



STATE AND REGIONAL TEAM SELECTION POLICY

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Softball SA State Team Selection Policy

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1. INTRODUCTION

1.1 Application

The selection policy, process and procedures outlined in this document apply to all Softball SA players and officials, who are participating in any selection process undertaken to select a SA squad or team, and any other group specifically targeted to represent Softball SA in some capacity.

1.2 State Teams Committee

1.2.1 The Softball SA State Teams Committee is responsible for overseeing the application of the selection policy and due process.

1.2.2 Softball SA may call for nominations for the State Teams Committee.

1.2.3 The members of the State Teams Committee shall be appointed by and can be removed by the Softball SA Board in its sole discretion.

1.2.3 The State Teams Committee shall consist of no less than 4 members, one of which shall be a member of the Softball SA Board, and one of which shall be the High Performance Manager from Softball SA.

1.2.4 The State Teams Committee shall report to the Softball SA Board.

1.3 Purpose of the selection policy and operational guidelines document

The purpose of this document is to clearly outline the policy, operational process and procedures that apply to the selection of players and officials, of all ages, to participate in a specific event.

These players and officials could be selected for a squad or team group, or they could be selected as a special invitee for a special event for example - training camps, special coaching events, special tournaments, 'one-off' opportunities to play against visiting international teams.

1.4 Application of the policy and process

- a) Consistent and conscientious application of the policy, operational process and procedures outlined in this document will help ensure the following:
 - i. Transparency for all stakeholders who are involved in the selection process
 - ii. Improved communication and understanding between stakeholders
 - iii. Improved planning and execution associated with all aspects of selection
 - iv. Flexibility to respond to selection situations in a fair manner

- v. Facilitation of analysis and review of the selection process to ensure quality, consistency and stability between all the selection events that are undertaken by Softball SA in a given season or period.

1.5 Definitions

- 1.5.1 For the purpose of simplicity, references in this document to '**Softball SA Teams**' means a reference to all Softball SA State Teams, all Softball SA Regional Teams, and any other team selected to represent Softball SA in some capacity.
- 1.5.2 The word '**Selection**' refers to the process that is undertaken and the procedures that are followed within the constraints of the policies outlined in this document, which allow Softball SA to identify:
 - a) The most suitable officials to lead and manage a Softball SA Team to ensure both team harmony and achieve the optimum results at the National Championships or other tournaments; and
 - b) The required number of players, capable of performing to the appropriate standard, and capable of performing in the team-based environment of softball.
- 1.5.2 The word '**Best**' is often used with respect to selection – for example 'the best player'. Please be aware that in this example the word 'best' is a subjective estimation of the worth of a player, against a set of criteria that relate specifically to Softball. It may also relate to a player's ability to undertake or fulfil a specific role in a team environment, or to perform to a specific standard, at a specific event. This example is also applicable to team officials.
- 1.5.3 '**Selection Event**' refers to any formal softball event that is observed by a member of the selection panel, which can be utilised for the purpose of making an informed selection decision. Selection events will be identified prior to the commencement of the formal selection process.
- 1.5.4 Where '**Softball SA**' is referred to as the decision maker, this refers to the Executive Officer or any other delegated officer acting on behalf of the Softball SA Board.

1.6 Preamble

- 1.6.1 Softball is a complex, multi-faceted game, with a variable game environment which impacts on performance. Although the type of attributes that affect performance can be defined (as selection criteria), it is impossible to objectively define a set 'standard' for these criteria, relative to successfully performing in a specific event. Consequently, the process of selection requires a selector to subjectively weigh up, assess and define what they believe the standard of an individual player is, against the criteria. This is a subjective decision tempered by the experience and expertise of the selector.

- 1.6.2 Subjectivity will always remain an unavoidable element of selection. However, the processes and procedures outlined in this document aim to help overcome any of the more undesirable elements of subjectivity in selection, such as bias, prejudice or lack of expertise. Procedures have been designed to ensure that the negative impact of these elements will have been counteracted prior to a final selection decision being made.
- 1.6.3 This Policy and adjoining schedules may be amended or supplemented by Softball SA at its discretion in order to achieve the objectives in Section 1.7, specifically where matters arise, which in the opinion of Softball SA have not been provided for in this Policy or where the literal application of this Policy would not achieve these objectives. Softball SA will endeavour to give as much notice as possible to all persons affected by any amendment or supplement to this Policy.
- 1.6.4 Softball SA will not be responsible or liable in any way to anyone as a result of any such amendment.
- 1.6.5 All people acting in an official capacity are to act in accordance with the Softball Australia and Softball SA code of conduct.

1.7 Selection Objectives and Philosophy

- 1.7.1 The primary selection objective is to select the best available team for the particular event.
- 1.7.2 The secondary selection objective is to recognise the potential of players and officials to participate at national competition level standard and to assist those individuals to achieve their individual potential at national and international level.
- 1.7.3 Softball SA is committed to providing its players and officials the opportunity to compete at National Championships and recognises the importance of selecting individuals who will be able to best contribute to the continued success of softball in SA and who will be of sufficient standard to represent SA at national events.
- 1.7.4 Softball SA also sees the need to provide development opportunity for our junior players and officials, and in this regard, would like to encourage as many eligible individuals as possible to participate in Softball SA development programs.
- 1.7.5 Softball SA sees the need to reach as many eligible players in the designated age group as possible, and that the growth and longevity of the sport is taken into consideration with all selection processes.

1.8 Team Objectives

- 1.8.1 The primary objective for all Softball SA Teams is to win the tournament. With the exception of clause 1.8.2, equal diamond time is not mandated in any division and players should be aware that their diamond time may be minimal at a National Championship event.

1.8.2 Notwithstanding Clause 1.8.1 for the Softball SA Under 14 Regional teams, Head Coaches are directed to ensure all players are given a minimum of 40% of the teams game time, taking into account total games, defensive innings, and comparative numbers of at bat across all players in the team.

1.9 Situations outside of Selection Policy

Situations outside of this selection policy are to be on application. Any requests for exemptions outside this policy can only be approved by the State Teams Committee.

1.10 Approval of Appointments

The official approval of each appointment, players and officials, will be made by the Softball SA Board, having regard to the recommendations of the State Teams Committee. The recommendation will be submitted to the board by way of a briefing paper that summarises the selection process and outcomes.

