

SELECTION POLICY AND PROCEDURES

General Overview

Netball is a team game, yet to be selected into any team or squad, players are on trial as individuals. How they get into that team is what selection is all about. There should be a clearly defined pathway to the top for any player to aspire should they be good enough.

Selectors should know what is required with the aim to select the best possible players and combination of players for each relevant competition.

It is the selection panel's responsibility to give each player equal viewing and consideration prior to making decisions, whatever the level, players need a full opportunity to show why they are worthy of selection. If the selection process is clearly and widely understood, seen to be fair, transparent, and unbiased, then selection disputes will be minimised, and results will be optimised.

Before selecting any team or squad it must be known what it is those players are being chosen for. Parameters should be provided depending upon whether a squad or team is being selected and the number of players required, and the type of players required.

Fitness levels can be tested to assess the players conditioning but there is a danger that it is given too much weight in the selection process. Players should be tested against themselves and results assessed relative to the playing position. Physical attributes such as height cannot be changed however many physical aspects such as speed, power, agility, balance, and co-ordination can be improved greatly over a relatively short time with good coaching and training methods.

Psychological aspects relating to attitude and personality take years to develop and can take years to change.

Selecting is a stressful position dealing with players futures. So above all be fair and honest to all.

Developing Selection Guidelines

As mentioned, it should be clear for all selectors/selection panels what the athletes are being identified/selected for and within a club this can vary from year to year, team to team.

So before beginning selections some key steps to develop your Selection Guidelines:

1. Produce a Club depth chart for 1-3 yrs. (this time frame can vary). This will allow the recognition of strengths and gaps in the playing list not just for the next year but in the coming years and will help guide selectors.
2. Utilising the information gained from depth chart, discuss, and devise the strategic direction for the selection process and this can vary between the teams. Are you looking for specific areas more? Do you need to look for a greater range/more variety of defenders? Are you looking for a specific style of centre court player to complement those you know need long term development? Are you looking for the best 12 players available?
3. Develop selection guidelines based on the above (these can vary from team to team)
4. Education of selectors on the selection guidelines

Develop the selection criteria and tools that will be used to assess athletes based on the specific selection guidelines.

Role of The Selector

As a member of any selection panel the selector has a responsibility to select the squad/team from the available candidates. The selector is an observer and note taker. Observe the players yourself

before you listen to the comments of others. Observe the players on as many occasions as possible. Consider the potential to develop with further coaching.

Expectations of Selection Personnel

The following are expectations of persons holding a position on a selection panel. Each Selector should:

- Attend all selection activities (i.e. meetings, trials, trainings) as deemed necessary.
- Act with integrity and objectivity in all aspects of the selection process.
- Ensure all selection materials, discussions and meetings remain confidential to the Selection Panel and appropriate personnel.
- Declare a conflict of interest and notify the appropriate person of the conflict as soon as they become aware it exists and remove herself/himself from the selection or resign as a selector.

Responsibilities of Selectors

Prior to selection each Selector shall:

- Be familiar with the relevant Selection Policy for the team/squad they are selecting.
- Be aware of the level and type of competition/event for which the team is being selected.
- Review the details of:
 - Team lists
 - Dates of birth of players for squad/team eligibility
 - Playing positions of players

During selections, each Selector shall:

- Ensure that the Selection Policy and /or the Selection Guidelines are implemented
- Gather and record statistical and other information to support the decisions taken during the selection process.
- Know if selecting a Team or a Squad.

If it is a squad know the relevant number of players to be selected and if there is a requirement of players for each position.

Selection Criteria

Skills to be achieved/Key Performance Areas

Individual Movement Skills

- Good footwork and change of direction
- Acceleration and deceleration
- High work rate
- Balance and control without the ball
- Balance and control with the ball
- Speed, agility, endurance and elevation
- Body type, athletic ability, body control and coordination

Ball Skills

- Good basic ball handling skills under pressure

- Good pass selection options under pressure
- Selection of ball delivery finesse and 'touch'
- Accuracy of Pass
- Catching ability – two hands/one hand

Attacking Skills

- Ability to make appropriate decisions
- Effective use of space
- Timing
- Vision

Defending Skills

- One on one defending, ability to contest an appropriate line
- Defence of pass

Strategies

- Recognises and adapts to attacking/defensive strategy changes by opposition

Netball Knowledge

- Court craft - ability to read the game
- Flair and creativity
- Ability to combine
- Involvement in the game
- Knowledge of the rules and adjusts to umpiring decisions
- Position specifics

Assessment Process/Recording of Standards

Below are some examples of different methods to rank players.

