

OUR COUGAR
FAMILY

WABL



PLAYER SELECTION POLICY



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Western Australia's Leading Family Basketball Association

WABL Player Selection Policy

1. PURPOSE

The aim of the selection criteria is to define the processes and guidelines used when athletes are selected to play for the Cockburn Cougars in the WA Basketball League (WABL) each year.

2. OUR COMMITMENT

The Cockburn Basketball Association's mission is to be *'The Leading Family Basketball Association in Western Australia'*. One of the key focus areas of this vision is the growth of our WA Basketball League programs and the competitiveness of each of our teams.

3. VALUES AND RESPONSIBILITIES

Cockburn Basketball Association's values are to:

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What does the Cougar Family's values look like in action? We:

- Are authentic
- Listen proactively
- Have a sense of humour
- Ensure safety
- Work as a team
- Act respectfully
- Are inclusive
- Strive for excellence
- Are accountable

With these values, comes a level of responsibility for coaches, parents and players.

Coaches need to be conscious that a trial process can be an incredibly bright or deflating experience for the athletes. As such, while an emphasis is placed on creating the most competitive environment possible, coaches will work to ensure respectful communication to all athletes is conveyed at the right time, in the right place, with the right message.

Players need to ensure they remain open minded. All non-selection decisions need to be seen as opportunities for growth and learning, while selections are not a right, but a privilege.



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Parents need to support their children in developing a growth mindset over the course of the selection process. Whilst not everyone will always agree, parents need to educate each athlete on how to handle success as well as difficulties or hurdles they may encounter.

Making non-selection decisions is an incredibly stressful process a coach needs to go through, so it is important parents recognise this. The club has a separate 'Player and Parent Expectation Policy' for any further feedback that may be required.

4. PLAYER ELIGIBILITY

Players that wish to represent the Cockburn Cougars at WA Basketball League Level (including State Championships), must comply with the following to be eligible for selection:

4.1 Existing Cockburn Basketball Association athletes must:

- a. Be registered playing members of Cockburn Basketball Association's domestic competition.
- b. Have registered for selection trials in September/October (State Championships) or January (WABL) of the calendar year, with appropriate fees paid on completion of the online form. Note: Exemptions from trialling, or an alternate date of trial, may be granted at the discretion of the CBA.
- c. Be up-to-date with all financial obligations with the Cockburn Basketball Association. This includes camps, development programs, merchandise, WABL and domestic fees. Athletes that already have a financial arrangement with the association and are meeting their obligations, will be eligible for selection.

4.2 Prospective junior WABL players (non-current CBA athletes):

- a. Have registered for selection trials in October (State Championships) or January (WABL) of the calendar year, with appropriate fees paid on completion of the online form. Note: Exemptions from trialling, or an alternate date of trial, may be granted at the discretion of the CBA.
- b. Athletes must submit a clearance with the club they are leaving within two weeks of being announced in a CBA squad or team. The CBA CEO must be cc'd on the email when submitting a clearance to the former club.
- c. If offered a position in a Cockburn Cougars extended WABL squad or State Championship team (including train-on athletes), the athlete must have already (or within five days of selection) made contact with a CBA junior domestic club or team about joining the CBA competition. If they are notified by each club this is not possible, they must join the waitlist by contacting competitions@cougarfamily.com
- d. Athletes in the U11/12 age group who cannot immediately find a junior domestic team and instead join the waitlist, must also register for term one of the Cougar Academy by emailing simon@cougarfamily.com



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- e. While meeting each of the above guidelines, all athletes must be in a junior competition team at Cockburn Basketball Association by no later than the start of term two of that calendar year (the start of the winter season).
- f. Athletes who fail to comply with the conditions listed above, in a reasonable timeframe, will be de-selected from the WABL program in the corresponding year.

Please note that further information on player eligibility and exemptions to the above criteria can be found by reading our 'Player and Parent Expectation Policy' on the Cockburn Basketball Association website (www.cougarfamily.com).

5. PLAYER SELECTION CRITERIA

The Cockburn Cougars WA Basketball League squads are chosen by the appointed lead coach of the age group and corresponding age group head coaches in conjunction with the CBA CEO (or any personnel co-opted for the specific task of selection).

In order to be considered for selection, athletes must:

- Meet the stated eligibility criteria.
- Demonstrate adherence to CBA's Player Code of Conduct (outlined in the Player and Parent expectation Guidelines).

The following will also be considered:

- A demonstrated ability (technical, mental and athletic) to be competitive at WA Basketball League (WABL) level;
- Attendance at all games and practices, as reasonably possible, as outlined by the schedule provided by coaches;
- Current and potential physical (height, length, body composition etc) and physiological (speed, strength, power, endurance etc) characteristics;
- A history of past performances with the Cockburn Cougars, or other equivalent teams;
- Desire and commitment to working hard at improving 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.