PART 2: HEAD COACH

2.1 Appointment of Head Coach

- 2.1.1 Appointments for Head Coaches will be offered for a term of two years. Each year, the State Teams Committee will review Head Coaches and re-appoint for a further year or call for nominations for the Head Coach position for each Softball SA State and Regional team.
- 2.1.2 Nominations for the Head Coach positions will, where possible, be called for in March or soon thereafter, each year.
- 2.1.3 The State Teams Committee shall select a Head Coach for each Softball SA Team.
- 2.1.4 The State Teams Committee may, in its discretion, appoint a sub-committee of selectors to review the individual applicants for Head Coach, who shall make a recommendation to the State Teams Committee.
- 2.1.4 The State Teams Committee shall provide the details of any Head Coach selected to Softball SA for final approval.
- 2.1.5 The Softball SA Board shall approve the State Teams Committee selection of Head Coach unless:
 - 2.1.5.1 the nominated person is non-financial (i.e. is carrying a debt to Softball SA or an affiliated entity), or
 - 2.1.5.2 the nominated person is currently suspended by Softball SA or any affiliated entity, or

2.1.5.3 there is some other good reason why the nominated person should not be selected as Head Coach. This includes but is not limited to any member protection policy issues.

2.1.5 Unsuccessful applicants for Head Coach will be notified and provided feedback by the State Teams Committee.

2.2 Primary Role of Head Coach

2.2.1 A key element of the players experience is the team Head Coach. Softball SA prioritises the respectful engagement of quality coaches and will rely on their expertise, integrity and discretion to fulfil their duties in accordance with best practice and to represent Softball SA appropriately.

2.2.2 The Head Coach delivers coaching and other benefits to selected players through a training program which may include a series of domestic competitions, regional games and national tours.

2.2.3 The Head Coach will be supported by an Assistant Coach, Team Manager and Team Statistician but may also, subject to Softball SA approval, appoint other team staff members including additional Assistant Coaches, Specialist Coaches or Technical Officials.

2.2.4 The role of the Head Coach is to:

- a) provide an advanced training program appropriate for long-term development of players selected as members of the Softball SA Team focused on achieving optimal success by way of podium finishes at national events;
- b) lead the selection process undertaken to select the Softball SA squad or team which the Head Coach is responsible for;
- c) work together with the State Teams Committee in relation to the appointment of an Assistant Coach, Team Manager, Team Statistician and any other team officials; and
- d) where applicable, participate as a coach in a Softball SA sanctioned competition or league such as the Softball SA State League competition.

2.2.5 While the Head Coach should be actively involved in the appointment of the Team Officials, the final approval of the Team Officials rests with Softball SA.

2.3 Essential Criteria

2.3.1 The primary requirement in selection for the Head Coach position is demonstrated success as a coach, appropriate experience in the holistic long-term development of young people, program management and leadership skills.

2.3.2 Additional position criteria and personal attributes to be considered include:

Sport Acumen

- Graduate Diploma of Coaching, Level 3 NCAS or equivalent or evidence that attainment of the appropriate coaching standard is in course

- A minimum of three years' relevant age/grade coaching experience at club level
- Knowledge of contemporary trends in softball
- A high level of specialist knowledge in offensive play within a high-performance sporting environment
- Understanding of the standards and demands of national sport
- Understanding and empathy for the needs of elite players
- Understanding of the concepts and application of sports science/sports medicine

Personal

- Effective time management and administration skills
- An ability to work effectively in a team environment
- Self-discipline and integrity within a team
- Well-developed interpersonal and communication skills
- A current applicable "DCSI – Child Related Clearance"

Sport Delivery

- An ability to identify a player's strengths and weaknesses
- An inclusive, cooperative and energetic style
- Demonstrated success in the role of head coach, assistant coach or specialist coach at a sub-elite or elite level
- Competence in using a variety of tools and techniques, including software, to analyse and monitor player performance

2.4 Responsibilities of Head Coach

2.4.1 The responsibilities of the Head Coach include but are not limited to:

- a) Provide leadership to the formulation of technical programs in the sports science disciplines for the squad or team
- b) Prepare programs, attend and supervise training for the squad or team
- c) Liaise with the Team Manager on all matters concerning program schedule for the squad or team
- d) Act as convenor on the Selection Panel for the selection of players for the squad or team
- e) Conform with the requirements of Softball SA and Softball Australia Policies and Regulations
- f) Utilise the resources of the appointed team officials in preparing the team for competition

- g) Prepare a full report to Softball SA within 4 weeks of the conclusion of all games in the National Championship competition.
- h) Initiate specific programs for long-term player development in the areas of playing skills, team building and other facets of team preparation supplementary to the programs in the team's high-performance program
- i) Promote and continually demonstrate the core values of Softball SA and Softball Australia at all times

2.4.2 The Head Coach is expected to conform to Softball SA's and Softball Australia's policies, in particular:

- a) Anti-Doping Policy
- b) eCommunications Policy
- c) Member Protection Policy (which includes Codes of Conduct)
- d) Zero Tolerance Policy
- e) Privacy Policy
- f) Sponsorship Policy
- g) Website Terms of Use

2.5 Key Performance Indicators

2.5.1 The Head Coach should expect to negotiate a set of Key Performance Indicators with Softball SA (via the State Teams Committee). These would be reviewed regularly and will be a principal basis for any review of the Head Coach's performance in the role. They may be expected to cover, but are not limited to:

- a) podium finish at national events
- b) improvements of players' skill, strength, fitness and technical/tactical appreciation of softball
- c) holistic development of players (sporting, personal, career and educational), to be measured by end of tournament player and staff formal feedback
- d) identification and use of state of the art initiatives in the program
- e) feedback from Softball SA Clubs, players and officials relating to long-term player development and positive attitudes to training, competition and lifestyle

PART 3: TEAM OFFICIALS

3.1 Appointment of Team Officials

3.1.1 Each year, Softball SA will call for nominations for the Assistant Coach, Team Manager and Team Statistician positions for each Softball SA Team.

3.1.2 Nominations for these positions will generally be called after the Head Coach position has been approved.

- 3.1.3 Softball SA will provide details of the respective applicants to the Head Coach of the team.
- 3.1.4 The Head Coach will work together with the State Teams Committee in relation to the appointment of an Assistant Coach, Team Manager, Team Statistician and any other team officials.
- 3.1.5 In exceptional circumstances and bearing in mind that the team's success can be significantly impacted by the makeup and personalities of the team officials; the Head Coach may seek an application from a person who did not originally apply for a team official's position.
- 3.1.6 The State Teams Committee will liaise with the Softball SA Scoring Co-ordinator in relation to the appointment of the Team Statistician.
- 3.1.7 The State Teams Committee shall provide the details of any officials selected to Softball SA for final approval.
- 3.1.8 The Softball SA Board shall approve the State Teams Committee selection of team officials unless:
 - 3.1.8.1 the nominated person is non-financial (i.e. is carrying a debt to Softball SA or an affiliated entity), or
 - 3.1.8.2 the nominated person is currently suspended by Softball SA or any affiliated entity, or
 - 3.1.8.3 there is some other good reason why the nominated person should not be selected as a team official. This includes but is not limited to any member protection policy issues.
- 3.1.9 Unsuccessful applicants will be notified and provided feedback by The State Teams Committee.

