



**BASKETBALL WA**

# **Performance and Pathways 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 travelling teams (Southern Cross Challenge, State Teams) and any other representative teams administered by the Performance and Pathways Department.

## 2 Procedure Application

This Process applies to all teams operated under the Performance and Pathways Department of Basketball WA (BWA), including (but not limited to):

- National Championships;
- Southern Cross Challenge;
- High-Performance Development Carnivals (or equivalent); and
- Other Basketball Australia-sanctioned competitions

All athletes, team officials and referees must remain financial (including adherence to any relevant terms and conditions) with BWA and its affiliated Associations and Clubs. Participation in Basketball Australia-sanctioned events is subject to the governance adopted by Basketball Australia.

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

## 3 Document Author and Approving Authority

The Chief Basketball Officer is the approver of this procedure and future revisions. Suggestions for changes or procedure improvements should be communicated to the Chief Basketball Officer.

## 4 Communication of this Process

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

## 5 Values

All selected and trialling athletes must always uphold the values of Basketball WA. Alignment with these values is a key consideration in selection and ongoing participation. Failure to uphold these values may result in removal from the program or exclusion from future opportunities.

## 6 Guiding Principles for Selection

### 6.1. Coaches

- Selections should be handled with sensitivity and professionalism.
- The goal is sustained excellence within a competitive and accountable environment.

- Communication must be timely, respectful, and constructive.

## 6.2. Athletes

- Maintain a growth mindset through both positive and negative selection outcomes.
- Understand that team roles may vary and court time is earned through performance.
- All athletes, regardless of role, must contribute to the team's success.

## 6.3. Parents and Guardians

- Support athletes in building resilience and understanding selection outcomes.
- Recognise the challenge for coaches in making tough decisions.
- Provide feedback respectfully through appropriate channels.

## 7 Trial Structure and Tiered Invitation Model

With the increasing volume of trialists, Basketball WA may implement a **tiered trial structure**. This model helps streamline the process and ensures quality evaluation across all athletes. The point at which an athlete enters the trial process may vary by program and is based on the number of trial sessions and total registrations.

to manage athlete volume and ensure fair assessment.

- **Tier 1: Identified Athletes** – Identified by BWA Performance and Pathways through past performance, BWA performance staff recommendations or national program identification/selection. These athletes may enter the trial process at the later parts of the trials, after some deselections have already occurred.
- **Tier 2: Club-Nominated Athletes** – Athletes nominated and endorsed by Association-based coaching personnel or High-Performance contacts. These athletes may enter the trial process from a designated mid-stage, after initial deselections have taken place.
- **Tier 3: Open Registrants** – All other eligible athletes who register to trial. These athletes will commence from the first stage of the trial process, as communicated in advance by BWA staff.

BWA reserves the right to cap registration number, and it is important for athletes and families to recognise not all athletes will require the same number of trials. All athletes must register and pay the nominated fee and may be classed into categories post-registration. All athletes will be notified of their tier and when their trial process will commence by email.

Trial entry points and progression pathways for each tier will be set out in trial communication materials. BWA reserves the right to invite athletes outside of the tier system at its discretion.

Selection into a tier does not pre-empt final selection or deselection. It is simply a mechanism to provide a best-practice trial environment, which includes consideration of athlete load, and ensuring appropriate visibility of athletes for better identification.

## 8 Eligibility (prior to trials)

To be eligible for trial selection, athletes must:

- Be a registered member of a BWA-affiliated club or association.
- Have no outstanding financial obligations to BWA.
- Complete the required online registration and pay the relevant trial fee.
- Comply with all instructions provided by BWA Performance and Pathways.

Eligibility for Country or Metro team selection is determined based on the location of the family home, in line with the Regional Development Commissions Act 1993. Any disputes regarding eligibility must be submitted in writing and will be resolved at the discretion of BWA.

In the case of split households or recent relocations, additional documentation may be required to determine eligibility.

If an athlete is attending school in the metropolitan area, their eligibility will be determined by the location of the family home.

If an athlete is not a BWA registered member, a BWA membership fee may be applicable at the point of registration or post-registration as determined by BWA.

## 9 Eligibility (During Trials)

Athletes are guaranteed one trial session and must complete at least **33%** of available sessions to be eligible for selection into the State Performance Program (SPP).

Athletes are guaranteed one trial session and must complete at least one available session to be eligible for selection into the Southern Cross Challenge Program and other BWA Performance and Pathways run programs.

Athletes who miss a trial scheduled as a deselection point may still be removed from the process based on their body of work, even if they have not yet completed their first trial (without a valid reason).

Where an athlete is injured or unable to attend trials for valid reasons, they may still be assessed based on previous performances, program familiarity, and coach evaluations. Dispensation for continued consideration may be granted on a case-by-case basis at BWA's sole discretion.

### **Injury Return Requirements:**

Athletes must be fit and medically cleared by the point at which two-thirds of the trial process has been complete.

