

# **Brisbane Basketball Incorporated**

## **Brisbane Capitals Performance Program**

### **Representative Team Selection Policy**

[Junior Team Extract]

#### **I. INTRODUCTION**

The Brisbane Capitals Performance Program is the elite basketball program of Brisbane Basketball Inc. (BBI) and grouped into two programs: Senior Performance Program (NBL1, QSL and QSL-Youth) and Junior Performance Program (U18 - U12). The undertakings of both the Senior and Junior Performance Programs are governed by the Brisbane Capitals Performance Program Strategy.

Brisbane Capitals Junior and Senior Representative Teams span the entire participation, development, and performance spectrum and cater for children (U12's) through to older adolescents and adults (NBL1, U18's etc.).

The Junior Representative Teams form an important part of the Brisbane Capitals Performance Program framework; which involves the careful planning and synchronization of player development, performance, and progression from U12 – NBL1 (dependent on selection). This framework forms an essential pathway for players and coaches to progress onto State and National Performance Programs, Squads and Teams. Consequently, the Junior Representative Team Program provides further developmental avenues for Coaches, as well as Players.

#### **2. SELECTION PHILOSOPHY**

At the junior (U12 - U18) and introductory senior (QSL-Youth, QSL) level, the BQJBC and State Championships provide competition at the very highest level in Queensland and are of importance and relevance in developing successful players in preparation for Australian Club Championships (U14) and Australian Junior Championships (U16 – U20). At the senior level, the NBL1 provides competition underpinning the Women's and Men's National Basketball Leagues.

Brisbane Capitals representative teams are not All-Star Teams as defined by public or personal opinion. Consideration in selection is based on a subjective assessment of the performance of individual athletes during the selection phase with a view for the athletes' potential performance across a 6–8month period leading into peak competition events.

**Performance Teams:** BBI is committed to selecting players capable of being competitive at the division 1 representative level or who demonstrate the future capacity to perform at the division 1 representative level of higher (i.e. junior state team representation).

**Development Teams:** BBI considers the future progression of players (12 to 36-month period) into performance teams and through into junior state and national, and senior representative teams. Therefore, it is necessary to be mindful that innate, pre-adolescent and adolescent characteristics do not automatically translate into exceptional performance in older adolescence or adulthood. Many qualities distinguishing top athletic performers in adulthood do not appear until late adolescence, including aerobic power, muscular strength, motor skill execution, game understanding and awareness.

This is particularly evident with the transition from Under 14's to Under 16's & Under 18's. Early developers in the child and early adolescent stage are clearly identifiable (i.e. stronger, faster, bigger), however as players age these qualities become less an outlier in terms of performance with more players exhibiting these characteristics. Consequently, selectors are encouraged and provided guidance to consider players that, although may not be "performing" against their peers in their junior age groups, do present with unique skills, talents, and athleticism that align them to future exceptional performance.

**Comment on Project Player Considerations:** Due to the late-specialization nature of basketball and the importance of nurturing the development of late developers, it is important to note that both the Performance Teams (Talent Confirmation – GOLD teams) and Development Teams (Talent Development – BRONZE/SILVER teams) are strongly encouraged to identify and select project players where appropriate.

### 3. OBJECTIVE (Junior Teams)

In alignment with the Brisbane Capitals Performance Program Strategy:

- 3.1 Select two Talent Confirmation (GOLD) Teams per each age group (1 female & 1 male) as the Premier Representative Team for that age group to compete in division one of the BQJBC and State Championships.
- 3.2 Select a minimum of two Talent Development (BRONZE/SILVER) Teams in each age group (min. 1 female & 1 male) supporting BBI's commitment to broaden and deepen the talent pool for future Talent Confirmation teams in the next 12 to 36months.
  - 3.2.1 Under 16 & U18 Age Group BRONZE teams are not guaranteed each year. The Selection Panel in consultation with the Performance Program Director will make that determination during the selection phase. This decision is specifically tied to Talent-Depth and available Coaching Expertise as outlined in the Coach Selection Policy.

### 3a. OBJECTIVE (Senior Teams)

- Refer to current Senior Performance Program overview and Recruitment Strategy.

