

HIGH PERFORMANCE & IVOR BURGE PROGRAM COACH SELECTION POLICY & PROCEDURES



VERSION CONTROL

DATE	AUTHOR	CHANGES	AUTHORISED BY
AUGUST 13 2019	MPCPS	Initial Version	
9 JUNE 2022	MPCPS	- Added State Team Coach - Selection Panel - Update of some titles and terms used - Added process if no suitable applicants	Operations Manager
23 MAY 2024	High Performance	Wording change	HP Leaders

1. PURPOSE

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

2. PHILOSOPHY

1. Athlete Centred, athletes are the main focus of the program;
2. Coach Driven, by the State Performance Program (SPP), Emerging Athlete Development Program (EADP) and State Team Coaches and managed by the State Player and Coach Performance Manager;
3. Administratively Supported by Basketball South Australia (SA) staff including the Manager Player and Coach Performance Services (MPCPS), SPP/EADP, State Team Managers and Medical Staff.
4. Performance Based, athlete and coach selections are based on the ability to meet the respective selection criteria.

3. ELIGIBILITY

Coaches seeking selections for coaching positions for South Australia and South Australia Metro High Performance Program must comply with the following to be eligible for selection:

1. Have completed an application and subsequent registration with Basketball SA on appointment;
2. Have an up-to-date Working With Childrens Check (WWCC) Clearance;
3. Have no actual or perceived conflict of interest (including but not limited to being parent of child eligible for selection or having a commercial interest);
4. Have no outstanding financial obligations to Basketball SA.

4. SELECTION CRITERIA - STATE PERFORMANCE PROGRAM TEAM HEAD COACH (AND EMERGING ATHLETE DEVELOPMENT PROGRAM SQUAD HEAD COACH)

1. Meet the eligibility criteria set out above in Section 3;
2. Recent performance at a consistently high level as;
 - a) Head or Assistant Coach at an Australian Junior Championships and/or Head or Assistant Coach at a professional level and/or Head Coach at the semi-professional level;
 - b) Assistant Coach of the National Performance Program;
 - c) Head Coach of Emerging Athlete Development Program teams at development tournaments (e.g., ECC or SCC);
 - d) Head Coach of Club or association level teams at SA Junior Championships, SA Country Championships or high-level interstate tournaments;
 - e) Head Coach of Basketball SA District competition at Division 1 or 2 level.

3. Demonstrated ability to work within a High-Performance Program, including:
 - a) Working within a framework and curriculum;
 - b) Leadership of Assistant Coaches (assignment of appropriate roles);
 - c) Consultation, communication and coordination with Team Managers and Team Medical Staff;
 - d) Liaising with key stakeholders (parents, guardians, club and association representatives and coaches);
 - e) Communicating appropriately in the selection, preparation, competition and post competition phases in consultation with the MPCPS;
 - f) Knowledge, understanding and application of state/national junior structure, pathways, philosophies and integration within the HPP;
 - g) Approaching each athlete as an individual, consider workloads, adjust when appropriate to maximise the overall program benefit and prevention of overtraining of the athlete.
4. Punctual attendance at all games and practices (any absences covered by Section 12);
5. Work collaboratively with Basketball South Australia;
6. Act in a manner befitting a SA or SA Metro coach;
7. Demonstrate an understanding of SA Style of Play and EADP System of Play, ability to apply these principles when coaching in the SA or SA Metro program;
8. Current Association Coach accreditation and/or equivalent experience;
9. Ability (technical, mental and management) to prepare teams and players to compete at the selected level of basketball (e.g., Australian Junior Championships);
10. Desire and commitment to working hard at improving technical, mental and management ability;
11. Be socially compatible and display an ability to work with other coaches, teams, management and other members of the program towards a common goal;
12. Be highly receptive to feedback and highly co-operative within program;
13. Be willing to put the long-term development of athletes ahead of success where appropriate;
14. Be an advocate and ambassador for the Basketball SA High Performance Program;
15. Adhere to all Basketball SA policies and regulations;
16. Sign an agreement which details the coach's and Basketball SA's obligations, and actions if either party does not meet these obligations.

