



# High Performance – Athlete Selection Process

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## 1 Purpose

The purpose of this Process is to define the requirements for selecting athletes for Basketball WA's state representative teams being Western Australia Metro (WA Metro) and Western Australia Country (WA Country) High Performance Programs & Teams each year.

## 2 Policy and Application

This Process applies to all teams which are operated under the administration of the High-Performance Department of Basketball WA (BWA). This includes all BWA sanctioned State Representative Teams, including (but not limited to), teams participating at:

- National Championships,
- Southern Cross Challenge,
- High-Performance Development Carnivals and
- Other Basketball Australia-sanctioned competitions.

The selection of athletes will be at the discretion of BWA. All athletes, team officials and referees are bound by the terms and conditions of the BWA High Performance – Payment requirements and must remain financial with BWA and its Affiliated Associations and Clubs. Any individual who breaches these terms and conditions will be prohibited from participating, unless they have completed a request for temporary waiver and have received explicit written permission from BWA's Chief Executive Officer (CEO).

Any and all participation in any Basketball Australia sanctioned events will be in accordance with the Governance adopted by Basketball Australia.

The BWA High Performance Department are responsible for the application, interpretation and enforcement of this Process.

## 3 Document Author and Approving Authority

The High-Performance Department are the custodians of this Process. Any feedback on this Process shall be forwarded to the High-Performance Manager. The CEO is the document approver.

## 4 Communication of this Process

The High-Performance Department are responsible for communication this Process and any other amendments to all stakeholders.

## 5 Values

Representatives of the BWA high performance program including athletes, coaches, managers and volunteers are to be:

- Respectful to their teammates, opposition, umpires and all staff members at all times.
- Hardworking and perform to the best of their ability every time they represent WA.
- Organised and on time, meeting any specific deadlines set by Basketball WA or coaching staff

- Committed to be in the best physical, mental and emotional shape possible, improving the level of Basketball in WA.

## 6 Responsibilities

### 6.1. Coaches

Coaches need to be mindful that selections can have an uplifting or deflating effect on athletes. The goal of any High-Performance program is sustained excellence which requires an environment which is competitive, and athletes are held accountable for their performances and actions. Coaches are to do all they can to communicate with athletes in a respectful manner at the right time, in the right place with the right message.

Coaching is to be adaptable and may require changes in opportunity for athletes. Coaches are to communicate changes to their athletes in a timely and respectful way.

### 6.2. Athletes

Athletes need to maintain a growth mindset and need to see any negative selection decisions as opportunities for growth and learning, whilst seeing positive selections as a privilege and not a right.

In selecting a position, athletes must accept their role and position on the team. Court time and opportunity is based on performance, attitude, coaching and game strategy which may change at any point. Despite the level of playing time, all roles on the team are important and even when an athlete is not playing is expected to give their all to the team.

### 6.3. Parents and Care Givers

Parents and Care Givers need to support their children in developing and maintaining a growth mindset through both positive and negative selections, reinforcing hard work and resilience over talent. Parents and Care Givers must recognise that making and communicating negative selection decisions is one of the most stressful things a coach can do.

Coaches and Staff must not be confronted, and respectful behaviour is mutually beneficial and expected. Should feedback be requested it should be done in a way that is respectful and through appropriate communication channels.

## 7 Feedback

Formal feedback will be provided at the end of an athlete's involvement in the program each year, but informal feedback occurs at all sessions. It is up to the athletes to take control of their own development and reflect and diarise any feedback they receive for their own and their supporters' benefit.

Formal feedback will only be available for athletes that have been selected in the program or have progressed to the final phase of selections.

All trial feedback must be requested within 5 business days of notification of an athlete's trial result and be made through the HPA.

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Feedback requests outside of this date will not be granted.

