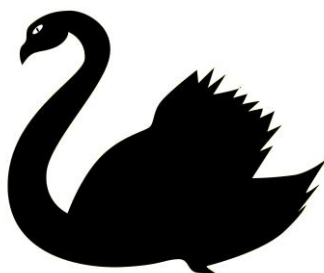




BASKETBALL WA STATE TEAM POLICY Team Officials



Responsibility

Basketball WA State Teams Administrator and High Performance Manager.

Purpose

The aim of the Basketball WA State Team Policy & Procedure Manual is to ensure that standards are met within our State Team Program.

This document covers the State Team Policy for Team Officials (Coaches/Assistant Coaches/Development Coaches and Team Managers).

Introduction

The Western Australian Basketball Federation Inc (Basketball WA) is the controlling body for the sport of basketball in Western Australia and fulfils the many administrative roles necessary to ensure the smooth running of basketball in Western Australia.

State Teams represent Basketball WA. Coaches, Team Managers, Athletes, Referees and Score table Officials/ Statisticians selected to represent Basketball WA must abide by this policy.

1. Policy

This policy applies to all teams selected by Basketball WA to compete at an Australian Junior Championship or other competition. The policy also applies to Development touring teams selected and administered by Basketball WA.

1. The term "Team Official" as used in this manual, is defined to mean the Head Coaches, Assistant Coaches, Development Coaches and Team Managers who are appointed by Basketball WA for participation at an Australian Junior Championship or other competition.
2. The selection of all Athletes, Team Officials, Referees and Score table Officials/Statisticians will be at the sole discretion of Basketball WA. All Team Officials must be financial with Basketball WA affiliated Associations and Clubs at the time of selection. Any non-financial Team Officials will not be allowed to participate.
3. Participation in the Australian Junior Championships will be in accordance with the policy and procedures determined by Basketball Australia.
4. The Basketball WA State Teams Administrator employed by Basketball WA, is responsible for the application of this policy and is responsible to Basketball WA.
5. In addition to this policy, Basketball WA has policies and guidelines covering Harassment, Child Protection, Anti-Discrimination, Drugs in Sport, Pregnancy, Sun Protection, Sportsafe, Healthy Eating, Privacy, Member Protection, Appeals Procedures, Referee Selection and Training Guidelines
6. At all times, Team Officials will display a commitment to:
 - perform their duties to the best of their abilities as a representative of Western Australia and Basketball WA
 - perform their duties with the highest level of disciplined sportsmanship and to behave at the highest level of citizenship
 - act as a positive role model for WA basketball
 - improve the quality of basketball in WA
 - be involved in the Basketball WA High Performance and Development Programs

2. Selection Process and Criteria for Team Officials

Applications are called each year for the following positions for each WA State Basketball Team (Under 20, Ivor Burge, Under 18, Under 16).

The following Team Official positions are called for:

- Head Coach
- Assistant Coach (x1) Team Manager

Basketball WA will only accept applications from holders of a current Working with Children Check at the time of application as appropriate. Evidence must be included with the application form.

Applicants for a position **must** meet Essential Criteria for that position. Desirable Criteria will weigh heavily in favour of applicants who apply.

NB: If a team wishes to have a Development Coach they must submit a written request to the High Performance Manager stating the reasons why the position is requested.

This position is one that must be paid in full by the Development Coach if they wish to attend the Australian Junior Championships. Items to be paid for are – team clothing, flights and meals. If the Development Coach can be accommodated in the rooms already booked for the team and there is no additional accommodation cost, then there will be no charge for accommodation.

SELECTION CRITERIA

Head Coach

This is an important role for any team and has major responsibilities. The Head Coach must lead, inspire and motivate the entire group from the Assistant Coach to the Athletes.

