



POLICY – Queensland Underage (State) Team Athlete Selection Policy

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Contents

1	Policy Objectives.....	3
2	Related Policies and Documents	3
3	Definitions	3
4	Eligibility	4
5	Selectors	5
6	Selection Criteria	5
7	Selection Principles.....	6
8	Selection Process – Emerging Talent Camp	7
9	Inability to Attend Selection Process.....	7
10	Terms of Selection	8
11	Replacement of Athletes.....	8
12	Approval and Announcement of Squads	9
12	Appeals.....	9
13	Appendix 1: Talent Management Decision Making Process.....	10

1 Policy Objectives

Netball Queensland selects, supports and enters teams to compete at the Underage National Netball Championships (NNC) each year. Netball Queensland supports and enters one team as Queensland's representative in each of the 17U and 19U NNC.

With the NNC being the number one platform for underage athlete identification to a national level this policy is designed to allow for selection of the best possible group of athletes available for Queensland success in the NNC and individual athlete selection to national development programs.

The Queensland Underage (State Team) Athlete Selection Policy details the procedure for selecting the athletes deemed most likely by the selection panel to be future elite level athletes (NNL or International). While the short-term success of the Queensland Underage (State) teams is important the overriding principle is to identify, and select players most likely to succeed at the elite level. For the avoidance of doubt, it should be reiterated that every Queensland team that takes the court, will be preparing to and doing their best to win each match. Application of the policy, operational processes and procedures outlined in this document will help ensure the following:

- Transparent and consistent selection criteria and processes;
- Appropriate depth chart management across Netball in Queensland
- Appropriate succession planning for the Queensland Firebirds
- Improved planning and execution of the selection strategy;
- Flexibility to respond to selection situations in a fair and consistent manner.

2 Related Policies and Documents

The Queensland Underage (State Team) Athlete Selection Policy should be viewed in conjunction with the following policies and documents:

- Netball Queensland Code of Conduct
- Netball Queensland Member Protection Policy

3 Definitions

Throughout the Queensland Underage (State Team) Athlete Selection Policy the following definitions will apply:

“Depth Chart” is a document managed by the General Manager – High Performance in consultation with leading coaches to determine the level of depth in each playing position for the QLD Firebirds.

“Emerging Talent Squad” is the broad group of players from 17U and 19U who have been identified and invited to attend the Emerging Talent Camp.

“Emerging Talent Camp” is a multi-day training camp to which targeted players are invited.

“Final Selection Weekend” is the weekend held approximately mid-way through the 12-week preparation phase at which time the selectors name the Queensland Underage (State) teams along with four training partners

“Nationally Identified Athlete (NTID)” is an athlete that has been selected in a Netball Australia National program or squad. in the previous 2-years

“Netball Australia” is the peak body for the sport of netball in Australia and is referred to in this document as NA

“Netball Australia Centre of Excellence” is the national development program run out of the Australian Institute of Sport.

“Netball Queensland” is the peak body for the sport of netball in Queensland and is referred to as NQ throughout this document.

“Succession Planning” A process of looking forward to ensure the QLD Firebirds can manage the average age and total number of “games played” in the Firebirds squad, to support ongoing sustainable team success. This process is speculative and looks to anticipate when player may leave the team and when younger players might be ready to play elite level netball.

“Talent Management Panel (TMP)” is a panel consisting of the Firebirds Head Coach, Elite Programs Head Coach and General Manager – High Performance.

“Australian Netball League” – is the underpinning domestic competition to the National Netball League and is referred to through this document as the “ANL”

“NQ Training Squad” is a squad of approximately 24 athletes selected following the Emerging Talent Camp. This squad will commence training approximately 12-weeks prior to the National Netball Championships and be reduced to a squad of 12 plus 4 training partners during the training phase.

“Queensland State Netball League” is the highest level of competition within Queensland.

“Team” are the 12 athletes named by NQ and listed on the official entry form to Netball Australia for each Underage (State) Team.

“Underage National Netball Championships” are the 17U and 19U Netball Australia run national age based competitions.