Ranking Scale #1

5. Exceptional
4. Excellent
3. Good
2. Average
1. Poor

Ranking Scale #2

3. Exceeds expectations
2. Meets expectations
1. Below expectations

Ranking Scale #3

- √√ Definite Yes
- √ Yes, but want another look
- ? Not sure need another look
- X No, but will have one last look
- XX Definite No

Ranking Scale #4

Rank the game - A, B or C (depending on standard)
Then rank the player a, b or c (according to performance)
E.g. Aa = very good / Cc = poor

Common Errors in Selection

Errors can occur in a systematic manner during selection. Correction of errors can be difficult because selectors are often unaware they are making errors which can result in inappropriate selection. Listed below are some selection pitfalls and possible solutions to avoid them.

Contrast Effects

This occurs when athletes are evaluated relative to other athletes rather than to the requirements of the position.

To avoid this effect:

- Evaluate a large number of athletes at the same time as the error is more frequently made when only a few athletes are observed.
- Base evaluation on specific criteria for the position.
- Compare players for the same position after evaluating the individuals.

First Impressions

First Impressions, either favourable or unfavourable, often bias for or against the athlete and may influence later judgements, especially if negative points are observed first.

To avoid this effect:

- Reserve all judgements regarding a player until after the observation period.

Halo or Horns Effect

One aspect of an athlete's performance, either favourable or unfavourable, influences judgement about other aspects e.g. a player could be outstanding in one area but below standard in others.

To avoid this effect:

- The selector should not listen to comments from others until after their evaluation.
- Selection panels should complete individual evaluations prior to discussions.

Similar to Me

The athlete is judged more favourably when the selector perceives that they are similar to them.

To avoid this effect:

- Base evaluation on specific criteria for the position.
- Ensure the selection panel comprises of selectors from different back grounds.

Central Tendency or Negative or Positive Leniency

A central tendency is when all athletes are rated as average to avoid making mistakes in judgement. A negative or positive leniency is when athletes are assessed too easily or too hard e.g. a known strong performer is assessed more stringently than a lesser performer or vice versa.

To avoid this effect:

- Record observations of exactly what is seen and compare with the specific criteria.
- Most players will have good and poor areas of performance so if a player does not have a range of ratings there may be a leniency.

Sequence effect

The order in which athletes are viewed affects the assessment made e.g. view an exceptional athlete first and all others pale and vice versa.

To avoid this effect:

- Record observations of exactly what is seen and compare with the specific criteria
- Only compare athletes once evaluations are made

Selection Policy Example

Below is an example/template of a Selection Policy for clubs to use as a guide.

1. Appointment of Selection Panel

- 1.1 The [Nominated Committee] will appoint a suitably qualified Selection Panels that adhere to NV and [CLUB NAME] VNL Club policies and guidelines:
 - a) All selectors must hold a minimum Development NCAS Accreditation and experience in coaching/playing at VNL and above.
 - b) The Selection Panel where practicable is to consist of Head Coach, Team Coach and one other selector.
 - c) The Selection Panel will have an additional member to act as proxy as required.
 - d) No person with a conflict of interest may be appointed to the relevant selection panel.

