

# Junior Representative program policies and team selection process



This is an overview of the policies and processes of the Collingwood junior representative basketball program. Policies and processes may be varied by the committee or its officers whenever special or unusual circumstances apply.

## The Collingwood Rep Program

The privilege of playing representative ('rep') basketball provides a player with the opportunity to work in a team environment to the highest standards that he or she is capable of achieving, in order to achieve both individual and team excellence.

Teams represent the Collingwood Basketball Association in Melbourne metropolitan and regional Friday night Victorian Junior Basketball League (VJBL) competition, and in tournaments, and play under the 'Collingwood All Stars' name.

The Collingwood rep program incorporates these guiding principles:

- To provide an opportunity to play at the highest level – 'strive for excellence'
- Everyone to achieve their personal best
- A year long commitment to play against other committed teams in the basketball community
- Fair and reasonable court time commensurate with commitment and ability (not necessarily equal court time)
- Squad approach to training
- Honesty and respect between players, coaches and parents

Collingwood aims to enter at least two boys teams and two girls teams for each age level at under 12, under 14, under 16 and under 18, and at least one boys and one girls team at under 20. At age levels U12 to U18 we aim to have at least one boys and one girls high-level/experienced player team and at least one boys and one girls development team.

[Because the season runs from November to September of the following year, age is calculated according to the year in which the season finishes. For example, if turning 15 on or before Dec 31 in the year in which the season finishes then you are under 16; if turning 16 on or before Dec 31 in that year then you are under 18. This allows each player to play in an age group for two years - the first as a "bottom-age" player and the second as a "top-age player].

The experienced player teams ('championship teams') are to be coached to the highest achievable competitive grades and results, while the development teams are to be coached primarily for developing players' skills and knowledge of the game (while still maintaining a competitive approach). Although the high-level/experienced player team may consist wholly of top-age players, this is not mandatory.

Higher-ranked teams in each age group usually require greater commitment by players, particularly at training. However all rep teams, regardless of ranking, may experience a rigorous standard of training, with strong expectations for attendance, punctuality, effort and concentration. Development teams may expect to participate in squad training together with championship teams.

## Training

Each rep team is provided with one training session of up to 2 hours per week (on a weeknight Monday -Thursday late afternoon or evening, or on Sundays). Many teams will be required to share training with a team of the same age-group and gender (training as a squad). Training court availability limits the overall number of rep teams that we can accommodate, and we will not form a team if we do not have training space available for it.

A second training session may also be offered for some teams or squads on some Sundays (eg fortnightly or monthly). Sunday 'second session' training is completely voluntary and optional for both coaches and players/parents. So, if a coach wishes to run a second training session on Sundays, players are under no compulsion or pressure from anybody to take part. There is to be no disadvantage to any player who does not attend a second training session, as new plays, techniques or strategies will not be introduced. There is no requirement for any coach to run a second session of training.

A second training session in any week is not covered by the players' rep registration fees, so the cost of court hire for a second training session is a "User Pays" system - it needs to be covered directly each time (or in advance by arrangement) by the players.

## Commitment

Players and their families are required to treat attendance at training and at games as the highest priority for that evening against coinciding activities or events. In general, only unavoidable school activities such as camps, tours and participation in school productions should take precedence over rep basketball. This is a team game which involves complex team strategies so it is important that all members of the team are present.

Rep players are strongly encouraged to also play basketball with Collingwood in the Saturday domestic competition (and/or to coach or referee), for reasons of general basketball development, participation with different players and coaches, augmenting fitness and skills, overall club involvement and enjoyment of the game at a less intense level than rep.

Players are also expected to maintain their general level of fitness for the duration of the playing season, including during holiday breaks.

If a player withdraws at any time after team selection has been finalised, the Refund Policy published on the club's website applies.

A summary of obligations for both players and parents is set out on page 9 of this document.

## Selection policies

Playing for Collingwood in representative basketball is a privilege, not a right. As a general principle, the rep selection process aims to be independent and to eliminate any scope for influence or favouritism. Our goal in selection is to place into a viable and practicable Collingwood rep team every available player who has the ability or potential to play representative basketball and who possesses the required commitment and playing characteristics. Note that this means some prospective players may not be selected.

Selection to a Collingwood representative team is for a period of one year which includes one full playing season - incorporating practice games, pre-grading games, grading games and regular season games - from late October to August/September. Selection trials are mandatory for both new and existing rep team players.