## 4. ELIGIBILITY CRITERIA

To ensure a transparent selection process, BBI has set out specific eligibility criteria to be applied across all Brisbane Capitals Junior Representative Teams. This is to make certain the selection of players is fair and in accordance with the stated team selection objectives and philosophy.

- Refer to Selection Eligibility – Junior Representative Teams Policy

## 5. SELECTION CRITERIA

To ensure a transparent selection process, BBI sets out specific selection criteria to be applied across all Brisbane Capitals Representative Teams. This ensures the selection of players is fair and in accordance with the objective and philosophy of this policy.

### Context

- Basketball is a complex, dynamic, multi-faceted, open-skill sport with a variable game environment, which impacts on individual and team performance;
- Athletes, Coaches and Parents like objective criteria because they provide certainty. However, it is misleading to apply single-factor explanations to complex situations.
- Although the attributes that affect performance can be defined (as selection criteria), it is impossible to objectively define a set “standard” for these criteria, relative to successfully performing in a specific event; consequently,
- There is no single, or series of, objective selection measures that can be used to compare one player against another when determining team selection; therefore,
- Subjective selection criteria aimed at achieving the philosophy and objectives of this policy are employed.

### Subjective Selection Criteria

- Allow selectors to consider a wide range of factors across variable circumstances;
- Also allow athletes a broader opportunity to demonstrate their ability for selection;
- Requires a selector to weigh up, assess and define what they believe the standard of an individual player is, against the outlined criteria;
  - This is a subjective decision tempered by the experience and expertise of the selector; therefore,
  - ***Subjectivity will always remain an unavoidable element of selection.***

Brisbane Capitals selection procedure and processes are designed to overcome the more undesirable elements of subjectivity in selection, such as system, coach and athlete bias, perceived coach prejudice, or lack of expertise. Many layers of processes are applied to ensure that the negative impact of these elements is counteracted prior to a final selection decision being made.

Players are eligible to be considered for selection once they have successfully met the Eligibility Criteria set out in Section 4.

Brisbane Capitals Junior Representative Teams use the following five (5) selection criteria as a basis of selection – Character, Skill & Talent, Athleticism, Relevant Performances at Previous Events, and Considerations where possible of a Balanced Playing Group considering position specific attributes where practicable.

Subject to the overriding factors described in Section 9, the Representative Team will be selected according to the following:

## **SUBJECTIVITY IS AN UNAVOIDABLE ELEMENT OF SELECTION TO A BRISBANE CAPITALS JUNIOR REPRESENTATIVE TEAM**

5.1. **CHARACTER** “the mental and moral qualities that improve self (character performance skills) and team (character relational team skills) which are distinctive to an individual”. Qualities may include (but are not limited to):

- **Team First Attitude:** Basketball is a team sport and often requires players to take on roles and responsibilities for the benefit of the team, which will require personal sacrifice for the team – selflessness;
- **Motivation, Enthusiasm and Energy:** The positive internal drive within a player to improve, to put in extra time to develop, every time they either visualize or step onto the court;
- **Effort and Focus:** The attention each player gives to putting in their best effort each and every time they practice and compete;
- **Maturity:** Do not need to be continually directed what to do. They show initiative, think of others first, and are resilient under pressure not allowing petty things distract them from the task at hand;
- **Respectful:** Towards self; teammates; opposition; game; officials; spectators; program and coaching staff;
- **Positive Attitude:** Individual application in training and competition. Attendance, availability and ability to rehabilitate from injury;

- **Competitive ability:** Mentally tough, resilience and ability to deal with adversity both On & Off the court. Temperament, determination, commitment, coping with setbacks/criticism, and persistence;
- **Coachable:** Ability to listen, learn, retain, and apply the skills of basketball; e.g. the adaption of the player to the performance environment through the application of game observations, and coach instructions, feedback, and direction;
- **Responsibility:** Responsible for own actions & **accountable for own performance;**
- **Compatibility:** ability to “fit in” and **influence the team in a positive manner;**
- **Openness:** Ability of the player to communicate positively with staff and be open to accepting suggestions from coaching staff regarding performance improvement. Players should be able to verbalize concerns regarding coaching and team issues in a calm, mature and non-emotive manner to allow for positive discussion to resolve problems;
- **Reciprocity:** the athlete other athletes and team staff want to play/work with.

