



TANGO NETBALL CLUB

ATHLETE DEVELOPMENT POLICY

MAY 2016
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TANGO NETBALL CLUB ATHLETE DEVELOPMENT

POLICY

Athlete development shall be undertaken as a priority at the TNC having regard to development opportunities for all athletes; the identification of talented athletes for specialised development; providing pathways to elite levels of netball; encouraging athlete participation in selection processes for representative teams outside of the club and supporting Netball SA policy concerning athlete development.

STRUCTURE

A tiered approach to athlete development applies at the TNC involving the following levels that are organised to complement the development and progression of athletes through defined levels of competition:

- *Level 1 (Elite) - Premier League.*
- *Level 2 (Seniors) - AMND League to the Intermediate 1 and 2 levels.*
- *Level 3 (Juniors) - Primary to the Intermediate age groups levels.*

The aim is to provide an integrated framework that provides for talent identification and the specialist development of athletes through defined pathways for progression from one level of development to another leading ultimately to elite levels of competition at the club and beyond within the scope of the following objectives:

- Define competency standards for player evaluation and feedback.
- Define the roles for club personnel responsible for athlete development.
- Establish a database to track athlete development and player evaluations.
- Define criteria for selecting athletes for specialist training programs.
- Integrate athlete development plans for 'whole of club' reference.
- Define strategies for development at each age level of competition.
- Link development plans to Netball SA planning for athlete development.
- Define pathways for progressing athletes to elite levels of netball in SA.
- Define strategies for feedback between coaches and athletes.
- Provide support to athletes as they progress to each level of competition.
- Expose athletes to elite levels of coaching to enhance their development.

Level 1 (Elite) – Premier League

Athlete development at this level involves the premier league and the list of premier league athletes contracted each year under Netball SA guidelines relating to the SPNC competition. The TNC Premier League Coach (PLC) is responsible for coordination at this level within the scope of the following initiatives that may be varied each year to suit club and athlete development needs:

1. Selected athletes from the Intermediate level of competition, who demonstrate potential for advancement to elite levels may be contracted as development athletes each year and exposed to elite levels of training and competition at the club for the period of their contract. The number of athletes may vary each year, however, the aim is to be inclusive rather than exclusive within the scope of criteria developed by the PLC and Netball SA guidelines for the SPNC.

2. Selected athletes from Level 2 (Senior) group of athletes not selected in the contracted list of athletes at the club may be invited to participate in elite level training or be exposed to elite levels of competition as bench players in SPNC teams under guidelines established by the PLC.
3. The PLC shall liaise with TNC coaches and the TNC High Performance Development Coach (HPDC) to assist talent identification and the development of athletes and coaches generally with particular emphasis on those athletes and coaches involved in transition from intermediate to senior levels of competition at the club. The extent of involvement of the PLC in the development of athletes below the elite level is subject to liaison between relevant personnel having regard to workload and priorities associated with coaching at the SPNC level.

Level 2 (Seniors) – AMND to Intermediate 1 and 2

Athlete development at this level involves the AMND league team, senior and intermediate teams. The AMND League Coach and the HPDC are responsible for coordination at this level within the scope of responsibilities outlined as part of a TNC *Developing Athlete Program (DAP)* that includes the following initiatives, which may be varied each year to suit club and athlete development needs:

1. Selected TNC athletes (and invitees, where relevant) not selected as part of the contracted list of premier league athletes at the club shall be considered for specialist development within the structure of the DAP which is designed and delivered by the HPDC. The aim is to expose selected athletes to standards commensurate with elite levels of competition at the club. Selection is dependent on criteria determined by the AMND League Coach and the HPDC in liaison with the PLC and other senior coaches at the club.
2. The TNC A Grade team (the team next most senior team after the AMND league team) shall be invited to train with the AMND league team at the direction of the AMND League Coach during pre-season and during each playing season to enhance the level of the teams training and expose athletes to higher levels of intensity and skill.
3. The AMND League Coach and the HPDC shall monitor performance of athletes at the Level 2 (Senior) level and liaise with individual athletes and coaches about performance requirements. The aim is to motivate athletes and support their development by encouragement and feedback to help them achieve higher standards of netball. Particular attention shall be given to those athletes in transition from intermediate to senior levels of netball, who demonstrate potential, but have yet to achieve selection at AMND League level or beyond at the club. Liaison shall be undertaken with the Match Committee to facilitate the transition of intermediate athletes.

Level 3 (Juniors) – Primary to Intermediate

Athlete development at this level includes junior teams at the club from primary to intermediate levels. For note, is an overlap at intermediate level between Level 2 and Level 3 that requires liaison to facilitate the most effective development for intermediate athletes. The TNC Match Committee and the HPDC are responsible for coordination at this level within the scope of responsibilities outlined as part of a *Tango Academy Program (TAP)* that includes the following phases of development:

TAP PHASE 1 (Winter)

Purpose/Criteria

To expose selected TNC athletes from junior to intermediate levels of competition to specialised training and development as part of the Tango Academy Program (TAP) Phase 1 each winter season having regard to the following criteria:

- a) Demonstrated potential for advancement to higher levels in netball using the following criteria:
 - Agility skills
 - Ball Skills
 - Spatial Awareness
 - Tactical Awareness
 - Defensive, attacking and specific positional skills
 - Court Awareness
 - Consistency of Performance
 - Attitude
- b) The opinion of the Match Committee and HPDC about who may most benefit from exposure to specialised training and development at the relevant stage in their netball having regard to club needs and the needs of individual players who it is understood may be at different stages in their development.

