



JUNIOR COACH SELECTION POLICY

1. Purpose

The purpose of this policy is to define the processes and guidelines used when Junior coaches are selected for Sturt District teams each year.

2. Our Commitment

The Sturt Sabres Basketball club's vision is "Basketball Excellence – Leading Australia". One of the key focus areas of this vision is on-court performance and ensuring we select the most competitive teams possible.

Our goal is to establish ourselves as the go-to club for player development, and this requires top-notch coaching that fosters the growth of elite players and leads to on-court success. As the vanguard of coach education, we are committed to empowering coaches to achieve both their immediate and long-term objectives.

In South Australia, we take pride in being the foremost club that invests in coach education and provides our coaches with ample resources. Additionally, we have robust support systems in place, including Age Group coordinators, that allow our coaches to concentrate on their primary role of coaching their team.

3. Values

Sturt Basketball Clubs values are:

PRIDE - Sturt coaches are proud to represent their club, and as such present themselves in a professional manner.

LEADERSHIP - Sturt coaches are role models for the players, other coaches, and the wider basketball community, and will lead in such a way that they produce more leaders.

ACCOUNTABILITY - Sturt coaches will take ownership of the performance of the teams, players, and coaches that they lead, both on and off the court.

RESPECT - Sturt coaches treat everyone (players, fellow coaches, officials, and supporters) with respect, displaying the highest level of sportsmanship and citizenship.

COMMITMENT - Sturt coaches are committed to prepare their teams, players, and coaches that they lead to being in the best mental and physical shape, practicing and competing with their absolute best effort, never quitting or giving up.



4. Responsibilities

Effective coaching is paramount in shaping the development and overall experience of members at our club. At Sturt, we believe that our coaches must possess key attributes such as preparedness, engaging personalities, excellent communication skills, and a focus on the athlete and the team, all while setting high standards.

The high-level responsibilities are listed below: -

Trainings:

- Teach in a professional and engaging way
- Wear club uniform
- Share training plans in coaches' slack

Game Days:

- For Division 1 teams, ensure all members receive equal court time over the course of the season
- For Division 2 and below teams, ensure all members receive equal court time over the course of the game, subject to training attendance or behavioural issues.
- For Division 1, ensure all members get opportunities to play all five positions over the course of a season
- For Division 2 and below, ensure all members get equal opportunities to play all five positions over the course of a season

Other Responsibilities: -

- Coach to our club curriculum. Following style of play, tactics and teaching points. Achieving age group milestones according to our Landmarks document.
- Provide ongoing feedback to members via the SRS system
- Provide SRS feedback to AGC / Director of High performance at defined grading window times.
- Present professionally (wearing club attire, wearing closed in shoes, no hats or sunglasses, staying off mobile devices during the session) at trainings and games.
- Registration with Basketball SA once appointment is confirmed

5. Coach Eligibility

Coaches seeking selections for coaching positions for Sturt District teams must comply with the following to be eligible for selection:

- a. have completed a Coaching Expression of Interest
- b. have an up-to-date working with children check;
- c. adhere to the NCAS Code of Conduct.



6. Coach Selection Criteria

- a. Proven evidence that the Coach reflects the values (refer Section 3) of the Sturt Basketball Club;
- b. Meet the eligibility criteria set out above in Section 5;
- c. Understanding and Acceptance of the Responsibilities in Section 4;
- c. Attendance at all games and practices (any absences covered by Section 7.3);
- d. Ability (technical, mental and management) to prepare teams and players to compete at the selected level of District basketball;
- e. A history of past performances with Sturt District, or other equivalent teams;
- f. Desire and commitment to working hard at improving technical, mental and management ability;
- g. Be socially compatible and display an ability to work with other coaches, teams, management and other members of the club towards a common goal;
- h. Be highly receptive to feedback and highly co-operative within the team and club environment;
- i. Past ability to coach to our club curriculum and style of play.

Important: It must be noted that subjectivity is an unavoidable element in any selection. Whilst this document attempts to explain how coaches are selected, it is inevitable that there will be different perspectives on those selections.

7. Coach Selection Procedure

- a. Coaches will complete a coaching Expression of Interest, detailing their preferences for coaching appointments.
- b. Coaches will declare any actual or perceived conflicts of interest.
- c. Director of High Performance and Development, will nominate coaches to teams, and have these nominations ratified by the Sturt Management Committee.
 - i. In cases where exceptional circumstances need to be considered, supporting evidence is presented to the Sturt Management Committee in writing.
- d. Coaches will register with Basketball SA, a process that includes completing the Play By The Rules – Harassment and Discrimination course and agreeing to abide by Basketball SA's Code of Conduct. Any documents required for registration form part of this policy.
- e. Coaches may be appointed to multiple year appointments (e.g. Division 2 one year and Division 1 the next year) but each appointment will be reviewed annually.

7.1 Coach Conflict of Interest Guidelines

- a. For Division 1 Junior District teams, No parent of a player participating in that specific Division 1 team can be a head coach or assistant coach.
- b. For Division 2 Junior District teams, Coaches with a conflict of interest will be excluded from appointment except in exceptional circumstances. In these exceptional circumstances the



Sturt Basketball Director of High Performance and Development will need to apply in writing to the Sturt Management Committee detailing why this appointment should be ratified.

Conflicts of interests may include but are not limited to:

- i Being related to a player, directly or indirectly;
 - ii Being involved in an official capacity with another organisation with whom Sturt is a direct competitor.
- c. The following guidelines will apply to teams that contest the State Junior Championships (at present Under 12 to Under 18 Division 2 Boys and Girls):
- i Coaches with an actual or perceived conflict of interest will only be appointed as coaches of these teams in exceptional circumstances;
 - ii Coaches will not coach the same players for any more than two years consecutively, except in exceptional circumstances;
- d. If a conflict of interest is detected for any team within any division, the management committee may, through a voting majority, demand a change if they consider it appropriate. Their decision will be final, and no appeal process will be available.

7.2 Higher Level Commitments

- a. In situations where Coaches who have been selected by Basketball Australia to be part of National teams and have national commitments that clash with Sturt practices and games will be given approval to prioritise their national commitments.
- b. In situations where Coaches who have been selected by Basketball South Australia to be part of State teams and have state commitments that clash with Sturt practices will be given approval to prioritise their state commitments.
- c. In situations where Coaches who have written, paid contracts with NBL or WNBL teams and have commitments with these teams that clash with Sturt practices or games will be given approval to prioritise their NBL or WNBL commitments.

7.3 Absences

- a. Absences from games and practices must be agreed with:
 - i the squad head coach or the Director of High Performance and Development.
 - ii the team head coach for assistant coaches.
- b. Coaches who are unavailable to attend a practice or a game, must ensure that other coaches are able to deliver the game or practice at an appropriate standard.
- c. This agreement will be generally be granted as a matter of course in most cases, however each situation should be judged on its own merits.

7.4 Contravention of Policy

- a. Coaches who repeatedly or wilfully act in contravention of this policy will be subject to disciplinary action which may include termination.
- b. Sturt Management committee have the overarching authority to review any coaching appointment at any time and take corrective action which may include termination should a situation arise where the committee deems intervention is necessary.



- c. Coaches who wish to appeal any disciplinary action can do so using the Sturt Grievance Procedure.

This policy applies to all Sturt Sabres Basketball Club Junior coach selection. This policy statement shall be displayed on the Sturt Sabres website and is endorsed by the Committee.

Paul Bauer

**President
Sturt Sabres Basketball Club**

May 2023