

Emerging Talent Program

2020 Emerging Talent Program - FAQ's

Background

These FAQ's are in response to comments and queries expressed in the survey conducted at the end of the 2019 clinics and following the change from 2 phases to 1 phase.

Players

1. Why has Netball Queensland (NQ) moved to one phase of ETP in 2020?

This change has come about for a number of reasons including:

- The NQ High Performance program operates other programs at the same time as the first phase clinics resulting in increasing challenges to provide high quality presenters at first phase.
- Having State selectors and talent scouts attend a number of competitions and events across Queensland during the season has helped to ensure talented emerging players have already been identified by Phase 2, lessening the need to run Phase 1.
- NQ is transitioning to a new model of operating with Delivery Network Leads appointed by NQ who will be working to develop netball across Queensland.
- The participant survey has highlighted that for many the first phase has been at a time that netball across the State has not started and difficult for many to ensure their participants are registered in the program.
- Because we have not required players to attend both phases previously, some choose to just attend the 2nd phase and while numbers for both phases have grown steadily over the last 3 years, a number of participants just attend the 2nd phase.

2. Why do we use local selectors and NQ selectors?

Selections continue to be the most contentious aspect of the Emerging Talent Program. Netball Queensland (NQ) appoints the selection panels for each team which includes the 16U Head Coach, the Sapphire Series and/or Ruby Series Head Coach and an NQ appointed selector who convenes the Selection Panel and whose role it is to ensure the selection policy is adhered to and to manage any real or perceived conflict of interest on the panel, e.g. where a coach/selector has a daughter involved.

The selectors endeavour to select the very best available players and for the team to do as well as it can do at the State Titles. Selections will always be subjective with the selectors opinion at times differing from that of a parent or coach of a player who misses out on selection. It is the selectors role to consider all criteria when considering players for selection.

While attendance at the clinic gives players the best chance of being selected, the selection of players is not solely based on these performances. Some players may be granted exemptions due to conflicting events and selected even if they have not attended the ETP clinic. It is therefore important that most of the selectors are aware of, and have seen the majority of players vying for selection in other competitions as well. Hence the reason why it is important to use local selectors as well as other experienced NQ selectors.

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3. What happens when there is a conflict of interest within the Selection Panel?

- If one of the selectors is related to a player or has had extensive dealings with any player that may be considered a conflict, this is declared at the outset and the NQ appointed selector then documents the conflict of interest.
- The selector with the conflict then has no say in the selection of not only the player concerned but the area of court that the player competes in.

4. What should I do to support my daughter, or a player (who I coach) and who was not selected?

Suggested Do's...

- Help develop their resilience by questioning the player on why she thinks she may have missed out? What did she identify as her strengths and areas to work on and how she is going to improve those areas; and
- Avoid engaging in blaming others, criticism of selectors or perceived unfairness of court as this will not assist the player to develop their self-awareness or resilience, or help them to push for future selection.
- Suggest that she sit down with her own coach and discuss her strengths and work ons to get her coaches views and recommendations on development priorities.

5. Why do some players get more court time during the clinic than others?

- Players are not guaranteed equal court time, but they are guaranteed a minimum of 3 periods of play and two of these in their preferred positions. This is outlined at the start of the clinic to players and parents.
- Where there are more players in one area of court, (usually the midcourt), these players will not get as much court time as players competing in an area of court where there are fewer players competing for selection (usually shooters or circle defenders).
- Towards the end of the selection phase, and once all players have had their minimum 3 periods of play, the selectors may wish to put players on court who they need to make a selection decision on. Some panels may also use a 'possibles' v 'probables' approach before making their final decision.
- Each selector needs to have viewed every player trialling and where there were 2 courts operating, the selectors may require some players to play extra time to ensure they have been seen by each selector.

6. With one phase only, what happens if a player cannot attend can she still be considered for selection?

- Yes, the player needs to contact the NQ Performance Pathways Manager to apply for an exemption to still be considered for selection.
- If approved, the selection panel for that team will be notified and selectors asked to sight that player prior to the Clinic.
- There are no guarantees of selection for a player that cannot attend, unless the player was in the State team at the start of that year

7. Why don't the coaches & selectors provide feedback to players at the end of the clinic?

- A key attribute of successful players is 'self – awareness' and Netball Queensland is targeting this as an area for players to develop further. All players are asked to bring a pen and notebook to the clinics and advised to note down any relevant feedback they receive during sessions and to also include aspects of their game they identify themselves.

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- While some clinics have a small number of players, others have over 50 and for selectors to provide meaningful feedback to all players would compromise the priority of the clinic which is to identify and select talented players for the 16U Team.
- Players are asked to do some pre-work on their strengths and priority work on areas to bring to the Clinic to continue the development emphasis in this area. Players are then encouraged to work with their own coach to continue their development.

