

BASKETBALL QUEENSLAND LTD
**STATE PERFORMANCE PROGRAM
ATHLETE SELECTION POLICY**



**BASKETBALL
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Area of Responsibility: High Performance

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Purpose:

The State Performance Program (SPP) involves the identification, selection and development of athletes in Under 16 to Under 20 age groups, with the aim of preparing players to represent Queensland at the Australian Junior Championships (AJC's).

The aim of the Selection Policy is to define the process by which Basketball Queensland (BQ) will identify outstanding athletes to enable teams to be selected to State Performance Program Teams that will represent Queensland at the next and future AJC's for each age group and gender.

State Performance Program (SPP) Teams include:

1. Under 16, Under 18 and Under 20 State Teams;
2. Wheelchair Basketball Teams
3. Ivor Burge Basketball Teams; and
4. Development Teams that underpin the Under 16 and Under 18 State Teams.

Athletes who are selected into SPP but are not selected into the State or Development Teams remain in SPP to ensure their continued development.

5.1 Core Values and Principles of Representing BQ

Representatives of BQ should display the following characteristics:

1. Are committed to being in their best mental and physical shape as possible.
2. Train and compete at their absolute best effort.
3. Train and compete with the highest level of disciplined sportsmanship and be a good citizen.
4. Accept the responsibility of being a positive role model for Queensland.
5. Are committed to SPP and to improving basketball in Queensland.
6. Are bound by Basketball Australia and BQ Policies, Codes of Behaviour and By-Laws, including the Member Protection By-Law and must demonstrate appropriate behaviour both on and off the court.

5.2 Athlete Eligibility Criteria

Athletes seeking selection to a State Performance Program must comply with all of the following to be eligible:

- a. Athletes must be registered members of an association affiliated to BQ.
- b. Athletes and the members of their immediate family must not have any outstanding and overdue payments to an association affiliated to BQ or BQ.
- c. Athletes must register to trial for SPP at all age groups
- d. Athletes must demonstrate behaviour that reflects the core values of representing BQ as set out in clause 5.1.
- e. Athletes must attend selection trials as determined by the BQ High Performance Manager (HPM). Exemptions from attending trials may be granted at the discretion of the HPM after receiving an exemption request in writing (as detailed in Appendix 1) from the athlete concerned and the athlete complies with all other selection criteria.
- f. Under 16 and Under 18 athletes must also comply with one of the following requirements:
 - I. Australian Centre of Excellence or NBA Global Academy Scholarship Holder; or
 - II. A member of a representative team for an Affiliated Association that competes at the BQ State Championships in the age group in which the athlete is seeking selection.

5.3 Athlete Selection Criteria

Subjectivity is an unavoidable element of selection to SPP. Nevertheless, all efforts will be made to minimise potential biases by selectors.

5.3.1 SPP Selection Criteria:

- a. Meeting the eligibility criteria set out in clause 5.2.
- b. Demonstrated physical ability – displays physical attributes of an elite basketball player with a demonstrated high level of sustained performance at selection camps, training sessions and games as specified for selection purposes.
- c. Demonstrated Athletic Ability – including speed, power, endurance and an attitude to become a player at the highest possible level.
- d. Assessed competencies in physical conditioning to perform at a maximum effort.
- e. Demonstrated coachability, with acceptable and applied behaviour, potential to be socially compatible sense of “team ethic” within a group which includes the following attributes.
 - I. Be highly receptive to coaching and be co-operative within the team coaching environment.

- II. Assessed competencies in comprehension of verbal instruction and the ability to execute skills and competitive play following instruction.
 - III. Desire to learn and develop.
 - IV. Demonstrated self-drive with an attitude of excellent self-discipline and standards of behaviour.
 - V. Outstanding desire and commitment to working hard at improving mental, physical and basketball skills.
 - VI. Assessed competencies in the core values of being a national level basketball player.
- f. Demonstrated skill level and competency under competitive play.
- g. Game Sense Competency – assessed competency at game standard level being able to adapt and perform at higher national level.

5.3.2 State Team Selection Criteria

- a. Physical development, athleticism, skill level, game sense and an overall ability to compete at an AJC in the current year.
- b. A history of notable or outstanding performance at the following:
 - I. AJC's;
 - II. The State Performance Program;
 - III. QSL, NBL1 - North or equivalent competitions; or
 - IV. Association representative competitions.
- c. Demonstrated high level of performance at selection camps, sessions and games specified and viewed for the selection process.

