



BASEBALL
QUEENSLAND

PERFORMANCE PATHWAY PROGRAMS

SELECTION POLICY

CONTENTS

1. Introduction	3
2. Athlete Eligibility	3
3. Advising of Situations and Circumstances Necessitating Approval	4
4. Selection Process	4
5. Athlete Evaluation	5
6. Removal of Athletes from Selected Squad or Team	6
7. Selection Panel	7
8. Complaints/ Grievances and Appeals Process	7

1. Introduction

- 1.1 The object of this policy is to outline the process of selecting athletes to represent Baseball Queensland in various Performance Pathway Programs.
- 1.2 This policy may be amended or supplemented by Baseball Queensland at its discretion to achieve this objective, specifically where matters arise which, in the sole discretion of the Baseball Queensland Board, have not been provided for in this policy or where the literal application of this policy would not achieve this objective.
- 1.3 This policy should be read in conjunction with the Baseball Queensland Ethics and Expectations Policy, BQ Athlete and Coach Agreement.
 - 1.3.1 State Team Representation is read in conjunction with Baseball Australia National Championships Technical Norms and Member Protection Policy.

2. Athlete Eligibility

All Athletes MUST meet the following requirements:

- 2.1 Hold a current full and active membership with Baseball Queensland.
- 2.2 Uphold all components of the Program or Event organiser, Baseball Australia, and Baseball Queensland Code of Conducts, including BQ Ethics and Expectations Policy.
- 2.3 Demonstrate a commitment and pay the specified Athlete Levy **in full prior to participating** in BQ Performance Pathway Programs **or departing** and participating at National Championships.
- 2.4 Complete and return all forms required by either Program or Event organiser (to be distributed by either HPM or State team EO).
- 2.5 Must compete in a BQ sanctioned competition.
- 2.6 Attend selection trials (if required) as set out and all further sessions as advised.
 - 2.6.1 State Team Representation: Players unable to participate in the Showcase Event, Women's State Titles or Youth Women's Youth State Titles may still be considered for selection, provided sufficient justification exists.
- 2.7 Age eligibility
 - 2.7.1 State Performance Programs:
 - State Emerging, Development and Performance Squads
 - 15 years and over during the calendar year of the Program. (2ndyr U16 and over)
 - Youth Women Team
 - Under the age of 16 as of 31st December (Summer Season)
 - U16 QLD Team
 - Under the age of 16 as of 31st December (Summer Season)
 - U18 QLD Team
 - Under the age of 18 as of 31st December (Summer Season)
 - Open Women's QLD Team
 - Over the age of 15

3. Advising of Situations and Circumstances Necessitating Approval (State Team Selection Only)

- 3.1 All participants competing at the Showcase Event, Women's State Titles or Youth Women's Youth State Titles will be considered for State Team selection. If an athlete **wishes not to be considered**, they must notify both their Region and BQ Performance Pathways Manager (PPM) in writing at their earliest convenience.
- 3.2 Any athlete not available to attend Showcase Event, Women's State Titles or Youth Women's Youth State Titles, On field testing sessions or trials (if required) but wishes to be considered for State selection must inform both their Region and BQ PPM in writing at their earliest convenience
- 3.2 In case of illness or injury that result in an athlete unable to participate at Showcase Event, Women's State Titles or Youth Women's Youth State Titles a Doctor or Physio certificate may be required highlighting the injury or illness with a full return to play timeframe. All factors with an injury or illness will be considered

4. Selection Process

- 4.1 State Team Selection
 - 4.1.1 QLD Showcase Event, Women's State Titles or Youth Women's Youth State Titles is utilised as the final stages of athlete selection
 - 4.1.2 QLD Coaches meet prior to the Showcase Event, Women's State Titles or Youth Women's Youth State Titles to review testing data along with establishing the Teams selection criteria and scouting process at the Showcase Event, Women's State Titles or Youth Women's Youth State Titles
 - 4.1.3 QLD Coaches will be in attendance for all games at the Showcase Event, Women's State Titles or Youth Women's Youth State Titles to evaluate potential QLD athletes
 - 4.1.4 All players are eligible for selection. However, QLD Coaches will obtain further information through communication with region selectors and team coaches
 - 4.1.5 QLD Coaches will have formal selection meeting toward the end of each day
 - 4.1.6 The Head Coach will liaise with BQ Performance Pathways Manager on the Final Roster
 - 4.1.7 A membership check will occur for all selected athletes
 - 4.1.8 The roster will be posted on BQ website during the week following Showcase Event, Women's State Titles or Youth Women's Youth State Titles
 - 4.1.9 All successful athletes will be notified through email of their selection and relevant information
 - 4.1.10 Finalise Provisional Team Roster
 - 4.1.10.1 Prior to Provisional Team Selection, players will be consulted and informed of their roles within the team and expectations for the remainder of the program

- 4.1.10.2 Following consultation and understood by both coaching staff and player then they will be notified (verbal or email) at the coach's earliest convenience
- 4.1.10.3 Following notification, players must have the intent to fulfill their obligation set out and agreed to in 4.1.10.1
- 4.1.11 Submit Provisional Team Roster to Baseball Australia
- 4.1.12 Provide relevant information for athletes wishing to be considered for Friendship Player consideration

BQ has selected a coaching staff responsible for selecting the training squads and final team, and these coaches do not take this responsibility lightly. BQ always try to appoint the best possible coaches who are willing and available, to select and coach our representative teams.