4 Eligibility

- 4.1 When selecting athletes for the Queensland Underage (State) Teams, NQ will apply and abide by all relevant selection and eligibility criteria as set by Netball Australia in the NNC competition rules.
- 4.2 To this extent, for players to be eligible for selection in one of the Queensland Underage (State) Teams they must meet each of the following Netball Australia criteria:
 - a) be female;
 - b) be a current registered member of a Netball Australia Member Organisation;

- c) remain the nominated age or under for the entire calendar year in which the relevant NNC is played.
- 4.3 As well as the above, further eligibility criteria require that in order for players to be eligible for selection to one of the Queensland Underage (State) Teams they must meet one of the following Netball Australia criteria:
- a) have been born in Queensland;
 - b) have been a current registered member of NQ for a minimum of three months prior to the Netball Australia closing date for athlete nomination and continuing up to the NNC;
 - c) have represented Queensland as an athlete in their first NNC.
- 4.4 Notwithstanding the above, NQ have the discretion to seek the approval of Netball Australia to select an athlete that does not meet the above Netball Australia eligibility requirements if, in the opinion of NQ, that athlete has the potential to be a long-term Queensland athlete.

5 Selectors

- 5.1 Selection of the Queensland Underage (State) Teams shall be undertaken by the following for each age group:
- a) the relevant Underage (State) Team Head Coach;
 - b) at least two other suitably qualified selectors as appointed by NQ.
- 5.2 Should a selector as detailed above not be able to complete their duties, a suitable replacement may be nominated by the NQ General Manager High
- 5.3 The selectors will select the squad and teams by consensus and majority voting. Should the selectors be split three ways on any squad or team members the Head Coach will have the determining vote providing due process has been followed. The Head Coach does not have the power to override the decision of the other two selectors if they are both in agreement on the selection of a squad or team member.

6 Selection Criteria

- 6.1 The selection process requires selectors to assess what they believe the standard of player is required against defined criteria, squad requirements and competition level. It is acknowledged that this will, in the main be a subjective decision inclusive of the experience and expertise of the selector. Consequently, subjectivity will always remain an unavoidable element of selection.
- 6.2 When considering athletes for the Queensland Underage (State) Teams the selectors shall consider the following core criteria in relation to the respective age group and alongside specifics required to fulfil the objectives of the program:

- a) Core playing competencies
 - Relatively advanced technical skill base;
 - Relatively strong tactical understanding and ability to read play;
 - Relatively strong consistency and accuracy of decision making under pressure;
 - Relatively high levels of consistency of performance;
 - Demonstration of the physical capacities to represent at the highest level.
 - Positional versatility and balance within the team;
 - Past performances at National Netball Championships

- b) Core personal competencies
 - Responsibility – Driven to be the best and committed to own personal development;
 - Resilience – Bounces back from adversity, perseveres and adapts;
 - Awareness – Manages own behaviour;
 - Leadership – Leads by example and personifies NQ values;
 - Feedback – Receives and provides feedback in a calm and mature manner;
 - Communication – Demonstrates open and honest communication.
 - Coachability and potential for development;
 - Ability to add positive benefit to the team culture;

- c) Additional considerations
 - Balance of experience and emerging talent;
 - Whether a player's performance through the selection period has been affected by extenuating circumstances such as, but not limited to illness, injury, bereavement, parental leave, work/study commitments or similar.

6.3 Consideration may also be given to any other factors that the selectors believe to be relevant to the overall assessment of a player and their fit within the specifics of the requirements of the respective Queensland Underage (State) Team.

7 Selection Principles

7.1 Deadlines for the confirmation of all Queensland Underage (State) Teams are set by Netball Australia each year. NQ will develop a selection timeline each year to meet the Netball Australia deadlines and requirements and to comply with the selection process below.

7.2 To allow for the selection of the strongest athletes across all age categories, selections for all Underage (State) programs will be conducted concurrently.

7.3 Athletes invited to attend the Emerging Talent Camp shall be considered for selection in all relevant age groups in consideration of the following principles.

7.4 Athletes may only represent Queensland in one Underage (State) Team per NNC cycle, subject to exceptional circumstances.

