Monte Sant Angelo Mercy College
Sports Selection Policy

Objective:

The objective of this policy is to provide a framework and guidelines for students, coaches, officials, selectors and any other people responsible for the development and implementation of sport at Monte Sant’ Angelo Mercy College. This policy establishes both the basis for selection decisions and the athletes’ rights and responsibilities in relation to such decisions.

Sport at Monte

Monte fields teams in several sporting competitions. These competitions require the selection and grading of teams and individuals in both ‘club’ and ‘representative’ environments.

Club Teams

Where Monte enters teams in club based competitions players need to be graded according to their ability level. This enables the college to ensure that they are entered into competitions with opponents of similar ability levels. Sports in which the college enters club based teams include:

- Basketball
- Hockey
- Netball
- Softball
- Tennis
- Touch Football
- Volleyball
- Waterpolo

Several factors are involved in fielding teams in club based competitions and all of these factors are taken into consideration when the college enters teams. These factors include:

- The number of students who have registered to play
- The varying ages of the students
- The varying ability levels of students
- The structure of the external competition and its specific requirements
While club level teams are encouraged to do their best to win, participation in sport is the fundamental focus. Playing time is shared amongst the players in these teams.

**Representative Teams**

Monte fields representative teams in a variety of sports which include:

- Aerobics
- Athletics
- Basketball
- Cross Country
- Dance
- Hockey
- Netball
- Softball
- Swimming
- Tennis
- Touch Football
- Volleyball
- Waterpolo

The primary focus for college representative teams is success. Success is measured by performance results which include team and individual standings and event results. Players in representative teams are expected to contribute to the team performance as directed by the coach. Playing time will be at the discretion of the coach in the interests of overall college success.

**Selectors**

Selectors are employed by the college to conduct grading and selection processes. Selectors often include coaches, ex-students and staff members. Sometimes experienced and qualified parents are used however parents will rarely be used to select a team or age group in which they have a daughter involved.

- Selectors are chosen according to their participation in the chosen sport at a high level.
- Selectors base decisions on the observation of skill in accordance with chosen criteria. At no point in time should the selector display bias when assessing player ability.
- Selectors should be respected by athletes and their parents, as being competent in making difficult, yet fair decisions.
Selection Process

The selection process can vary from sport to sport and will likely vary with respect to ‘club’ and ‘representative’ teams.

Objective Testing

In some sports students will undergo tests that are designed to identify their level of general fitness. These tests may include:

- Aerobic Capacity – beep test
- Flexibility – sit and reach
- Speed – 30 – 60m dash
- Agility – agility course

These tests are objective tests that provide accurate measurements requiring no opinion or personal assessment.

In sports such as athletics, cross country and swimming, objective results from carnivals and training sessions may be used.

Subjective Testing

Subjective testing involves specific skill and game play assessment requiring an opinion or assessment to be made by the selector. Subjective testing may include:

- 3-4 game specific skills (eg. In netball these may be passing, catching, and one on one defence)
- Game play assessment
- Reports from previous coaches

All students will be given the opportunity to perform the set skills for the particular sport. During this time selectors will assess the performance against set criteria and provide a ranking accordingly. The following ranking system will be used for skill based subjective assessment:

<table>
<thead>
<tr>
<th>Rank</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Excellent execution fulfilling all key components of the skill</td>
</tr>
<tr>
<td>2</td>
<td>Good execution fulfilling most of the key components of the skill</td>
</tr>
<tr>
<td>3</td>
<td>Average execution fulfilling several of the key components of the skill</td>
</tr>
<tr>
<td>4</td>
<td>Below average execution fulfilling some of the key components of the skill</td>
</tr>
<tr>
<td>5</td>
<td>Poor execution. Minimal ability to fulfil key components of the skill</td>
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Selectors will also watch students during simulated game play. All students will have the opportunity to play games and selectors will use their experience to assess the players’ ability levels during these games.

