



# Canadian Sport Institute Pacific and **Basketball BC** Athlete and Coach Nomination Criteria

Criteria Approved **October 28, 2022**

CSI Pacific Representative	<i>Andrew Latham</i>
	Signature
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	Signature

## PURPOSE

Canadian Sport Institute Pacific, through a partnership with the Province of British Columbia (BC), viaSport, the network of PacificSport centres, and **Basketball BC**, collaborates to deliver programs and services to place BC athletes<sup>1</sup> onto National Teams, and ensure athletes and coaches have every advantage to win medals for Canada. The partners work jointly to encourage sport excellence and increase podium performances in communities throughout BC.

This template provides a standardized process to identify athletes and coaches within the **Basketball BC** high performance program as well as athletes who are tracking against key development pathway metrics toward national teams. The levels within the targeting seek to create a common standard across all sports; hence, the template must be used in its entirety. PSO/DSOs are able to adapt the template to suit their own purposes (e.g. branding, application process, etc.) provided all relevant information is contained within.

Canadian Sport Institute / PacificSport athlete and coach support for the Podium and Canadian Elite nomination focuses on athletes and teams 0-4 years from the international podium, identified by the sport-specific Podium Pathway (see Figure 1 below) and Gold Medal Profile. These athletes and teams represent the current generation of National Team athletes who are carded by the NSO through Sport Canada's Athlete Assistance Program.

Canadian Sport Institute / PacificSport athlete and coach support for the Canadian Development and Provincial Development nomination focuses on athletes and teams 5-12 years from the international podium, identified by the sport-specific Podium Pathway (see Figure 1 below) and Gold Medal Profile. These athletes and teams represent both the next generation (5-8 years away) and future generations (9-12 years away) of Olympic and Paralympic (or World Championship) medallists. Support may be focussed more toward the future generation (9-12 years away) for some targeted Paralympic sports depending on the quality of the next generation (5-8 years away) of athletes and teams.

**Figure 1 – Podium Pathway (LTAD 3.0)**



<sup>1</sup> In general, a BC athlete is defined as an athlete born, developed, and/or trained/centralized (for a minimum of three months) in British Columbia.

## DETAILS

Through the above partnership, and with the above purpose in mind, **Basketball BC** may nominate athletes and their coaches who meet specific criteria for Canadian Sport Institute Pacific / PacificSport athlete or coach registration. Upon registering, athletes and coaches can engage in enhanced programs, benefits, and selected support services through Canadian Sport Institute Pacific and the network of PacificSport regional centres in BC.

Canadian Sport Institute and PacificSport athlete support is divided into four levels based on performance, each with a slate of designated benefits. Please click on the following for an outline of Canadian Sport Institute athlete and coach benefits, programs, and services. Please see Appendix 1 for an outline of **Basketball BC** targeted athlete benefits, programs, and services as delivered through **Basketball BC**.

Targeted athletes are nominated by **Basketball BC** based on the athlete criteria below. Any enquiries regarding the sport-specific selection criteria can be made to **Shaun McGuinness**, ([smcguinness@basketball.bc.ca](mailto:smcguinness@basketball.bc.ca)). As a general principle, all athletes are expected to demonstrate evidence of their ongoing performance progression and tracking toward **Basketball BC** high performance program benchmarks to remain targeted. **Shaun McGuinness** and the Canadian Sport Institute technical lead working with **Basketball BC** have the final authority over the Canadian Sport Institute nomination process.

The athlete and coach nomination cycle for Canadian Sport Institute / PacificSport / **Basketball BC** targeting runs **November 1 to October 31** annually, and athletes are selected based on performances from the previous 12 months. Athletes who meet criteria throughout the annual nomination cycle may be added to the **Basketball BC** targeted athlete list, on a case by case basis, by contacting the PSO/DSO Technical Representative.

## ATHLETE/COACH REGISTRATION

Once the athlete or coach is nominated, he or she will be notified by **Basketball BC** and will be provided with information on how to register with his or her local Canadian Sport Institute campus or PacificSport regional centre. A Canadian Sport Institute or PacificSport. Athletes and coaches must register with their local centre in order to receive athlete or coach support.