Conditions

- 1) Club needs shall be the priority when selecting athletes, therefore, the number of athletes and the focus for selection between junior to intermediate levels, may vary each year.
- 2) Selection for the TAP Phase 1 is not necessarily focused on 'best players' at each level of competition but shall depend on objective assessment having regard to all aspects of the selection criteria. For example, is the developing athlete who may not be the best in their level of competition, but who demonstrates potential and may benefit from exposure to specialist training.
- 3)
- 4) The Match Committee and the HPDC shall ensure the personal development of 'best players' not selected for TAP Phase 1 is supported (by exception) through appropriate targeted strategies designed to maintain motivation and the continuing development of identified athletes.
- 5) The TAP Phase 1 shall be supported by other specialised training initiatives targeted towards the greater population of Tango Netball Club athletes competing at primary to intermediate levels (See TAP Phase 3).
- 6) The Match Committee is responsible for the selection of athletes for the TAP Phase 1 each year in liaison with the HPDC who shall prepare, manage and conduct the program and report to the Match Committee about results.
- 7) The HPDC is responsible for documenting the TAP Phase1 for approval by the Match Committee having regard to:
 - Aims and objectives.
 - Specifics of each training session
 - Evaluation protocols

- 8) A broad as possible scope for the development program in this phase shall be encouraged including the use of guest coaches and specialists from outside the club to assist in group and individual player sessions.

TAP PHASE 2 (Summer)

Purpose/Criteria

To expose selected TNC athletes from primary to intermediate levels to competition above their current age level in TNC academy teams playing in a nominated netball competition each summer to enhance their development as athletes and prepare them for higher levels of netball having regard to the following criteria:

- c) Demonstrated potential for advancement to higher levels in netball within the framework of the following criteria:
- Agility skills
 - Ball Skills
 - Spatial Awareness
 - Tactical Awareness
 - Defensive, attacking and specific positional skills
 - Court Awareness
 - Consistency of Performance
 - Attitude
- d) The opinion of the Match Committee about who has the ability to cope and may most benefit from exposure to higher levels of competition during summer having regard to club needs and the needs of individual players who it is understood may be at different stages in their development.

Conditions

- 1) Club needs shall be the priority when selecting athletes for TAP Phase 2, therefore, the number of academy teams and the focus for selection of athletes may vary each year based on the premise that at least one academy team shall be selected from each age group level each summer.
- 2) Selection for the TAP Phase 2 is not necessarily focused on the 'best players' at each level of competition but shall depend on objective assessment having regard to all aspects of the selection criteria and the need to balance playing positions in each academy team.
- 3) The Match Committee and the HPDC shall ensure the personal development of 'best players' not selected for TAP Phase 1 is supported through appropriate targeted strategies designed to maintain motivation and the continuing development of identified athletes.
- 4) Academy teams may be comprised entirely of athletes playing above their age group or comprise a mixture of age group athletes based on what is best in any one year to assist athlete development and help maintain a reasonable competitive level in each team.
- 5) The TAP Phase 2 shall be supported by other specialised training initiatives targeted towards the greater population of TNC athletes competing at primary to intermediate levels (See TAP Phase 3).

- 6) The Match Committee is responsible for the selection of athletes and coaches for the TAP Phase 2 each year in liaison with the HPDC who shall monitor teams in liaison with coaches and assist the Match Committee regarding evaluation.

TAP PHASE 3 (Ongoing)

Purpose/Criteria

To expose TNC athletes at primary to intermediate levels of competition to specialised training and development through the use of a variety of programs designed to capture as broad a population of Level 3 athletes as possible at the club having regard to the TNC Mission Statement which promotes development opportunities for all members at the club.

Conditions

1. Athlete development in TAP Phase 3 may be targeted towards all age groups or specific age groups one at a time. However, all athletes at the primary to intermediate levels of competition shall be given an opportunity to attend an athlete development program outside the scope of their team training.
2. Athlete development in TAP Phase 3 may extend to winter and summer seasons at the club in accordance with schedules arranged in liaison between the Match Committee and the HPDC.
3. The HPDC is responsible for management and evaluation of TAP Phase 3 development programs in liaison with the Match Committee, which is responsible for reporting to the TNC Management Committee about results.
4. Athlete development programs in TAP Phase 3 shall be diverse in nature as possible and include but are not limited to for consideration:
 - Coaching Clinics
 - Camps
 - Buddy Systems involving TNC elite level players.
 - Guest Coaches
5. TNC elite athletes shall be used to assist development in TAP Phase 3, subject to the demands of the SPNC competition which is the priority concerning their involvement. The intent is to promote elite level players as role models for primary and junior age group levels, in particular.