Essential Criteria:

- Must hold a current “Association Coach” accreditation (formerly Level 2) or actively working towards the obtainment of this level.
- Must hold a current Working With Children Check and police clearance.
- Must adhere to the Basketball WA Coach Code of Conduct (see appendix A)
- Must have experience and knowledge of the State Performance Program (SPP) and be willing to participate in the delivery of the program in some capacity (attending camps or coaching at a Home Training Centre).
- Must have experience working in BWA Development Programs in the past 12 months.
- Must have a sound knowledge of WA Values and Style of Play philosophies (see appendix B).
- Must be able to demonstrate an ability to:
 - o identify and select talented basketball athletes
 - o identify and select team staff to assist with the State Team program
 - o be organised and prepare the team during the pre-tournament, tournament and evaluate and review in post-tournament phase
 - o provide leadership and evidence of positive guidance and professional influence over all athletes in the State Team
 - o take advice and direction as required from the BWA High Performance Manager

Desirable Criteria:

- Currently coaching for an Affiliated Association within Western Australia.
- Proven experience at SBL, WSBL, WABL and Country/State Championships level and a proven record of success at the elite junior level.

SELECTION PROCESS

Head Coach

- a) A WA State Basketball Team Coaching Selection Panel will be formed to select WA coaching appointments for the following Australian Junior Championships:
 - Under 20 - Men and Women
 - Ivor Burge - Men and Women
 - Under 18 - Men and Women (Metropolitan and Country)
 - Under 16 - Men and Women (Metropolitan and Country)
- b) Applications for all State Team Head Coaches will be called for, after the respective Age Group Championships have been held. The applications will remain open for three (3) weeks from the announced date.
- c) The State Team Coaching Selection Panel will create a shortlist of candidates for the Head Coach positions and interview, where required, within two (2) weeks thereafter.
- d) The State Teams Administrator will contact and arrange interviews for all of the shortlisted candidates (note, interviews will only be conducted if required – successful appointments may be made without interviews).
- e) Once interviews are completed, the State Team Coaching Selection Panel will determine the successful applicants.
- f) Appointments will be made a minimum of six (6) months prior to the respective Championships.
- g) Successful and unsuccessful applicants will be notified by the BWA High Performance Manager and appointments will be confirmed in writing from the BWA State Teams Administrator.
- h) Applications for Assistant Coach will then be advertised after the appointment of the Head Coach.
- i) Once appointed, the Team Officials for the respective teams will be required to attend a meeting conducted by the High Performance Manager and BWA State Teams Administrator to explain the State Team Policy, roles and responsibilities and highlight any potential issues that may arise.

NB: If the successful appointee to a Head Coach position has a child trying out for the team, the Head Coach will not be involved in the selection of their child's position. BWA's High Performance Manager will determine who will be responsible for this decision.

If the successful appointee to a Head Coach position has business interests in our sport, they are not to use their State Team position to promote their own interests.

SELECTION CRITERIA

Assistant Coach

This is primarily a support role for the Head Coach and this person must show full support at all times to allow the Head Coach and the team to reach and fulfil team goals.

Essential Criteria:

- Must hold a current “Club Coach” (formerly Level 1) accreditation.
- Must hold a current Working With Children Check and police clearance.
- Must adhere to the Basketball WA Coach Code of Conduct (see appendix A).
- Must have experience and knowledge of the State Performance Program (SPP) and be willing to participate in the delivery of the program in some capacity (attending camps or coaching at a Home Training Centre).
- Must have experience working in BWA Development Programs.
- Must be willing to act as a camp coach in underpinning BWA camp programs (e.g. Future Development Program – FDP, U12 Hotshots).
- Must be able to demonstrate an ability to:
 - o assist the Head Coach to identify and select talented basketball athletes
 - o assist the Head Coach and Team Manager in their endeavours in achieving team logistical goals
 - o provide evidence of positive guidance and professional influence over all athletes in the State Team
 - o assist the Head Coach to prepare the team during the pre-tournament, tournament and evaluate and review in post-tournament phase

Desirable Criteria:

- Currently coaching for an Affiliated Association within Western Australia.
- Ambition to attain “Association Coach” (formerly Level 2) accreditation.
- Actively working within Basketball WA Development Programs in the past 12 months.
- Previous experience at WABL and Country/State Championships level.