## CORE CRITERIA

1. For PSO/DSO nominations, athletes must be considered in good standing (at the discretion of the PSO/DSO) with **Basketball BC** as a competitive athlete and meet the definition of a BC athlete.
2. In principle, all athletes nominated should have a designated coach who is responsible for planned programming with the coach(es)'s name and email identified on the targeted athlete list.
3. Athletes who fail to meet targeting criteria due to injury or absence, may remain on **Basketball BC's** nomination list at coach's discretion when:
  - a. There is an expectation the athlete in question would have met criteria if no injury or absence had occurred. **AND;**
  - b. The athlete in question was previously nominated by **Basketball BC** in the previous 24 months.

## LEVEL-SPECIFIC CRITERIA

Please note both the Canadian Sport Institute criteria and the **Basketball BC** sport-specific criteria:

### Podium / Canadian Elite (Sport Canada AAP Carded)

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*Canadian Sport Institute Criteria:*

- Athletes who appear on the Sport Canada AAP Carding List and verified by the NSO. These athletes are in the High Performance (HP/T2W) stage of the Podium Pathway.

*\*Note, it is the responsibility of **Basketball BC**, in consultation with the NSO, to identify and nominate any Sport Canada AAP Carded athletes meeting Core Criteria.*

### Canadian Development

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*Canadian Sport Institute Criteria:*

- Athletes who compete on the senior national team in eligible events, but do not receive Sport Canada AAP funding, and verified by the NSO. These athletes are in the High Performance (HP/T2W) stage of the Podium Pathway. **OR;**
- Athletes who are in the HP Athlete Development (L2W/T2W) stage of the Podium Pathway (including Gold Medal Profile), and verified by the NSO. If the NSO does not have an approved Podium Pathway, the following criteria will be used:
  - Athletes who have been targeted as "NextGen" defined as the expectation to be selected to the senior national team in eligible events **within 24 months**, and verified by the NSO.

**Basketball BC** Sport-Specific Criteria:

- Athletes who are named to the **Senior National Team** or Senior National Development Team (**women / men**) and take part in International exhibitions, Zone qualifiers, World Championships and the Olympics in past 12 months and are not receiving Sport Canada AAP Funding.

OR

- USPORT and NCAA University athletes who train in BC for a minimum of three months verified by the NSO as being in the National Senior Team Pool for current Olympic quadrennial.

## Provincial Development Level 1

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### *Canadian Sport Institute Criteria:*

- Athletes who are in the Athlete Identification & Development stage of the Podium Pathway, and who are tracking toward the HP Athlete Development stage according to the NSO-specific Podium Pathway and Gold Medal Profile. If the NSO does not have an approved Podium Pathway, the athlete must be tracking toward Canadian Development and meet the criteria below:
    - Met specific performance-based benchmarks in accordance with an overall athlete monitoring and tracking framework (utilizing Gold Medal Profile categories: Physical, Technical, Tactical, Mental, Lifestyle),
- AND**
- Competed at the U23 or Junior World Championships in an eligible event (or equivalent international developmental event) in the past 24 months, **OR**;
  - Won a medal in an eligible event at their Sport-Specific National Elite/Open, U23, or U19 Championships (or equivalent level of performance standard) in the previous 24 months.

*\*Note, there is an expectation that athletes nominated at the Provincial Development level convert into National Team programs (Canadian Development or Podium / Canadian Elite) within a maximum duration of five years (combined Provincial Development Level 1 and Level 2).*

### *Basketball BC Sport-Specific Criteria:*

- USPORT and NCAA University athletes who train in BC for a minimum of three months and have been invited to participate in National Team Prospects /Identification Camp or are members of the National Development Team [[women](#) / [men](#)].
- OR
- Provincial elite athletes who are on the Junior National Team
- AND
- Participate in National Team Prospects/Identification camp in the last 12 months (Including Junior National 17/18 [[women](#) / [men](#)], FISU Games, and Cadet 15/16 [[women](#) / [men](#)])
- AND
- Participate in the Basketball BC programming which could include;
    - Targeted Athlete HP Performance Program (POD) (Appendix F)
    - U17 Provincial Team
    - U18 Canada Summer Games Teams

See Appendix B and C for BC Basketball Program selection criteria.

