



Southern Peninsula Selection Policy:

Southern Peninsula Basketball Association (SPBA) is committed to delivering a professional and proficient Try Out Process for all athletes, coaches, and parents. This process includes fair and transparent policies and guidelines that will be strictly followed to ensure correct athlete categorization throughout the entire Representative Program, specifically in the Under 12's, Under 14's, Under 16's and Under 18's age groups.

1. Selection Panel

- 1.1 The Southern Peninsula Basketball Association is committed to maintaining a professional and transparent selection process for each age group within the organization. To achieve this, a dedicated Selection Panel will be established for each age category. This panel will be responsible for providing valuable feedback to players, conducting the team selection process, and categorizing athletes based on their skills and abilities. The Selection Panel will be composed of highly qualified individuals with extensive basketball expertise, including:
 - SPBA's Head of Basketball
 - Independent Evaluators from Basketball Victoria's High-Performance Pathways
 - Age Group VJBL Coaches
 - Additional Independent Evaluators, if deemed necessary by the SPBA
- 1.2 The Selection Panel will consider feedback and assessments provided by previous Victorian Junior Basketball League (VJBL) coaches during the selection process. However, it is important to note that all team decisions will be ultimately finalized by the Head of Basketball and the Selection Panel. To ensure neutrality and fairness, any parent coach with a child or children in the specific age group under consideration will be excluded from participating in conversations related to the selection process. This measure aims to uphold the integrity of the selection procedure and to maintain a level playing field for all athletes involved.

2. Try Outs

- 2.1 The Try Outs will be conducted under the supervision of an independent coach who has been appointed and endorsed by the Southern Peninsula Basketball Association and SPBA's Head of Basketball. These Try Outs will be scheduled well in advance of the season's commencement to allow adequate time for team finalization, uniform orders, and preseason preparation.
- 2.2 To maintain an environment free from distractions and to uphold the integrity of the selection process, parental observers will be confined to the main foyer area during the Try Out period. This measure ensures that all participants can focus on their performance, while the selection process remains unbiased and fair.

3. Evaluation Criteria

- 3.1 The selection panel will use a combination of objective and subjective criteria to assess and categorize the athletes. The criteria may include, but not limited to:
 - Competitiveness
 - Shooting
 - Finishing
 - Athleticsm



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- Ball Handling
- 1 on 1 Ofence
- 1 on 1 defence
- Transition Play
- Decision Making
- Game Sense

3.2 Athletes will be assessed on the above criteria through a variety of different drills and game situations. Some of the ways athletes will be evaluated are:

- Conceptual Play Assessments
- Live Scrimmage Situations
- Small-Sided Games
- Fitness Components
- Athlete Testing
- Commitment, attitude, and Coachability from Previous Seasons
- Teamwork and Sportsmanship

4. Unsuccessful Applicants

4.1 In the event of an applicant not been selected during the Try Outs, the Southern Peninsula Basketball Association (SPBA) will ensure individual notifications are sent out during the week following the selection process. We value each participant and their dedication to the sport, and as such, we are committed to offering support to those who may not have been placed into regular teams.

Support provided to unsuccessful applicants may include, but is not limited to, the following:

- Communicating with the athlete's respective domestic club to offer guidance and recommendations on how to further develop the player's skills and talents.
- Informing the Head Coach of the athlete's domestic team to provide constructive feedback and development advice for the player's continued improvement.
- Extending opportunities to participate in SPBA's development programs, where they can receive additional training and coaching to enhance their basketball abilities.

4.2 We believe in fostering a nurturing environment where all players are encouraged to reach their full potential, and we are dedicated to assisting individuals in their basketball journey, irrespective of whether they are selected to play VJBL or not. Unsuccessful Athletes may be offered a position in a Tournament Only Team which also provides an avenue for players to continue their involvement in basketball.

4.3 In recognition of the importance of player growth and continuous improvement, unsuccessful applicants will also be offered personalized and constructive feedback directly from the Selection Panel. The objective is to equip these players with valuable insights to aid their development throughout the year, to ensure ample time for players to work on areas of improvement and prepare for future opportunities. This individualized feedback will be delivered via email before squads are publicly announced.

5. Squad Selections



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- 5.1 Upon successful completion of the Selection Process, players will be categorized into either one of two squads: the Blue Squad or the Yellow Squad. Subsequently, players will participate in training sessions with their designated squads until the final team placements are announced on the 25th of October. The Squad sessions will be conducted under the guidance of Head of Basketball, Matt Brasser, assisted by the VJBL coaches specifically assigned to each respective age group. This dedicated period of squad training will afford the coaching staff and the Selection Panel a comprehensive opportunity to assess each individual's skill set accurately and make well-informed decisions regarding their ideal team placement for the upcoming VJBL season.