The selection process is made up of both objective data (radar gun readings, stopwatch times, growth & maturation etc) and a subjective skills assessment. While we try to make the selection process as objective as possible, there will always be an element of subjectivity, with the responsibility to choose the final team resting with the coaching staff.

The nature of this process will always leave some people disappointed. If you are not selected, it is normal to be disappointed, but don't be discouraged. There will be many more opportunities in your baseball career to continue to develop. Use your disappointment as motivation to train harder and improve your game.

QLD Program selectors are looking for strong and athletic individuals who show the desire and commitment to compete at the highest level. The Queensland Pathway Programs adopt a long-term athlete development framework with the aim of maximising athletic potential and producing players who are successful at senior levels.

4.2 Winter Programs

(State Performance Squad, State Development Squad, State Emerging Squad)

- 4.2.1 BQ PPM distributes target squad to QLD Coaches and Regional Director of Coaching (RDC)
- 4.2.2 In conjunction with QLD Coaches and RDC's the BQ PPM will identify athletes for each program based on Athlete Evaluation (5)
- 4.2.3 A membership check will occur for all selected athletes
- 4.2.4 Selected athletes will be notified
- 4.2.5 Athletes will be required to notify BQ HPM by the due date set out in selection letter confirming their participation.

5. Athlete Evaluation

5.1 All Pathway Programs

5.1.1 Players for all Performance Pathway Programs will be considered for selection based on an evaluation of the following areas:

- Throwing velocity and skill
- Bat speed and hitting ability
- Running speed, agility, and general athleticism
- Position specific capability
- Awareness of game situations and strategies
- Decision making ability
- Confidence and competitiveness
- Current and projectable strength and power
- Their contribution to the team competencies
- Leadership & communication
- Attitude & maturity

The factors listed above have been shown to be important predictors of success at the higher levels of the game. Statistics attained at club level, regional and even State Championships can be considered. However, they are often poor predictors of success at the next level.

On Field testing sessions are scheduled throughout the year and data collected from these sessions will be considered.

Many of these qualities cannot be realistically assessed in a single two or three-day tournament. BQ staff members and QLD coaches try to observe players and accumulate information over several weeks, months or even years in order to gain an accurate impression of each athlete.

Participation in BQ Winter programs, Showcase Event and other BQ/ BA sanctioned events can be used as an extended period of observation and athlete performance will be considered.

6. Removal of Athletes from Selected Squad or Team

Any athlete who breaches any of the following conditions is ineligible for selection or continued participation of the squad or team. These include:

- 6.1 Demonstrated breaches or failure to observe this policy.
- 6.2 In the event of illness or injury where the identified athlete/ athletes are unable to perform to the required standard as determined by the selectors. This determination will be made following advice in writing from a medical practitioner. In such cases the advice in writing must be received by the Performance Pathways Manager (PPM) within five days of the initial notification. Progressive notifications and updates are to be made on weekly basis via telephone and in writing. Failure to provide the required documentation as stipulated will necessitate omission from the selected squad or team until medical clearance has been received by the PPM.
- 6.3 Breaches or failure to fulfil a requirement of the anti-doping policy of Baseball Australia.
- 6.4 Failure to observe and adhere to the Baseball QLD Ethics and Expectations document, BA Member Protection Policy, BQ Athlete Training Agreement.

- 6.5 Failure to adhere fully to the specified training program. This includes participation in all the required training sessions, games, or other nominated training requirements without approval for a leave of absence by the Performance Pathways Manager.
- 6.6 Non-payment of the specified levy for the program or team within the identified timeframe.

7. Selection Panel

7.1 The selection panel for State teams will consist of:

- BQ Performance Pathways Manager
- QLD Head Coach
- QLD Assistant Coaches
- Regional Directors of Coaching (State Squad and Winter Programs)

Selectors outside of the above group may be included at the Performance Pathways Manager's discretion. Failure to adhere to this policy will result in omission from participating in the selection process. All appointed QLD Coaches adhere to their signed Coaching Agreement Form.

8. Complaints/ Grievances and Appeals Process

In the event of a complaint or a grievance, the CEO and Board of Management of Baseball QLD or its appointed Committee, will hear all appeals. The sole grounds for any appeal, is prefaced on the fact that this policy was not properly followed and or implemented. There is no right of appeal against an athlete's selection decision made by the selection panel in any instance.

In the event of this situation all appeals must be submitted to Baseball QLD CEO, gareth@baseballqld.asn.au. If there are grounds for appeal Baseball QLD will follow Baseball Australia's Member Protection Policy.