3.2 Responsibilities of Team Officials

- 3.2.1 The primary responsibilities of the team officials are to work with both Softball SA and the Head Coach in ensuring the team's success. Their role also includes acting as a chaperon for the players and providing moral support and encouragement for the players.
- 3.2.2 All team officials are required to conform to the requirements of Softball SA's and Softball Australia's policies and regulations.
- 3.2.3 Further details regarding the Roles and Responsibilities of the team officials can be found in the "*Role Descriptions*" located on the Softball SA website.

3.3 Essential Criteria

- 3.3.1 All persons appointed to a team official's position will be required to have a current applicable "DSCI – Child Related Clearance". Additional requirements for the positions include but are not limited to:

Assistant Coach

- 3.3.2 The primary requirement in selection for the Assistant Coach's position is demonstrated success as a coach or assistant coach, appropriate experience in the holistic development of young people and a Graduate Diploma of Coaching, Level 2 NCAS or equivalent or evidence that attainment of the appropriate coaching standard is in course.
- 3.3.3 The criteria applicable to the Head Coach (Part 2 above) should as much as possible be applied to the Assistant Coach's position, bearing in mind that the Head Coach is responsible for the overall leadership, program management, development and success of the team.

Team Manager

- 3.3.4 The primary requirements of the Team Manager are personal attributes including:
- Effective time management and administration skills
 - An ability to work effectively in a team environment
 - Well-developed interpersonal and communication skills
 - Sound judgement in the application of team rules and protocols in a fast-paced, high pressure environment

Team Statistician

- 3.3.5 The Team Statistician will generally be required to hold a Level 2 Statisticians Certificate or provide evidence that attainment of the appropriate statistician's standard is in course. Personal attributes should include:
- Effective time management and organisational skills
 - Ability to work effectively in a fast-paced, high pressure environment
 - Ability to quickly analyse and present team and player statistics to support coaching decisions before and during competition

PART 4: TEAM PLAYERS

4.1 Player Nominations

- 4.1.1 Each year, Softball SA will call for nominations for each of the Softball SA Teams.
- 4.1.2 Nominations for each Softball SA Team will, where possible, be called for by June (December for Under 23s) or soon thereafter, each year. And for any other representative team nominations will be called for at least 3 months prior to the scheduled event.
- 4.1.3 Late nominations may be accepted where:
- a) insufficient nominations were originally received;

- b) a player is new to softball in SA;
- c) a player who did not originally nominate and who has a specific skill or strength is encouraged to nominate by either Softball SA or the Head Coach;
or
- d) there are other reasonable grounds why the player did not nominate in time and the late nomination is approved by the State Teams Committee.

4.1.4 Late nominations will not be accepted once the selection process has been completed and teams announced unless there were insufficient numbers to name a full team.

4.2 Player Eligibility

- 4.2.1 To be eligible for selection in a Softball SA Team, the player must be financial and registered with Softball SA.
- 4.2.2 Registration with Softball SA includes being registered in the immediate preceding softball season or the upcoming softball season.
- 4.2.3 Attendance at relevant selection events is compulsory for selection unless an exemption has been granted by Softball SA pursuant to *Section 4.4 Exemption Requirements* and *Section 4.5 Pick-up / International Players*.
- 4.2.4 Further exceptions to the player eligibility rules are outlined in *Section 4.5 Pick-up / International Players*.
- 4.2.5 A player may be eligible for more than one (1) Softball SA Team; however, in the first instance Softball SA will select the player in their correct eligible age division.
- 4.2.6 Players must make themselves available for selection in their own age division and participate in their own age division championship unless granted an exemption by the State Teams Committee.
- 4.2.7 Players must comply with any rules of eligibility applied by Softball Australia and relating specifically to the tournament or event that they are being selected for (e.g., gender, age restrictions, performance or specific skill parameters).

4.3 Multiple Eligibility

- 4.3.1 Where a player is selected in both an open age and under age Softball SA Team, the agreements will be made between the respective Head Coaches in relation to the player's commitments.
- 4.3.2 Where a player is selected in two (2) under age Softball SA Teams (e.g., under 16 and under 18 teams), the player must prioritise training with their correct age division unless a specific agreement is reached between the respective Head Coaches in relation to the player's commitments.

- 4.3.3 A player who is selected for more than one Softball SA Team must prioritise, unless otherwise agreed between the respective Head Coaches, the training sessions of the team whose National Championship is to occur first in the 2 weeks immediately preceding the event.
- 4.3.4 If there is a clash of priorities and the matter cannot be resolved by the respective Head Coaches it shall be referred to Softball SA for resolution.

4.4 Exemption Requirements

- 4.4.1 If a player is unable to attend their age group selection trials or selection events and wishes to stand for selection, they must request an exemption from Softball SA in order to remain eligible for consideration in the selection of the squad/team. The request must be received prior to the selection event.
- 4.4.2 If unforeseen circumstances cause a player to miss a selection trial or event, within 5 days of the selection trial/event, but as soon as possible, the player should notify Softball SA of these circumstances with a request for exemption.
- 4.4.3 Requests for exemption must include evidence of the reason for the absence, for example:
- a) in circumstances where a player is injured or suffering an illness, a doctor's certificate is required;
 - b) in circumstances where a player has previously booked interstate or international travel at the time of the relevant trial/event, documents evidencing the dates of their travel will be required;
 - c) in circumstances where a player has an extenuating work commitment, a letter stating such from the employer is required;
 - d) in circumstances where a player has exams during the selection trial/event, evidence would need to be provided of these compulsory exam responsibilities; or
 - e) in the event of bereavement or other extenuating circumstances, Softball SA will make a decision on an individual case by case basis.
- 4.4.4 All players who are unable to attend the relevant selection trial/event due to a commitment with a National Softball Program will be granted an automatic exemption.

4.5 Pick-up / International Players

- 4.5.1 It is the intention of Softball SA to select players in Softball SA Teams who are of the required standard; and live and play in SA. The development and selection of locally based players is a priority to Softball SA however it is acknowledged that the member numbers in SA may restrict the available base of "local talent" and at times, particularly in crucial positions, Softball SA Teams will have to incorporate players from other jurisdictions. This will be done on a case by case basis, but considerations include:

- a) circumstances where supplementing local talent may enhance the experience of the overall team;
- b) maintaining linkages with previous residents of SA who wish to continue playing for the SA;
- c) the type of tournament including age group;
- d) the length and/or location of a tournament and anticipated ability of the playing cohort to navigate the tournament (e.g., enough pitchers); and
- e) competition rules.