## Provincial Development Level 2

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### *Canadian Sport Institute Criteria:*

- Athletes who are in the Athlete Identification & Development stage of the Podium Pathway, and who are tracking toward Provincial Development 1 according to the NSO-specific Podium Pathway and Gold Medal profile. If the NSO does not have an approved Podium Pathway, the athlete must meet the criteria below:
  - Met specific performance-based benchmarks in accordance with an overall athlete monitoring and tracking framework (utilizing Gold Medal Profile categories: Physical, Technical, Tactical, Mental, Lifestyle),

**AND**

- Competed in an eligible event at the appropriate<sup>2</sup> age group national championships (or equivalent level of performance standard) in the previous 24 months, **OR**;
- Won a medal in an eligible event at their appropriate age group provincial championships in the previous 12 months, **OR**;

#### **Basketball BC Sport-Specific Criteria**

:

- Have been assessed based on Individual Performance Plan / **POD** (Appendix F) / National GMP in last 12 months.

AND

- Athletes who were invited and attended Canada Basketball Cadet National (U15/ U16) Team camps in last 12 months

OR

- Selected to train as part of the BC Centre for Performance or Targeted Athlete Performance Program or POD training group

OR

- Competed with Team BC at the National Championships in the previous 12 months

See Appendix B and C for BC Basketball Program selection criteria.

#### **Coach Nomination**

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##### *Canadian Sport Institute Criteria:*

Coaches are nominated by having his or her name included in the targeted athlete list when they are the coach of an athlete who achieves designated criteria. The PSO/DSO may nominate up to two coaches per athlete in cases where both the Provincial/National coach and a personal coach have a significant impact on the athlete's training program. While not required, it is highly recommended that PSO/DSO nominated coaches meet at least one of the following criteria:

- Be the lead person designing and implementing an annual training program for the athlete.
- Be designated as Provincial or Regional coach by the PSO/DSO.
- Be designated as a National Development / Senior National coach by the NSO.
- Be designated as athlete's coach of record based on sport-specific criteria below.

##### **Basketball BC Sport-Specific Criteria: (Optional):**

- Coach may be selected to High Performance Coaching Pool (HPCP) based on BC Basketball HPCP selection criteria (Appendix D) which includes:
  - Professionalism
  - Performance Ability
  - Leadership Qualities
  - Player Development
  - Coach Development

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<sup>2</sup> Definition of appropriate is based on a number of factors such as peak development age, average age of National Team, sport's competition schedule, and logical pathway progression. Final determination will be made by CSI Pacific.

**Appendix A: Basketball BC – 2020-2021 Canadian Sport Institute / PacificSport Athlete Nomination****Application Form****To be completed and returned to the Basketball BC by October 15th****Applicant Information**

Athlete Name:			
Club / School / Program:			
Address	Street	City	Postal
	Email	Phone	
BC Team represented:		Date (mm / yyyy)	Result
HPCP Coach Name:			
Coach Declaration	By signing this application as the athlete's coach I declare that: <ul style="list-style-type: none"> <li>• The athlete is involved in a structured basketball program of over 4 months in duration</li> <li>• The athlete attends training regularly and is available for games.</li> <li>• The athlete has above average training habits and work ethic (Fitness, rugby, health)</li> <li>• The athlete is able to play more than 2 positions (Age group athletes only)</li> </ul>		
Coach	Signature	Date	
Athlete	By signing this application I declare that: <ul style="list-style-type: none"> <li>• I am registered in a structured program over 4 months in duration and reside in BC for at least 3 months of the year</li> <li>• I will be available for selection to BC sanctioned representative teams (Age group athletes only)</li> <li>• I will attend necessary camps / workshops required by Basketball BC</li> <li>• I attend basketball training regularly and committed to ongoing fitness outside of basketball training.</li> <li>• I will attend at least one athlete seminar or workshop that is provided by the Canadian Sport Centre Pacific &amp; PacificSport office in your region.</li> </ul>		
Applicants Signature:	Signature	Date	