5.2. **SKILL** “an ability to do something well, due to knowledge, practice, training etc” & **TALENT** “a natural or acquired ability, especially an outstanding one”

To what extent does the player possess a level of skill or talent that is commensurate with the demands of the game at her/his level and in relation to other competitors (considering team balance requirements outlined in 5.5 below)

- **Rate of improvement and ability to learn:** Implied through improved performance. Weight is placed on player’s ability to learn rather than on what they have learnt. Current performance level relative to past performances (including the ability to apply coach feedback). This is particularly important for the identification and selection of project players;
- **Technical Competence:** Capability of player to perform skills under pressure, including finishing, shooting, dribbling, passing, receiving, on ball containment;
- **Tactical Nous – Tactical Ability:** Includes reading the play, involvement in the game, on-field decision-making and positional flexibility. Ability to apply and utilize information provided by coaching staff related to team and individual performance;
- **Game Awareness & Understanding:** Uses rules of the game ethically, is aware of score, clock, foul count, hot hand, defensive weak link, understands the importance of the pillars of offence i.e. spacing, positioning, timing etc., and defence i.e. ball pressure, possession, rebounding etc.;
- **Pattern Recognition, Anticipation, Problem Solving & Decision Making (Perceptual Cognitive Skills):** Reads Offensive and Defensive cues, and the tempo of the game to the teams' advantage. Use of team tactics to work for high percentage offensive plays (i.e. recognise and find the advantage, navigate denial or blitzing defence's, makes plays off the dribble or catch, get team mate open

etc.) or take away opponents strengths (i.e. defending the low post different ways within the team defensive plan, forcing a shooter to drive, or take away a players' right hand, safety = no lay-up).;

- **Mental Skills:** Including a growth mindset (open to taking on difficult challenges and finding a way to overcome them), task orientation to improve skills, stay focused/in the moment when under pressure, ability to deal effectively with adversity (next play approach);
- **Areas of Impact:** The extent to which a player impacts the game in a positive and constructive way - i.e. defensive stopper, rebounder, gets and keeps possession for the team (loose ball, is efficient with ball - no turnovers, high percentage plays), creates for teammates and gets them open, scorer, shooter, team leader (by example, encouragement and enforcement);
- **Contributions:** To what extent does this player bring something extra to the team that coaches feel will be invaluable or required. Areas such as leadership, team spirit, and team unity (mate-ship);
- **Promise:** Brisbane Basketball is committed to the identification and selection of Project Players who possess the aptitude to grow as a player and qualities that coaches deem so special that opportunity must be given now to this player to develop on one of the teams.

### 5.3. **ATHLETICISM** “physically strong & active”

Physical capacities and attributes that lend themselves to dynamic requirements of basketball. Examples:

- Speed and Agility;
- Height, Size, and Length;
- Physically Tough;
- Reaction and Anticipation (Quick Hands);
- Physical Condition (fitness).

### 5.4. **RELEVANT PERFORMANCES AT PREVIOUS EVENTS** within the 12-months prior to selecting the squad or team. Events include, but are not limited to:

- Brisbane Capitals junior representative team program, pre-trial events, team selection camps, performance or development camps, or academies;
- International junior events (U17 & U19 Australian Junior Programs);
- National junior events (Australian Junior Championships, Australian Development Camps, Australian School Championships);
- State events (State Championships, BQJBC, NPP, SPP and FDP camps);
- BBI local club competitions and programs (Junior and Senior);
- Other competitions which may be considered (where players have competed/participated in such as school competitions).

**Note:** athletes have no right of selection by virtue of performance or achieving any particular standard (i.e. leading scorer in a club or school competition).

