

SPORT PROGRAM FRAMEWORK

ATHLETE SELECTION AND VALIDATION

Athlete Selection and Validation

Eligibility

Athletes must first meet the following eligibility criteria for the sport they are nominating for;

- **Age and/or Gender Specific Criteria** (set by MoU / SSO)
- **Regional Eligibility** ie
 - Live within the LGA's of the Academy Catchment Area,
 - Attend School within the LGA's of the Academy Catchment Area,
 - Compete for a registered club (of the sport nominating for) within the LGA's of the Academy Catchment Area

Whilst the above policy exists and is adopted by all Regional Academies, it should be noted that RASi in principle agrees that **the primary method of eligibility into an Academy program is by an athletes Residential status**, that being the address the athlete spends the "majority" of their calendar year, must be within an LGA of the Academy Catchment Area.

Criteria such as attending school or competing within a registered club within the LGA may only be used as an athletes primary eligibility where an athlete resides in an adjoining LGA, and one where a neighbouring Academy does not operate the same sporting program. In these circumstances, the neighbouring Academy must be consulted to determine the athletes eligibility.

Where a neighbouring Academy does operate a program, the athlete shall be advised that they must nominate and trial for the Academy where they meet the primary form of eligibility.

Athletes may not nominate and trial or be selected into multiple Academies.

Selection Panel

The core selection panel will consist of the Head Coach, Assistant Coach, and wherever possible, a representative of the SSO, and an Academy Staff Member. The final approval on selections and squad composition however will be sanctioned by the Academy CEO.



Nominations Process

All athletes will be required to nominate for the respective sporting program. Nomination forms will be placed on the Academy website and promoted to local sporting clubs and schools, no less than two weeks prior to any first trial date.

Information about upcoming trials however should be released no less than four weeks prior to the trial date.

The Academy may extend the closing date for trials, or hold additional trials should the number of initial nominations be considered limited; the time between nominations released and the trial be considered unreasonably short; if the quality of trialling athletes be considered limited; or in cases of unresolved selection dispute.

The selection panel may give consideration to athletes who are facing exceptional circumstances. These however must be approved by the CEO.

Athlete Selection Process

Athletes can be selected into Academy Programs through two main methods.

- **Sporting Trial**
- **Nomination, performance criteria and/or Interview**

Trial dates, lengths, frequency and formats will be finalised with the Academy and publicised as a part of the nominations process.

Sports with an individual athlete focus are often selected based on nominations. These programs should as a part of their selection process, hold interviews for prospective athlete nominees.

Squad, team or position-based sport programs contain levels of subjectivity and as such, are often selected based on performance at trials.

The Selection process for squad members for Academy Programs should be made within two weeks (14 days) of either the nominations closing date (for nominations based sports), or within one week (7 days) of a final trial held (for trials based programs).

Final selections will be made based on consultation with the Academy, Head Coach and any requirements of the MoU / SSO.

Any alternate methods of selection, such as NSWIS / SSO pre-determined athlete selections as per MoU's must be declared as a part of the advertised nomination and selection process.

The only exception to this is if a program does not have enough athletes to warrant a program and must seek or recruit additional athletes, who may be invited to attend a "trial and join" session; or athletes who have previously been selected into another RASi member Academy, who have moved in to the Academy LGA. (ie Previously talent-identified and Academy selected).

Trials Process

The trial process should include at least two of;

- Fitness testing / Sport Specific 'Combine'
- Sport Specific individual and/or team skills and drills
- Short Sided or Trial games

Each trial should take at least 90-120 minutes in duration, with each athlete provided an equal amount of opportunity to trial.

Where possible, and dependant on the number of coaches available, any skill correction should take place so that the athlete who trials will depart the process with not only a better understanding of the Academy, but of the sport performance pathway.

Therefore the trial process should be used as an education opportunity for the athlete as well as a selection opportunity.

Interview Process

Where the athlete selection is completed via an interview, the selection panel should provide a process of no less than thirty minutes to allow the athlete to develop a level of comfort in the interview process.

During this process, the athlete should be asked questions to develop the following as a part of the selection criteria;

- Athlete knowledge of the Academy, their sport and their sport's high performance pathway.
- Why the athlete wants to be a part of the Academy and what they hope to achieve by being a member of the Academy.
- The athlete's goals and objectives within their chosen sport.
- The athlete's challenges, successes and failures within their chosen sport.
- Any other sport specific information required by the selection panel to make an informed selection decision.

Feedback Process

Throughout the selection process, Coach and Support staff should compile an appropriate list of individual and general feedback for all trialling athletes, that would be suitable to be provided to the Academy.

This should include both generalised sport as well as individually specific feedback.

Coach and support staff should not enter into discussions related to successful / unsuccessful athletes or parents, nor discuss the progress of athletes at the trials outside of the immediate coaching staff. (Bearing in mind that some coaching staff may have relationships with trialing athletes within their own club or representative programs)

Once the Academy has finalised the selection process, the Academy will advise successful and non-successful athletes.

The Academy aims to provide the generalised sport feedback to unsuccessful athletes, as well as provides the opportunity for the athlete to seek additional and personalised feedback, via a written request to the Academy Office.

Academy staff will then provide this feedback to the athlete.

Who we are looking for?



With the Tier 1 - NSWIS Talent Radar in mind, the NSW Institute of Sport identifies the above as key values and attributes of athletes they are targeting for inclusion into High Performance Pathways.

There are athletes who,

- Have sampled a range of sports throughout their childhood / youth to a high level.
- Highly motivated, committed and resilient individuals.
- Well supported and backed by family to pursue their sporting dreams.
- Performance and capability is high relative to their peers in their respective age group or category**

**Accounting for biological maturation estimation. Estimation tool – (Abbott & Cobley, USyd & Office of Sport)

Athlete Attributes

Academy Athlete Attributes

With the NSWIS Talent Radar in mind, and recognising the athletes with our region and various sporting program requirements, the Academy has identified the following attributes that coach and selectors should consider at a minimum when selecting athletes to be a part of our Academy programs;

- ***Identified Sporting Talent***
- ***Behaviour and Discipline***
- ***Ongoing development potential***
- ***Team Dynamic***
- ***Coachability***
- ***Sport Specific Individual Skill***
- ***Comparison to overall talent pool***
- ***Leadership***
- ***Attitude and Commitment***
- ***Want and Willingness to learn***

Coach and selectors are encouraged to develop their own attributes alongside those of the Academy, and sport specific selection criteria in their own selection checklist.

Whilst subjectivity is often unavoidable in selecting team sports, playing positions should not be the final determining factor in squad composition.

Subject to the MoU, the Academy is not limited to the number of athletes it takes. Selectors should prepare a list of successful trialists, as well as a list of ranked "reserves" should athletes decline any offer.

At no stage through the trial process should athletes be identified as successful, reserve or unsuccessful. This includes placing unsuccessful athletes on an adjacent court etc.