4.5.2 Softball SA reserves the right to participate in the draft conducted by Softball Australia or to approach international players to supplement the selected SA players when required.

4.5.3 These instances may include:

- a) where a specific skill set is required and there are insufficient SA players capable of meeting the skill set at a suitable standard; or
- b) where a trial squad does not have the required number of capable and suitably skilled players to select a full Softball SA Team.

4.5.4 Pick-up or international players are exempt from attending selection trials or selection events.

5. SELECTION PANELS

The State Teams Committee is responsible for selector appointments (Team Selection Panel).

Where possible, the Team Selection Panel will consist of a minimum of 3 selectors including the relevant team Head Coach as Chairperson. *Assistant coaches do not form part of the selection panel, however the panel may seek their input or involvement as required, but final selection remains with the panel.*

5.1 The State Teams Committee and/or Softball SA shall call for applications for people with appropriate expertise every two years for the Team Selection Panel. These appointments are for a two-year period with an annual review. Team Selection Panel members are expected to be either;

- a) A current or past State team or National team member or coach within the last 15 years, or
- b) A NCAS Level 2 (or higher) softball coach who has coached at club level in the last 3 years.

5.2 If after reasonable efforts the State Teams Committee is unable to arrange a Team Selection Panel comprising members with those particular qualifications, Softball SA will have the discretion to appoint a person to act as a member of the Selection Panel.

- 5.3 Persons may be appointed to more than one Team Selection Panel.
- 5.4 The relevant SA team Head Coach will Chair the Team Selection Panel.
- 5.5 The Team Selection Panel members shall attend all trials, selectors will be encouraged to attend other events including high level matches held by associations and other premier competitions held throughout SA.
- 5.6 The Team Selection Panel shall keep appropriate records of selection criteria and player performance against the criteria which may be called upon by the State Teams Committee should an appeal be submitted.
- 5.7 Players shall be selected by the Team Selection Panel, with any disagreements to be resolved by a vote of the panel members.
- 5.8 If a vote results in a deadlock, then the Head Coach shall have the deciding vote on team selection on behalf of the Selection Panel.(except where there is an acknowledged conflict of interest as dealt with in 7 below).
- 5.9 Once the team players have been selected, the Team Selection Panel shall provide the details of those players by way of a team list to the State Teams Committee.
- 5.10 The State Teams Committee shall discuss the team selection with the Team Selection Panel to ensure that the selection processes set out in this document have been adhered to.
- 5.11 If the State Teams Committee determines that the selection processes set out in this document have not been adhered to then it may require the Team Selection Panel to rectify any issues and to submit a further team list.
- 5.12 If the State Teams Committee is satisfied that the selection processes set out in this document have been adhered to then they shall submit the details of players selected for the relevant Softball SA Team to Softball SA for final approval.
- 5.13 The Softball SA Board shall approve the players selected by the Team Selection Panel unless:
 - 5.13.1 the player is non-financial (i.e. is carrying a debt to Softball SA or an affiliated entity), or
 - 5.13.2 the player is currently suspended by Softball SA or any affiliated entity, or
 - 5.13.3 there is some other good reason why the nominated player should not be selected. This includes but is not limited to any member protection policy issues.

6. CONFIDENTIALITY REQUIREMENTS

- 6.1 The Team Selection Panel shall not discuss selection matters outside official selection meetings, without the express permission of Softball SA. Contravention of this requirement will lead to removal from the Team Selection Panel.
- 6.2 Where a player requests feedback during the selection process on their specific development needs, this may be provided by the team Head Coach at any time during the course of the trials. Any feedback provided should be specific to that player and should not include any commentary around their potential selection/non-selection.

7. CONFLICT OF INTEREST

- 7.1 Team Selection Panel members including any Head Coach will be required to declare any conflict of interest in relation to the player selection process they have been assigned to. A register of conflicts shall be managed and maintained by the State Teams Committee. This conflicts register will be available for review by Softball SA Board.
- 7.2 Where there is a conflict of interest the conflicted person on the Team Selection Panel shall excuse themselves from deliberations relating to the person with whom there is a conflict or be replaced by another selector if possible and reasonable in the circumstances.
- 7.3 If it is anticipated that the Head Coach shall have a conflict of interest in respect of the player selection process then this should be brought to the attention of the Selection Committee as soon as possible so that steps can be taken to ensure that a minimum of four (4) persons (including the Head Coach) can be placed on the Team Selection Panel.

8. SELECTION PROCESS

All selection processes are confidential, and as such all selectors must maintain confidentiality of all selection discussions at all times.

8.1 Assessment

8.1.1 The selection of state teams representing Softball SA is based on:

- a) Assessment by state team coaches and Softball SA selectors
- b) Performance at identified selection events and at team selection trials.

8.1.2 Selection should also consider;

- a) feedback from previous State Team coaches in relation to both on field and off field performance;
- b) proven performance during the preceding competition season; or

- c) performance at academy programs, squad sessions, squad camps, Adelaide Competition games, local tournaments (October Long Weekend) or similar events.

8.1.3 With respect to player performance at a number of events, it should be clear that while the selection panel will have the final responsibility for making a selection decision, input regarding performance may be sought from a number of different people with varying degrees of expertise.

8.1.4 Individuals are expected to adhere to the principles of respect and responsibility at all times. This includes players making a commitment to participate in the program to the best of their ability, displaying exemplary behaviour at all times, showing enthusiasm to the tasks that are undertaken both on and off the field, maintaining high standards of dress and being responsible for maintaining communication as requested.

8.2 Extenuating Factors

8.2.1 When considering the selection or non-selection of a player or official into either a state team or squad, or for any event sanctioned by Softball SA, the selection panel may, at their discretion, give weight to extenuating factors or circumstances not specifically outlined in this document. If something unforeseen does arise, the selection panel will make recommendations to the State Teams Committee for consideration and if warranted, an exemption.

8.2.2 For the purposes of Clause 8.2.1, extenuating circumstances means an inability to compete, attend selection events or training camps, or perform at an optimum level arising from but not limited to:

- a) injury or illness;
- b) travel delays;
- c) bereavement or personal misfortune; and/or
- d) any other factors reasonably considered by Softball SA to constitute extenuating circumstances.

8.2.3 A decision in each case of extenuating circumstances will be made by the State Teams Committee in consultation with Softball SA and will be reported to the Softball SA Board.

8.2.4 It should be noted that extenuating circumstances do not form part of the selection criteria.

8.2.5 If a player has not been selected in a squad due to unforeseen or extenuating circumstances and it becomes apparent that the player has been unduly disadvantaged, and an exemption has been granted, Softball SA in discussion with the Head Coach reserves the right to add that player to the appropriate squad, for the duration of the selection period, even if the maximum number of players has been filled.