- 7.5 In the first instance, athletes will be selected in their relevant age group. Should an athlete not be selected in their relevant age group and the selectors deem they are worthy of selection in the age group above, that athlete may be selected in the older age group.
- 7.6 In situations where an athlete is being considered for selection in the age group above their own please refer to the Talent Management process as outlined in Appendix 1.

8 Selection Process – Emerging Talent Camp

- 8.1 NQ via a network of Talent Scouts, Selectors and respected coaches will scout various events during the netball season across Queensland, identifying players for consideration for invitation to the Emerging Talent Camp in September.
- 8.2 Players will be identified and invited to attend the Emerging Talent Camp no less than five (05) weeks prior to the camp.
- 8.3 For the avoidance of doubt only players turning 16 or 17 in the year of the NNC will be invited to attend the 17U Emerging Talent Camp, the previous year, while players turning 14 or 15 in the NNC year will be identified but not invited to the Camp.
- 8.4 All athletes wishing to be considered for selection into a Queensland Underage (State) Team must complete the registration form and make payment of the nominated fee for the Emerging Talent Camp. Consideration may be given to athletes that did not complete the registration process at the discretion of NQ and only in extenuating circumstances such as relocating to Queensland after the closing date for nominations.
- 8.5 To complete the nomination process and be eligible for selection all athletes must be a current registered member of NQ at the time of nominating and remain a registered member throughout the selection process.
- 8.6 The Emerging Talent Camp will be held over multiple days and will include elements of testing, coaching, games and education.
- 8.7 Following the Emerging Talent Camp the selectors shall name a Training Squad for each age group that includes no more than 24 athletes.

9 Inability to Attend Selection Process

- 9.1 If an athlete is unable to attend the Emerging Talent Camp it will be entirely at the selector's discretion as to whether the player is invited to attend the initial stages of the NQ Training Squad program. Selectors will consider all known information as it relates to the core criteria for selection as outlined in this document and the reasons for non-attendance at the Emerging Talent Camp.
- 9.2 If an athlete is unable to attend any component of the Training Squad Program due to extenuating circumstances they must provide NQ with written confirmation of the reason they are unable to attend and any requested supporting documentation (i.e. medical certificate, travel itinerary etc).

- 9.3 If an athlete is unable to attend the Final Selection Weekend due to extenuating circumstances they must provide NQ with written confirmation of the reason they are unable to attend and any requested supporting documentation (i.e. medical certificate, travel itinerary etc).
- 9.4 The NQ General Manager - High Performance has the sole discretion to evaluate the legitimacy and relevance of extenuating circumstances surrounding any of the above occurrences and will determine if the player is to be considered for selection.

10 Terms of Selection

- 10.1 Athletes selected in the Queensland Underage (State) Teams will be required to adhere to the following terms as part of their selection:
- a) fully comply with all relevant Netball Australia and NQ policies, procedures, regulations and guidelines;
 - b) sign and return all relevant agreements and forms by the dates required;
 - c) maintain a level of fitness and performance to at least a level consistent with their fitness and performance prior to selection and required for competition;
 - d) attend all relevant training, matches, education and induction programs as directed by NQ;
 - e) undertake any medical or fitness assessment as required by NQ.
- 10.2 Athletes that fail or are unable to comply with the general terms as set out above may be removed from the program.

11 Replacement of Athletes

- 11.1 Athlete replacement may occur due to injury, illness, personal reasons, failure to comply with the terms of selection, disciplinary action or any other reason deemed relevant by the selectors or NQ however the replacement must be genuine in nature.
- 11.2 A replacement athlete must fulfil the eligibility requirements as set out in clause 4.2 and 4.3. A replacement athlete must be nominated by the selectors and approved by the NQ General Manager High Performance.
- 11.3 If an athlete is withdrawn or withdraws from the NQ Training Squad, prior to the Team being selected, the selectors may invite any athlete that participated in the Emerging Talent Camp to replace the withdrawn player. This athlete shall be eligible for selection to the final Team.
- 11.4 If an athlete is withdrawn or withdraws from the Team, after the Final Squad is selected, the selectors will look initially to the training partners to replace the withdrawn player. If none of the training partners are suitable, the selectors will look to the training squad.

