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# COACH SELECTION POLICY

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## 1. Purpose

The purpose of this policy is to define the processes and guidelines used when 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.

## 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

The key values that management and coaches need to keep in mind throughout the process are Respect and Accountability.

Management needs to be mindful that selections can have an uplifting or deflating effect on coaches and while our vision of basketball excellence requires that the environment is competitive, and coaches are held accountable for their performances, management will do all they can to communicate with coaches in a respectful manner at the right time, in the right place with the right message.

Coaches need to maintain a growth mindset and need to see any selection decisions as opportunities for growth and learning and a privilege not a right. The club has a separate grievance policy, and this must be followed if further feedback is required.

## 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 and subsequent registration with Basketball SA on appointment;
- 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. 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. Desire and commitment to working hard at improving technical, mental and management ability;
- f. Be socially compatible and display an ability to work with other coaches, teams, management and other members of the club towards a common goal;
- g. Be highly receptive to feedback and highly co-operative within the team and club environment;
- h. Be willing to put the long term development of athletes ahead of success where appropriate

**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. Sturt Basketball Operations Manager will nominate coaches to teams, and have these nominations ratified by the Executive of 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. The Sturt Basketball Operations Manager, along with 2 other members appointed by the Sturt Management Committee will nominate head coaches to Premier League teams, and have these nominations ratified by the Executive of the Sturt Management Committee.
- e. 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.

### **7.1 Coach Selection Guidelines**

- a. Coaches with a conflict of interest will be excluded from appointment (U12 – U18 Division 1 and 2 Boys and Girls only), except in exceptional circumstances (refer 7.1 (d)).
- b. The following guidelines will apply to teams that contest the State Junior Championships (at present Under 12 to Under 18 Division 1 and 2 Boys and Girls):
  - i Coaches with a conflict of interest will only be appointed as coaches of these teams in exceptional circumstances (refer 7.1 (d))
  - ii Coaches will not coach the same players for any more than two years consecutively, except in exceptional circumstances (refer 7.1 (d));
  - iii 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.
- c. The following guidelines will apply to teams that contest the SA Premier League and teams that directly feed into those teams (at present Premier League Reserves and Youth League Division 1):
  - i Coaches with a conflict of interest will only be appointed as coaches of these teams in exceptional circumstances (refer 7.1 (d));
  - ii Coaches may be appointed to multiple year appointments;
- d. The procedure for appointment in exceptional circumstances will be that the Sturt Basketball Operations Manager will need to apply in writing to the Sturt Management Committee detailing why this appointment should be ratified. Conflicts of interests are at the discretion of the Sturt Management Committee and will be clearly communicated – these 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.



## 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 they 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 they 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 they will be given approval to prioritise their NBL or WNBL commitments.

## 7.3 Absences

- d. Absences from games and practices must be agreed with:
  - i the Basketball Operations Manager for Premier League and Division 1 head coaches;
  - ii the squad head coach (generally the Premier League, Division 1 or 3 head coach) for all other head coaches;
  - iii the team head coach for assistant coaches.
- e. 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.
- f. 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. 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 coach selection. This policy statement shall be displayed on the Sturt Sabres website and is endorsed by the Committee.**

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**President**  
**Sturt Sabres Basketball Club**

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