

WEST PENNANT HILLS – MENS BOWLING CLUB

SELECTION POLICY



INTRODUCTION

This policy applies to the selection process and procedures for individuals and teams who will represent the club in external competitions such as Pennants, Hornsby Cup, Orange Blossom, Club Challenge etc. The policy does not apply to Social and Championship games played at the club.

POLICY STATEMENT

The selectors will endeavour to consistently select the individuals and teams that will give our club the greatest chance of achieving the best result. We acknowledge that this will from time to time require valuing compatibility and experience above individual prowess. We will communicate decisions on non selections or positional changes personally and privately and offer each bowler in the club the right to appeal the selector's decision. (See below for the appeals process).

SELECTION CRITERIA - INTRODUCTION

The selection criteria will be based on balancing the Subjective and Objective Criteria. We acknowledge that the selection criteria used in choosing successful Bowling Teams is often a balance of both objective and subjective criteria. We will endeavour to choose compatible players with appropriate skills that when combined will perform as a team far better than the sum of its parts. Selectors will not vote nor have direct input into their inclusion or exclusion from any team.

SELECTION CRITERIA – OBJECTIVE BASED

The following points will be taken into consideration:

- Current Pennant Grading
- Scores of training activities
- Evidenced results from external matches
- Evidenced results in club major and minor events
- Results from the Benchmark Tests
- Results from all the Skill Tests
- Evidenced experience in various positions within a team
- Availability and commitment to play as stated in the document of intent

SELECTION CRITERIA – SUBJECTIVE BASED

The following points will be taken into consideration:

- Selectors observing current form
- The bowlers desire to play in different grades or positions as stated in the document of intent
- Selectors observing leadership and communication skills
- Selectors observing compatibility with other players
- Selectors observing temperament of players during games
- Selectors reviewing performance under pressure
- Discussions with players, coaches, managers and skips
- A review of the results of team practice sessions and trial games
- Comments from coaches

SELECTION PROCESS

The selectors will meet weekly or more often if necessary to discuss matters and select teams based on a review of the Selection Criteria above. All selection decisions will be posted on the notice board and the web site well in advance of any event and after communicating any changes to the effected players.

In the 8 weeks leading up to pennants the selectors will name trial sides. This will allow every player the opportunity to discuss selection or non selection and provide ample opportunity for those players to provide evidence for consideration by selectors and also provide selectors ample opportunity to test their decisions in a timely manner.

TEAM PRACTICE

Selected teams will be encouraged to practice on a regular basis using the drills provided in the Training Manual. Trial matches will also be organised on Social days where possible.

ROLE OF COACHING

Based on observations by selectors players may be asked to seek the assistance from the coaches to attempt to correct certain aspects of their game.

FEEDBACK AND COMMUNICATION

The selectors will provide timely and effective communication to any bowlers who have not been selected in a team, have had their grade changed or have had their position in a team changed.

APPEAL PROCESS

All bowlers will have the right to appeal their selection in a team and request a meeting with the selectors to discuss the matter.

The appeal should be directed to the Chairman of Selectors and will be in writing. A time will then be agreed to meet the appellant and all the selectors to review and discuss the matter.

DOCUMENT OF INTENT

Each player will be asked to provide a document of intent to the selectors outlining non-availability, desired team selection, desired position and a statement of intent.