

COBRA'S REPRESENTATIVE TEAMS



SELECTION POLICY & PROCEDURES

Kilsyth Cobras philosophy is built around developing and enhancing our basketball player's fundamental skills, physical development and understanding of concepts and principles of play of Basketball.

Offence

We aim in teaching young players through the exclusive use of an offence that will allow for individual skill development & an understanding of offensive principles of play used at Basketball Australia programs. The teaching of our offence is layered throughout a Cobras player's development pathway through the Club.

Defensive

All players will be taught the principles of man to man defence as they are learning and developing their game. "Man to Man" defence will be played exclusively at the Under 12 and Under 14 levels. Zone defence may be implemented at the Under 16 level and above, but must be taught with certain "Man to Man" principles firmly in place.

With limited practice time available to most coaches, it is important to ensure that team concepts continually link to the ongoing work completed in the fundamental skills area with careful planning by our Director of Coaching necessary for this to occur.

The club will also help both coaches and players develop character skills, the foremost being Discipline, Motivation, Competition, Respect, Unselfishness and Supportiveness.

INDIVIDUAL PLAYER SELECTION

Coaches will make selections based on the following general guidelines:

1. Players that we believe will make our teams better.
2. Players we believe have a realistic chance to play senior level basketball at some point in their career.
3. Players that fit the available positions for the greatest benefit of the teams.

The “preferred” skills and attributes coaches will consider:

A – TALENT/MASTERY OF FUNDAMENTALS

Offensive fundamentals –

- Shooting form and technique – Ability to make a RIGHT & LEFT handed lay-up with the correct footwork.
- Dribbling the basketball with both hands with your head up
- Running the floor/transition play
- Ball Handling under pressure
- Passing – Hitting targets, Off the dribble with both hands, long passing
- Understand the importance of spacing
- Mid-range game – ability to execute one dribble jump shot
- Cutting/playing without the ball in your hands – be hard to defend by moving and cutting when the offence requires
- Making the open 3 point shot
- Playing off a On Ball Screens

Defensive fundamentals –

- Footwork when guarding the ball and not letting the player go past you off the dribble
- Willingness to play defense and run hard back on defense
- Defensive communication and Understanding rotations and “help” rules
- Using hands to be disruptive without fouling – too much “hand checking” of the ball carrier when they are dribbling
- Maintaining stance and vision away from the ball.
- Jumping to the ball – it is important to move every time the ball moves on defense (one pass away, denial stance, two or more passes away, open stance/flat triangle)

General –

- Be in good physical fitness and have quick feet
- Train and play with EFFORT & ENERGY
- LISTEN to instructions

B – WILLINGNESS TO WORK

- Must be prepared to work hard, both at practice and in his/her own time.

C – WILLINGNESS TO LISTEN, LEARN AND THE ABILITY TO APPLY WHAT IS LEARNED

- Player must be coachable and have a willingness to learn and listen.

D – SELF DISCIPLINE

- The player must be on time.
- The player must be able to work hard on his/her own without having someone looking over his/her shoulder.
- The player should encourage their team mates on & off the court.

E – CONDUCT

- The players behaviour towards the Association, Club, coaches and other players is considered.
- The player's attendance record, past and present, including tardiness is considered.

F – ATTITUDE

- The player should play hard even when things are not going their way.
- Does not back chat coaches & referees.
- He/she is a team player.
- The player should be willing to accept any role in order to benefit the team.
- Have great desire on and off the court to be the best that he/she can possibly be.

By no means is this an all-inclusive list we use to evaluate players but it does cover many of the things we look for in the selection of our teams. We strive to use our best professional judgement. As always, we appreciate and value each player as an individual, but will base all decisions on what is best for the CLUB and its TEAMS.

The goal for Cobra & Elite Players is to be:

- Flexible
- Can Handle Adversity
- To Be In Great Physical Shape
- Assertive
- WE Players
- Compete With Relentless Persistence
- Great Defenders

TEAM SELECTION CRITERIA

New Players

Step 1. New players to the club must attend the Identification Development (ID) camp in September yearly. The ID camp is for all new players to the club that were NOT Cobra players that year.

Step 2. Players are selected from the ID camps then invited to attend the Cobra Rep Trials (as per below).

A team of experienced accredited coaches will oversee the ID Camps and will use the selection criteria to identify players who could be a Cobra.