8.3 Selection Events

- 8.3.1 The selection process may be conducted over a number of events, and performance at a number of events may be taken into consideration by the Selection Panel.
- 8.3.2 Trial dates and times for all age groups will be set through liaison between Softball SA and the teams' Head Coach.
- 8.3.3 Trials can commence any time after player nominations have been received and should be completed no later than twelve weeks prior to the start of National Championships.
- 8.3.4 Information regarding trial dates, times and venues will be made available as soon as practicable to all participants via the Softball SA website and Facebook page. It is the individual's responsibility to monitor this for announcements regarding Softball SA Team selection processes.
- 8.3.5 Where late changes to the selection events are necessary the Team Selection Panel will be authorised to make the necessary adjustments in consultation with Softball SA.
- 8.3.6 Softball SA, in consultation with the Head Coach will organise for a list of players registered for the trial to be provided to selectors prior to each trial.
- 8.3.7 Elimination of players during the trial period may be made, if necessary, at the discretion of the selectors and players will be notified that they have not met the selection criteria. This should be completed via a face to face meeting between the player and the Head Coach.
- 8.3.8 In the circumstances where a selection event is cancelled it will be left to the discretion of Softball SA, after consultation with the Selection Panel, to determine if another selection event will be scheduled or if the team will be selected based on the trials already conducted.
- 8.3.9 Players unable to compete at tournaments, trials, training camps or other attendances required under this Policy, must advise Softball SA in writing of this fact and the reasons therefore as soon as it becomes known, but at least 24 hours before the commencement of the specific event. Inside 24 hours players are to advise the Head Coach and/or Manager.
- 8.3.10 The Selection Panel retains the ability to select a player subject to certain conditions being met. Further conditions may consist of the player meeting further fitness requirements, meeting behavioural or attendance requirements, or any other condition that, in the opinion of the Selection Panel, are reasonable in the circumstances of the particular player. Any further conditions will be communicated to the player in question prior to the team being announced and must be accepted by the player.

8.4 Requirements after Selection

8.4.1 Following selection of the team as set out in this Policy, and subject to *Part 4 Team Players*, all members of the team will be required to comply with the following additional requirements:

- a) All members of the team are expected to meet minimum standards of behaviour for team members while assembled, travelling or training as part of the team. Any member who does not meet that minimum standard of behaviour in the assessment of the Head Coach and Team Manager will be dismissed from the team.
- b) All team members must immediately inform the Head Coach of any illness or injury that could reasonably impact on the player's ability to perform at the level expected of the player at the nominated tournament. Where any team member is assessed as being injured, ill or unfit, that team member may be withdrawn from the team at the discretion of the Head Coach.
- c) All team members will be required to notify the Head Coach, as soon as they are aware, of any team activities (training, camps, practice games, etc.) they will not be present at and provide an appropriate reason. All team members are expected to attend a minimum of 80% of the scheduled training sessions. Failure to achieve this may result in the player being withdrawn from the team.
- d) All Adelaide based team members will be required to play in the Softball SA State League competition.
- e) With the exception of the Under 14 and Under 16 age groups, all team members are required to make themselves available to play in the A Grade division of their men's or women's competition. While not a requirement, Under 17 State players are encouraged to be a part of their club's A Grade squad and make themselves available to sit on the bench each week.

8.5 Squad Selection

8.5.1 Each Softball SA Team Head Coach will have the discretion to nominate the squad size they wish to work with and the dates by which this squad will be determined. This information will be communicated to the players at the time the decision to select a squad is made.

8.5.2 The Head Coaches will also have the discretion to determine the duration they wish to work with the squad before selecting the final team, subject to *Section 8.6* below.

8.6 Team Selection

8.6.1 Teams of up to a maximum of 16 players may be selected. The number of players selected in a team may be less than 16 where:

- a) insufficient players who meet the required standard are available; or

- b) the Head Coach puts a request, in writing, to the State Teams Committee to have a smaller number of team members due to the limited number of games to be played at the National Championship (e.g. only one (1) round of competition).

8.6.2 Players not selected in the Softball SA Team may be offered the opportunity to continue to train with the Softball SA Team.

Open Men

8.6.3 A final team of up to 16 players will be selected 12 weeks prior to the start of the National Open Championships.

Open Women

8.6.4 A final team of up to 16 players will be selected 12 weeks prior to the start of the National Open Championships

Under 23 Men and Women

8.6.5 A final team of up to 16 players will be selected 12 weeks prior to the start of the Australian Under 23 Championships.

Under 18 Men and Women

8.6.6 A final team of up to 16 players will be selected 12 weeks prior to the start of the Australian Under 18 Championships

Under 16 Boys and Girls

8.6.7 A final team of up to 16 players will be selected 12 weeks prior to the start of the Australian Under 16 Championships.

Under 14 Boys and Girls

8.6.8 A final team of up to 16 players will be selected 12 weeks prior to the start of the Australian Under 14 Regional Championships. Selection panel to take into consideration the format of the championship when determining the number of players required.

8.6.9 Where sufficient players meeting the required standard are available, more than one (1) Under 14 Softball SA Team may be selected.

8.6.10 Where more than one (1) Under 14 team is selected:

- a) the first team shall be selected from the top aged group players, and second team shall be selected from the bottom aged players. Any subsequent teams will be made up of the remaining available players.
- b) each team will require sufficient pitchers to enable them to adequately compete in the championships, and therefore at the discretion of the selection panel and State Teams Committee clause a) may not be enforced.

8.7 Approval and Announcement of Softball SA Teams

- 8.7.1 Teams as selected by the Selection Panel are subject to ratification by Softball SA Board.
- 8.7.2 Upon final agreement of selections the selection panel is to submit their final team selections to the State Teams Committee, together with any supporting evidence such as testing results or copies of selection matrices should they have been used in the process.
- 8.7.2 Upon final agreement of the selections by the election Panel the selected team will not be communicated to any player or parent until endorsed by Softball SA. To achieve this, the State Teams Committee will submit their report, containing the names of all of the selected players, and confirmation that the selection policy was adhered to, to Softball SA for ratification.
- 8.7.3 When Softball SA approval is obtained the Softball SA office will then coordinate communication of the results of the selection process to the players as follows:
- a) Softball SA will notify all Team members of their selection in the Softball SA Team.
 - b) Each player not selected in the Softball SA Team will be notified by Softball SA and shall be offered the opportunity to seek further feedback from the Head Coach in relation to areas requiring improvement or reasons for non-selection.
 - c) The composition of the Softball SA Team will be published by Softball SA on its website once all players have been notified.
- 8.7.4 The teams may be announced and include a number of non-travelling reserves. These players will be invited to train with the team up to the tournament as cover should a named player withdraw from the team, or be injured, prior to the tournament. Junior teams are encouraged to have 2 – 4 non-travelling reserves.
- 8.7.5 Softball SA squad players not selected for the Softball SA Team may have the opportunity to participate and gain experience playing at National Championships as a member of another State or Territory team that is in need of players for a particular tournament by entering the Softball Australia Draft.
- 8.7.6 Players will not be granted exemptions from any of the Softball SA selection eligibility conditions to attend selection trials with another State or Territory.