Send completed application to: <b>Shaun McGuinness</b> #201 – 7888 200 <sup>th</sup> St Langley, BC V2Y 3S4 <a href="mailto:smcguinness@basketball.bc.ca">smcguinness@basketball.bc.ca</a>	<b>Office use only</b> <input type="checkbox"/> Registered in Basketball BC member <input type="checkbox"/> Eligible for BC Basketball teams and programs Current / Past Selection: _____ (Team / Level)	
	Nomination:	<input type="checkbox"/> Canadian Development <input type="checkbox"/> Provincial Development (Level 1) <input type="checkbox"/> Provincial Development (Level 2)

## Appendix B: Basketball BC provincial team selection



### Zone and Provincial Team Player Selection Process

Basketball BC HP Committees has developed the following Player Selection procedure that must be followed for the selection of players to provincial or zone teams. This process offers an equitable and fair opportunity to all participants attempting to become a member of a Provincial Team.

#### Selection Procedure:

- The Selection Committee Chairperson or Zone Team Head Coach will direct each meeting.
- Meetings should occur at the end of every 2 – 3 hr camp training component
- There must be list of the players at each meeting.
- A brief record of comments made regarding each player should be kept cumulatively.
- Each player is graded on their performance after each session of the camp, and is given one of three designations:
  - a (+) indicating positive performance
  - an (O) indicating neutral performance
  - a (-) indicating performance poor performance
- On each subsequent meeting players may be moved from one category to another but can only be moved one position at a time i.e.
  - A player can move from (-) to (O), from (O) to (+), from (+) to (O), and from (O) to (-);
  - A player cannot move two groups i.e. from (-) to (+) or from (+) to (-).
- If needed an additional method of assessing players is to compare them by position and rank them in descending order based on their comparative performance.

#### Provincial Tryouts:

- U15 Provincial Team Selection Process has 3 parts to the final selection
  - Zone Identification Camps – Players are identified to move onto Provincial Super Camp
  - Super Camp – Players are assessed to be moved onto the 1day Selection Camp
  - Selection Camp – Players are selected onto the provincial team based on their performance in both the Super Camp and Selection Camp
- U17 Provincial Team Selection Process is a 2-part procedure
  - Super Camp – Players are assessed to be moved onto the 1day Selection Camp
  - Selection Camp – Players are selected onto the provincial team based on their performance in both the Super Camp and Selection Camp

#### Zone Team Tryouts

- Zone team Selection Process is a 1part procedure
  - Zone team tryout can occur on 1 day or split over 2 or 3 days.

#### Provincial Team Selection Process:

- Each coach at the Super Camp acts as a member of the selection committee to help determine athletes to be moved onto Selection camp.

- The Selection Camp Committee will meet on Day 3 to finalize final roster. This Committee will take input from all coaches and is comprised of Selection Committee Chair, BBC Manager of High Performance and Provincial Team Head Coach.
- The exceptions to include the following:
  - Apprentice coaches may have oral input in the selection process but may not vote for players;
  - Coaches may not comment on their son/daughter, if they attend the camp, or on a player that the coach currently is coaching in either school or club teams.

**Post Camp procedure:**

- All participants in the Selection Camp must be informed of the results of the camp within 48 hrs of the completion of Camp.
- Coaches are encouraged to give personal feedback to each of the players at Selection camp. This can be done via Face to Face or through email

## Appendix C: Basketball BC Sport Performance Selection Criteria



### SPORT PERFORMANCE and PROVINCIAL TEAM PROGRAM SELECTION CRITERIA

#### Selection Committee

- Coaches and selection committee members have been chosen because of their willingness to serve, their experience and expertise in the field, their love of the game of basketball and concern for the development of the game and athletes withing BC.
- All Coaches and selection committee members are NCCP trained coaches
- All Coaches and selection committee members have taken Safe Sport education

With regards to provincial team selection their purpose is to select the best possible teams to represent our province.