2. Expectations of Selection Panel

- 2.1 Persons holding a position on selections panels should:
 - a) Attend all selection events (i.e. trials, games, trainings, meetings).
 - b) Act with integrity and objectivity in all aspects of the selection process.
 - c) Ensure all selection materials, discussions and meetings remain confidential to the Selection Panel and appropriate personnel.
 - d) It is recommended that the proxy Selector attend all selection trials.
 - e) In the event of a Selector being unavailable for one selection trial, he/she shall be replaced by the appointed Proxy Selector for that trial.
 - f) In the event of a Selector being unavailable for two selections, he/she shall be replaced by the Proxy Selector for the entire selection process of that team.
 - g) The Coach is required to attend all selection trials but may be given special consideration in extenuating circumstances.
- 2.2 Selector Responsibilities:
 - a) Be familiar with the relevant Selection Policy and Guidelines for the team/squad they are selecting.
 - b) Be aware of the level and type of competition/event for which the team is being selected.
 - c) Ensure that the Selection Policy and or the Selection Guidelines are implemented
 - d) Gather and record statistical and other information to support the decisions taken during the selection process.

3. Selections

- 3.1 Selection sessions are open to any eligible athlete.
- 3.2 Selection dates and all relevant information will be advertised on our website, the NV website and other relevant places.
- 3.3 Attendance
 - a) All players are expected to attend at least one selection to be considered for selection and any subsequent sessions to which they are invited.
 - b) Any player who is unable to attend a session must submit written notification in advance. Exemptions will be considered on a case by case basis by the [Nominated

Committee]. Acceptable apologies may include for example, injury, illness or extenuating personal circumstances.

- c) A player who is absent from a selection session without apology may not be considered further for selection, except with the approval of the **[Nominated Committee]**.
- d) The selection panel may provide an exemption to clause 3.3 (a) at their discretion.

3.4 Playing Position

- a) Players will be requested to nominate a minimum of two preferred positions for selection trials.
- b) Players will be given the opportunity to play in a minimum of two nominated positions during the trials.
- c) On the request of the Selection Panel, players may be asked to trial in a position not nominated by the player.

3.5 Participation

- a) It is anticipated that attending players will be viewed at least twice at each selection date however, this may vary as it is dependent on the number of players attending each selection trial.
- b) A player must have been viewed at least twice in their nominated positions by the Selection Panel before a decision not to invite that player to return for further selection sessions is made.

3.6 Injury/Illness

- a) (a) A player unable to participate in trials due to injury or illness must advise the **[Nominated Committee]** in writing prior to commencement of trials.
- b) (b) Players can then be considered by the Selection Panel based on previous demonstrated ability as viewed by, or provided in feedback to the Selection Panel member/s.
- c) (c) A player with no previous demonstrated ability cannot be selected for a final position within a team however, they can be invited to train with the squad for selection if approved by the **[Nominated Committee]**.

3.7 Selection Decisions

- a) The Selection Panel's decisions will be made by general consensus or by majority vote.
- b) If there is no majority, the Team Coach will have the final vote in any selection decisions.
- c) The **[Nominated Committee]** will approve the final selection of players by ensuring all selections have been conducted in accordance with this policy.

4. Notification to Athletes

- 4.1 Players may be advised at the conclusion of any selection trial that the subsequent session will be by invitation.
- 4.2 Following the final selection trial, all remaining players will be contacted and advised of the relevant outcome as soon as reasonably possible.
- 4.3 Formal signing of players will not occur until the official date set by Netball Victoria.
- 4.4 All player information will be held in strict confidence and will be administered by the **[Nominated Committee]**.

5. Request for Feedback

- 5.1 Subject to this Policy there is no right of appeal against any decision of the Selectors however players may request feedback.
- 5.2 Feedback will only be provided to players who have been unsuccessful after reaching the FINAL selection.
- 5.3 Players should address any feedback requests to the [Nominated Committee].
- 5.4 Requests must be made within XX days of selection notification.

Selection Policy Example

Below is an example/template of a Selection Policy for clubs to use as a guide.

6. Appointment of Selection Panel

- 1.2 The [Nominated Committee] will appoint a suitably qualified Selection Panels that adhere to NV and [CLUB NAME] VNL Club policies and guidelines:
 - e) All selectors must hold a minimum Development NCAS Accreditation and experience in coaching/playing at VNL and above.
 - f) The Selection Panel where practicable is to consist of Head Coach, Team Coach and one other selector.
 - g) The Selection Panel will have an additional member to act as proxy as required.
 - h) No person with a conflict of interest may be appointed to the relevant selection panel.