8.8 Replacement of Selected Players

- 8.8.1 A selected player may be replaced due to:
- a) **Injury or Illness:** A player who is injured or ill may be assessed by a doctor nominated or agreed to by Softball SA, who will provide advice to be assessed by the Softball SA Team Head Coach and Softball SA

- b) **Loss of Form:** A player being considered for replacement due to loss of form shall be counselled by the relevant Head Coach to give them the opportunity to rectify the situation. Softball SA will be advised of the situation and a mutually agreed time frame will be set by the Head Coach and player for the situation to be reassessed.
- c) **Breach of Discipline:** A player being considered for replacement due to a breach of discipline, including failure to observe any relevant Softball SA selection policy, the Softball SA Code of Conduct or any other Softball SA Policy or Guidelines, will be counselled by the relevant Head Coach to give them an opportunity to rectify the situation. Softball SA will be advised of the situation and a mutually agreed time frame will be set by the Head Coach and player for the situation to be reassessed. Softball SA will report such breaches to the Softball SA Board in a timely manner.
- d) **Breach of Anti-Doping Policy:** Any player who breaches the Softball Australia Anti- Doping Policy will automatically be removed from the relevant Softball SA Team or squad. All penalties relating to these breaches will be as per the Softball Australia guidelines.
- e) **Missing Training:** Attending training sessions is deemed to be compulsory by Softball SA. Any player missing Softball SA Team or squad training sessions without approval may be removed from the relevant Softball SA Team or squad.
- f) **Missing Compulsory Events:** Any player missing compulsory events, including competitions and briefing sessions, without approval may be removed from the relevant Softball SA Team or squad.
- g) **Unfinancial:** Any player who is unfinancial or does not pay team fees and levies by the due date may be removed from the relevant Softball SA Team or squad.
- h) **Ineligibility:** Any player who is deemed ineligible or becomes ineligible for the Softball SA Team or squad will automatically be removed. The Head Coach will report such breaches to Softball SA in a timely manner.

8.9 Procedure for Replacement of Selected Players

8.9.1 If a selected player is unable to continue or is removed as a representative of a Softball SA Team, the procedure for a replacement player is as follows:

- a) The Head Coach and selection panel will be consulted.
- b) Consideration will be given first to any identified Softball SA squad players who have been named as non-travelling reserves.
- c) Consideration will then be given to other identified players from the selection process should this be necessary.
- d) The selectors will then fill this position with the player judged most suitable; possessing the required degree of skill and showing consistent performance.

- e) Where no suitable SA player is available the Head Coach may request permission from Softball SA to participate in the draft conducted by Softball Australia.

9. APPEALS

9.1 Request for Appeal

- 9.1.1 If a player wishes to discuss their non-selection in a Softball SA Team, they should arrange to discuss the matter with the team Head Coach in order to review considerations taken into account during the selection process and factors that contributed to their non-selection.
- 9.1.2 If the player (or their legal guardians) believes the selection process as outlined in this Policy was not followed to the extent that it materially impacted the player's chances of selection, an Appeal may be lodged by submitting a notice in writing to Softball SA within 72 hours of the Softball SA Team being formally announced. Such notice should clearly state the particular provision(s) of this Policy the player considers have not been followed, and the material impact of those actions on the player's chances of selection.
- 9.1.3 Requests for appeal can only be made by players who participate in the selection process set out in this Policy for a Softball SA Team but who are ultimately unsuccessful.
- 9.1.4 An appeal will only be considered if the selection policy was not adhered to, or the player was not given 'fair' and 'equal' opportunity during the selection process.
- 9.1.5 An appeal will not be heard just because a player or a representative of the player thinks that the player is better than, or more deserving than a named player.
- 9.1.6 A member of the Softball SA Board (who shall not be the member appointed to the State Teams Committee) or a delegated representative will act as the Appeal Coordinator.
- 9.1.7 Upon receipt of an Appeal, the Appeal Coordinator will review the application and if they consider it meets the requirements set out in this Policy, they will convene an Appeal Tribunal consisting of at least two members. For the purpose of this assessment the Appeal Coordinator may request a report from the State Teams Committee and/or the Team Selection Panel as to the selection process.
- 9.1.8 If required the Appeal Tribunal shall endeavour to conduct a hearing to review the Appeal within one (1) week, but in any event, no later than two (2) weeks from the date of receipt of the formal Appeal. In doing so, the Appeal Coordinator will endeavour to schedule a hearing at which both the player (or guardian or representative) and the Head Coach will be able to be present, either in person or via teleconference, to enable both parties a reasonable opportunity to speak to the matters raised as part of the Appeal.

- 9.1.9 In the days prior to the scheduled start of the Appeal Tribunal hearing the Appeal Coordinator shall mediate a meeting either in-person or via teleconference between the player (and if requested by the player, their guardian or representative) and the Head Coach to try to resolve the matters that are subject of the Appeal. If the mediation meeting:
- a) resolves those matters, the Appeal Tribunal hearing will not be held and the matters will be addressed in accordance with the resolutions agreed by the parties during the mediation meeting; or
 - b) does not resolve those matters, the Appeal Tribunal hearing shall occur as scheduled.
- 9.1.10 During the hearing, both the player (or guardian or representative) and the Head Coach will be provided with an opportunity to present to the Appeal Tribunal and speak to the matters raised in the Appeal. The Appeal Tribunal may also consider any other evidence they consider relevant in making their determination in accordance with this Policy.
- 9.1.11 The role of the Appeal Tribunal is to clarify whether this Policy has been followed, and whether the Softball SA Team Selection Panel has reasonably considered material issues relating to the non-selection of the player in the Softball SA Team. The Appeal Tribunal cannot make a determination to over-rule the decision of the Softball SA Team Selection Panel. For example, the outcome of the Appeal Tribunal may result in one of the following determinations:
- a) affirm that the Selection Panel did correctly apply this Policy, reasonably considered material issues relating to the non-selection of the player in the Softball SA Team, and there is no basis to reconsider the player's possible selection in the Softball Sa Team, or
 - b) the Selection Panel did not correctly apply this Policy which acted to the material detriment of the player, or this Policy was correctly applied but there were extenuating circumstances not covered by the Policy that were unfavourable to the player.
- 9.1.12 If the Appeal Tribunal considers the situation contemplated in *Clause 9.1.11.b)* has arisen, the Appeal Tribunal may direct the Selection Panel to re-consider their decision. If appropriate, additional selection events may be requested by the Appeal Tribunal to assist the Selection Panel's reconsideration.
- 9.1.13 Where additional selection events are to be held all Softball SA Team and squad members will be notified that the assessment process is to be extended. The reason for the re-assessment and the initiation of an Appeal is to be kept confidential and shall not be disclosed by any member of the Selection Panel or the Appeal Tribunal.
- 9.1.14 Following the additional selection events and after re-considering the player's merits for being selected to the Softball SA Team, the Selection Panel will take a formal vote on whether the affected player should be included in the Softball SA

