



## MILDURA JUNIOR HEAT REPRESENTATIVE PROGRAM PLAYER AND TEAM SELECTION POLICY AND PROCEDURES

### Mildura Basketball Association's Statement of Commitment to Child Safety

- The Mildura Basketball Association (MBA) is committed to child safety.
- We want children to be safe, happy and empowered.
- We support and respect all children, as well as our staff and volunteers.
- We are committed to the safety, participation and empowerment of all children.
- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures.
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow rigorously.
- The MBA is committed to preventing child abuse and identifying risks early and removing and reducing these risks.
- The MBA has robust human resources and recruitment practices for all staff and volunteers.
- The MBA is committed to regularly training and educating our staff and volunteers on child abuse risks.
- We are committed to the cultural safety of Aboriginal and Torres Strait Islander children, the cultural safety of children from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability.
- We have specific policies, procedures and training in place that support our leadership team, staff and volunteers to achieve these commitments.

### CHILD SAFE STANDARDS

All Victorian organisations that provide services or facilities to children are required by law to comply with the following Child Safe Standards:

1. Strategies to embed a culture of child safety through effective leadership arrangements.
2. A child safe policy or statement of commitment to child safety.
3. A code of conduct that establishes clear expectations for appropriate behaviour with children.
4. Screening, supervision, training, and other human resources practices that reduce the risk of child abuse by new and existing staff.
5. Processes for responding to and reporting suspected child abuse.
6. Strategies to identify and reduce or remove risks of child abuse.
7. Strategies to promote the participation and empowerment of children.

## HEAT PHILOSOPHY

Mildura Heat philosophy is built around developing and enhancing our basketball players fundamental skills, physical development and understanding of concepts and principles of play of Basketball.

### Offence

We aim in teaching young players through the exclusive use of an offence that will allow for individual skill development & an understanding of offensive principles of play used in Basketball Victoria and Basketball Australia programs. The teaching of our offence is layered throughout a Heat players development pathway through the program.

### Defence

All players will be taught the principles of man-to-man defence as they are learning and developing their game. Man-to-Man defence will be played exclusively at the Under 12 and Under 14 levels. Zone defence may be implemented at the Under 16 level and above but must be taught with certain 'Man-to-Man principles firmly in place.

With limited practice time available to most coaches, it is important to ensure that team concepts continually link to the ongoing work completed in the fundamental skills area with planning and assistance by our Director of Coaching necessary for this to occur.

The program will also help both coaches and players develop character skills, the foremost being Discipline, Motivation, Competition, Respect, Unselfishness and Supportiveness.

# INDIVIDUAL PLAYER SELECTION

Coaches will make selections based on the following general guidelines:

1. Players that we believe will make our teams better.
2. Players we believe have a realistic chance to play senior level basketball at some point in their career.
3. Players that fit the available positions for the greatest benefit of the teams.

The 'preferred' skills and attributes of Heat players are:

## A – TALENT/MASTERY OF FUNDAMENTALS

### Offensive Fundamentals

- Shooting form and technique.
- Adaptive finishing.
- Dribbling.
- Running the floor/transition play.
- 1 v 1 skill set.
- Passing.
- Cutting.
- Screening.

### Defensive Fundamentals

- Stance and footwork.
- Position with vision.
- Communication.
- 1 v 1 containment.
- Repeated effort.

### General

- Be in good physical fitness and have quick feet.
- Train and play with EFFORT & ENERGY.
- LISTEN to instructions.

## B – WILLINGNESS TO WORK

- Must be prepared to work hard, both at practice and on own time.

## C – WILLINGNESS TO LISTEN, LEARN AND THE ABILITY TO APPLY WHAT IS LEARNED

- Player must be coachable and have a willingness to learn and listen.

## D – SELF DISCIPLINE

- The player must be on time.
- The player must be able to work hard on own without needing supervision.
- The player should encourage their team mates on & off the court.

## E – CONDUCT

- The players behaviour towards the Association, Program, coaches, and other players is considered.
- The players attendance record, past and present, including tardiness is considered.

## F – ATTITUDE

- The player should play hard even when things are not going their way.
- Does not back chat coaches & referees.

- Every player is a team player.
- The player should be willing to accept any role in order to benefit the team.
- Have great desire on and off the court to be the best they can possibly be.

By no means is this an all-inclusive list we use to evaluate players, but it does cover many of the things we look for in the selection of our teams. We strive to use our best professional judgement. As always, we appreciate and value each player as an individual, but will base all decisions on what is best for the PROGRAM and TEAMS.

The goal for Heat & Elite Players is to be:

- WE Players
- Flexible
- Can Handle Adversity
- To Be In Great Physical Shape
- Assertive
- Compete With Relentless Persistence
- Great Defenders

## TEAM SELECTION CRITERIA

### HEAT REPRESENTATIVE TRIALS

Heat tryouts usually commence late July/early August and run for a maximum of 3 weeks.

These are run by the accredited coaches who will be coaching in the age group and Mildura Basketball's Director of Coaching. The coaches will run the training and select the players into teams according to the players and team selection criteria.

When selecting sides, we use a flexible method with parameters in mind to help implement consistency in what we are trying to achieve with individual and team development. As a consideration for selection, we combine both short term ambitions with an overall eye on the long-term development of players as individuals.

In doing this we ensure the development of the greatest number of players to their best potential by the end of their junior careers. In achieving this, we then have the goal of them continuing onto open age levels through our CBL and BIG V programs.