7. Expectations of Selection Panel

- 2.3 Persons holding a position on selections panels should:
 - h) Attend all selection events (i.e. trials, games, trainings, meetings).
 - i) Act with integrity and objectivity in all aspects of the selection process.
 - j) Ensure all selection materials, discussions and meetings remain confidential to the Selection Panel and appropriate personnel.
 - k) It is recommended that the proxy Selector attend all selection trials.
 - l) In the event of a Selector being unavailable for one selection trial, he/she shall be replaced by the appointed Proxy Selector for that trial.
 - m) In the event of a Selector being unavailable for two selections, he/she shall be replaced by the Proxy Selector for the entire selection process of that team.
 - n) The Coach is required to attend all selection trials but may be given special consideration in extenuating circumstances.
- 2.4 Selector Responsibilities:
 - e) Be familiar with the relevant Selection Policy and Guidelines for the team/squad they are selecting.
 - f) Be aware of the level and type of competition/event for which the team is being selected.
 - g) Ensure that the Selection Policy and or the Selection Guidelines are implemented
 - h) Gather and record statistical and other information to support the decisions taken during the selection process.

8. Selections

3.8 Selection sessions are open to any eligible athlete.

3.9 Selection dates and all relevant information will be advertised on our website, the NV website and other relevant places.

3.10 Attendance

- e) All players are expected to attend at least one selection to be considered for selection and any subsequent sessions to which they are invited.
- f) Any player who is unable to attend a session must submit written notification in advance. Exemptions will be considered on a case by case basis by the [Nominated Committee]. Acceptable apologies may include for example, injury, illness or extenuating personal circumstances.
- g) A player who is absent from a selection session without apology may not be considered further for selection, except with the approval of the [Nominated Committee].
- h) The selection panel may provide an exemption to clause 3.3 (a) at their discretion.

3.11 Playing Positions

- d) Players will be requested to nominate a minimum of two preferred positions for selection trials.
- e) Players will be given the opportunity to play in a minimum of two nominated positions during the trials.
- f) On the request of the Selection Panel, players may be asked to trial in a position not nominated by the player.

3.12 Participation

- c) It is anticipated that attending players will be viewed at least twice at each selection date however, this may vary as it is dependent on the number of players attending each selection trial.
- d) A player must have been viewed at least twice in their nominated positions by the Selection Panel before a decision not to invite that player to return for further selection sessions is made.

3.13 Injury/Illness

- d) (a) A player unable to participate in trials due to injury or illness must advise the [Nominated Committee] in writing prior to commencement of trials.
- e) (b) Players can then be considered by the Selection Panel based on previous demonstrated ability as viewed by, or provided in feedback to the Selection Panel member/s.
- f) (c) A player with no previous demonstrated ability cannot be selected for a final position within a team however, they can be invited to train with the squad for selection if approved by the [Nominated Committee].

3.14 Selection Decisions

- d) The Selection Panel's decisions will be made by general consensus or by majority vote.
- e) If there is no majority, the Team Coach will have the final vote in any selection decisions.
- f) The [Nominated Committee] will approve the final selection of players by ensuring all selections have been conducted in accordance with this policy.

9. Notification to Athletes

- 4.5 Players may be advised at the conclusion of any selection trial that the subsequent session will be by invitation.
- 4.6 Following the final selection trial, all remaining players will be contacted and advised of the relevant outcome as soon as reasonably possible.
- 4.7 Formal signing of players will not occur until the official date set by Netball Victoria.
- 4.8 All player information will be held in strict confidence and will be administered by the [Nominated Committee].

10. Request for Feedback

- 5.5 Subject to this Policy there is no right of appeal against any decision of the Selectors however players may request feedback.
- 5.6 Feedback will only be provided to players who have been unsuccessful after reaching the FINAL selection.
- 5.7 Players should address any feedback requests to the [Nominated Committee].
- 5.8 Requests must be made within XX days of selection notification.