At the end of each season coaches in various sports are asked to provide a report on each player in their team. The report includes information relating to:

- Training and game attendance and punctuality
- Reliability
- Strengths
- Weaknesses
- Overall attitude

As teams are finalised selectors may use these reports in assisting to make final assessments on players.

**Equality**

In order to maintain equality for all players in the eyes of selectors, players are designated a number for the duration of the trials period. Players will be referred to by their number during the selection process.

**Student Athlete Responsibilities**

Student athletes who participate in trial and grading selections at Monte Sant’ Angelo have the following responsibilities:

- Submit the appropriate permission note prior to trialling
- Be present at ALL appropriate grading sessions
- Participate at ALL appropriate grading sessions to the best of their ability
- Respect the experience and expertise of the selectors engaged by the college
- Be bound by the decisions made by the selectors

Students who are unavailable for grading sessions have no course of appeal in relation to team selection.
Student Athlete Rights

Student athletes who participate in trial and grading selections at Monte Sant’ Angelo have the following rights:

- Trial for any Monte sport team (Club or Representative)
- To be treated fairly and without bias
- To a minimum amount of trial opportunities (stipulated below in sport specific information)
- To appeal selection decisions in accordance with the ‘Appeal Process’ outlined in this document.

Illness or Injury

There are often instances where student athletes are unable to attend or participate in trial and grading sessions due to illness or injury. These students should provide the Sports Department with a doctors’ certificate that indicates the nature of the illness or injury and the expected date that the student will be able to return to sport.

Selectors will be required to make assessments of these players based on:

- Their performance at the trials they are able to attend.
- Previous season coaches reports.
- Any additional training and grading sessions that may be required by the sport coordinator.

Student athletes who are unable to attend all of the grading sessions are ineligible to make an appeal in line with this policy.
Aerobics Team Selection

Monte enters an advanced and a novice aerobics team in the CGSSSA competition.

All students are invited to trial for the appropriate team.

Students will be asked to perform aerobics routine skills and will be assessed by the aerobics coach for suitability and inclusion in the team.
**Athletics Representative Team Selection**

The Monte athletics team competes at a number of carnivals each year including CGSSSA and IGSSA. Athletes who perform well at the CGSSSA carnival can gain selection in the CGSSSA representative team which competes at the NSW Combined Catholic Colleges carnival.

Final team selections are made with the aim of achieving the best possible outcome for the ‘Monte Team’ as opposed to the specific needs and interests of any one athlete.

The athletic team is selected based on athlete results from:

- The Monte House Athletics Carnival
- Pre-season training sessions
- IGSSA Friday night competitions

Other factors that are taken into consideration when selecting the team are:

- The specific rules and regulations associated with each carnival
- Attendance at compulsory team training sessions
- Overall commitment to the athletics program

Students who are selected for the athletics team are required to attend compulsory training sessions in the 4 weeks leading up to the representative carnivals. Students are also required to compete in the IGSSA Friday night carnivals as directed by the Athletics Head Coach.

In the case of illness or injury a student’s past performances may be considered and will be at the discretion of the Athletics Head Coach and the Sports Program Manager.
Basketball ‘Club Team’ Trials

Students are expected to attend **ALL** relevant trial sessions.

All age groups will be expected to attend up to **two** trial sessions. This may be revised in the case of inclement weather and any revision will be at the discretion of the Basketball Coordinator.

The trials will involve assessment in a variety of basketball skills and may include fitness based assessment. They will involve simulated game play. Each student will play in a minimum of 2 x 10 minute games at any session.

Basketball ‘Representative Team’ Trials

The Senior Representative team will be the ‘Monte 1’ Team selected to play in the term 2 IGSSA Competition. Any player who wishes to play in the representative day team **MUST** be available to play in the term 2 IGSSA Competition.

The Intermediate Representative team (Year 9-10) will be the highest graded year 9-10 team selected to play in the term 2 IGSSA Competition. Any player who wishes to play in the representative day team **MUST** be available to play in the term 2 IGSSA Competition.