*The coaches and selection committee will not necessarily select the "best" players, but they will do their utmost to select players that they believe together will make the best team.*

#### Selection Criteria

In selecting the TAS HPT and CP performance program athletes and provincial team members, committee members and coaches will consider factors such as:

- **Athleticism** – including height, size, quickness, jumping ability, agility, and strength
- **Skill** - to what extent does this player possess a level of skill for his/her position as compared with provincial and national standards.
- **Potential** - to what extent docs this player possess the aptitude and qualities needed to develop as a player within either the provincial team and/or TAS training program
- **Attitude and Effort** - to what extent does this player demonstrate a strong work ethic and willingness to apply coach instructions and suggestions in both training and competition environments
- **Program Goals and Time Commitments** - to what extent is the player able to commit to the goals of Basketball B.C. and comply with time requirements of the program
- **Unique Individual Contributions** - does this player bring something extra to the team and/or program that coaches feel will be beneficial to the success of the team and/or program. These areas might include leadership, spirit or ability to work within a team setting

## **Appendix D: High Performance Coaching Pool (HPCP) Selection Criteria**

### **High Performance Coaching Pool (HPCP)**

The High Performance Coach Pool (HPCP) is a group of coaches who work with targeted athletes and targeted teams in matters pertaining to high performance athlete development. The HPCP coaches are selected to:

- Lead, organize, and provide technical, tactical and administrative support to the assigned athletes and teams
- Provide technical, strategically, and feedback to the Provincial Coach of Coaching and the Elite Development Committee
- Help in Talent Identification and Talent Development Programs through involvement in Provincial teams and Provincial Camps (i.e. Top 50 Camp)
- Lead and Assist in Athlete Development & Training Programs through involvement in Pod Training Centre of Performance, RTC
- Lead, Assist and take part in coach development projects – NCCP Facilitating and Training

### **Selection Criteria**

The mission of the coaching pool is to develop the talents and potential of both its athletes and coaches, and help in providing an environment that will enable the best opportunity to grow, develop and improve. The HPCP coaches are selected based on the following criteria and/principles:

#### **1. Professionalism**

- a. Current Basketball B.C. member of good standing
- b. NCCP Certified Coach
- c. Completed Safe Sport Training
- d. Committed to Best Practices with regards to coaching techniques
- e. Possess Professional Integrity and Character
- f. Has the ability to cooperate and work with other coaching pool members, athletes, officials
- g. and parents.

#### **2. Performance Ability**

- a. Demonstrated Coaching and Teaching Ability
- b. Game Knowledge - Technical and Tactical Proficiency
- c. Coaching experience - locally, provincially, nationally

#### **3. Leadership Qualities**

The HPCP coach should have sufficient experience and track record for Basketball B.C. to believe that they can:

- a. have a positive athlete-coach relationship with elite players
- b. develop a positive environment that will lead to developing a united and motivated team
- c. will be able to meet the needs of the athletes and teams helping to ensure and foster growth and development in the game
- d. deal with parents, coaches and technical officials in a professional and courteous way
- e. is able to competently manage an emergency / injury situation

#### **4. Player Development**

- a. The HPCP coach is committed to player development. This is demonstrated through a coaching bias towards process over outcome
- b. The HPCP coach is able to accurately evaluate player skill, athleticism and potential,
- c. The HPCP coach is able to create and monitor player individual training plans based on athletes needs

## 5. Coach Development

- a. The HPCP coach is committed to coaching development both personally and as a resource for other coaches
- b. The HPCP coach is willing to mentor other coaches in helping to develop coaching in the province
- c. The HPCP coach is willing to familiarize and develop an understanding of the Basketball Canada Current Key Concepts of Play and High Performance Pathway

## APPENDIX E: Basketball BC Membership Benefits

### *Basketball BC Membership Benefits (ATHLETES)*

A Basketball BC Athlete Membership Card with the following benefits:

- 20% discount to The Nike Store (Metrotown Mall , Richmond Centre Mall, and Park Royal Village - Guildford Mall coming in August 2015)
- 50% off admission to ALL regular season CANADAWEST (CIS) and PACWEST (CCAA) regular season basketball games in BC
- 15% off the best available rate at Sandman Hotels throughout BC
- Free admission to Basketball BC's Regional Training Centre (RTC) and Centre for Performance (CP) tryouts
- Discounts to Basketball BC partnered games and events
- Comprehensive insurance coverage (accident, injury and liability) for participation on Basketball BC and/or a registered club team for approved training and competitive events (in Canada) that use certified officials. All insurance is subject to the limitations of the policy.
- Member of Canada Basketball national membership program
- Eligible for KidSport funding

### *Basketball BC Membership Benefits (COACHES)*

A Basketball BC Coaching Membership Card with the following benefits:

- 1 year (from sign up date) subscription to the Basketball BC online coaching resource "Coaches Clipboard" (Note - Please allow 7 to 10 days after purchase of membership for activation of Coaches Clipboard subscription)
- Unlimited DVD rental privileges from the Basketball BC video library (limited to 3 at a time). Over 200 titles currently available (BC residents only)
- 25% discount to The Nike Store (Metrotown Mall , Richmond Centre Mall, and Park Royal Village - Guildford Mall coming in August 2015)
- 50% off admission to ALL regular season CANADAWEST (CIS) and PACWEST (CCAA) regular season basketball games in BC
- 15% off the Best Available Rate at all Sandman Hotels in BC (promo code issued to members)
- Comprehensive insurance coverage (accident, injury and liability) when coaching a Basketball BC registered team during training and competitive events (in Canada) that use certified officials. All insurance is subject to the limitations of the policy.
- Member of Canada Basketball national membership program

## APPENDIX F: Targeted Athlete Strategy POD Selection Criteria



### Targeted Athlete Strategy /HPT - POD Training

HPT - Pod training is part of Basketball Canada's overall Targeted Athlete Strategy (TAS). It is player focused and designed to help identified elite players reach their potential. The training is in small groups and designed to meet the needs of the individual player. Each pod is coached by experienced certified NCCP Basketball B.C. coaches. Coaching is augmented periodically with additional guest and mentor coaches.

This program is designed for provincially and nationally targeted athletes. These athletes have been identified through observations, evaluations and consultations from various sources including, Basketball B.C. Staff, Provincial Program Coaches, Basketball Canada Staff, Club and University coaches. This process takes into account practice, games and overall training and performance data. The selection model is based on Basketball Canada's targeted athlete identification criteria.

Selection is based on a 5 step program:

1. **Identification** – Players are first identified by coaches to be considered for the POD program
2. **Initial Evaluation** – Players are evaluated on overall Basketball ability. Identified players are then recommended for further and more intensive evaluations
3. **Formal Evaluations** – Selected Players receive 5 formal performance evaluations in both games and practices. Players are evaluated by a minimum of 3 different HP - POD coach/evaluators
4. **Recommendation**: Players are recommended for participation in the TAS/HPT-POD program based on positive assessment results from formal evaluations
5. **Acceptance**: Players and Parents attend a program overview presentation in order to gain information of the TAS/HPT- POD program with regards to program demands and expectations. Based on an informed decision player accept participation in the program

Players are identified on a yearly basis. Also additional identification occurs through the provincial CP program that allows for possible late entry into the program.

The overall plan for these targeted athletes includes on court training, plus additional time focusing on strength, core, mental, nutrition and athleticism development. All of these areas have been highlighted by Basketball Canada as essential in the overall development of the athlete. Within pod training each athlete receives an individual training program that will be helpful in targeting those areas.