PLEASE NOTE: Subjectivity is an unavoidable element of selection to a Cockburn Cougars WABL team. Whilst this document attempts to outline how the selection process works, there is no doubt there will be differences of perspective on those selections.



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6. ABSENCES

- a. Absences from training must be approved by the head coach of the team. Absences from the trial date must be approved by the CBA CEO via email (tyrone@cougarfamily.com)
- b. Players may be permitted an alternate trial date if approved by the CBA CEO. A decision will then be made on that athlete at the next available opportunity.
- c. All other information regarding player absences once selection has been made can be found in the 'Player and Parent Expectation Guidelines'.

7. SQUAD SELECTION

1. State Championships Team Selection

- a. Cockburn Basketball Association will appoint Lead Coaches of each age group and Head Coaches to each Cockburn Cougars team;
- b. Cockburn Basketball Association will conduct at least two trial sessions, at the conclusion of which, athletes may be unsuccessful in selection. They will not continue to train at this point.
- c. Coaches will meet, and in consultation with other club coaches and the CEO, teams for each age group are announced. Unsuccessful athletes in the U11 age group will be directed to the Cougar Academy (Wednesday afternoons /Saturday mornings) for further development.
- d. These teams may be comprised of enough athletes up to the maximum allowed by Basketball WA. However, the CBA may use its own discretion to enter less teams than the maximum if it believes this is in the best interests of the Association's strategic vision with regards to competitiveness.
- e. Athletes with exemptions from the first trial may be added to the extended squad at a later date as agreed to by the CEO, but no later than two weeks prior to their set grading tournament weekend;

2. Initial WABL Squad Selection

- a. Cockburn Basketball Association will conduct WABL trials at the date specified in the WABL information guide.
- b. The coaches will meet, and in consultation with other club coaches and the CEO, a squad of players is announced. This squad may be comprised of enough athletes up to the maximum allowed by Basketball WA. However, the CBA may use its own discretion to enter less teams than the maximum if it believes this is in the best interests of the Association's strategic vision with regards to competitiveness.
- c. Each squad announced (no later than one-week post-trial) will be comprised of full-time AND train-on athletes. Athletes will be advised whether they are a train-on or full-time athlete no later than two-weeks prior to their set grading tournament weekend (train-on athletes will not play at the grading tournament);
- d. Athletes with exemptions from the first trial may be added to the extended squad at a later date as agreed to by the CEO, but no later than two weeks prior to their set grading tournament weekend;



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- e. Athletes who wish to join a CBA WABL team later than the advertised trial date (without reason) may be considered as a train-on athlete, and may only be considered as a full-time playing member if their addition facilitates the creation of a new team.

3. Grading Teams Selection

- a. Athletes selected in the initial WABL squad will train at each session as outlined in the schedule provided to them.
- b. Coaches in each respective age group will regularly meet and discuss the progress of individuals in the squad, with the group split into grading teams no later than two weeks prior to their set grading tournament weekend.
- c. These teams will be set for the required grading weekends, however, are subject to change up to and including one-week post conclusion of grading for that age group.
- d. Each team will be selected based on ability (with Cockburn team 1 being the first team, and so forth).

4. WABL Team Selection

- a. Grading Teams are subject to change up to and including one-week post conclusion of grading for that age group.
- b. Final WABL teams will then be emailed to each parent and athlete no later than one-week post-grading. These teams will then form the WABL teams for each respective age group of that calendar year.

8. HIGHER LEVEL COMMITMENTS

- a. Players who are in Basketball Australia programs or are scholarship holders at the Australian Centre of Excellence will give priority to these programs when they clash with CBA practices and games;
- b. Players who are in Basketball WA High Performance programs will give priority to these programs when they clash with CBA practices and games;
- c. Players who have written, paid contracts with NBL or WNBL teams must meet their contractual obligations to that team as a priority when their team commitments clash with CBA practices and games.
- d. Players who have written contracts with a State Basketball League program, will prioritise their WABL team ahead of their SBL commitments, unless approval is provided by the CBA CEO.
- e. Players in the Division One training squad will prioritise their WABL team ahead of all Division One commitments, unless written approval is provided by the CBA CEO.

9. EXCEPTIONAL CIRCUMSTANCES AND OTHER COMMITMENTS

- a. Under exceptional circumstances or circumstances not covered by these policies and procedures, the CEO may approve selection decisions that are deemed to be in the best interests of the club, squad, individual team or an individual player.



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- b. As well as this document, all athletes are also bound by the Parent and Player Expectation guidelines on the CBA website.

This policy applies to all Cockburn Cougars basketball team selection for both State Championships and the WABL competition. This policy statement shall be displayed on the Cockburn Basketball Association website and is endorsed by the CBA board as of **24th July 2019**.

A handwritten signature in black ink, appearing to read "Thwaites", is positioned above a horizontal line.

Tyrone Thwaites
Chief Executive Officer
Cockburn Basketball Association
18TH July 2019