8. Why do we have to pay a registration fee to attend the ETP program?

- Netball Queensland pays facilitators and selectors a fee, along with their travel and associated expenses. Netball Queensland also pays the venue hire and first aid support. The registration fee payable is a contribution towards the overall costs of running the clinics.
- We place a high value on the ETP Clinics and from the feedback received, so too do the majority of participants who consider the cost to be appropriate for the value received.

9. Why can't the players be split into specialist areas and receive more specialist coaching during the clinics?

- This would require 3 specialist coaches for each of the 12 clinics. It would not be possible to do this without significantly increasing the costs to participants and Netball Queensland.
- Due to the number of players involved in the clinics, the skill development component needs to factor in maximising the numbers of players actively involved rather than waiting for their turn.

10. What should I do if I can't get to the Clinics in my region due to other commitments, but I still want to be considered for selection?

- Players must attend the clinic in their region and if not possible, they need to apply for an exemption to the NQ Performance Pathways Manager (tracey.fear@netballq.org.au) citing reasons.

11. What if I am unable to attend the clinics in my area due to my religious beliefs as it is on a Sunday

- See 10. above, please apply to NQ Performance Pathways Manager (tracey.fear@netballq.org.au) early for an exemption.

12. Why are there not more drills in the coaching sessions?

- The Netball Queensland coach facilitators look to apply coaching best practice within ETP with an emphasis on game like activities which are designed to challenge and develop players decision making abilities and self-awareness.

Coaches

Who should attend the coaching development component of the ETP clinic?

- Coaches who have their Development coaching accreditation or above.
- Coaches who are already coaching rep netball, particularly those coaching 14s, 15, 16s or those who have talented players in these age groups.
- Coaches who want to continue to develop their own coaching skills and be considered for higher level coaching opportunities, e.g. appointed to 16U Teams.

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13. What will I gain from attending as a coach?

- ETP coaching clinics will be facilitated by leading coaches in Netball Queensland and it is opportunity to learn from and work with these high-level coaches.
- Opportunity to learn from and network with other coaches.
- Learn about the coaching practices and expectations for players, coaches and umpires in the NQ State Team environment.
- Develop understanding, implementation, progression and modification of skill activities across technical, tactical, decision-making areas required for players to advance to State team environment.
- Develop their own skills to provide relevant, specific and timely feedback to players within a positive framework with guidance from the Coach Facilitator.

14. What will I be required to do as a coach during the clinic?

- The NQ appointed Coach Facilitator will lead the skill sessions throughout the clinic with coaches participating in the clinic following the Coach Facilitator's lead and coaching smaller groups with support and feedback from the Coach Facilitator.
- Coach Facilitators will include coaches in discussion about progression and modification of activities to increase challenge to players.
- Coaches will provide feedback to players during skill activities and game play where appropriate with the guidance of the Coach Facilitator.
- Coaches will be involved in group discussion with the Coach Facilitator and other coaches about their observations and experiences during the activities.
- Coaches will be observing during match play, recording relevant notes and statistics and providing relevant feedback to players where appropriate.
- Coaches will self-reflect on their learnings throughout the clinic.

15. What do I need to bring if attending the clinic as a coach?

- Notebook and pen – you will also be provided with a workbook
- Lunch, snacks, water bottle
- Come dressed to coach on court

16. Can I use attendance at this clinic for accreditation updating?

- Yes, attendance at this clinic contributes towards continuing education points required for updating coaching accreditation and will be recorded in your MyNetball learning records.

Umpires

17. Which umpires should attend the ETP Clinic?

- All umpires who have achieved their National C Badge (or currently undertaking the process of achieving) and would benefit in continuing to learn from umpire facilitators in a concentrated development program. The players are striving for State 16's selection, and development umpires are also encouraged to apply themselves, as there will be on-court umpiring of potential State 16 players.

18. What do umpires get out of the program?

- Umpires receive an Individual Umpire Development Program set by Netball Queensland.
- On-court experience of umpiring players vying for State 16U rep team, and umpire coach feedback set by Netball Queensland.
- Possible appointment to umpire at the 16U State Titles.

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19. Can I attend again the following year?

- Yes. Umpires can attend the following year. Netball Queensland are especially mindful that regional locations do not gain frequent access to talent programs coordinated by our staff, therefore, all development umpires are welcome to attend.

20. What do I need to bring if attending the clinic as an umpire?

- Umpire uniform and whistle;
- Note Book and pen;
- Water Bottle and towel; and
- Any snacks.