The Junior Representative team (Year 7-8) will be the highest graded year 7-8 team selected to play in the term 2 IGSSA Competition. Any player who wishes to play in the representative day team **MUST** be available to play in the term 2 IGSSA Competition.

Selectors of basketball representative teams may take into consideration information provided by ‘club team’ coach’s reports when making selections.

Players who wish to play representative basketball are permitted to play two sports during the winter season. (Ie. A player may play netball and basketball if she is selected in a representative basketball team).
Cross Country Representative Team Selection

The Monte cross country team competes at a number of carnivals each year including CGSSSA and IGSSA. Runners who perform well at the CGSSSA carnival can gain selection in the CGSSSA representative team to compete at then the NSW Combined Catholic Colleges carnival and the NSW All-Schools carnival.

Final team selections are made with the aim of achieving the best possible outcome for the ‘Monte Team’ as opposed to the specific needs and interests of any one runner.

The cross country team is selected based upon:

- Runners time trials from internal training
- The specific rules and regulations associated with each carnival
- Attendance at compulsory team training sessions
- Overall commitment to the cross country program

Students who are selected for the cross country team are required to maintain a minimum of two running training sessions per week. One of these sessions **MUST** be the Tuesday morning school session.

In the case of illness or injury a student’s past performances may be considered and will be at the discretion of the Cross Country Head Coach and the Sports Program Manager.
**Dance Team Selection**

Monte enters jazz, contemporary and tap dance teams in the CGSSSA competition.

All students are invited to trial for the appropriate ensemble.

Students will be asked to perform routine dance skills and will be assessed by the coach for suitability and inclusion in the team.
**Football (Soccer) ‘Club Team’ Trials**

At this time Monte does not offer Football Club Teams.

**Football (Soccer) ‘Representative Team’ Selection**

Students are expected to attend **ALL** relevant trial sessions.

All age groups will be expected to attend up to **three** trial sessions. This may be revised in the case of inclement weather and any revision will be at the discretion of the Sports Program Manager.

Trials will involve skill drills and simulated game play. Each student will play in a minimum of 2 x 10 minute games at each of these sessions.

Selectors of football representative teams may take into consideration information provided by coach’s reports from previous seasons when making selections.
**Hockey ‘Club Team’ Trials**

Students are expected to attend **ALL** relevant trial sessions.

All age groups will be expected to attend up to **three** trial sessions. This may be revised in the case of inclement weather and any revision will be at the discretion of the Hockey Coordinator.

The first trial will involve assessment in a variety of hockey skills and may include fitness based assessment.

Subsequent trials will involve simulated game play. Each student will play in a minimum of 2 x 10 minute games at each of these sessions.

**Hockey ‘Representative Team’ Trials**

The Senior Representative team will be the ‘Monte 1’ Team selected to play in the term 3 IGSSA Competition. Players not in this team who wish to stand for selection **MUST** attend the first two Monte 1 training sessions in term 3. During these sessions players will undertake simulated game play as the selection process. High quality Monte 2 players may also be considered for this team and assessment of their suitability will be made by the coaches of the teams.

The Intermediate Representative team (Year 9-10) will be selected from eligible players who are registered and playing in the term 3 IGSSA Competition. Players not in this competition who wish to stand for selection **MUST** attend the first two Junior A training sessions in term 3. During these sessions players will undertake simulated game play as the selection process.

The Junior Representative Team (Year 7-8) will be selected from eligible players who are registered and playing in the term 3 IGSSA Competition. Players not in these teams who wish to stand for selection **MUST** attend the first two Junior A training sessions in term 3. During these sessions players will undertake simulated game play as the selection process.

Selectors of hockey representative teams may take into consideration information provided by ‘club team’ coach’s reports when making selections.
Netball ‘Club Team’ Trials

Students are expected to attend ALL relevant trial sessions.

All age groups will be expected to attend up to four trial sessions. This may be revised in the case of inclement weather and any revision will be at the discretion of the Netball Coordinator.