Team. The result of this vote will be communicated to Softball SA who will notify the player of the result. After notification by Softball SA, the Head Coach will notify any players affected by the amended team list explaining that the change was due to additional selection events being conducted.

- 9.1.15 The ruling of the Appeal Tribunal is final and no further appeal of that determination is permitted. In the event an additional selection event is held as a result of the Appeal, there shall be no further Appeal permitted of any determination resulting from the additional selection events.
- 9.1.16 If the affected player is not satisfied with the Appeal process, a further Appeal may be raised to Softball Australia in accordance with *Clause 7.2 of the Softball Australia Constitution*. Appeals to Softball Australia should only be considered for extreme situations and would only be expected for decisions that affected a player's opportunity for national team representation.

10. SELECTION CRITERIA

10.1 General Principles

- 10.1.1 Selection into a Softball SA Team will necessarily be based on some subjective criteria. The Selectors may also measure player performances in objective areas (speed, agility, strength, endurance) throughout the selection events and the squad/team preparation.
- 10.1.2 The positive well-being of each player is the fundamental priority at all times. By necessity, this will be considered in the context of the playing group of each team and within the reasonable boundaries of sport.
- 10.1.3 The experiences of the playing group in each team as a whole, as well as the experience of each individual player or potential player, will be taken into consideration by selectors and coaches when selecting teams for Softball SA Teams or squads and when coaching the team.
- 10.1.4 Full squads may not be selected if sufficient talent is not available or if Softball SA considers that the advantages of a smaller playing group at a particular competition outweighs selection of the maximum number of players allowed.
- 10.1.5 Providing opportunities for players to develop skills and have appropriate experiences for the enjoyable playing of softball is a key priority. Where the available talent exists Softball SA will seek to ensure that players are selected and teams participate in appropriate competition.
- 10.1.6 While the broader focus is on providing opportunities for all players to develop the skills and experiences to reach their potential, it is also recognised that a positive well-being is not necessarily supported by the selection of a player who does not have a skill level that matches a potential team or competition level. Players should not be selected that the coach would be unable to play at the National Championships. That situation is unfair to both the player and the coach.

- 10.1.7 Where it is reasonable and possible to do so, players not selected to participate in a team, may be added to a training squad to provide them with an elevated level of coaching and advance their skills in the long term. This is at the discretion of Softball SA in consultation with the Head Coach.
- 10.1.8 It is recognised that every player's developmental pathway will be unique and impacted by a range of factors including their relative age, experience in the sport, growth and maturation, etc. These factors make talent selection very difficult and as players move through the age groups their strengths relative to their peers may ebb and flow.
- 10.1.9 The selection criteria and selection benchmarks are determined by the Selection Panel in consultation with the Head Coach and the national program criteria where appropriate.

10.2 General Criteria

- 10.1 The selection criteria are determined by the High-Performance Manager/State Teams Committee in consultation with the SA Head Coaches.
- 10.2 The following criteria may apply in the selection process used by the selectors and coaching personnel appointed by Softball SA in respect to selection of any SA Team.
- 10.2.1 Performance at events (within the twelve months prior to selection to the squad) which may include performance at state championships, academy trainings or camps, and any formal event observed by the state coaching staff or selectors i.e. Adelaide Competition, Long Weekend tournament.
- 10.2.2 Physical Capacities – includes speed over a variety of distances (0- 10m, 30-40m & 0-40m), aerobic, strength and agility. Formal testing for all these attributes may not necessarily be performed. Aerobic capacity may be tested utilising the 'beep' test, the five-lap run or similar testing protocols. All players may be fitness tested during squad training for all state teams as part of the overall selection criteria.
- 10.2.3 Technical Competence – core skills include fielding, throwing, hitting, bunting, base running and positional play.
- 10.2.4 Tactical Ability – includes reading the play, involvement in the game, on-field decision making and positional flexibility. Ability to apply and utilise information provided by coaching staff and related to team or individual performance.
- 10.2.5 Potential to Improve – present performance level relative to past performances.
- 10.2.6 Competitive Ability – mental toughness, strength, temperament, determination, commitment, performing in adverse conditions, coping with setbacks/criticism and persistence.
- 10.2.7 Attitude – individual application in training and competition. Attendance, availability and ability to rehabilitate from injury.

10.2.8 Team/Squad Orientation – an individual’s ability within a team sport, to ‘fit in’ and influence the squad/team in a positive manner.

10.2.9 Communication – the ability of the player to communicate positively with staff and be open to accept suggestions from coaching staff regarding performance improvement. Players should be able to verbalise concerns regarding coaching and team issues in a calm, mature and non-emotive manner to allow for positive discussion to resolve problems.

10.2.10 Behaviour – individual application and behaviour in training and competition, including reports of any misconduct at any event sanctioned by Softball SA or in previous Softball SA Teams.

10.3 Specific Skill Requirements

10.3.1 As a recommendation to selectors, players considered for a Softball SA Team should have shown evidence of a high standard of development in the following skill areas.