SELECTION PROCESS

Assistant Coach

Applications for the Assistant Coach position will be advertised upon selection of the Head Coach for a two-week period. The Head Coach in consultation with the High Performance Manager will select the best applicant for the position. An interview may be required.

NB: If the successful appointee to an Assistant Coach position has a child trying out for the team, the Assistant Coach will not be involved in the selection of their child’s position. BWA’s High Performance Manager will determine who will be responsible for this decision.

If the successful appointee to an Assistant Coach has business interests in our sport, they are not to use their State Team position to promote their own interests.

SELECTION CRITERIA

Development Coach

The Development Coach is a position created for someone interested in developing into a coach or manager in the future. It is designed to support the Head Coach and Team Manager.

The Development Coach must pay for all costs associated with attendance at the Championships. This includes flights, accommodation and clothing.

Essential Criteria:

- Must hold a current “Club Coach” (formerly Level 1) accreditation.
- Must hold a current Working With Children Check and police clearance.
- Must adhere to the Basketball WA Coach Code of Conduct (see appendix A).
- Must have experience working in BWA Development Programs.
- Must be willing to become involved with the State Performance Program (SPP).
- Must be willing to act as a camp coach in underpinning BWA camp programs (e.g. Future Development Program – FDP, U12 Hotshots).
- Must be able to demonstrate an ability to:
 - o assist the Head Coach, Assistant Coaches and Team Manager
 - o develop as a coach and/or manager of a State Team
 - o learn and take guidance from the senior Team Officials

Desirable Criteria:

- Currently coaching for an Affiliated Association within Western Australia.
- Ambition to become a State Assistant Coach.
- Actively working within Basketball WA Development Programs in the past 12 months.
- Previous experience at WABL and Country/State Championships level.

Minimum Age:

- The Development Coach/Manager must be a minimum of 18 years of age.

SELECTION PROCESS

Development Coach

If a team wishes to have a Development Coach, the appointed Head Coach must submit a written request to the High Performance Manager stating the reasons why the position is required. The Head Coach in consultation with the High Performance Manager will then select an appropriate person for the role.

NB: If the successful appointee to a Development Coach position has a child trying out for the team, the Development Coach will not be involved in the selection of their child’s position. BWA’s High Performance Manager will determine who will be responsible for this decision.

If the successful appointee to a Development Coach position has business interests in our sport, they are not to use their State Team position to promote their own interests.

SELECTION CRITERIA

Team Manager

The Team Manager role is an important and vital role for any team. Team Managers have the responsibility of looking after the team away from the court in the run up to and during the Championships.

Essential Criteria:

- Understand the core values and principles of Basketball WA and demonstrate a history of adhering to the Basketball WA Code of Conduct (see appendix A)
- Must hold a current Working With Children Check and police clearance.
- Proven ability to manage a budget with a particular attention to detail on financial matters.
- High level logistical skills required to organise and co-ordinate appropriate training camps, tours and Championship requirements.
- Current drivers licence.
- Be extremely organised and be able to provide disciplinary action where required.
- Provide leadership and management skills away from the basketball court, work closely with the BWA State Teams Administrator and as part of a team.
- Act as the team conduit among the various stakeholders which include athletes, parents, Team Officials, BWA State Teams Administrator, Basketball Australia and the host venue.

Desired Criteria:

- Have managed a previous State or Representative team.
- Hold a First Aid certificate or Sports Trainer Accreditation.
- Knowledge of the Basketball Australia Championships manual.
- Knowledge and awareness of the policies surrounding sport issues, such as duty of care.
- Knowledge of nutritional aspects at the elite competition level and the ability to prepare appropriate meals.

SELECTION PROCESS

Manager

Applications for the Team Manager position will be advertised at the same time as that for Head Coach and Assistant Coach. Following the appointment of the Head Coach, in consultation with the High Performance Manager, the best applicant will be selected for the position. An interview may be required.