The first trial will involve assessment in a variety of netball skills and may include fitness based assessment.

Subsequent trials will involve simulated game play. Each student will play in a minimum of 2 x 10 minute games at each of these sessions.

Netball ‘Representative Team’ Trials

The Senior Representative team will be the ‘Monte 1’ Team selected to play in the Northern Suburbs Netball Association Competition. Players not in this team who wish to stand for selection MUST attend the first two Monte 1 training sessions in term 3 or any relevant stand alone trial. During these sessions players will undertake simulated game play as the selection process. High quality Monte 2 players may also be considered for this team and assessment of their suitability will be made by the coaches of the teams.

The Intermediate Representative team (14 and 15 years) will be selected from 15A and 14A grade teams that are entered in the Northern Suburbs Netball Association Competition. Players not in these teams who wish to stand for selection MUST attend the first two 15A training sessions in term 3 or any relevant stand alone trial. During these sessions players will undertake simulated game play as the selection process.

The Junior Representative Team (12 and 13 years) will be selected from 12A and 13A grade teams that are entered in the Northern Suburbs Netball Association Competition. Players not in these teams who wish to stand for selection MUST attend the first two 13A training sessions in term 3 or any relevant stand alone trial. During these sessions players will undertake simulated game play as the selection process.

Selectors of netball representative teams may take into consideration information provided by ‘club team’ coach’s reports when making selections.
**Softball ‘Club Team’ Trials**

Students are expected to attend **ALL** relevant trial sessions.

All age groups will be expected to attend up to **two** trial sessions. This may be revised in the case of inclement weather and any revision will be at the discretion of the Softball Coordinator.

The first trial will involve assessment in a variety of softball skills and may include fitness based assessment.

Subsequent trials will involve simulated game play. Each student will be given an opportunity to bat and field. Players who wish to trial as pitchers and catchers will be given an opportunity to trial in those positions.

**Softball ‘Representative Team’ Selection**

The Senior Representative team will be the ‘Monte 1’ Team selected to play in the term 4 Manly Warringah Softball Association Competition. Players not in this team who wish to stand for selection **MUST** attend the first two Monte 1 training sessions in term 4 or any relevant stand alone trial. During these sessions players will undertake simulated game play as the selection process. High quality Monte 2 players may also be considered for this team and assessment of their suitability will be made by the coaches of the teams.

The Junior Representative Team (Year 7-9) will be the highest graded junior team selected to play in the term 4 Manly Warringah Softball Association Competition. Players not in these teams who wish to stand for selection **MUST** attend the first two junior training sessions in term 4 or any relevant stand alone trial. During these sessions players will undertake simulated game play as the selection process. High quality players from the lower graded junior teams may also be considered for this team and assessment of their suitability will be made by the coaches of the teams.

Selectors of softball representative teams may take into consideration information provided by ‘club team’ coach’s reports when making selections.
Swimming Representative Team Selection

The Monte swim team competes at a number of carnivals each year including CGSSSA and IGSSA. Swimmers who perform well at the CGSSSA carnival can gain selection in the NSW Combined Catholic Colleges carnival and then the NSW All-Schools carnival.

Final team selections are made with the aim of achieving the best possible outcome for the ‘Monte Team’ as opposed to the specific needs and interests of any one swimmer.

The swim team is selected based on swimmers’ times from:

- The Monte House Swimming Carnival
- Pre-season invitational carnivals
- NSW Metropolitan and State Championships in the current and previous calendar year

Other factors that are taken into consideration when selecting the team are:

- The specific rules and regulations associated with each carnival
- Attendance at compulsory team training sessions
- Overall commitment to the swimming program

Students who are selected for the swim team are required to maintain a minimum of three swimming training sessions per week. Two of these sessions **MUST** be at the school, one of which will be a compulsory Friday morning session.