5.4 Athlete Selection Procedure

- a. Athletes must register for SPP trials in the manner prescribed by BQ.
- b. Athletes who have registered for SPP trials will be provided with the selection criteria prior to the initial selection trial session. All athletes have the responsibility to familiarise themselves and understand the selection criteria (which will be available on the BQ website) prior to the selection trial.
- c. Once selected in SPP. Athletes attend weekly training sessions leading into Queensland State Championships where they are monitored, assessed and developed.
- d. There will be a minimum of four (4) and a maximum of six (6) hours of trials conducted before the SPP Extended Squads of approximately thirty (30) athletes in each gender and region (North and South Queensland) are announced.
- e. Athletes are then viewed for further assessment at SPP sessions and while competing in regional and/or Queensland State Championship games.

- f. Following the Queensland State Championships, the number of athletes in the SPP is reduced to approximately fifteen (15) and these athletes are invited to a State Team Selection Camp.
- g. Athletes will be selected for either the North or South State Teams based on the association they represented at the BQ State Championships. Players representing associations from Bundaberg and all associations north of that will be selected into the North State Teams and athletes representing associations south of Bundaberg will be selected into South State Teams. This is regardless of the location of their family residence.
- h. BQ will appoint a Head Coach for each State Team selected from the SPP athletes.
- i. The State Team Selection Panel will assess the ability of the athletes to meet the demands of the State Team standards against the stated criteria.
- j. A final ten (10) athletes will be recommended by the selection panel.
- k. All recommendations from the Selection Panel must be approved by the HPM prior to notifying athletes.
- l. The selection panel for each team will consist of:
 - I. An Independent Chair (i.e., not a BQ employee and not a member of the staff of any State or Development Team).
 - II. The appointed Head Coach for the team.
 - III. The BQ HPM
 - IV. The State Performance Coach (SPC)
 - V. The Player and Coach Development Manager (PCDM)
- m. Members of the Selection Panel will attend camps, training sessions, association games and practice games until the final team selection is made at the State Team selection camp which will be held after the State Championships. Each selector will have one equal vote. Majority decision will apply. The HPM has the power to overrule selection decisions if it is felt that a selection is inappropriate. The independent chair will oversee the process to ensure that athletes are afforded fairness in the selection process.

5.4.1 Feedback on Development Needs

- a. Feedback will be provided to SPP athletes prior to completion of SPP when the final team of ten (10) is selected under the following scenarios:
 - I. Athletes invited to the State Team Selection Camp, but not selected to the State Team, will be given face-to-face development feedback by the State Team Head Coach prior to the conclusion of the final selection camp or session.
 - II. SPP athletes not invited to the State Team Selection Camp will also be provided with the opportunity for face-to-face feedback which will be provided by the State Performance Coach (SPC) or their nominated coach.

- b. Feedback on development of athletes not selected at State Team Selection Trials will be referred to the athlete's respective association representative coach of association lead coach.

5.5 Conditions that Athletes Must Comply With if They Wish to be Selected

Athletes should make themselves available for all training sessions. Athletes in exceptional circumstances who are not available to train or play scheduled selection events must contact the Team Staff as soon as practical to discuss the issue. A medical certificate from a doctor or physiotherapist should be supplied if athletes are unable to attend a session for medical reasons. Situations of other sport commitments will not be considered as exceptional. Commitment to the State Performance Team should be a priority to maintain a place within the team.

5.5.1 Under 20 Age Division Teams

- a. Queensland State (combination of North and South) Open selection trials initially for eligible athletes will be held on a date and at a venue determined by BQ each year in both North and South Queensland (numbers permitting). Member associations will be notified of the time and location of the trials, and this will also be posted to the BQ website and social media platforms.
- b. Under 20 Men's and Women's squads must be named no later than ten (10) weeks prior to the AJC commencement. Responsibility for Payment forms must be returned no later than eight (8) weeks prior to the commencement of the AJC and full payment must be received no later than two (2) weeks prior to the commencement of the AJC.

5.6 Special Circumstance Regarding Eligibility for Selection

- a. BQ may choose to provide team selectors with a list of approved players who have gained exemption from all the selection criteria, but who may be considered for selection. Selection will then be undertaken based on the merits of all the eligible athletes to the best of the selectors' ability and knowledge. It is not intended that athletes listed will enhance or prejudice their chance of selection nor is it intended that not being on this list will enhance or prejudice the chance of athletes in attendance of trials.
- b. An athlete who transfers from another State and registers as a player with a BQ member association who misses the SPP trial date but has been selected in an equivalent interstate program may register for SPP after the trial date with the approval of the GMGD.