- Although they may be used as a reference by the selection panel, statistical achievements at the club or school level are NOT definitive nor all-encompassing representations of a child's talent, ability or capability at the representative level.
- Innate, pre-adolescent or adolescent characteristics do not automatically translate into exceptional performance in older adolescents or adult representative teams.
- Therefore, the makeup of Under 16 and Under 18 GOLD/SILVER/BRONZE representative teams are often quite different from two or more years earlier.

**5.5. A BALANCED GROUP OF PLAYERS** (in accordance with 6.4. below): Where possible with consideration of playing positions, identification of project players, enabling development of a team which matches the desired playing approaches and strategies.

- It is important to recognise that the selection panel is not selecting the "10 Best" players as viewed by popular opinion.
- The selection panel will, in their absolute discretion, and within the limits set out in this policy, select players they see fit meet the objectives and philosophy of the program – selecting a championship team v selecting a team of champions.

## **5A. ADDITIONAL FACTORS OF SELECTION**

5A.1. Where a Head Coach has additional "Team Specific" selection criteria; they are to provide these to each athlete (parent/guardian) before the first selection event (this may include regular updates throughout the course of the selection process).

5A.2. Commitment to Team: To what extent are players able to commit to, and comply with, the demands of the representative team practice and competition calendar requirements; this includes attendance at all team practices, games, and events (including pre-departure camps) in line with the requirements outlined in section 10 of this policy.

5A.3. It is the players (and parent/guardian) responsibility to read and understand the selection criteria, and any additional selection criteria set by the coaching staff.

5A.4. Previous selection to a representative team does NOT guarantee future representative team selection. Furthermore, previous non-selection does NOT omit a player from future representative team selection.

## **SUBJECTIVITY IS AN UNAVOIDABLE ELEMENT OF SELECTION TO A BRISBANE CAPITALS JUNIOR REPRESENTATIVE TEAM**

## 6. PROCESS OF SELECTION

When considering team selections, it is important to select players in teams (Talent Confirmation or Talent Development) that are best suited to their needs as well as recognizing individual player's commitment to the program (including attendance at practice, games, events, and pre-departure camps) self-development and effort.

- 6.1. BBI assesses each registered player for trials against the Eligibility Criteria outlined in the Selection Eligibility – Junior Representative Teams Policy. All ineligible players will be notified BEFORE invitations are sent to successful players.
- 6.2. BBI appoints the Selection Panel as per section 7.
  - 6.2.1 The selection panel will conduct trials in accordance with the guidelines and direction set out by the BBI Performance Program Director.
- 6.3. Players attend and compete at Selection events as determined by BBI and age group Head Coach.
  - 6.3.1. See Section 8 below in the event of extenuating circumstances.
  - 6.3.2. See Section 8A below in the event of injury or illness prior to, or during, selection process.
- 6.4. Players will be selected according to the team context (Talent Confirmation, Talent Development, Gender, Age Group and identified team considerations).
  - 6.4.1. Talent Confirmation Teams (GOLD: U14, U16, U18) considerations: select ten (10) players that best support the Selection Philosophy (section 2) and Objective (section 3) against the Selection Criteria (section 5).
  - 6.4.2. Talent Development Teams (All U12 Teams, BRONZE/SILVER U14, U16 U18) considerations: select ten (10) players for each Talent Development Team that best support the Selection Philosophy (section 2) and Objective (section 3) against the Selection Criteria (section 5), including players who have been identified as future Talent Confirmation Team prospects in the next 12 to 36-months.
  - 6.4.3. BBI supports and encourages the selection of identified project players in consultation with the Performance Program Director for player talent development purposes.
- 6.5. At the conclusion of each selection trial, the selection panel will meet to discuss player selections including the formulation of a depth chart for the age group (U16/U18).
  - 6.5.1. Where practicable, a representative of the selection panel may promote selection considerations to the trial group and attending parent/guardians (if relevant) as the selection decision draws closer.