Monte swimmers who have qualified and will be attending Australian Age swimming Championships or who are current year 12 students may be afforded flexibility with relation to the training schedule. Applications in these instances should be made through the Sports Program Manager and the Head Swim Coach.
**Tennis ‘Club Team’ Trials**

Students are expected to attend **ALL** relevant trial sessions.

All age groups will be expected to attend up to **two** trial sessions. This may be revised in the case of inclement weather and any revision will be at the discretion of the Tennis Coordinator.

The trials will involve assessment in a variety of tennis skills and game play. They may also include some fitness based assessment.

**Tennis ‘Representative Team’ Selection**

**CGSSSA**

Monte enters singles and doubles representative teams in the CGSSSA Tournament.

Trials for the CGSSSA representative Team will be held in the first two weeks of term 3. Students who wish to be considered for this team must attend these trials. The trials will involve skill and game play assessment.

**Tildesley**

Monte enters singles and doubles representative teams in the Tildesley Shield Tennis Tournament that is convened by IGSSA.

Trials for the Tildesley Shield team will be held in term 4 and will involve skill and game play assessment. Other factors that may be taken into consideration are:

- The specific rules and regulations associated with the tournament
- Attendance at team training sessions and practice matches
- Overall commitment to the tennis program

Final team selections for the tennis representative teams are made with the aim of achieving the best possible outcome for the ‘Monte Team’ as opposed to the specific needs and interests of any one player.
**Touch Football ‘Club Team’ Trials**

Students are expected to attend **ALL** relevant trial sessions.

All age groups will be expected to attend up to **two** trial sessions. This may be revised in the case of inclement weather and any revision will be at the discretion of the Touch Football Coordinator.

The first trial will involve assessment in a variety of touch football skills and may include fitness based assessment.

Subsequent trials will involve simulated game play. Each student will play in a minimum of 2 x 10 minute games at each of these sessions.

**Touch Football ‘Representative Team’ Selection**

The Senior Representative team will be the ‘Monte 1’ Team selected to play in the term 1 Eastern Suburbs Competition. Players not in this team who wish to stand for selection **MUST** attend the first two Monte 1 training sessions in term 1 or any relevant stand alone trial. During these sessions players will undertake simulated game play as the selection process. High quality Monte 2 players may also be considered for this team and assessment of their suitability will be made by the coaches of the teams.

The Junior Representative Team (Players aged 15 and under at 31st December of the current calendar year) will be the highest graded junior team selected to play in the term 1 Eastern Suburbs Competition. Players not in this team who wish to stand for selection **MUST** attend the first two junior training sessions in term 1 or any relevant stand alone trial. During these sessions players will undertake simulated game play as the selection process. High quality players from the lower graded junior teams may also be considered for this team and assessment of their suitability will be made by the coaches of the teams.

Selectors of touch football representative teams may take into consideration information provided by ‘club team’ coach’s reports when making selections.
**Volleyball ‘Club Team’ Trials**

Students are expected to attend **ALL** relevant trial sessions.

All age groups will be expected to attend up to **two** trial sessions. This may be revised in the case of inclement weather and any revision will be at the discretion of the Volleyball Coordinator.

The first trial will involve assessment in a variety of volleyball skills and may include fitness based assessment.

Subsequent trials will involve simulated game play. Each student will play in a minimum of 2 x 10 minute games at each of these sessions.

**Volleyball ‘Representative Team’ Selection**

The Senior Representative team will be the ‘Monte 1’ Team selected to play in the term 4 Santa Sabina Competition. Players not in this team who wish to stand for selection **MUST** attend the first two senior representative team training sessions in term 1 or any relevant stand alone trial. During these sessions players will undertake simulated game play as the selection process. High quality Monte 2 players may also be considered for this team and the coaches of the teams will make assessment of their suitability.

The Junior Representative Team (Year 7-9) will be the highest graded junior team selected to play in the term 4 Santa Sabina Competition. Players not in these teams who wish to stand for selection **MUST** attend the first two junior representative team training sessions in term 1 or any relevant stand alone trial. During these sessions players will undertake simulated game play as the selection process. High quality players from the lower graded junior teams may also be considered for this team and assessment of their suitability will be made by the coaches of the teams.