The goal of our junior program is to ultimately be producing ready-made players able to commence playing open age competition at a high level of skill and with an all-round ability and understanding of the game. With this in mind it is important to select players in squads that are best suited to their development and standards as well as recognising their commitment to things such as training, self-development and work ethic.

Following is a guide to selection policy that we take into consideration during tryouts. It should be noted these are not strict guidelines and are intended as a guide only.

#### Division 1 Team

Division 1 teams are simply the best standard squads we can field in an age group. In this team we will pick the best combination of 8-10 players capable of representing the Heat at the highest level within team balance concepts.

#### Division 2 Team

Division 2 teams are simply the next best standard squads we can field in an age group. In this team we will pick the 2nd best combination of 8-10 players capable of representing the Heat at the highest level within team balance concepts.

#### Division 3 Teams

Division 3 teams are selected in Under 12 and Under 14 age groups only and considered purely development squads, where the emphasis is entirely on developing players skills and knowledge of the game.

It should be noted that this does not necessarily mean teams cannot have a winning season, it is just not the emphasis of the season.

### TEAM BALANCE

Team considerations can be significantly different from individual ones. The way we group and select our squads takes into consideration several factors. In basketball you have positions within a team that can be generally split between what we call Bigs and Smalls. Despite these categories there are exceptions to the rule.

#### Point Guard

A Point guard or 1 man is the best ball-handler in the team and is responsible for bringing the ball up the court and setting up plays and team-mates for scoring opportunities as well as looking to score themselves.

## Shooting Guard

Shooting guards or 2/3 man are predominately considered a small and they are guards who can back up the point guard with ball-handling duties, but whose main duties are to look for scoring opportunities and run the lanes wide.

## Forward

Usually, the 4 man who can play on the perimeter as well in the low post. Normally takes the ball out of bounds and trails in offence.

## Centre

A big player or 5 man. Set screens, rebounds, posts up and can play on the outside.

Where possible we look to select teams with a proper balance of Bigs and Smalls or Guards and Forwards. Depending on numbers in the team we would ideally look to pick a team with a balance of 3/4 smalls, 3/4 medium size players and 3/4 bigs, whether that be two forwards, two centres.

In a 10-man team, we would like a starting five mentioned as above with a bench of five to relieve them.

It should be noted that in our Heat style of play, a taller player can develop excellent ball handling and passing skills, as well as shooting and scoring ability.

This section is purely given as a guide to balance in a squad and that balance will be entirely dependent upon players available for selection.

## NUMBER OF TEAMS

- Under 12: 2-3 teams dependent on numbers.
- Under 14: 2-3 teams dependent on numbers.
- Under 16: 1-2 teams assessed on numbers and players.
- Under 18: 1-2 teams assessed on numbers and players.

## TO QUALIFY

To be eligible to play for the Mildura Heat all representative players must play in either the Mildura, Robinvale or Ouyen Domestic competition in the coming season.

## SELECTION PROCEDURE

### Selection Process Managers

The responsibility for ensuring that this process is followed belongs to the Junior Committee Chair (JCC) and Director of Coaching (DOC).

### Team Selection Panels

The JCC and DOC will convene a panel of peers, for each Age Group, to assist Coaches in the selection of their teams.

The selection panel for each Age Group will consist of:

- The DOC
- The JCC
- An individual not affiliated with the Age Group
- The Team's Head Coach

### Selection Process

Ahead of each Representative Season, the DOC will ensure that the following process is followed:

- Registrations for Mildura Heat Junior Representative Team Selection is opened.
  - Try-out information communicated to past players and to the community via a range of media.
- Try-out sessions held as per published schedule.
  - Three Try-outs may be scheduled per Age Group. Players may be pre grouped and split over multiple sessions, subject to number of players and court availability.
  - Age Group Try-outs allow the Team Selection Panels to assess an entire Age Group to enable the grouping of players into squads of like skilled players.
  - Age Group Try-outs will consist of drills and games sufficient to allow all players to showcase their full range of skills.
- Team selections announced.
  - All teams will be posted on the Junior Heat page on the Mildura Basketball website. [mildurabasketballassociation.com.au/juniorheat](http://mildurabasketballassociation.com.au/juniorheat)
  - Any player who does not wish to accept their offer and not participate in the program, are to notify the DOC via email within 24 hours of the team's announcement.
  - At no stage will any member of the Team Selection Panels offer a player a position on a team outside of this process.

## CONCLUSION

We are very proud of our Junior Heat program here at Mildura Basketball and are also pleased that so many players want to be associated with our teams. However, to maintain the level of success we have enjoyed, squad selection becomes a necessity.

There are many factors in the selection of players for all of our Heat teams. This process is probably one of the toughest in coaching. As coaches we try very hard to be fair in our judgements, as we fully realise the players desire to be a member of our Club and the disappointment of not making a certain team.

It is extremely difficult to make a purely objective evaluation, based entirely on the mastery of basketball skills, or any other criteria. Many other things are considered in order to maintain a successful program. Consequently, subjective evaluations are basically opinions and are open to many arguments both for and against these evaluations.

Please keep in mind that the coaches have been engaged as professionals to make these types of decisions. In addition, the coaches want to structure the teams and the program in the best way possible way, taking into consideration many aspects as described, and will include players they believe will accomplish this in the end.

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