



Guidelines for State Team Selections

Purpose

These guidelines explain the process for selecting players for State Teams. The State Team Selection Guidelines needs to be read in conjunction with the Coaching Guidelines and the WA UWH Bylaws.

Coaches will be appointed prior to the selection process, and the process for selecting coaches is covered separately in the Coaching Guidelines.

If the Selection Manager role has not been filled prior to selections, the WA UWH Committee will assign the tasks to members of the committee or other volunteers and communicate this to the coaches.

Team selections process

The Selections Manager and/or Team Managers will announce nominations to all WA players once information is released by the hosting State. Managers will issue a deadline to all prospective players to nominate which players must complete prior to selections, along with payment of a selection fee. The selection fee will be refunded to the player if they are unsuccessful in the selection process. A player can apply after the deadline if they pay a non-refundable late fee of \$100 and it is paid prior to the first trial date.

WA UWH will also call for nominations from selectors. The Selection Manager coordinates the nomination process and will recommend selection panels to the WA UWH Committee for approval. Once selectors are in place, they will be provided

information by the coach on the methods for selecting and criteria. The Team Manager will provide a list of nominating players to the coach who is expected to coordinate the selection process with the selectors and players. The Selection Manager will organise a meeting with Team Managers, Coaches and Selectors to discuss the selection process and timelines.

The selection process identifies the players that best meet the criteria for the State Team selections. Under the WA UWH Bylaws it must include 2-3 formal selection trials in water, which usually involve drills, games and individual skills. Selections may also consider other information such as tests to understand the fitness and speed of players, and ask players to undertake activities such as regular reporting on their individual training.

The selection panel is required to provide a final list of players and a recommendation for Captain to the Team Manager and the Selection Manager, along with their assessment of each player. The selection panel must advise individuals of the outcome of selections prior to any formal announcement of the team, and it is expected that coaches will provide individuals with feedback during and after the selection process. Other selectors might also provide feedback to players to help them develop and to optimise their chances of selection. The final teams will be announced by WA UWH, usually by email and on the WA UWH website and social media accounts.

About selection panels

Each Division will have a dedicated selection panel of at least 3 people, including the State Team Coach. The mix of people depends on availability and who is willing to volunteer. To the extent possible, selectors will be chosen to get the best possible mix of:

- Availability to attend selection trials
- Knowledge of the player base, including mix from relevant clubs
- Collaborative, able to work effectively with the coach and in a selection panel
- Coaching experience
- Playing experience, including State and Australian teams
- Insights on how to utilise players to best effect, optimise player strengths

- Independence – avoiding conflicts of interest is preferred, if not possible then management strategies need to be identified
- Gender balance
- Capacity to provide balanced, constructive feedback to individual players
- Strong reputation / respected by the players
- Current working with children check for junior selectors.

Standard approach to a selection trial

Generally a selection trial will be held on weekends and would involve at least two selection days. Each selection day will have two in water sessions (min 1 hour). Time between sessions and prior to the first session each day should be scheduled to

- An overview by the coach / selectors on how the session will run and what they will be looking for
- In-water session including game time, drills, skills designed to identify player strengths
- A meeting of selectors after the session to discuss players and plan for the next selection

If possible it is recommended that coaches run squad training sessions in the lead up to selections. This provide an opportunity for the coaches to build capability in the playing group prior to selections and to explain:

- team expectations
- coaching philosophy
- Skill and fitness requirements
- Individual areas of improvements

For in-water selection sessions players will usually have numbers on their arms and legs to help selectors identify them accurately. Players should also consider wearing distinctive equipment / bathers if possible to help selectors differentiate between them. Players are expected to listen carefully and follow instructions during the selection process. Their ability to do so may be considered in the selection criteria.

Selection trial dates (subject to pool and selector availability)

See the separate State Team Timeline for details of selections. Coaches and/or team managers will confirm exact time, location and dates of selections with players who have nominated for a particular team. Selection trials and state team training sessions

are held either in Perth or Bunbury and may be different for each player group. It is expected that players will attend all selection trials relevant to their category.

Where a player cannot make all selection dates and planned training dates after selection – they must notify their coach prior to selections commencing. The selectors may take commitment to selection and training dates into account as part of the selection process.

Role of State Team Coaches during selections

- Plan selections as part of a coaching plan, including working with Selection Manager on dates for trials
- Develop a training plan and basic game plan for players prior to selections
- Establish group communication channels with players (and parents if relevant) via email and/or chats and communicate what they are looking for and deadlines for nominating and paying
- Organise squad training sessions in the lead up to the selections if time allows
- Plan and run selections in a way that ensures selectors can assess the players against the selection criteria
- Provide guidance, drills and feedback to players during the selection process to help them develop
- Design training and selection sessions that build and develop players, including development players who may not be successful in the process
- Participate as a selector in a fair, unbiased way (including being available for selection days)
- Make sure that the selection process is documented, including an assessment by the selectors. Provide this to the Team Manager and Selection Manager
- The coach (often with selectors) will:
 - a) notify unsuccessful players first in a private setting for why they were unsuccessful should be provided along with advice on strengths. The feedback can be in a scheduled subsequent conversation if there are time constraints.
 - b) Successful players can be notified in a team setting
 - c) elite and masters players can be notified on the final day of selections
 - d) Junior players within one week of the final selection day to enable a discussion with the player's parent/guardian.