## 8 Eligibility

Athletes seeking selections for playing positions for the WA Country, and WA Metro High Performance Program and Associated teams must comply with the following to be eligible for selection:

- Be registered members of a club or association affiliated with Basketball WA.
- Have no outstanding financial obligations to Basketball WA.
- Have completed a trial registration and paid the appropriate registration fee.
- Abide by all instruction given by BWA High Performance
- Principal eligibility will be determined by the location of the family home. The status of the family home (country or metropolitan) will be determined by the Regional Development Commissions Act 1993. Any family home located within one of the nine country regions defined by the Act will be defined as a country family home. All homes located within the Perth region will be defined as a metropolitan family home.
- In special circumstances, exemptions from the above requirements may be granted. Any exemption must be applied for in writing, addressed to the BWA HPA. All requests will be considered by Basketball WA in its sole discretion.
- If a athlete is attending school in the metropolitan area, their eligibility will be determined by the location of the family home.

In the case of a “split” family situation, residential status is to be based on the location of the family home with whom the athlete lives the majority of the time.

If the location of the family home changes within three months of the start of the relevant program, the residential status will be based on the location of the previous family home. Athletes maybe required to provide proof of ‘residency’.

## 9 Athlete Selection Criteria

Athletes seeking selections for playing positions for BWA High Performance Programs will be g selected on the following criteria:

- Compliance with this Process
- Ability (technical, mental and athletic) to compete (with an emphasis on ability to defend their position) at the selected level of basketball (e.g. National Championships or development tournaments).
- Current and potential physical (height, length, body composition etc.) and physiological (speed, strength, power, endurance etc.) characteristics.
- A history of past performance (on and off the court) in High Performance Programs, or other equivalent teams or programs.
- Past athlete attendance in programs will be considered in selections.
- Desire and commitment to working hard at improving technical, mental and athletic ability.
- Be socially compatible and display an ability to work with other members of the team towards a common goal.
- Be highly receptive to coaching and highly co-operative within the team environment.
- Ability to comprehend verbal and visual instruction and the ability to execute skills and competitive play following instruction.

- Displays exceptional behaviour and self-control
- Must complete a minimum of 2 trials for metro athletes and 1 trial camp for country athletes

If an athlete is unable to complete the minimum trial requirements, they may be invited to complete their trial at a future training camp or training session.

Important: It must be noted that subjectivity is an unavoidable element in any sports selection. Whilst this Process explains how athletes and teams are selected, it is inevitable that there will be different perspectives on those selections and those selections are final.

Selections will reflect a balance between immediate team results, future team results and long-term athlete development with the overall goal of sustained, consistent high-level performance of the program.

An athletes ages will be taken into consideration in all programs that have a two-year age span (e.g. Under 16) to ensure continuity from year to year, provided that athletes in each half of the age group are of suitable standard.

## 10 Absences

Athletes that have been selected in a team or program must attend a minimum of 70% of the program.

Failure to do so may result in the athlete being deselected from the team or program.

- Absences during the trial process including the State Performance Program must be approved in the form of an exemption by the High-Performance Lead coach.
- Athletes wishing to apply for an exemption must do so by emailing the HPA [michelle.fletcher@basketballwa.asn.au](mailto:michelle.fletcher@basketballwa.asn.au)
- All exemption requests must be submitted a minimum of 30 days' notice before the trial, training, or event that will be missed.
- Unexplained absences may result in the athlete being deselected from the trials or teams.
- Exemptions from trials will not be granted for unsanctioned or unaffiliated basketball competitions such as school basketball or tours organised by third party providers.
- Exemptions may be provided for WABL or BWA association organised events/tours.
- Exemptions will be granted within the 30 days' notice period in extenuating circumstances if communicated to the HPA (significant unforeseen events such as; family commitment, family emergency, significant school event).
- Athletes who are unavailable to practice or play must contact the team head coach or manager as soon as practical to discuss the issue.
- Injured athletes are expected, within reason to attend all sessions and team events.
- A medical certificate must be supplied if a athlete cannot attend or participate in multiple sessions in a row.

Athletes must give priority to playing and practicing in the High-Performance Program over school, club and association sporting commitments (including WABL commitments). BWA will ensure that, where at all possible, that these commitments do not overlap. In the cases of national commitments, these take precedence over the BWA High Performance Program commitments.

## 11 Athlete Selection Process

Basketball WA will appoint coaches to teams. Basketball WA will appoint a selection panel for each age group.