6. Feedback

- 6.1 During the Squad Period, all selected members will be regularly engaged with through ongoing communication and feedback. As part of this process, each squad member will have the opportunity to participate in a 1-on-1 athlete development meeting with a VJBL Coach. This meeting, called an Individual Development Plan (IDP) will serve as a platform for the delivery of constructive feedback gathered from the Try Outs and the subsequent Squad Period. The feedback provided by the coaching staff aims to nurture the athlete's development in a positive and constructive manner, offering valuable guidance and support from the SPBA. SPBA requires parents/guardians to sit in on the meeting and we encourage parents to be involved in the conversations.

7. Team Formations

- 7.1 At Southern Peninsula Basketball Association, we choose to list our teams as colours rather than numbering them to reinforce our core belief in the equal importance of every team within our organization. While we acknowledge the need to have higher ranked teams to participate in competitive leagues and provide players opportunities to play at the highest levels they can, we strive to foster a sense of unity and inclusivity throughout all age groups. By assigning colours to our teams, we aim to emphasize that each team represents an essential part of our basketball community, and no team is considered superior or inferior to another. We value every player's commitment, effort, and dedication, regardless of the team they belong to, and we are committed to providing a supportive environment where all players can flourish and enjoy the sport they love.

8. Team Announcement

- 8.1 Teams will officially be announced on the 25th of October through our Social Media channels and website.

9. Communication

- 9.1 Throughout the selection process, the SPBA will ensure transparent and timely communication with players, parents, and coaches. Any changes to the selection schedule or process will be communicated in advance, to the best of our ability.

10. Confidentiality

- 10.1 All information related to the selection process, including evaluation scores and discussions, will be kept strictly confidential and only shared with individuals directly involved in the process.



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11. Appeals Process

11.1 Appeals Process for Team Selection Policy - Southern Peninsula Basketball Association

Purpose:

The appeals process is established to provide a fair and impartial mechanism for athletes and their families to appeal team selection decisions within the Southern Peninsula Basketball Association. We recognize the importance of ensuring transparency and maintaining the integrity of our selection procedures.

11.2 Eligibility for Appeal:

Players or their legal guardians may submit an appeal if they believe there were errors or issues in the team selection process that may have affected the outcome. Appeals may be considered for the following reasons:

- a. Procedural irregularities during the Try Out process.
- b. Misapplication or misinterpretation of the established selection criteria.
- c. Demonstrated evidence of bias or discriminatory practices.

11.3 Feedback Process - Initial Step:

Before proceeding with an appeal, the player or their legal guardian must request feedback from the Head of Basketball within three (3) business days from the date of the team announcement. If the appellant is not satisfied with the feedback provided, they may proceed to the appeal process as described below.

11.4 Appeal Process – Stage 1:

Following the feedback process, if unsatisfied, the appellant must submit a written appeal via email to the General Manager within three (3) business days from the date of receiving the feedback from the Head of Basketball. The appeal should include the following details:

- a. Player's name, age group, and team assignment (if applicable).
- b. Grounds for the appeal, including the reasons for questioning the team selection decision.
- c. Any supporting evidence or relevant documentation that substantiates the appeal.

11.5 Review and Decision by General Manager:

The General Manager will conduct a thorough review of the submitted appeal, taking into account all relevant information and documentation. If necessary, the General Manager may engage independent individuals to consult with or request additional information or interviews with relevant parties involved in the selection process.

11.6 Appeals Outcome:

The General Manager will render a decision within ten (10) business days from the date of receiving the appeal. The decision will be communicated in writing to the appellant. The possible outcomes of the appeal include:

- a. Upholding the original team selection decision.
- b. Modifying the team assignment based on the evidence presented in the appeal.
- c. Ordering a re-evaluation of the player in question if it is deemed necessary and feasible.





- 11.7 Finality of Decision:
The decision of the General Manager will be final and binding, and there will be no further avenues for appeal within the SPBA. The Association is committed to respecting the decision and ensuring the confidentiality of the appeals process.
- 11.8 Non-Retaliation:
The Southern Peninsula Basketball Association is dedicated to fostering a supportive and inclusive environment. There will be no retaliation or adverse consequences for any player or family member who submits a valid appeal in good faith.
- 11.9 Communication:
The SPBA will ensure clear and timely communication regarding the appeals process and its outcomes. Any updates or changes to the process will be conveyed to all relevant parties promptly.
- 11.10 Policy Review:
The Appeals Process for Team Selection Policy will be reviewed periodically to ensure its effectiveness and alignment with the SPBA's values and objectives. By establishing this appeals process, the Southern Peninsula Basketball Association aims to uphold the principles of fairness, transparency, and accountability in our team selection procedures and promote a positive experience for all members of our basketball community.
- 12. Review**
- 12.1 This selection policy will be reviewed annually by the SPBA management in consultation with the selection panel and relevant stakeholders to ensure its effectiveness and alignment with the club's values and objectives.
- 12.2 By adhering to this selection policy, Southern Peninsula Basketball Association aims to create an inclusive and competitive environment where players can develop their basketball skills and enjoy the sport to the fullest extent.
- 12.3 This selection policy is subject to review and modification by the SPBA Board and Executive Committee as needed.



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