5.7 Procedure for Athletes Who Have a Valid Reason for Non-Compliance With all Eligibility or Selection Criteria/Procedure

- a. Any athlete who believes that they have a valid reason for being unable to comply with any of the selection eligibility, criteria and/or procedures may appeal in writing to the HPM to be considered for selection with all the other athletes. Each application will be considered on its merits. The decision made by the HPM will be final.
- b. Legitimate reasons for such an appeal include, but are not limited to:

- I. Being unable to train because of injury. If this is the case, medical evidence must be provided about the extent of the injury and the prognosis so that it can be determined if the athlete will be available for the State Team if selected.
- II. Inability to obtain a release from the Basketball Australia Centre of Excellence.
- III. Inability to obtain a release where the player is under a professional contract to an elite basketball team such as a WNBL or NBL team. Written evidence must be provided.

5.8 Release of Athletes from Squad and/or Training Commitments

- a. Athletes who are in a Basketball Australia program or are scholarship holders at the Australian Centre of Excellence will prioritise commitment to the Basketball Australia programs when there is a clash with Queensland State Team training. State Team Head Coaches should raise this as early as possible with the SPC so that the SPC can negotiate with Head Coach of the Basketball Australia program to ensure maximum availability of athletes in the State Team training.
- b. Under 18 athletes who have a written contract with an NBL or WNBL team must meet their contractual obligations to that team as a first priority. The Head Coach of the team to which the player is contracted may agree to release the athlete to the State Team. State Team Head Coaches should attempt to negotiate with Head Coach of the team to which the athlete is contracted to ensure maximum availability of athletes in the State Team training. If the athlete is unavailable to attend sufficient training sessions due to these commitments, they may be replaced at the sole discretion of BQ.
- c. Athletes who have BQ National Performance Program (NPP) scholarships must give the commitments of NPP first priority if or when the commitments clash with State Team training or games, unless a release is agreed by the HPM.
- d. Release from State Team training for athletes who are involved in NBL1 – North competition will be at the discretion of the State Team Head Coach under the following conditions:
 - I. If any athlete is released to play under this clause all other athletes in the team or squad that have the same circumstance and who apply for release must also be released.
 - II. Use of this clause by the Head Coach of the State Team must be considered carefully. Circumstances will be different from year to year and team to team. A decision to allow release under this clause may be affected by the number of athletes in the team who are automatically entitled to be released.
 - III. Dates set in the BQ Calendar for Under 16 and Under 18 State Team Training cannot be altered. Consequently, alternative training times cannot be substituted for State Teams to suit the release of athletes.
 - IV. Head Coaches must decide (under guidance of the SPC) on their position under this clause before training commences, communicate this to the athletes and apply it consistently throughout the training period.

5.9 Payment of Fees

- a. BQ wishes to support junior athletes to enable participation in all State Teams that compete in Australian Championships or Development Teams. There is, however, a cost in participating that athletes, through their families, must pay to be eligible to participate in State or Development Teams. BQ does provide some support to families on the following basis:
 - I. Where there are special circumstances BQ offers assistance to families of Under 16 and Under 18 State Team athletes through a Financial Assistance scheme. This scheme can provide some financial support through the reduction of fees and/or payment plans entered with families to provide payments spread over a longer period.
 - II. There is no financial assistance offered to athletes selected in Under 20 State Teams or players selected in Development Teams that underpin Under 16 and Under 18 State Teams.
- b. The participation by athletes in BQ State and Development Teams is conditional on either payment in full of the relevant fees unless otherwise agreed by Chief Executive Officer of BQ.
- c. If fees are not paid in accordance with the method specified by BQ, BQ in its absolute discretion, may remove an athlete from participating in a State or Development Team.
- d. As determined by BQ in its absolute discretion, a player may not be selected in a BQ State or Development team if the family has a past history of not paying the applicable fees.
- e. Removal of an athlete for not paying fees or a history of not paying fees is a last resort for BQ as the organisation has an obligation to all athletes and their families to treat everyone fairly.

5.10 Player Entourage

- a. A player is deemed to be responsible for the behaviour and conduct of their entourage who attend events in which the athlete participates. The expression “entourage” includes parents, family members, coaches, trainers, friends and any other person associated with the player.
- b. If it is determined that a Code of Conduct breach has occurred by a member of the entourage, then it is open to BQ to impose a penalty on the athlete as follows:
 - I. A determination that BQ will not accept nominations from that player for a specified period of time for future teams and may suspend the player from participating in SPP, State Teams and/or Development Teams or training for a specified period.
 - II. It is to be noted that imposing a penalty on an athlete for the 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 athlete in relation to the unacceptable conduct.

5.11 Player Selection

- a. A player who has been selected may have that selection withdrawn if in the opinion of BQ, in its absolute discretion, the involvement of that player in that team is not in the interest of the player, the team or BQ.