



# KARRATHA NETBALL ASSOCIATION

## Karratha Academy Development Squad (KADS)

### SELECTION POLICY

<b>Policy Title:</b>	Karratha Academy Development Squad (KADS) Selection Policy
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<b>Responsible Person:</b>	KADS Coordinator
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#### Updates to Policy:

<b>Update No</b>	<b>Approval Date</b>	<b>Nature of Amendment</b>	<b>Update Author</b>
Aug 2022		New policy created to replace KNA Bylaws Appendix 1 – Junior Development and Rep Squad	Kristy Hodges
March 2024		Updated to Align with Community Selectors Workshop	Kristy Hodges

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## 1. Background

Karratha Academy Development Squad (KADS) Program is a talent development program for KNA registered athletes aged 11 to 20 years old as per the year of competition. Participants are selected to take part in a specialist coaching program. The athletes selected in the program will form the representative teams. Junior athletes intending to represent Karratha Netball Association (KNA) at nominated events must be involved in the KADS program to be available for selection in such representative teams.

The KADS Program supports Netball WA's athlete pathway and program and is aimed at skill development, team dynamics and court movement. Other attributes that are developed through this program include work ethic, leadership qualities and the club/team approach.

Whilst squad age groups may vary depending on number of athletes available for selection, availability of coaching staff, general level/ability of the athletes, training facility availability and other resource issues the preferred squad age groups are:

- KADS 12 (ages 11 or 12 as per 31st December of competition year)
- KADS 14 (ages 13 or 14 as per 31st December of competition year)
- KADS 16 (ages 15 or 16 as per 31<sup>st</sup> December of competition year)
- KADS 20 (ages 17 to 20 as per 31st December of competition year)

Any changes to Squad age groups shall be made post consultation with KNA Committee.

## 2. Responsibility

The Association Development Officer (ADO) is responsible for administering this policy.

## 3. Athlete Eligibility

- Athletes must be eligible to play for the KNA in accordance with the competition rules and relevant athlete eligibility rules
- All athletes must be or intend to be a registered financial member of KNA in the year of competition in order to be eligible for selection

## 4. Selection Panel

It is recognised that the selection of squads and representative teams may not occur at the same time, therefore the following conditions need to be met for each selection process.

- Comprise of a minimum of three (3) selectors
- Selection Panel may be different for the individual age group trials, however, all endeavours should be made to ensure that the selection panel for individual age group trials remain consistent if more than one (1) trial is required

When selecting Representative teams it is preferred that appointed coaches form part of the Selection Panel, however, it is not necessary.



## **Conflict of Interest**

Selection panel members will be required to declare any conflict of interest in relation to the athlete selection process they have been assigned to. A conflict of interest is defined as:

- A family or close personal connection with an athlete participating in a trial
- Any other reason(s) that the panel member feels uncomfortable or biased in determining the suitability/eligibility of an athlete during the process

If a conflict of interest is disclosed, then the panel member's vote shall not be counted.

## **Confidentiality Requirements**

Selectors shall not discuss selection matters outside of official selection meetings at any time.

## **5. Athlete Selection Process**

### **Squad Selection Process**

- Dates for selection trials will be distributed to all Clubs and advertised on KNA social media platforms
- Applications for selection attendance should be completed by the closing date
- If an athlete is to apply for an exemption from any trial written documentation of evidence must be provided
- Squad selections will be conducted across one (1) trial day, with additional trials added if required
- Athletes are required to wear a white top and black shorts – no regional, association or club tops are to be worn
- Every endeavour shall be given to trialling athletes in their preferred positions
- Selectors reserve the right to trial players in equivalent positions
- Selectors shall consider all aspects of the game including (but not limited to) physical ability, skill, tactics and attitude
- When selecting one athlete before another, selectors shall make an "on balance" decision, based on all the attributes and abilities demonstrated throughout the trial(s)
- Athletes selected into the Pilbara Sports Academy (PSA) for the year of competition will automatically be selected to the KADS squads, but must still attend trials
- The appointed Selection Panel will select the squads by consensus and majority voting. Should the selection panel be unable to make a majority decision on any squad member, a benefit of the doubt decision shall be made, and the player shall be included in the squad
- KNA reserves the right to include/invite an athlete(s) into KADS Squads at anytime

### **Representative Team Selection Process**

- Representative Teams shall comprise of ten (10) athletes per team and up to three (3) training partners
- Selection of Representative Teams will take place during Squad training sessions
- Athletes selected would have displayed good sportsmanship, wiliness to learn and consistent attendance at KADS training sessions
- When selecting the Representative Team and the training partners, selectors shall consider the balance of the athletes in terms of positional play



- Should the selection panel be unable to make a majority decision, the Head Coach of that representative team shall have the determining vote
- Team announcements will be announced no less than seven (7) weeks prior to the first representative carnival

## **6. Terms of Athlete Selection**

- Complete all forms and hand in by the due date
- Adhere to the Athlete Code of Conduct
- Required to pay all fees and contributions by the due date – payment plans can be arranged if needed
- Attend all nominated Squad and Representative compulsory training sessions

## **7. Selection Objectives**

## **8. Grounds for Replacement**

- Injury or illness
- Loss of Form – an athlete being considered for replacement due to loss of form will be counselled by the Head Coach (of relevant Squad) and KADS Coordinator with a mutually agreed timeframe set by Head Coach and athlete for the situation to be reassessed
- Breach of Discipline – an athlete being considered for replacement due to breach of discipline will be counselled by the Head Coach (of relevant Squad) and KADS Coordinator to give them an opportunity to rectify the situation with a mutually agreed timeframe set by Head Coach and athlete for the situation to be reassessed

## **9. Replacement Process**

If a selected athlete is unable to continue or is removed as a representative of KNA; the procedure for a replacement athlete is as follows:

- The selection panel will be consulted
- Consideration will be given to other identified athletes from the selection process – nominated reserves will be viewed and assessed first
- The selectors will then fill this position with the athlete judged most suitable, possessing the required degree of skill and showing consistent performance

## **10. Appointment of Coaches**

- A notice seeking interested coaches to apply for coaching positions will be advertised on KNA social media platforms prior to commencement of the program
- The KADS Coordinator will be responsible for the appointment of appropriate coaching personnel
- Coaches are to hold a minimum of a Development level coaching accreditation or be working towards this level
- Assistant and Apprentice coaches to hold a minimum of a Foundation level coaching accreditation or be working towards this level
- Coaching staff who do not play at KNA must register as a Non Player (Coach)



- Coaching staff must hold a current Working with Children Check or provide proof of an application prior to the first training session

## 11. **Disputes and Appeals**

All disputes and appeals will be dealt with via Netball WA Disputes Policy.