## **6B. PROCESS OF TEAM ANNOUNCEMENTS**

- 6B.1. Players will be notified of announcement procedures throughout the selection process.
- 6B.2. All team announcements will be made after the conclusion of the final selection event for each respective program.
  - 6B.2.1. Prior to announcing the team, successful players will be sent an email of invitation to a representative team.
  - 6B.2.2. Each successful player is to confirm either ACCEPT or DECLINE the invitation BEFORE the teams are finalised and the official announcement is made via the BBI Website.
  - 6B.2.3. In the event of a Squad announcement, players will be notified well in advance of the team announcement procedure.
- 6B.3. Once the team is announced on the BBI Website, successful players will be sent the payment options and following forms for completion. Finalisation of the team selection is complete once all team members have committed to a payment option and completed the required forms.
  - 6B.3.1. Player Agreement (including codes and policy sign-off);
  - 6B.3.2. Medical History and Authorisation form;
  - 6B.3.3. Video and Photo Release;
  - 6B.3.4. Player Release Form;
  - 6B.3.5. Player Self-Evaluation Form; and,
  - 6B.3.6. Player Goal-Setting Form.

## **6C. PLAYER FEEDBACK REQUESTS**

Due to the large numbers attending representative team trials BBI requires players who seek feedback to complete a Brisbane Capitals Player Self-Evaluation form BEFORE the commencement of the first trial. This form is to be emailed to the BBI Performance Program Director prior to the first trial.

- 6C.1 Completing this form has two steps.
  - 6C.1.1 First, the individual player is required to complete the self-evaluation paying careful attention to the rating system.
  - 6C.1.2 Secondly, the player is required to have a suitably qualified coach complete the coach-evaluation section of the form. A suitably qualified coach must have at least an Association (Level 2) Coach Accreditation or equivalent qualification and as a minimum three years' recent experience head coaching in a similar coaching context (i.e. U16 Girls SILVER) or higher.

## 7. SELECTION PANEL

- 7.1 The selection panel for each respective Representative Team age group will comprise as a minimum of both the GOLD and SILVER head coaches for that age group and a representative of BBI or their delegate.
- 7.2 The selection panel will oversee the selection of all teams in the age group.
  - 7.2.1. No one coach is responsible for the selection of players to a team.
- 7.3 Where a conflict of interest has been identified (see Coach Selection Policy), that coach will not be involved in the formal selection discussions or decisions and BBI will appoint a replacement coach to the selection panel for the entirety of the team selection process.
- 7.4. Selection panel has absolute discretion within the limits of the Team Selection Policy.
- 7.5. Selection panel play an active role in the selection process.
- 7.6. Selection panel is chosen because of their knowledge and understanding of basketball and the competitive context, and the selection criteria, philosophy, and objectives of the Team Selection Policy

## 8. EXTENUATING CIRCUMSTANCES

- 8.1. In considering the performance of players at events, trials, training camps or other attendances required under this policy, the Selection Panel may in their discretion, within the limits of this policy, give weight to extenuating factors.
- 8.2. For the purposes of clause 8.1, extenuating circumstances means an inability to compete, attend training camps or perform at an optimum level arising from:
  - 8.2.1. Injury or Illness
  - 8.2.2. Travel delays
  - 8.2.3. Equipment failure
  - 8.2.4. Bereavement of personal misfortune, and/or
  - 8.2.5. Any other factors reasonably considered by the BBI General Manager to constitute extenuating circumstances
- 8.3. Players unable to compete at events, trials, training camps or other attendances required under this policy must advise the BBI Performance Program Director of this fact by completing the Representative Trial Exemption Form and stating the reasons thereof as soon as practicable after the extenuating circumstances arise;
- 8.4. In the case of illness or injury refer to section 8A below;
- 8.5. The Performance Program Director will consider each request for consideration of extenuating circumstances on a case-by-case basis.
  - 8.5.1. The Performance Program Director will inform relevant parties, including the Selection Panel, in writing of the outcome of a request to consider extenuating circumstances.

## **8A. PLAYER INJURY OR ILLNESS PRIOR TO, OR DURING, SELECTION PROCESS**

In the event a player is unable to attend or participate in selection events due to injury or illness the following procedure will be applied.