### Priorities

Where team places are limited, a player who plays or has played in a domestic team with Collingwood can take precedence in rep team selection over a similar player who has not / does not.

Where team places are limited, players trialling at other clubs or associations concurrently while trialling with Collingwood may sometimes be given lower-priority consideration from players only trialling for Collingwood. This particularly applies to players who do not advise of their intentions or preference for Collingwood selection until the final selection trial game or subsequent to that game.

Similarly, whilst we welcome players who no longer want to play in their preceding associations, or players who have previously moved from Collingwood to other associations and now wish to return, we do not condone players moving back and forth between associations.

### Bottom age players and development teams

Collingwood places value on the selection of bottom age players with a view to future development. In each age group, players will be selected in either a championship team or a development team.

- Championship team players will be selected on merit, and bottom age players may be included if they are of sufficient standard.
- Development teams typically contain a larger proportion of bottom age players, and will be selected with development as the key objective (eg for possible subsequent year championship team selection, for improving their basketball skills and knowledge, for physical strengthening or stamina improvement, etc).

In general we aim to include one (or more) development team at each age group. Development teams and championship teams have the same commitments to training and games.

## Selection criteria

Key selection criteria for prospective rep players (including those already playing rep in the previous season) are prioritised by:

- Skills, ability, game-sense
- Team balance
- Commitment, attitude and work ethic
- “Coachability”: ability to focus, listen and learn
- Potential for development
- Loyalty and past record (in rep, or in domestic)

After selection, players will be assigned to the team in their age group that is most appropriate to their level of skill and ability relative to balance and playing requirements of the respective teams. Team balance is an important but often misunderstood consideration: all teams need to be balanced in terms of relative height, specialist skills and strengths, and ability commensurate with receiving reasonable court time. This sometimes means that a player may be selected in a team to ensure team balance while another player of similar ability may be selected in a higher or lower team.

## Selection panel

Selectors during the selection trial period normally include a mix of coaches experienced in the particular age/gender group concerned, and coaches from other age/gender groups who have no specific knowledge of the individual players involved. They provide observations and recommendations to the lead coach.

The selection panel during the team selection/allocation meetings includes

- the Head of Coaching;
- the lead coach for the age/gender group;
- one or more representatives of the selection trial coaches involved in that group; and
- an independent person who is neither parent nor coach in that age group, as moderator.

The selection panel aims to ensure that all decisions made are fair and consistent, and that the reasons for those decisions are as transparent as possible and are communicated effectively within the timeframe available.

In the final team selection meetings, coaches or prospective coaches may be invited to attend discussion/selection only of the age group that they are likely to be coaching.

Coaches who are parents will not be involved in final team selection decisions for the age group that their son/daughter is in.

The Head of Coaching and/or the lead coach for the age group provides the casting vote if necessary; this vote will only be cast after all criteria have been considered in detail.

## Adding or changing players after team selection

The VJBL has strict rules about how and when players can be added to teams after registration. Within these rules, Collingwood reserves the right to add players to representative teams, either by transferring from another Collingwood representative team or by introducing a new player altogether, for reasons such as:

- a selected player has permanently withdrawn due to an unavoidable reason such as illness, injury or moving out of the area, and the team needs that player to be replaced;
- a team has sufficient eligible and capable players to be entered into competition but requires an additional player to ensure practicable training and game play numbers;
- following selection trials, a group of eligible and capable players does not have sufficient numbers to form a team but the association wishes to ensure that they can play, thus requiring recruitment of additional players;
- a team has been entered into competition but then cannot proceed and thus requires its remaining players to be provided, if possible, with positions in other teams;
- a coach demonstrates a definite need for a specific type of player that would make the team more balanced and/or competitive;
- the club identifies imbalances in selected teams that would be mutually improved by moving players;
- a capable and competent player moves into the area and requests consideration if a position is available.

Sometimes the added player may not have attended rep selection trials as would normally be required. In these cases the Head of Coaching (in consultation with affected coaches) will make the decision as to whether the identified need justifies waiving the selection trial attendance requirement.

## Number of players in teams

We aim to select teams of 9 or 10 players for prospective Victorian Championship (VC) / VJL1/2 competition, and teams of 8, 9 or 10 players for other grades.

Where the number of players available for teams is below 8 players, the formation of those teams will be decided on a case by case basis, and if it is likely that there will be insufficient eligible players for a viable team then the team will not be entered (subject to relevant VJBL requirements concerning team entries and withdrawal).