The selection panel will consist of:

- The High-Performance Lead who will oversee the selection process, chair any selection meetings and have final approval of all selections.
- The Head Coach will have major input into selections.
- The Assistant Coach(es) will have input into selections.
- An independent selector may be appointed (by BWA) and have input into selections.

Athlete trial and practice with their squad and selections are subsequently made to squads and teams within the program.

Athletes and parents will be notified and informed of what point any reductions in the squad are made via email, before the trial process begins.

If athletes after selection no longer meet the selection criteria, then their selection may be reviewed. Athletes who have previously been not selected, in cases of exceptional performances, may be subsequently selected, if they meet the selection criteria.

Athlete selection trials will be communicated a minimum of approx. 50 days prior (subject to change due to outside factors).

All athletes must adhere to the instruction given in communications (and at trials) and will be under assessment for the duration of the tryout (on and off the court).

In addition, assessments occur during program scouting (both on and off the court). Athlete nomination from Associations maybe considered but is not guaranteed selection. Selection pathways may also occur via Basketball Australia talent earmarking or the like (outside of trials).

At all trials, **no** previous BWA representative clothing or private Academy / Trainer apparel is allowed to be worn or displayed.

## 12 Higher Level Commitments

Athletes who are in Basketball Australia programs or are scholarship holders at the Australian Centre of Excellence or NBA Global Academy, will be given priority to these programs when they clash with WA High Performance Program commitments.

Athletes who are in BWA High Performance Programs will give priority of commitments to these programs when they clash with school, club or association level commitments practices and games.

Athletes who have written, paid contracts with NBL / WNBL (or NBL1) teams must meet their contractual obligations to that team as a priority when their team commitments clash with BWA High Performance program commitments.

## 13 Athlete Entourages

An athlete is deemed to be responsible for the behaviour and conduct of their entourage who attend at events in which they are participating. The expression “entourage” includes parents/careers, family members, coaches, trainers, friends and any other person/s directly associated with the athlete.

If it is determined that unacceptable behaviour / gross misconduct has occurred by a member of the entourage, then BWA may impose a penalty on the athlete as follows:

- A determination that BWA will not accept nominations from that athlete for a specified period for future teams and may suspend the athlete from participation in BWA High Performance Program squads or teams for a specified period of time.
- It is to be noted that imposing a penalty on an athlete for 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.

## 14 Payment of Fees

BWA wishes to support athletes to enable participation in all BWA High Performance Programs that compete in National Championships or development tournaments. There is, however, a cost in participating, and athletes, through their families, must pay these fees to be eligible to participate in High Performance Programs.

- Where there are special circumstances, BWA offers assistance to families of High-performance Program team athletes through a payment plans (for approved circumstances only).
- The participation by athletes in BWA High Performance Programs is conditional upon either payment in full of the relevant fees or strict compliance with the payment plan.
- An acceptance of position in a team or program is an acceptance of financial responsibility regardless of a third party agreeing to provide financial assistance to the athlete or family.

If fees are not paid or if the payment plan is not strictly complied with, BWA in its absolute discretion may remove an athlete of that family from participation in a BWA High Performance Program and/or Basketball WA affiliated competitions and programs.

An athlete may not be selected in a BWA High Performance Programs if the family has a history of non-payment of fees and non-compliance with payment plans as determined by BWA in its absolute discretion. This is a last resort for Basketball WA who have an obligation to all participants to treat all families fairly in relation to payment of fees.

## 15 Selection Duties

If you have concerns with any aspect of the trial or selection process, we ask you to communicate with Basketball WA by emailing the HPA Michelle Fletcher at [michelle.fletcher@basketballwa.asn.au](mailto:michelle.fletcher@basketballwa.asn.au) who will triage parent requests and elevate to the correct Basketball WA team member to respond. You will receive a response within 3 business days.



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## 16 Exceptional Circumstances

Under exceptional circumstances or circumstances not covered by this Process, the High-Performance Manager may make or approve selection decisions that are deemed to be in the best interests of the program, squad, individual team or an individual athlete in that order.