- 8A.1. If an evaluation of the player (assessment against the selection criteria) has already been done, that evaluation will be considered for the final selection.
- 8A.2. To be eligible for selection, the injured or ill player is required to:
  - 8A.2.1. Adhere to a return-to-play protocol designed by a health professional.
  - 8A.2.2. Provide the Performance Program Director with a medical certificate from a medical professional confirming that the player will be cleared to play at least two weeks prior to the BQJBC Grading Tournament.
- 8A.3. If an evaluation of the player has not been completed, due to the circumstances of the player's condition, an assessment of the players' ability to compete will be determined by the selection panel based on the player's recent prior representation at the Division One Association, State or National level.
- 8A.4. If an evaluation of the player has not been completed, and there is no recent prior representation at the Division One Association, State or National level available for the selection panel to draw on, it will be determined that the players is deemed unable to complete the selection process and the player will be withdrawn from the selection process.
  - 8A.4.1. The Performance Program Director may at their discretion chose to refund the Team Selection Registration Fee in this instance.

## **9. OVERRIDING FACTORS**

- 9.1. Addition of an athlete to a Brisbane Capitals Junior Representative Squad or Team:
  - 9.1.1. The Selection Panel may, in its absolute discretion, within the limits of this policy, add players to a Junior Representative Squad or Team at any stage, subject to those players satisfying the relevant selection eligibility criteria.
- 9.2. Removal from Brisbane Capitals Junior Representative Squad or Team may occur when an athlete:
  - Breaches or fails to observe this policy;
  - Breaches or fails to observe the player code of behaviour, and other polices set out by BBI – including, but not limited to the social media Policy, member protection;
  - By reasons of illness or injury is unable to perform to the required standard in the opinion of the Selection Panel (after having received advice from medical practitioner);
  - Breaches or fails to fulfil a requirement of the Anti-Doping Policy of Basketball Australia;

- Breaches or fails to observe the Brisbane Capitals Junior Representative Team player agreement; or,
- Fails to adhere fully to the specified commitment expectations of the team, including:
  - practice sessions, pre-departure camps, pre-season and exhibition games,
  - regular season games, play-off games, wild-card or cross-over games,
  - state championships – including games,
  - team events, media day, singlet presentation, and end of season awards.

9.3. BBI reserves the right to de-select, or cancel a selection, of any player to any Brisbane Capitals squad or team for any reason from time-to-time.

## 10. PLAYER REQUIREMENTS AFTER SELECTION

10.1. Following selection of the team as set out in this policy, all members of the team will be required to comply with the following additional requirements.

- 10.1.1. All members of the team are expected to meet minimum standards of behaviour for team members while assembled, travelling or training as part of the team. Any member who does not meet that minimum standard of behaviour in the assessment of the head coach will be subject to disciplinary action, which may include dismissal from team
- 10.1.2. Failure to commit to the approved practice, event, and competition requirements of the team, without extenuating circumstances, is considered a breach of this policy and players may be removed from the team and replaced.
- 10.1.3. All team members must immediately inform the head coach of any illness or injury that could reasonably impact on the player's ability to perform at the level expected of the player at the time of either the BQJBC games or State Championships.
- 10.1.4. All team members will be required to submit medical clearance as required to resume training/playing.
- 10.1.5. If at any time prior to departure for a BQJBC game or the State Championships any team member is assessed injured, ill or unfit, that team member may be withdrawn from the team at the discretion of the head coach in consultation with Performance Program Director.
- 10.1.6. Team members may be required to attend a pre-championships camp prior to the State Championships.
- 10.1.7. All players must be financial with the association unless arrangements have been made with the association. Failure to pay fees will result in a player not be permitted to play until payment is made.

## 11. APPEALS

The sole grounds for any appeal are that the selection policy was not properly followed and/or implemented. There is no right of appeal against a decision of the Selection Panel including under Clause 9.1.

## 12. POWER TO AMEND

This policy may be amended or supplemented by the Brisbane Basketball Inc. Board at its discretion in order to achieve the above objective and specifically where matters arise which, in the sole opinion of the BBI Board, have not been provided for in this policy or where the literal application of this policy would not achieve the above objective. Any variation or amendment must be in writing given by the General Manager on behalf of BBI who will endeavor to give as much notice as possible to all persons affected by any amendment or supplement to this policy.