5. SELECTION CRITERIA - STATE PERFORMANCE PROGRAM TEAM ASSISTANT COACH (AND EMERGING ATHLETE DEVELOPMENT PROGRAM TEAM HEAD COACH)

1. Meet the eligibility criteria set out above in Section 3;
2. Recent performance at a consistently high level as:
 - a) Head or Assistant Coach at an Australian Junior Championships and/or Head or Assistant Coach at a professional level and/or Head or Assistant Coach at the semi-professional level;
 - b) Head or Assistant Coach of Emerging Athlete Development Program teams at development tournaments (e.g., ECC or SCC)
 - c) Head Coach of Club or association level teams at SA Junior Championships, SA Country Championships or high-level interstate tournaments;
 - d) Head Coach of BSA District competition at Division 1 or 2 level.
3. Punctual attendance at all games and practices (any absences covered by Section 12);
4. Work collaboratively with Basketball South Australia;
5. Act in a manner befitting a SA or SA Metro coach;
6. Demonstrate an understanding of SA Style of Play and EADP System of Play, ability to apply these principles when coaching in the SA or SA Metro program;
7. Current Club Coach accreditation and/or equivalent experience;
8. Desire and commitment to working hard at improving technical, mental and management ability;

9. Be socially compatible and display an ability to work with other coaches, teams, management and other members of the program towards a common goal;
10. Be highly receptive to feedback and highly co-operative within program;
11. Be willing to put the long-term development of athletes ahead of success where appropriate;
12. Be an advocate and ambassador for the Basketball SA High Performance Program;
13. Adhere to all Basketball SA policies and regulations;
14. Sign an agreement which details the coach's and Basketball SA's obligations, and actions if either party does not meet these obligations.

6. SELECTION CRITERIA - STATE PERFORMANCE PROGRAM TEAM DEVELOPMENT COACH (AND EMERGING ATHLETE DEVELOPMENT PROGRAM TEAM ASSISTANT COACH)

1. Meet the eligibility criteria set out above in Section 3;
2. Recent performance at a consistently high level as:
 - a) Head or Assistant Coach of Emerging Athlete Development Program teams at development tournaments (e.g., ECC or SCC)
 - b) Head Coach of Club or association level teams at SA Junior Championships, SA Country Championships or high-level interstate tournaments;
 - c) Head Coach of BSA District competition at Division 1 or 2 level.
3. Punctual attendance at all games and practices (any absences covered by Section 12);
4. Work collaboratively with Basketball South Australia;
5. Act in a manner befitting a SA or SA Metro coach;
6. Demonstrate an understanding of SA Style of Play and EADP System of Play, ability to apply these principles when coaching in the SA or SA Metro program;
7. Current Club Coach accreditation and/or equivalent experience;
8. Desire and commitment to working hard at improving technical, mental and management ability;
9. Be socially compatible and display an ability to work with other coaches, teams, management and other members of the program towards a common goal;
10. Be highly receptive to feedback and highly co-operative within program;
11. Be willing to put the long-term development of athletes ahead of success where appropriate;
12. Be an advocate and ambassador for the Basketball SA High Performance Program;
13. Adhere to all Basketball SA policies and regulations;
14. Sign an agreement which details the coach's and Basketball SA's obligations, and actions if either party does not meet these obligations.