10.3.2 The expected standard will need to be adjusted to cater for the skill levels of each age group.

10.3.3 Skills are common to all positions. Specific skills have also been listed.

a) Developed Hitting Technique

b) Offensive Skills

- hits through the ball with power
- discipline in batter’s box
- selects good pitches to hit
- performs a sacrifice bunt consistently
- able and prepared to slide
- hits to all areas of the field off all pitchers
- over arm throw – elbow above shoulder (no sidearm)

c) Defensive Skills

- easily throws 30 metres with strength and speed
- receives thrown ball correctly- fingers up or down
- assumes good set fielding position
- fields ground balls with both body and glove down
- good lateral movement to both ground and fly balls
- anticipation – known play before pitch

d) Base Running

- speed from home to first
- speed from home to home
- running technique – rounding bases, runs through first

e) Game Sense

- can act independently
- understands covering bases and backing up on all plays e.g. bunt defence
- aggressive, vocal and enjoys playing the game
- looks for every opportunity to make an out or advance a base
- plays for team not self

f) Aerobic Ability

- beep test or similar program
- the fartlek running

g) Attitude

- shows respect for team mates and opposition
- team involvement if on field or not
- general response to game is positive at all times

h) Specific Positions

- Pitcher - rhythm and sound technique; 70% strike rate; speed; movement
- Catcher - sets well to receive pitch; soft hands when receiving pitch turns glove over in low zone; good mobility; attempts to block low pitches on ground
- First base - receives all throws with ease and confidence; “A” fielder; communicates well
- Third base - quick reactions; strong arm; reads bunt situation and reacts quickly
- Pivots - good, quick range of movement; continuous rhythm with receiving ball and releasing; knows game where and when to cover bases
- Outfield - sees themselves as an outfielder; covers large area quickly; correct glove work on catching fly balls – fingers up, looking at back of glove; catches fly ball to both sides and while moving forward; knows when to back up or cover a base; throws balls to pivots not pitcher

10.3.4 Not all players will have all skills. It is not necessarily true that the Selection Panel selected Softball SA Team third base will be playing third at the National Championships. The selectors will judge which player(s) have the skills necessary for each position regardless of where they play at the National

Championships. It will then be up to the Head Coach to work with the players to create the best team.

10.3.5 Players should be ranked against each criterion with both a score and comments as to how they meet each criteria and areas requiring improvement. This information should be used as the basis for selecting the Softball SA Team and also for providing feedback to players that failed to make the team.

10.3.6 Players should be provided with their individual feedback on their strengths and areas of improvement following the final selection assessment session.

11. SELECTION MATRIX

11.1 Purpose of Selection Matrix

11.1.1 The attached Selection Matrix is recommended for use by selectors to help them decide which players to select and which not to select. The Selection Matrix is an aid to help selectors make the best overall decision when selecting a Softball SA Team.

11.1.2 The Selection Matrix also provides an opportunity to provide considered feedback to players who have not been selected because the reasons for non-selection will be documented.

11.1.3 The Selection Matrix can also be used to gauge improvement in players by comparing assessment (scores) over a period of time.

11.2 How to Use Selection Matrix

11.2.1 The Selection Matrix should:

- a) specify the “skill / criteria” to be assessed – each “skill / criteria” should be recorded on a separate Selection Matrix
- b) individually number each “skill / criteria”
- c) allocate a weighting to that “skill / criteria”
- d) list all players being assessed for the “skill / criteria” and their preferred position
- e) numerically rate each player against the selection criteria based on performance at trials or other selection events, each criterion is scored between 1 and 10
- f) the criteria scores for each player are then multiplied by the weighting
- g) each player should have both a numerical rating and comments about the player’s performance against the criteria
- h) the scores after the weighting are then added together to give the final tally for each player
- i) the individual ratings and comments and final tally should be used to assist in:

- ranking all players for a specific “skill / criteria”;
- using all the “skill / criteria” ratings to calculate each player’s overall ranking; and
- providing feedback to each player.

11.2.2 The numerical ratings should be along the following lines:

- 10 = excellent
- 8 = very good
- 7 = good
- 6 = above average
- 5 = average
- 4 = below average
- 3 = poor
- 2 = very poor
- 0 = did not complete assessment

11.2.3 The selection criteria may be weighted if the Selection Panel believes that one or more criteria are more important than others. For example, the Selection Panel may decide that the batting criteria should be weighted at 60%, catching at 30% and throwing at 20%, with all other criteria having an equal weighting. Therefore, to calculate the final score achieved by each player – multiply the batting score by 1.6, the catching score by 1.3, the throwing score by 1.2 and all other scores by 1.0.

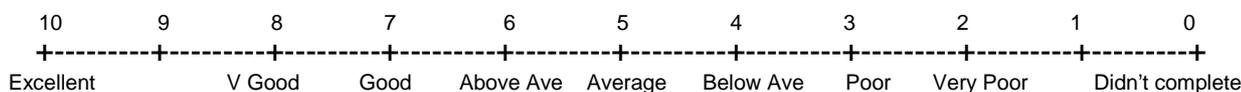
11.2.4 The scores, after the weighting, will be added together to get a final tally that is used to rank each player and assist in choosing the team. *Schedule B - Selection Matrix Summary* provides a summary template that can be used to tally each player’s scores. The higher the weighted score the higher the rank.

11.2.5 The final ranking is a guide only for selecting the team as there may be other factors, for example, ensuring specialist positions are covered, which will need to be taken into consideration.

SCHEDULE A –SELECTION MATRIX TEMPLATE

SKILL / CRITERIA:		SKILL NUMBER: 1		WEIGHTING:
Hitting off pitching machine				60%
NAME	POSITION	RATING	WEIGHTED SCORE	COMMENTS
Andy	P	4	6.4	No power, all infield hits or pop flies
Ben	C	6	9.6	Good contact, hit to outfield
Cam	1 st	6	9.6	Good contact with most pitches but didn't pierce infield regularly
Dom	Pivot	4	6.4	No power, infield hits only
Ed	Pivot	3	4.8	Minimal contact, did not get a fair hit
Fred	Pivot	7	11.2	Good connection with most pitches, mix of infield and outfield hits
Gary	Pivot	8	12.8	Connected with all pitches, most hits to the outfield
Harry	3 rd	5	6.0	Connected with most hits but largely hit in air
Ian	3 rd	2	2.4	Did not contact ball
John	1 st	4	6.4	Infield hits or pop flies only
Ken	C	5	6.0	Solid ground balls beat infield
Len	C	4	6.4	Infield hits or pop flies only
Mark	P	4	6.4	Infield hits or pop flies only
Neil	Outfield	6	9.6	Good contact, hit to outfield
Ollie	Outfield	7	11.2	Good strong contact, mix of ground hits and fly balls to outfield
Paul	Pivot	3	4.8	No power, minimal contact

Rating Scale



SCHEDULE C - INDICATIVE TIMING

The following is an indication of proposed timing for selection processes and events (add six months for Under 23s team):

- February
 - Review of all Head Coaches
 - Review of Managers reports

- March
 - Call for nominations of Head Coaches

- April
 - Appointment of Head Coaches
 - Call for nominations for Team Officials
 - Call for selectors

- May
 - Appointment of Team Officials
 - Appointment of selectors

- June
 - Call for nominations for Players

- July
 - Selection processes can commence

- October
 - Latest date for completion of selection processes
 - Latest date to name final team - no later than 10 weeks prior to National Championships

- January
 - National Championships occur