As a general rule Collingwood does not select teams of more than 10 players in the under 12 to under 16 age groups. However in unavoidable or agreed exceptional circumstances:

- (a) teams of 11 or 12 may be selected, with a rotated rostered game off each week for one or two players; and/or
- (b) players in any age group may be offered a 'training position' including attendance and full participation at all team training, and playing in games and tournaments where possible as a substitute for a known absence of a selected player.

VJBL rules of operation allow for up to 12 players being selected and playing in each game in the under 18 and under 20 age groups, although Collingwood aims to select and play no more than 10 players if practicable.

## Selection process

Our representative program selection process broadly consists of this sequence of events. Scheduling in many of these stages is largely dictated by the extremely tight VJBL-mandated calendar timeline.

1. Identification by club coaches and officials of potential rep players in the domestic and beginner programs;
2. “Introduction to Rep” sessions held for prospective new U12 and U14 rep players;
3. Notification of upcoming team selection trials distributed to club participants and players. Posters placed at playing venues and at local schools, and distributed via other clubs that do not have their own rep program;
4. Coaches of current rep teams compile summary assessments of each player in their team, covering overall performance, team fit, commitment, attendance at training and games, attitude and player’s satisfaction.
5. Positions advertised and applications received for new coaches;
6. Team selection trials (‘tryouts’) (a 90-minute drill and practice session for each age-group run on two consecutive Sundays in October). Prospective players are required to attend both sessions, or the single first session where a second allocated trial session is not required (for example where only one team is being selected in an age group and the number of eligible players applying does not exceed the number of places being offered, then the first trial session only may be used for selection). Unavoidable selection trial absences should be notified in advance and will be considered by the appropriate lead coach in consultation with others as required, on a case-by-case basis;
7. Selection matches (played on the Friday following each selection trial session);
8. Prospective rep players who potentially may not achieve selection due to:
  - likely insufficient numbers to form a suitable team;
  - perceived commitment or performance issues during selection trials; and/or
  - their current season coach’s assessmentmay (if appropriate and practicable) be counselled before or during the selection trial process to ensure realistic expectations, to alleviate possible disappointment and to provide them with an opportunity to address any commitment or performance issues. Parent(s) of these players may also be included in this advice process if appropriate and practicable.
9. Selectors make final selection decisions and consequent final specific team allocations based upon the Key Selection Criteria listed on page 4 above, and the supplementary selection criteria listed at the end of this document, covering the selection trials, selection trial games, assessment of previous year’s performance and/or potential, and overall reasonable outcomes.
10. Notification via personal email to each individual of selection or non-selection; non-selected players are notified first, by personal phone call if possible, providing reasons as to why the player has not been selected. This is followed by formal offers to successful players. After the offer acceptance period, team membership lists are published.

### Allocation of selected players to teams

- Potential team allocations are assessed throughout the selection trial period and final team allocation decisions will occur as quickly as possible after the selection trials are completed;
- To assist “team fit” selection decisions, coaches from the preceding season provide evaluations of their team members prior to the selection process;
- In the final selection meetings, coaches or prospective coaches may be invited to attend discussion/selection only of the age group that they are likely to be coaching;
- Coaches who are parents will not make final team selection decisions for the age group that their son/daughter is in;
- The Head of Coaching and/or the Lead Coach for the age group provides the casting vote if necessary;
- Although many coaches will have some idea of or preference about which team they will be coaching, coaches often will be formally appointed to specific teams only after team selection has been made;
- In order to provide the best mix of development and achievement, we encourage new or inexperienced coaches to coach teams with an assistant coach;
- If there is a choice to be made between a suitable parent and a suitable non-parent coach being available for appointment to a team, and the parent’s son/daughter is in that team, then preference may be given to the non-parent.

## Disputes and appeals

In general, rep selection decisions are final – whether a player is selected or not, and if selected, in which team they are placed. The extremely tight timeframe imposed on the club by the VJBL calendar requires that selection decisions be acted upon almost immediately.

### Non-selection or selection as a 'training place'

If a player or parent of a player has genuine reason to believe that the policies outlined in this document have not been adhered to, then that player may request further explanation from the Head of Coaching or the appropriate lead coach. If after that discussion it becomes apparent that the policies have not been adhered to, a review may be carried out at the discretion of the Head of Coaching, in conjunction with the selection panel.