7. SELECTION CRITERIA - EMERGING ATHLETE DEVELOPMENT PROGRAM DEVELOPER HEAD COACH (AND STATE PERFORMANCE PROGRAM COACH DEVELOPER)

1. Meet the eligibility criteria set out above in Section 3;
2. Success over a long period of time as:
 - a) Head Coach at an Australian Junior Championships;
 - b) Head or Assistant Coach at a professional level;
 - c) Head Coach at the semi-professional level;
 - d) Manager or head coach of a State High Performance Program.
3. Demonstrated ability to work within a High-Performance Program, including:
 - a) Working within a framework and curriculum;
 - b) Leadership and Mentorship of Assistant Coaches (assignment of appropriate roles);

- c) Consultation, communication and coordination with Team Managers and Team Medical Staff;
 - d) Liaising with key stakeholders (parents, guardians, club and association representatives and coaches);
 - e) Communicating appropriately in the selection, preparation, competition and post competition phases in consultation with the MPCPS;
 - f) Knowledge, understanding and application of state/national junior structure, pathways, philosophies and integration within the HPP;
 - g) Approaching each athlete as an individual, consider workloads, adjust when appropriate to maximise the overall program benefit and prevention of overtraining of the athlete.
4. Punctual attendance at all games and practices (any absences covered by Section 12);
 5. Work collaboratively with Basketball South Australia;
 6. Act in a manner befitting a SA or SA Metro coach;
 7. Demonstrate an understanding of SA Style of Play and EADP System of Play, ability to apply these principles when coaching in the SA or SA Metro program;
 8. Current Association Coach accreditation and/or equivalent experience;
 9. Ability (technical, mental and management) to prepare teams and players to compete at the selected level of basketball (e.g., Australian Junior Championships);
 10. Desire and commitment to working hard at improving technical, mental and management ability;
 11. Be socially compatible and display an ability to work with other coaches, teams, management and other members of the program towards a common goal;
 12. Be highly receptive to feedback and highly co-operative within program;
 13. Be willing to put the long-term development of athletes ahead of success where appropriate;
 14. Be an advocate and ambassador for the Basketball SA High Performance Program;
 15. Adhere to all Basketball SA policies and regulations;
 16. Sign an agreement which details the coach's and Basketball SA's obligations, and actions if either party does not meet these obligations.

8. SELECTION CRITERIA – IVOR BURGE PROGRAM TEAM HEAD COACH

1. Meet the eligibility criteria set out above in Section 3;
2. Recent performance at a consistently high level as
 - a) Head or Assistant Coach at an Australian Ivor Burge Championships;
 - b) Coach in the Inclusive Basketball Program.
3. Demonstrated ability to work within the Ivor Burge Program, including:
 - a) Leadership of Assistant Coaches (assignment of appropriate roles);
 - b) Consultation, communication and coordination with Team Managers and Team Medical Staff;
 - c) Liaising with key stakeholders (parents, guardians, club and association representatives and coaches);
 - d) Communicating appropriately in the selection, preparation, competition and post competition phases in consultation with the MPCPS;
 - e) Knowledge, understanding and application of state/national junior structure, pathways, philosophies and integration within the IBP;
 - f) Approaching each athlete as an individual, consider workloads, adjust when appropriate to maximise the overall program benefit and prevention of overtraining of the athlete.
4. Punctual attendance at all games and practices (any absences covered by Section 12);
5. Work collaboratively with Basketball South Australia;
6. Act in a manner befitting a SA or SA Metro coach;
7. Current Club Coach accreditation and/or equivalent experience;
8. Ability (technical, mental and management) to prepare teams and players to compete at the selected level of basketball (e.g., Ivor Burge Championships);

9. Desire and commitment to working hard at improving technical, mental and management ability;
10. Be socially compatible and display an ability to work with other coaches, teams, management and other members of the program towards a common goal;
11. Be highly receptive to feedback and highly co-operative within program;
12. Be willing to put the long-term development of athletes ahead of success where appropriate;
13. Be an advocate and ambassador for the Basketball SA Ivor Burge Program;
14. Adhere to all Basketball SA policies and regulations;
15. Sign an agreement which details the coach's and Basketball SA's obligations, and actions if either party does not meet these obligations.

