all participants to treat all families fairly in relation to payment of fees.

## 13. Exceptional Circumstances

Under exceptional circumstances or circumstances not covered by these policies and procedures, the High-Performance Manager may make or approve selection decisions that are deemed to be in the best interests of the program, squad, individual team or an individual player in that order.