3. Team Officials and Conditions of Appointment and Vacant Positions

STATE TEAM OFFICIAL VACANCIES

In the event of a State Team position becoming vacant, Basketball WA reserves the right to directly appoint a substitute person without re-advertising the position. The decision will be made by the High Performance Manager in consultation with the State Team Coaching Selection Panel and the State Team Head Coach (if this person is still in place).

Process For Filling a Vacant Position

- a) resignation received by BWA State Teams Administrator and confirmation sent to confirm receipt, or position terminated
- b) consultation with the Head Coach (if applicable)
- c) recommendation to and consultation with the State Team Coaching Selection Panel
- d) verbal confirmation of interest from recommended replacement
- e) decision made by the State Team Coaching Selection Panel
- f) decision communicated to the Head Coach (if applicable)
- g) confirmation of appointment through phone call and letter of appointment
- h) announcement of appointment posted on the Basketball WA website

CONFLICT OF INTEREST

Applicants for the Head Coach, Assistant Coach or Development Coach must declare if they have a “Conflict of Interest” with any of the athletes who are eligible for selection in the age group and gender in which they are making application.

A conflict of interest is defined as a person who has a relationship with an athlete or group of athletes that may affect their ability to apply the athlete selection policy objectively and allocate court time appropriately at an Australian Junior Championships. A conflict of interest is determined as:

1. Being related by blood, or relationship (e.g. marriage, de-facto) to an athlete or athletes who are eligible for selection in the age group and gender in which the application is being made; or
2. Coaching a representative team in the same age group and gender that the application relates to; or
3. Having a personal relationship (e.g. a personal friend of the family) with an athlete or athletes in the age group and gender in which the application is made; or
4. Any other relationship which may be perceived to affect the ability of the Coach to apply the athlete’s selection policy objectively and allocate court time appropriately at an Australian Junior Championship.

Upon declaration of a conflict of interest, the following rules will apply:

1. The selection panel will take this into account when making selections.
2. If selected, the applicant will take no part in the selection of the player or players with whom there is a conflict.
 - i.e. If the coach has a conflict of interest the Assistant Coach will select the player(s) eligible for selection in the playing position with which the coach has a conflict.
3. Playing time – the Head Coach will determine the playing time for all players subject to direction from the Basketball WA High Performance Manager.

Failure to declare a Conflict of Interest will result in immediate disqualification from the selection process or if discovered after the appointment, immediate termination from the position.

APPENDIX A - TEAM OFFICIAL'S CODE OF CONDUCT

1. Remember that basketball is for enjoyment.

Ensure that activities are carefully planned, well-structured and varied to provide opportunities for individual and team development. Be willing to depart from the plan to take advantage of an unexpectedly high interest in a particular activity.

Never ridicule Athletes for making mistakes or losing a competition. See errors or losses as an opportunity to learn in a constructive way. Comment in a way that is positive and designed to create interest, involvement and development.

2. Be reasonable in your demands.

In scheduling training and playing times and days, be reasonable in your demands on Athletes' time, energy and enthusiasm, taking into account their age, level of play and other commitments such as school and employment.

3. Develop team respect for the ability of opponents including their coaches.

Part of participation in sport is respect for all participants in the game. Encourage your Athletes to accept that their opponents are entitled to proper courtesy. This means introducing themselves to their opponents on court, congratulating them whether they win or lose and accepting loss gracefully. Teach them that the opposition coach is there trying to do the best for their team and is also entitled to respect.

4. Instil in your Athletes respect for officials and an acceptance of their judgement.

Athletes should be taught to understand that officials have a very difficult task to perform and that without them games could not be played. They are there to enforce the rules of play but they cannot always be right. Teach your Athletes to accept bad calls graciously. Abuse of referees is unacceptable behaviour that should not be tolerated. Athletes who consistently dispute decisions or do not accept bad decisions should be singled out for counselling and guidance.

5. Guide your Athletes in their interaction with the media, parents and spectators.

It is sometimes very difficult for Athletes to concentrate on the game when there is the distraction of the presence of friends and relatives as spectators. Coaches have a difficult role to play in teaching Athletes to maintain concentration on the team plan if spectators become over-enthusiastic.