Role of Selectors

- Read the materials the coach has provided to the players such as a training plan and basic game plan and the selection criteria
- Consider how to evaluate players performance against the selection criteria, provide ideas to the coach on how to design selections
- Attend all the selection dates
- Make sure the selection process is documented, including player assessments against the selection criteria
- Provide the coach with clear feedback to provide to players, taking care to provide feedback on strengths as well as areas to improve.

Role of the Selection Manager

- Coordinates the selection process to ensure it occurs for each team in a clear, transparent and fair way. This includes making sure the selection process is communicated to the entire state.
- Identifies selectors and works with WA UWH Committee to appoint them, ensuring at least three for each division
- Identify any conflicts in selection teams and if they cannot be avoided, steps to manage them
- The Selection Manager will escalate issues or concerns around process and fairness to the WA UWH Committee for guidance.
- Coordinates dates and locations for the selections in conjunction with the coaching manager. Coaches and team managers are to be consulted if appointments have been made in time.
- Organises bookings at pools for 2-3 x selection days with two in-water sessions per day (either directly or by working with local clubs). Category overlaps are to be minimised. Pool availability and key dates (ie school holidays, Australian team commitments etc) to be considered when scheduling selections.
- Follow up selectors to ensure attendance to selections, are briefed and familiar with players and understand assessment criteria
- Organise an initial briefing for all selectors, coaches and team managers on the selection process.
- Works with coaches and team managers to finalise team lists. Confirms players have been notified of outcomes.

- Provides final team lists to WA UWH Committee to approve and to team managers and communications officer.

Role of Team Managers during selections

- Develop an information pack for players that are considering nominating
- Call for nominations by players
- Collect nomination fees from players
- Provide a list of the players who have nominated to the coaches / selectors
- Include selection pool bookings in the squad budget and make payments for the selection pool bookings
- Set up mailing lists / communicate selection dates with players / parents
- Participate in group chat forums if there are junior players involved (NIF measure)
- Provide refunds to players who are not successful

Role of the player

- Nominate and pay the nomination fee by the due date
- Read the materials the coach has provided to the players such as a training plan and basic game plan and the selection criteria
- Start training as soon as possible (before the selections begin)
- Attend squad training sessions before and after selections.
- Attend all the selection dates
- Respond to information requests and communications from the coach and team managers
- Engage with coaching materials and feedback constructively

Role of Coaching Coordinator during selections

- Support coaches to develop materials for their team prior to selections and plan their selections
- Be a point of contact for players or officials if there is uncertainty around the role of the coach or complaints / concerns raised regarding coaches

Standard selection criteria for players

WA UWH has developed 4 standard selection criteria for teams. Coaches can adapt the criteria in their coaching plans with agreement of the Selection Manager and Coaching Coordinator, but must communicate any changes to players prior to selections.

For junior teams the ***italicised items*** are the items to focus on.

Criteria 1: Hockey Skills

- High level of puck control
- ***Ability to apply skills to games***
- Flicking: Passing under pressure in a wide range of passing situations / with deception
- ***Maintaining possession*** in confined area
- ***Takes team-oriented decisions*** under pressure
- Scoring and assisting to score goals
- Closing down opposition players
- ***Creating support position for team player with the puck***
- ***Tackling skills*** to create possession turnover
- Read the play and set up passages of play
- Accelerating out of contest to gain ground and/or clear possession

Criteria 2: Specific Positional Attributes we will be looking for:

FORWARDS

- ***Swimming the puck in the right direction / creating pressure on opposition***
- ***Maintaining possession of the puck***
- ***Effective receiving of passes*** - positioning, bottom time and timing
- Double-teaming and support of other players
- Re-positioning skills to maximise team defence (back tackling, clearing out of danger)

BACKS

- ***Initiate drives / swims in the right direction*** and at the right time
- Effective ***passing*** and able to give your forwards time to position
- Manage risks, swim into space and switch under pressure
- Ability to stop opposition drives, ***dispossess the opposition***
- ***Maintaining possession of the puck***

Criteria 3: Physical Characteristics:

- ***Work rate demonstrated during game play***
- Speed on and off the puck, including ***getting into position and helping others***
- ***Strength***, particularly in 1-1 contest
- ***Agility***, including change of direction and effective body position

Criteria 4: Personal Characteristics:

- ***Works effectively within a team unit, in and out of the water***
- ***Demonstrates team before individual attitude and behaviour***
- ***Focused during practices***
- ***Level-headed during games***
- ***Tenacity in games***
- ***Executes coach's instructions (e.g. game strategies, tactics, set plays)***
- ***Positive attitude***
- Effective communication
- Demonstrated ability to train effectively
- ***Commitment to attend team training***
- ***Takes feedback constructively*** and looks for ways to adapt
- Organised with payments and information needed by Team Manager