If the player is not satisfied with the outcome of that review, the player may formally complain to the committee according to the published Complaints Management Policy and Procedures document; note that the complaint needs to fall under the category of 'serious complaint' as defined in that document.

### Selection in a non-preferred or non-expected team

The rep team selection policy, as with all published rep season information, makes it very clear that team selection has a number of criteria that are taken into account. There are no provisions made for selection into rep teams for reasons of friendship, previous year grouping, or a player's or their family's perception of his/her ability compared to others. Accordingly, the club does not offer a complaints mechanism for this.

## Obligations

**Players** have commitments and obligations to their coach, to their team and to the Collingwood rep program. These include:

- best possible presentation (especially at games);
- attendance and punctuality at training and games;
- positive support and encouragement to all other players in the team and at the club;
- playing in at least two weekend tournaments (Eltham Tournament on Australia Day weekend plus another during the year);
- agreeing to and complying with the Basketball Victoria Players Code of Conduct.

**Coaches** have commitments and obligations to their players, to their team and to the Collingwood rep program. These include:

- appropriate dress and demeanour;
- attendance and punctuality at training and games;
- commitments to the program and fellow coaches and other teams within the program other than their own;
- attendance at coaches meetings, courses, seminars and idea exchanges;
- meeting their obligations and responsibilities such as Working with Children checks, statutory declarations, and signing of and compliance with the Basketball Victoria Coaches Code of Conduct.

**Parents** have commitments and obligations to their son/daughter, to their son or daughter's team, and to the Collingwood rep program. These include:

- ensuring that their son/daughter is appropriately presented and equipped for both training and games;
- ensuring attendance and punctuality of their son/daughter at training and games;
- assisting with scoring and other game-time duties as required, on a regular basis;
- communicating effectively with the team manager and ensuring that fees are paid on time;
- remaining in attendance for the duration of a training session, regularly or by roster (so that there is at least one adult present other than the coach for security and supervision reasons or in case of emergency);
- agreeing to and complying with the Basketball Victoria Parents Code of Conduct (as amended by the club).

Collingwood Basketball Association is an inclusive community association, with a long history of over 35 years being involved in representative competition. We make every effort to ensure that those young people who have the ability and motivation to play representative basketball are given the opportunity to do so, whatever their circumstances. This includes promotion of peer, community and club support for those players whose parents are genuinely unable to comply with all of the requirements. This support does not lessen in any way our expectation that the supported player must still fully comply with his/her commitments as a player.

## Supplementary Selection Criteria

Our rep team selection process recognises that there is a lot more to playing good basketball than just skills. These are some of the criteria we use when determining selection into rep teams.

### TEAM PLAY

- being a good team player; team spirit is a vital part of playing that takes a lot of work to generate and maintain. It's about how you conduct yourself on and off the court.
- taking responsibility for yourself and others, including leading by example.
- contributing to team morale - supporting and encouraging other players, being positive and enthusiastic in drills and game play
- demonstrating respect for and appreciation of the coach, the officials, the club, the game, and the parents, both on and off the court
- playing for the team rather than yourself
- playing with tenacity and determination but also with good humour

### COURT AWARENESS & ALERTNESS

- knowing the team plays
- quick reflexes
- reading and anticipating the play; knowing where players are moving to
- getting into good position
- making good decisions
- knowing when you can run off your player
- focus and concentration throughout the game

### FITNESS

- being able to run out a game
- speed down the court

### ATTITUDE

- concentration and focus - not allowing yourself to be distracted by external factors beyond your control; ie niggly opposition players, "bad" ref calls, vocal opposition supporters
- determination and resolve
- competitiveness; not winning for winning sake but pushing yourself to the limit; not giving an inch
- prepared to set reach objectives
- willing to train hard
- ability to handle setbacks and criticism
- willingness to take on responsibility and be accountable

## SKILLS

- Fundamental skills that need to be second nature but can and should always be improved:
  - defensive stance footwork
  - getting to position
  - dribbling both hands
  - layups both sides
  - passing (sharp and precise)
  - shooting
  - cutting through
  - screening
  - boxing out
  
- Specialist (signature) skills and roles that players can take ownership of, often as required for specific positions (1-5):
  - pass interception
  - aggressive (attentive) guarding
  - posting up
  - working under the ring
  - outside shooting
  - point guarding
  - fast breaks
  - rebounding