NB. Our coaches do attend many domestic games to identify talented players who will also be invited to attend the ID camps.

Cobra Representative Trials

All Cobras players from the previous season are welcome to trial for a spot in a team along with the new players identified at the ID Camps. Trials are invitation only.

Cobra trials usually commence in October yearly after the school holidays and run for a maximum of 2 weeks. These are run by the accredited coaches who will be coaching in the age group. The coaches will run the training and select the players into teams according to the players and team selection criteria.

When selecting sides, we use a flexible method with parameters in mind to help implement consistency in what we are trying to achieve with individual and team development. As a consideration for selection we combine both short term ambitions with an overall eye on the long term development of players as individuals.

In doing this we ensure the development of the greatest number of players to their best potential by the end of their junior careers. In achieving this, we then have the goal of them continuing onto open age levels through our BIG V VYC and SEABL programs.

The goal of our junior program is to ultimately be producing ready-made players able to commence playing open age competition at a high level of skill and with an all-round ability and understanding of the game. With this in mind it is important to select players in squads that are best suited to their development and standards as well as recognising their commitment to things such as training, self-development and work ethic.

The next page is a guide to selection policy that we take into consideration during tryouts. It should be noted these are not strict guidelines and are intended as a guide.

1s Team

Number 1 teams are simply the best standard squads we can field in an age group. In this team we will pick the best 10 players capable of representing the Cobras at the highest level within team balance concepts. Court time is earned and not guaranteed.

2s Team

Number 2 teams are simply the next best standard squads we can field in an age group. In this team we will pick the 2nd best 10 players capable of representing the Cobras at the highest level within team balance concepts. Court time is earned & not guaranteed.

3s, 4s, 5s Teams

These teams are considered purely “development squads” where the emphasis is entirely on developing player’s skills and knowledge of the game. It should be noted that this doesn’t necessarily mean teams cannot have a winning season, it is just not the emphasis of the season. Court time is close to equal time but this is also earned. Meeting the training criteria of attendance and effort can be a determination factor.

TEAM BALANCE

Team considerations can be significantly different from individual ones. The way we group and select our squads takes into consideration a number of factors. In basketball you have positions within a team that can be generally split between what we call Bigs and Smalls. Despite these categories there are exceptions to the rule.

Point Guard— A Point guard or 1 man is the best ball-handler in the team and is responsible for bring the ball up the court and setting up plays and team-mates for scoring opportunities as well as looking to score themselves

Shooting Guard— Shooting guards or 2/3 man are predominately considered a “small” and they are guards who can back up the point guard with ball-handling duties, but whose main duties are to look for scoring opportunities and run the lanes wide.

Forward— Usually the 4 man who can play on the perimeter as well in the low post. Normally takes the ball out of bounds and trails in offence.

Centre— A big player or 5 man. Set screens, rebounds, posts up and can play on the outside.

Where possible we look to select teams with a proper balance of Bigs and Smalls or Guards and Forwards. Depending upon on the numbers in the team we would ideally look to pick a team with a balance of 3/4 smalls, 3/4 medium size players and 3/4 bigs, whether that be two forwards, two centers.

In a 10 man team, we would like a starting five mentioned as above with a bench of five to relieve them.

It should be noted that in our Cobras style of play, a taller player can develop excellent ball handling and passing skills, as well as shooting and scoring ability.

This section is purely given as a guide to balance in a squad and that balance will be entirely dependent upon players available for selection.

Number of teams

Our goal in selection is to place all available players with the ability or potential to play representative basketball and who possess the required work ethic and characteristics into a team.

Considering it takes 12 months for many players to acquire the skills and knowledge to feel comfortable with our structure and systems and be able to compete at this level, it is important to have players placed into the program to complete their development work as early as possible.

The club goals are to have an equal number of top aged and bottom aged players in each age group to ensure there is depth coming up for the following season.

Qualify

To be eligible to play for the Kilsyth Cobras all representative players must play in either the Domestic or After Schools competition in the coming seasons.

COACHING APPOINTMENTS OUTLINE

The appointment of our coaches and their development is a crucial part of the Cobras program.

The reason for this is all our players are well drilled in our structure and system and the coaches are able to teach and demonstrate the skills and techniques required to efficiently execute our structure and style of play on the court.

Our first preference is to have experienced independent coaches coaching all teams. When we cannot achieve this we try to resource our coaches from the domestic competition. Some of those coaches are parents willing to assist with their child's team. Our preference is to not have coaches coaching their children or siblings due to conflicts that can occur whether legitimate or not.