Selectors of volleyball representative teams may take into consideration information provided by ‘club team’ coach’s reports when making selections.
**Waterpolo ‘Club Team’ Trials**

Students are expected to attend **ALL** relevant trial sessions.

All age groups will be expected to attend up to **three** trial sessions. This may be revised and any revision will be at the discretion of the Waterpolo Coordinator.

The first trial will involve assessment of swimming capability. Student athletes may be ‘timed’ on a 50m and a 200m freestyle swim. A variety of waterpolo skills may also be assessed.

Subsequent trials will involve simulated game play.

**Waterpolo ‘Representative Team’ Trials**

The Senior Representative team will be the ‘Monte 1’ Team selected to play in the term 4 IGSSA Competition. Players not in this team who wish to stand for selection **MUST** attend the first two Monte 1 training sessions in term 4 or any relevant stand alone trial. During these sessions players will undertake simulated game play as the selection process.

The Junior Representative Team (Year 7-9) will be selected from the student athletes in years 7-9 who are registered and playing in the term 4 IGSSA Competition. Players not in these teams who wish to stand for selection **MUST** attend the first two training sessions in term 4 or any relevant stand alone trial. During these sessions players will undertake simulated game play as the selection process.

Selectors of waterpolo representative teams may take into consideration information provided by ‘club team’ coach’s reports when making selections.
Appeals Process

Monte offers an appeal process in an attempt to ensure that student athletes are afforded procedural fairness and natural justice. The appeal process should not be viewed as a ‘second bite of the cherry’ in the trial and grading process. The appeal process acts as a review of the correctness of the original decision making process in order to ensure that it does justice to student athletes.

In this process ‘doing justice’ refers to ensuring that the selectors did not act in a biased manner and that the established criteria and processes have been followed as required by this policy and the particular sport.

The appeal process is **NOT** a replication of the trial and grading process. It will be an inquiry into whether the decision reached by the original selection panel was properly made. Selectors are employed to apply their experience and expertise to the process and in doing so will use those skills to make what are often subjective assessments of players. The appeal panel **WILL NOT** review subjective assessments made by selectors of particular sports.

The appeal panel will consist of:

- Sports Program Manager
- Deputy Principal Pastoral Care
- Chairperson of the Sports Advisory Group

Students who do not attend **ALL** of the necessary trial and grading sessions **WILL NOT** have the right to appeal selection decisions.

**Appeal Procedure**

If a student wishes to make an appeal she must:

- Make the appeal in writing to the Sports Program Manager within **72 hours** of the announcement of the team.
- Stipulate the areas relating to this selection policy in which she feels warrants review, citing specific examples.
- Have a parent or guardian co-sign the appeal letter.

Once an appeal is received by the Sports Program Manager it will be reviewed to ensure that it is in fact an appeal relating to procedural fairness and natural justice.
If the appeal is deemed to relate to procedural fairness and natural justice the Sports Program Manager will solicit direct information regarding the situation from the specific sport coordinator and any selectors involved in the process. Once this information has been collected the Sports Program Manager will convene a meeting of the appeal panel. The panel will assess the information and the appeal and make a determination. If any further information is required from the student athlete she will be contacted by the Sports Program Manager and asked to provide the additional information in writing.

The student will be advised in writing of the final determination.

If the appeal is deemed not to relate to procedural fairness and natural justice the student will be advised and the appeal will be void. Questions relating to selectors subjective decisions will not be entered into.

**Feedback**

Students who would like to receive feedback regarding their selection in a particular team may do so by approaching the co-ordinator of their particular sport. The co-ordinator will endeavour to solicit specific information relating to the student’s performance from relevant selectors. The feedback will be directly related to the performance of the student athlete and will endeavour to include information about areas that could be improved upon. Direct comparison to other student athletes will not be provided.