12 Approval and Announcement of Squads

- 12.1 All squads and teams are subject to approval by the NQ General Manager - High Performance.
- 12.2 Selection and appointment of Captains and Vice Captains are subject to approval by the NQ General Manager - High Performance.
- 12.3 NQ will provide all athletes from the Emerging Talent Camp with written confirmation of their success or otherwise in gaining selection to the NQ Training Squads. This written correspondence will be provided electronically 24 hours prior to the formal announcement of the confirmed NQ Training Squads. Athletes are required to maintain confidentiality of correspondence until after the formal announcement from NQ.
- 12.4 NQ Regions will be notified in writing of athletes within their Region that have been selected to a NQ Training Squads via an email to the Regional Presidents. Regions are required to maintain confidentiality of correspondence until after the formal announcement from NQ but then should distribute the information to their respective associations.
- 12.5 NQ will provide all athletes from the NQ Training Squad Program with written and verbal confirmation of their success or otherwise in gaining selection to a Queensland Underage (State) Team. This written correspondence will be provided electronically 24 hours prior to the formal announcement of the confirmed Teams. Athletes are required to maintain confidentiality of correspondence until after the formal announcement from NQ.
- 12.6 NQ Regions will be notified in writing of athletes within their Region that have been selected to a Queensland Underage (State) Team. Regions are required to maintain confidentiality of correspondence until after the formal announcement from NQ.
- 12.7 Formal announcement will be made via the NQ website and media release.

13 Appeals

- 13.1 Athletes have the right to appeal their non-selection via the NQ Member Protection Policy.
- 13.2 All appeals will be dealt with through the NQ Member Protection Policy, specifically Attachment C5 – Hearings and Appeals Tribunal Process.

Appendix 1: Talent Management Process

The purpose of this policy is to provide clarity around the decision-making process in relation to providing appropriate levels of competition exposure to individual athletes the High Performance coaches believe would benefit from playing outside of their peer group.

One of the roles of the Netball Queensland (NQ) High Performance Unit is to provide the best possible environment to maximise the potential of the individual netballer, with the eventual aim of producing Diamonds. A bi-product of implementing strategies and structures to produce international quality players is that teams within that pathway will achieve success. By maintaining this athlete centric, long term holistic development approach, NQ seek to develop netballers who are highly skilled, physically competent, mentally resilient and adaptable to meet the requirements of elite netball now and into the future, establishing a platform for success of both State and National programs.

A key element of this long term, holistic player development focus includes providing the appropriate level of competition exposure at the appropriate time in a player's development. Carefully managing the identified player's exposure to all three levels of competition (see below) is essential to maximising their development. The management of this process is vital and communication regarding rationale for each decision to all stakeholders is important. The three levels of competition are outlined below.

- *Stretch or Challenge Level:* Players are placed into a team or competition where they are pushed beyond their comfort zone. It is vital that highly talented successful athletes receive this challenge to ensure they understand there is still more to learn and skills to be enhanced or developed. It is also vital in developing a growth mindset, with a feedback focus on the effort and work required to be overcome the next challenge, rather than providing praise based on their level of "talent" which develops a glass ceiling, beyond which the player does not believe they can compete. Failure to provide this exposure throughout their development phase, too often results in the situation of prodigiously talented or highly successful youth players, leaving the game or being surpassed, once they cannot dominate physically or with superior skills due to early maturation. Left in their own peer group they are rarely if ever challenged and despite being highly successful at that level, they never develop the skills to overcome the challenges they will encounter when all players mature. This opportunity also allows emerging players to see how better players train, prepare, recover and deal with the mental challenges of sport. In lay terms, it ensures they are not always the big fish in the little pond.
- *Competitive Level:* At this level the player should achieve a moderate level of success. Often this may be playing against the best players in their peer group at National level or one age group up at State or regional level or against adults in the local or regional competition. The player may

also have a leadership role at this level and more focus can be placed on those aspects, given that they can handle the standard of the competition reasonably well.