6. Be prepared to lose sometimes.

Everyone wins and loses at some time. Be a fair winner and a good loser. Disappointment at losing is natural, but it should not be obvious to the point of being unpleasant for others. Just as unpleasant can be the boastful winner. Recognise that even in defeat, the loser has achieved something, just by playing. Not everything in life can be a winning situation. Losing can be an important learning experience for your wider life goals. Guide your Athletes to accept a loss in this spirit.

7. Act responsibly when Athletes are ill or injured.

Show concern and take responsibility for Athletes who are sick or injured whilst under your care. Follow the advice of a physician when determining when an injured or ill player is ready to recommence play.

8. As well as imparting knowledge and skills, promote desirable personal and social behaviours.

Be aware of the role of the coach as an educator. Particularly with young people, the way they perform in their lives is influenced by many factors. An important influence is the person they see as a role model. Coaches often take on the part of role model for many young people. It is therefore important to ensure that the influence from coaches is seen in a positive light rather adversely. What you say and how you act can be most important in modelling the behaviour of Athletes.

9. Keep your knowledge current.

Seek to keep abreast of changes in sport. Ensure that the information used is up to date, appropriate to the needs of Athletes and takes into account the principles of growth and development of children. Athletes cannot learn from you if your skills and knowledge are inadequate.

10. Ensure that any physical contact with a player is appropriate.

Physical contact between a coach and a player except that which would be considered usual social contact such as the shaking of a hand or a “high five” should be rare. Gestures which can be well meaning, or even considered by some to be acceptable, may be unacceptable to others. Sometimes physical contact can be misinterpreted as sexual harassment or even molestation.

11. Avoid personal relationships with Athletes.

Personal relationships with Athletes can often be misinterpreted as something sinister. Friendship with Athletes is essential to building trust between a coach and Athletes. However, the power imbalance in a coaching situation can make it unwise for a relationship to develop beyond friendship. Particular care must be taken when coaching children.

12. Respect the rights, dignity and worth of every person.

Regardless of their gender, ability, cultural background, religion or other factor irrelevant to the game, all persons connected with basketball are entitled to equal treatment and respect. Avoid any remarks that could be construed as offensive or discriminatory. Sometimes even a joke may give offence. Even if a person refers to themselves with a particular label, it should not be taken as an invitation for you to do so. Using discretion is imperative and it is better to err on the side of caution.

13. Always respect the use of facilities and equipment provided.

Facilities and equipment cost money and will only function properly if kept in good order. Ensure that you and your Athletes do not abuse anything provided for use. Discourage Athletes from hanging off hoops or “slam dunking”. Quite properly, these practices are banned in most venues. Not only can equipment be damaged but serious injury can occur

APPENDIX B

Western Australian Values

WA basketball players represent the following values that identify and formalize the components of success.

These values not only provide a blue print for success, they are the basis for all our evaluation. WA players project these themes.

- *WA Players play with Passion (WORK ETHIC/GRUNT/INTENSITY/HUSTLE)*
- *WA Players compete with Persistence (NEVER GIVE UP/CAN DEAL WITH ADVERSITY)*
- *WA Players are Unselfish (TEAMWORK/UNITY/SACRIFICE/DISCIPLINE)*



Players who cannot embrace and exhibit these values and guidelines do not have the attitudinal skills necessary to play for Western Australia

Western Australian Style of Play

The following characteristics are common to the way Western Australian Teams play:

- *WA Teams are Skilled (VERSATILE/CAN DO MANY THINGS WELL/FIT & STRONG)*
- *WA Teams play Pressure Defence (DELAY, DISRUPT & DEFEAT)*
- *WA Teams Push the Ball PACE (TRANSITION/EASY BASKETS)*
- *WA Teams value the Possession Game (POISE = Low TO's, 2nd efforts)*
- *WA Teams understand Penetration and Receivers Principles (PENETRATION)*
- *WA Teams read the Game (INTELLIGENCE/UNDERSTANDING/ARE ABLE TO EXECUTE)*