9. SELECTION CRITERIA – IVOR BURGE PROGRAM TEAM ASSISTANT COACH

1. Meet the eligibility criteria set out above in Section 3;
2. Recent performance at a consistently high level as:
 - a) Assistant Coach at an Australian Ivor Burge Championships;
 - b) Coach in the Inclusive Basketball Program.
3. Punctual attendance at all games and practices (any absences covered by Section 12);
4. Work collaboratively with Basketball South Australia;
5. Act in a manner befitting a SA or SA Metro coach;
6. Current Club Coach accreditation and/or equivalent experience;
7. Ability (technical, mental and management) to prepare teams and players to compete at the selected level of basketball (e.g., Ivor Burge Championships);
8. Desire and commitment to working hard at improving technical, mental and management ability;
9. Be socially compatible and display an ability to work with other coaches, teams, management and other members of the program towards a common goal;
10. Be highly receptive to feedback and highly co-operative within program;
11. Be willing to put the long-term development of athletes ahead of success where appropriate;
12. Be an advocate and ambassador for the Basketball SA Ivor Burge Program;
13. Adhere to all Basketball SA policies and regulations;
14. Sign an agreement which details the coach's and Basketball SA's obligations, and actions if either party does not meet these obligations.

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

10. COACH SELECTION PROCEDURE

1. Coaches will complete a coaching Expression of Interest, detailing their preferences for coaching appointments by the due date.
2. Coaches will declare their WWCC Check status and any actual or perceived conflicts of interest.
3. The State Coach Selection Panel will review and assess all EOIs to appoint SPP – State Team Head Coaches.
4. The MPCPS will appoint Ivor Burge Program Head Coaches.
5. If, in the opinion of selector(s), there are no suitable candidates, the selector(s) may call for further applications and/or contact potential candidates to encourage them to apply.
6. Selected State Team Head Coaches will register on the XPS app (HPP only).
7. The High Performance Leaders, in consultation with State Team Head Coaches and Ivor Burge Team Head Coaches, will appoint all other coaching positions in the High-Performance and Ivor Burge Programs.
8. All other selected coaches will register on the XPS app (HPP only).
9. All appointed coaches enter into an agreement which details the coach's and Basketball SA's obligations, and actions if either party does not meet these obligations.

11. STATE TEAM COACH SELECTION PANEL

1. The State Team Coach Selection Panel will consist of at least 3 and not more than 5 people, including the MPCPS.
2. Panel members will have a very high level of experience at the Australian Junior Championship level and in the opinion of the MPCPS, demonstrate currency of knowledge and an understanding of the South Australian basketball landscape.
3. Panel members will be appointed by the MPCPS and will reflect a diverse backgrounds and opinions covering the breadth of basketball in South Australia.

12. HIGHER LEVEL COMMITMENTS

1. In situations where Coaches who have been selected by Basketball Australia to be part of National teams and have national commitments that clash with SA or SA Metro practices and games, they will be given approval to prioritise their national commitments.
2. In situations where Coaches who have been selected by Basketball South Australia to be part of State or Development teams and have commitments that clash with club or association games or practices, they must prioritise their SA or SA Metro commitments. (Note: BSA will do all it can, not to schedule games and practices that clash with club or association commitments).

13. ABSENCES

1. Absences from games and practices must be agreed with:
 - a) the State Player and Coach Performance Manager for SPP - State Team Head Coaches, EADP - Squad Coaches or EADP - Mentor Head Coaches.
 - b) the SPP - State Team Head Coach, EADP - Squad Coach or EADP - Developer Head Coach for all lower-level coaches.
2. Coaches who are unavailable to attend a practice or a game, must ensure that other coaches are able to deliver the game or practice at an appropriate standard.

14. CONTRAVENTION OF POLICY

1. Coaches who repeatedly or wilfully act in contravention of this policy will be subject to disciplinary action which may include termination.
2. Coaches who wish to appeal any disciplinary action can appeal to the Operations Manager of Basketball SA.