Appendix G: Individual Player Evaluation



Name :	Position:	Date:	Site:
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**Individual Player Evaluation**

Defense				
Action	Rating		Priority	Comments
Transition Defense				
Protecting the basket				
Pressure the ball				
Guard 1 and 1/2				
Level 1 – Matching Up				
Ball Defender				
Ball Side				
Help side				
Post				

Scoring & Fouls Drawn				
ACTIONS	At Rim		Mid-Range	3 Point
	Left Hand	Right Hand		
Transition				
Pass/cut				
Penetration				
Posting				
Screening				
Picks				

Priority	

Foul Shots	
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ACTIONS	Fouls Drawn
Transition	
Pass/cut	
Penetration	
Posting	
Screening	
Picks	
Rebounding	

Priority	Comments

Offensive Ratings: Assign the appropriate number for the evaluation of each above factor.	
0- N/A – not present	(blank)
1- Need to focus on form/positioning; just learning the skill/concept	
2- Need to focus on using the skill/concept at game speed	
3- Need to focus on my decision making-- when to use the skill	
4- Need to focus using the skill/concept vs. different levels of pressure (hand, body, bumping)	
5- Need to use the skill/ concept consistently in games or high level competitions	
6- Gold medal Standard – part of my game habits; I do not have to think about it; part of my game	

Offensive Ratings: Assign the appropriate number for the evaluation of each above factor.	
0- N/A – not present	(blank)
1- Need to focus on form/positioning; just learning the skill/concept	
2- Need to focus on using the skill/concept at game speed	
3- Need to focus on my decision making-- when to use the skill	
4- Need to focus using the skill/concept vs. different levels of pressure (hand, body, bumping)	
5- Need to use the skill/ concept consistently in games or high level competitions	
6- Gold medal Standard – part of my game habits; I do not have to think about it; part of my game	

Level 2 – Movement				
Movement on Pass				
Movement on Dribble				
Communication				
Level 3 - Actions				
Cuts				
Penetration				
Post				
Screen				
Picks				
1 on 1				
Level 4 – Rotations				
Helping				
Rotating				
Supporting				
Rebounding				
Boxing Out				
Competing				
Getting the ball				

Defensive Ratings:Assign the appropriate number for the evaluation of each above factor.	
0- N/A – not present	(Blank)
1- Need to focus on my form positioning ; just learning the skill/concept	
2 - Need to focus on being quicker in using the skill /concept	
3- Need to focus on my decision making and communciation of when to use the skill	
4- Need to focus on using the skill by applying a higher level of pressure (hand, body, bumping)	
5- Need to focus on consistently displaying the skill/ concept in games or high level competitions	
6- Gold medal Standard – part of my game habits; I do not have to think about it; part of my game	

Control									
ACTIONS	Dribbling		Passing	Starts/ Stops	Pivots		Priority	Comments	
	Left Hand	Right Hand							
Transition									
Pass/cut									
Penetration									
Posting									
Screening									
Picks									
1 on 1									
Rebounding									
ACTIONS				Priority	Comments				
	Position	Compete							
Hot Spot									
Clean									
Short									
Short Safety									
Long Safety									
<b>Offensive Ratings: Assign the appropriate number for the evaluation of each above factor.</b>									
0- N/A – not present							(blank)		
1- Need to focus on form/positioning; just learning the skill/concept									
2- Need to focus on using the skill/concept at game speed									
3- Need to focus on my decision making-- when to use the skill									
4- Need to focus using the skill/concept vs. different levels of pressure (hand, body,									
5- Need to use the skill/ concept consistently in games or high level competitions									
6- Gold medal Standard – part of my game habits; I do not have to think about it; part of my									
Mental							Priority	Comments	
	Pre Practice	In Practice							
		Warm Up	Skills	Concepts	Scrimmage				
Traffic Light	3	3	3	3	2				
<b>Mental Rating: Assign the appropriate colour for each factor above.</b>									
Red Light- Lost my ability to perform; could not push through--had to stop									
Yellow Light- Started to get fatigued, confused and frustrated; lack of energy									
Green Light- Able to perform									
Blue Light- Found my ideal performance state--the best I performed today									
<b>Overall Comments</b>									