For country camp trials at State Performance Program level, athletes must be fit and medically cleared prior to camp two. For country camp trials at Southern Cross level, this will be considered on a case-by-case basis as there is only a single camp trial.

Should an athlete not return by the two-thirds point (if applicable), or as indicated for country programs, BWA will retain the discretion to provide or not-provide dispensation for continued consideration in the trial process (or beyond).

Clearances must be from a suitable medical professional and deemed acceptable by BWA.

## 10 Late Trial Applications

Where registration limits have been reached, additional trial applicants must complete a late registration application, which will be assessed on merit.

Selection (for late trial applications) is not determined on a "first-in, best-dressed" basis. Instead, BWA will consider an athlete's performance history, coach endorsements, potential for development, and alignment with the program's needs. BWA may also extend invitations to athletes outside the original trial group at its discretion.

## 11 Athlete Selection Panels

Basketball WA will appoint a dedicated selection panel for each age group/program. The panel will include:

- A Selection Chair (Head of Athlete Performance and Pathways, or delegate);
- Head Coach;
- Assistant Coach(es) – as required;

At least one BWA representative external to the coaching staff must be on each panel. An optional independent selector may be added as required

All selections must be endorsed by the Chair and presented to the Chief Basketball Officer for sign off (or delegate).

## 12 Selection Criteria

Athletes will be selected based on:

- 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 Performance and Pathway Programs, or other equivalent teams or programs.
- Demonstrated desire and commitment to working hard at improving their 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.

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

BWA will work to ensure any selection criteria, at a level more granular than the above, considers Basketball Australia's appropriate frameworks and plans (EG: Athlete Development Framework, What it Takes to Win). It will also consider any future plans contextualised from Basketball Australia at a local state level by BWA.

## 13 Absences

All planned or unplanned absences during the trial process must be reported to the Performance and Pathway Administrator via email. Planned absences must be submitted at least 14 days in advance. Unplanned absences must be notified in a reasonable timeframe. Failure to notify of an absence may result in deselection.

Injured athletes are expected to attend trials in a non-participatory capacity unless otherwise approved. In extenuating cases, unnotified absences may be retrospectively excused at BWA's discretion.

## 14 Injury During Program

Athletes sustaining an injury during the program must:

- Notify the program coach and Performance and Pathways Administrator.
- Submit a medical certificate if missing two or more weeks.
- Obtain medical clearance before resuming training.

Fitness for key milestone events is essential. If an athlete is not cleared by the relevant deadline, their continuation in the program will be reviewed.

## 15 Replacement Athlete Guidelines

Where an athlete withdraws post-selection:

- BWA will promote a reserve athlete without restriction on role or playing time.
- If the original athlete has received their uniform and it is not required by the replacement, they may retain it.
- Reserve athletes must be ready to fully contribute to the team.

## 16 Feedback

BWA understands the value of feedback for athletes and will endeavour to provide it where practical.

Athletes will receive informal feedback throughout the trial process. Due to the volume of participants, individual feedback is not available after the first trial.

Formal feedback will be provided to:

- Athletes selected into SPP or SCC programs (there is an on-going feedback process beyond this stage).
- Athletes reaching the final stage of selection who are deselected.

Requests for formal feedback must be submitted within five business days of selection notification, via the Performance and Pathways administrators via [performance@basketballwa.asn.au](mailto:performance@basketballwa.asn.au).

All trialists will be advised prior to the first trial of the opportunities where feedback may be provided. Once selected in a program, the feedback process for each program will be explained to athletes and families.

## 17 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 Performance and Pathway Program commitments.

Athletes who are in BWA Performance and Pathway 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 Performance and Pathway program commitments.

If an athlete is a member of the Centre of Excellence or another appropriate BWA other-approved program, they may be selected into a program or team without trial registration.

## 18 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:

- not accept nominations from that athlete for a specified period for future teams and may suspend the athlete from participation in BWA Performance and Pathway Program squads or teams for a specified period.

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, 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.

## 19 Payment of Fees

BWA wishes to support athletes to enable participation in all BWA Performance and Pathway 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.

- Where there are special circumstances, BWA helps families of travelling team athletes through payment plans (for approved circumstances only).
- The participation by athletes in BWA Performance and Pathways 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 Performance and Pathways Program and/or Basketball WA affiliated competitions and programs.

An athlete may not be selected in a BWA Performance and Pathways Program 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.

## 20 Contact for Enquiries

If you have concerns with any aspect of the trial or selection process, we ask you to communicate with Basketball WA by emailing [performance@basketballwa.asn.au](mailto:performance@basketballwa.asn.au) who will triage parent requests and elevate to the correct Basketball WA team member to respond.

## 21 Exclusions and Exceptions

This Process does not apply to Wheelchair Basketball or Ivor Burge programs, which will have tailored selection processes.

In exceptional circumstances, BWA reserves the right to:

- Modify trial structures.
- Invite or deselect athletes outside the standard process.
- Adapt decisions in the best interests of the program, team, or athlete.