Working as a team

All of our coach's work on a voluntary basis and generally have work and family commitments that from time to time make them unavailable for training and game commitments.

It is vital that our coaches work as a team and work to help each other out when these occasions occur. It is also vital they have a thorough understanding of our program, its structure and its development processes for both individuals and teams. In doing this, our coaching structure can be flexible and adaptive to ensure all teams and players are given the appropriate training, development and education.

This is why we try to have the 1s and 2s train together and 3s and 4s together to keep sessions at a high standard and the appropriate numbers at training to do half and full court drill work.

Working to a program

We have a structured program or "Style of Play" that enables structure to encourage and promote the development of the individual, the team and the program as a whole. This program is modeled off the Basketball Australia preferred concepts.

It's crucial that all our coaches have a thorough understanding of the development guidelines for individuals and teams and their responsibilities in that regard. We have specific techniques and goals in our drills to enhance the individual.

It is important that individuals and teams are progressed at an appropriate and planned rate with players and teams being assessed at the completion of a season as to what point that have reached in that progress.

Coaches may or may not continue coaching a team from one season to the next. Very rarely do they get the opportunity to coach a team with exactly the same composition of players from one season to the next. A crucial part of our chances for success is that we are able to mix our teams with players familiar with the individual and team concepts that we are trying to implement. This transition needs to be as seamless as possible. If coaches can coach to a program, be open to be assessed, supervised and mentored, our chances of achieving success increase dramatically.

Coaches of lower age teams need to be mindful of what they are trying to introduce and teach to their players to ensure our kids have all the tools and skills to make the transition to higher age groups and indeed higher standard teams. Coaches of higher aged and higher standard teams need to have a good grasp of where their players are in their progression in their development in regards to individual and team skills and knowledge.

If our coaches can work to a program, work together and assist each other in their endeavors, our program ultimately will progress significantly as a whole. This includes coaches meetings, on court teaching sessions, team educational seminars and video sessions.

Understanding their commitments

In appointing a coach they need to understand their commitments and obligations to their players, teams and the Cobras program. This includes, their dress, attendance, punctuality, commitments to the program and fellow coaches and other teams within the program other than their own and meeting their obligations and responsibilities such as working with children checks.

If we can work to these selection guidelines then our program will have the foundation in place for a successful club that will be able to compete and ultimately win at the highest levels of the sport in the state. While this document gives an outline to our thinking in regards to selection of players, make up of teams and appointment of coaches, it should be remembered that significant allowance be given for flexibility in regards to this, as every year we have different potential within our juniors and our program dependent upon players and coaches available.

Coaches should hold a Club Coaches certificate (Old Level 1).

Coaches have completed the following:

Online PBTR – Child Protection & PBTR – Harassment & Discrimination

<https://www.playbytherules.net.au/online-courses/harassment-and-discrimination-online-course>

Coaches have been emailed the links to the Basketball Victoria Policies:

<http://basketballvictoria.com.au/policies/>

This document however should give all parties involved a clearer picture of what we are trying to achieve through our selection process.

APPEALS PROCESS

As per our By Laws dated June 2016 on our website.

<http://www.kilsythbasketball.com.au/wp-content/uploads/2016/08/Kilsyth-Basketball-By-Laws-June-2016.pdf>

CONCLUSION

We are very proud of our Cobra program here at Kilsyth Basketball and are also pleased that so many players want to be associated with our teams. However, to maintain the level of success we have enjoyed, squad selection becomes a necessity.

There are many factors that enter into the selection of players for all of our Cobras teams. This process is probably one of the toughest in coaching. As coaches we try very hard to be fair in our judgements, as we fully realise the players desire to be a member of our Club and the disappointment of not making a certain team.

It is extremely difficult to make a purely objective evaluation, based entirely on the mastery of basketball skills, or any other criteria. Many other things are considered in order to maintain a successful program. Consequently, subjective evaluations are basically opinions and are open to many arguments both for and against these evaluations.

Please keep in mind that the coaches have been engaged as professionals to make these types of decisions. In addition, the coaches want to structure the teams and the program in the best way possible way, taking into consideration many aspects as described, and will include players they believe will accomplish this in the end.

Mark Watkins

Manager Basketball Operations

Kilsyth Cobras