- *Lead and Dominate*: At this level the player learns to play with the burden of expectation, with the need to perform consistently well, game after game and the realisation that it is largely up to them to drive the team’s performance. They may or may not have an official leadership role, but should be an on and off court leader in terms of influence. Physically and technically, they are not challenged at this level but it is a great opportunity for coaches to introduce additional challenges such as applying a new technique or tactical move into a competitive environment with minimal risk.

To make assessments about player the Talent Management Panel (TMP) will be formed to consider all factors and decide where the player will play in the forthcoming season. The TMP will consist of:

- General Manager – High Performance (Chair)
- Firebirds Head Coach
- Fusion Head Coach
- Elite Programs Manager, or equivalent role
- Assistant or Specialist Coaches maybe asked for their view as required.

OPERATING PROCEDURE

STEP	DETAILS	WHO	WHEN
1	Players identified as fitting criteria <ul style="list-style-type: none"> - NTID Athlete - Player has already played and achieved moderate to high level success at a level above their current peer group. - Depth Chart requirements for the Firebirds/Diamonds - National Selection Opportunity (World Youth Cup) 	Members of the Talent Management Panel	At least 3 weeks Prior to NQ Training Programs Commencing
2	Nominating panel member to present to TMP the relative merits of the player. This should include information from the coaches involved in the two teams and other information gathered in line with the factors to be considered listed below.	TMP Member	2 weeks prior to NQ Training Programs Commencing
4	TMP to convene and make decision on the player	GM-HP & TMP	1 week prior to NQ Training Programs Commencing
6	Contact all relevant parties informing them of the decision and the background to the	GM-HP	Prior to NQ Training

	decision.		Programs Commencing
7	Review player's performances in the competition and provide short report back to GM-HP.	State Coach Report National Selectors	Within 2 weeks' post NNC or ANL season completion
8	Depth Charts and Succession Plans Updated	HP Coaching Panel	End of Season

It should be acknowledged that this is unlikely to be a frequent occurrence and that each case will be treated individually, with each decision not setting a precedent for any future decision. Each player will be discussed on merit considering a range of factors, including but not limited to the following

- Physical maturity
- Emotional and social maturity
- Tactical capacity
- Technical competency
- Leadership roles and potential
- Past performances with peer group and above peer group
- Player development requirements
- NQ Depth chart and succession plan requirements
- Recommendations from Netball Australia pertaining to Youth World Cup opportunities.
- Consideration of likely court time in each team
- Consideration of the position likely to be played in each team
- Consideration of the relative impact on the two teams that will be affected
- Consideration of the player's preference and rationale

Once a decision has been made, the GM – High Performance is responsible for communicating the decision and rationale to all stakeholders, including:

- Player and parents/guardians
- Relevant Coaches and selection panels
- Players and parents/guardians of all state team members

Talent Management Decision Making Checklist

Question	Yes	Unsure	No
Has the player been NTID by NA within the last two NNL cycles?	+1	0	-1
Will more than half of her peer group team be upper age this season, i.e. will there be sufficient or insufficient senior players in the team for the NNC	+1	0	-1
Has the player dominated her peer age group previously at National level?	+1	0	-1
Can the player perform with the burden of expectation as a leading player in the state team?	+1	0	-1
Is the player identified as a future leader AND will she have an official leadership role in her peer group team?	-1	0	+1
Has the player played above her peer group previously and been relatively successful?	+1	0	-1
Is the player physically mature enough to play up an age group?	+1	0	-1
Is the player mentally mature enough to play up an age group?	+1	0	-1
Does the player need to be challenged mentally and physically?	+1	0	-1
Is there a need from NA or NQ level to fast track this player's development based on depth charts or succession plans?	+1	0	-1
Will she receive an appropriate amount of court time if she plays up an age group to assist in her development?	+1	0	-1
Will the player be playing in her preferred position(s) if she plays up an age group?	+1	0	-1
Is the player willing to play in a higher age group?	+1	0	-1
Overall Assessment			