

ATHLETE SELECTION POLICY & GUIDELINES – Squad Programs

Policy Statement

Due to the different nature of sports, there are different processes by which athletes are selected into **SESA squad programs**. These are:

- i. Selections made based on the attainment of a specified standard as prescribed by the National/State sporting body or the Academy in consultation with the relevant body;
- ii. Selections made following an open trial process;
- iii. A combination of 1 & 2 where by some athletes who reach a predetermined standard may be selected, whilst others yet to reach the standard are required to attend a trial.
- iv. In instances where the i) and ii) above are not feasible due to lack of prescribed standards or inability to conduct trials, determination will be made by the SESA Head Coach in consultation with the relevant State Sporting Organisation (SSO) based on competition performance and personal assessment.

Selection Procedures

i. Attainment of a specified standard:

This is only possible for individual sports and should always be based on a measurable outcome (eg distance, time) rather than a performance result (eg 1st, 2nd, 3rd). The qualification standard is to be specified by the NSO/SSO, and should be directly related to the goals of the program.

The process for conducting selections by specified standard will be:

1. The selection standard is to be identified by the NSO/SSO prior to the commencement of the nomination process.
2. A return date for nominations is to be identified.
4. Nomination information should clearly outline the required standard for selection and the date range within which the standard should have been achieved/demonstrated.
5. Any current squad member seeking re-selection will be required to nominate for a place in the new squad.
6. The selection panel should include a representative of the SSO. In the event that the SSO is unable to send a representative the Academy will forward the list of selected athletes to the SSO for ratification. Athletes will not be notified of the outcome of selections until SSO endorsement is received.

7. In the event that there are more athletes who attain the selection standard than there are places available, selections will be made using the sport's designated/preferred ranking system e.g. Swimming – National Age Qualifying Times and/or International Point Score (IPS) will be used.
8. Once selections have been made, notifications are to be sent to all athletes who have nominated informing them of the outcome. The letter sent to unsuccessful athletes is to be a generic letter which does not detail any reason for their non-selection.

ii. Selections through a trial process:

The process for conducting selections through a trial process will be as follows:

1. Trial dates are to be set by the Academy in conjunction with the SSO. All trial dates should be clearly identified in the nomination information.
2. Persons wishing to trial must nominate to trial by the set date. Nominations received after the set date may be accepted at the discretion of the SESA Coordinator.
3. Trials will be conducted whenever possible to enable the maximum number of athletes to participate.
4. A final trial may be scheduled if selection staff believe this is a necessary step in the process to select athletes.
5. Any current squad member seeking re-selection will be required to trial for a place in the new squad. These athletes are not permitted to wear their Academy uniform to the trials.
6. The selection panel should consist of representatives nominated/endorsed by the SSO. The composition of the selection panel should be consistent for all trials.
7. All selections are to be finalised at the conclusion of the trial.
8. The Selection Panel may make provision for an athlete who is recovering from injury and cannot demonstrate their full capacity at the trials.
9. The selection panel is required to provide the SESA Coordinator with brief notes outlining the reasons for non-selection of athletes. This information will be destroyed six months after the final trial date. All athletes are to be notified in writing of the outcome of the trials. The letter sent to unsuccessful athletes is to be a generic letter which does not detail any one reason for their non-selection.

iii. Combination of standard and trial

All aspects of 1 & 2 above remain applicable where there is a combined process.

iv. Selection through Head Coach Assessment

The process for Head Coach identification and assessment of athletes for selection into the Academy relates only to those sports where trials are not feasible and the relevant SSO does not prescribe specific performance criteria. In this instance, the process will be:

1. Head Coach consults with SESA Coordinator and relevant SSO representative concerning appropriate selection criteria for assessment of athletes and agreement reached concerning criteria.
2. Head Coach undertakes ongoing talent identification and assessment and significant competitions and event featuring appropriately qualified athletes.
3. Final assessment and consultation between Head Coach, SESA Coordinator and SSO concerning athlete selection.

SELECTION POLICY & GUIDELINES – Individual Programs

Policy Statement

Individual program selection requires an assessment of applications from people participating in a variety of different sports, ages groups, levels and goals. Due to the nature of individual programs a Selection Panel will assess all applications on their merit.

Selection Procedures

The panel will firstly determine if an application has met the advertised eligibility criteria. All applications that are eligible will be assessed on merit against objectives of the program.

Consideration for athletes will include:

- Past performance and achievements
- Potential to improve, stated goals and planned schedule of competitions
- Willingness to learn and apply coaching ideas
- Attitude, commitment and dedication
- Tactical ability or knowledge of their chosen sport

Information provided in applications may be checked with parents/guardians, nominated referee, coach, school and the respective State Sporting Organisation.

Consideration for **coaches** will include:

- Current coaching qualifications and commitments
- Coaching aspirations and identified areas for development
- Ability of SESA to provide meaningful development opportunities eg. ability to provide a mentor
- Talent Identification by SSO