# Individual Preformance Plans (IPP's)

## IPP's

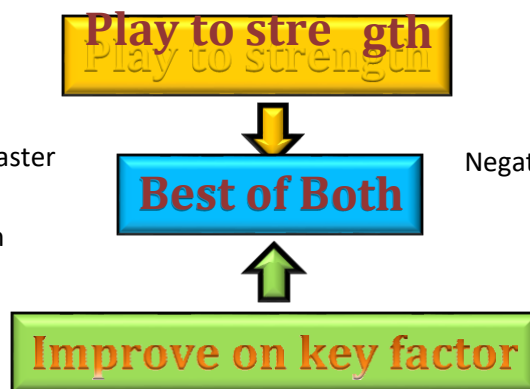
One of the most important things we do is design IPP for our athletes. It helps give guidance and clarity to their training and competition. The key is in choosing the right IPP for each athlete that will guide both individual and team success.

What are some things that need to be considered when making an effective IPP for our athletes? Let us start by remembering that our goal with our age group national teams is to develop winners.



In general when the focus is on developing we put our energy into improving weaknesses. When the emphasis is solely on winning the player is told to avoid weaknesses. Each of these approaches, when taken to the extreme, has drawbacks. When we develop winners we want the best of both while avoiding the negative aspects. The table below gives the positive and negatives of each approach.

- |          |   |
|----------|---|
| Positive | <ul style="list-style-type: none"> <li>• Focus on growing weaknesses</li> <li>• Work to become a more global player</li> <li>• Growth mindset, lifelong learner</li> </ul>                                |
| Negative | <ul style="list-style-type: none"> <li>• Jack of all trades master of none</li> <li>• Can be a short term lack of confidence or frustration</li> <li>• Risk of errors</li> <li>• Requires time</li> </ul> |



- |          |  |
|----------|--|
| Positive | <ul style="list-style-type: none"> <li>• Play to strength</li> <li>• Reduce errors</li> <li>• Confidence</li> </ul>  |
| Negative | <ul style="list-style-type: none"> <li>• Predictable / scoutable</li> <li>• Limited growth in the long term</li> <li>• Can develop fixed mindset, stale</li> <li>• Players get slotted into fixed roles and positions</li> </ul> |

In light of this we want to make sure that our IPP's have two points of emphasis:

1. The strength the player brings to the game. What is the element that must be present in every training session and game? This is called the **Key Performance Indicator (KPI)**
2. What is the one thing that if she improves will have the greatest impact on improving the game and therefore the team? This is called the **Key Lever**.

This should be written in a way that encompasses the four pillars (physical, mental, social emotional and basketball) and how it will impact the four factors (scoring, controlling, rebounding and fouls).

The art of IPP's is balancing the player's key lever with the performance of the team. Coaches and players must be willing to grow through the time when it will be risky for the player to use her key lever in the game. We must trust that continued growth will improve the team performance in the future.

## Four pillars

We want to harmonize our IPP's by encompassing the four pillars. For example; an IPP for a player is stated as follows;

**Key  
Lever**

**KPI – “Maintain stance on defence in order to protect the basket.”**  
**Key Lever - “Increase the number of times I compete at the offensive end of the floor.”**

**Physically** – Sprint the floor to beat your check, use your strength to seal your opponent at the rim

**Mentally** – Concentrate on winning the little battles. Use your cue words to refocus or to energize.

**Social/Emotional** – Lead yourself to work on competing. Give energy, communicate with other when you are open for the ball inside.

**Basketball** – Anticipate opportunities to seal at the rim or to gain a positional advantage on the defence.

This is especially when I: run the floor in transition, cut to the rim, offensive rebounding We too often focus only on the physical and basketball with our IPP's. For many players it is implementing the mental and social emotional elements that are required.

### Four Factors

The IPP should also reflect how it will impact the four factors. It should also reflect how it will fit within the CSP.

**Scoring the ball** – This will give you more scoring opportunities closer to the basket. Sealing off a chin cut or a point away cut for example.

**Controlling the ball** – Reduce turnover since you will be in a better position with a sealed defender on your back.

**Rebound the ball** – Better position and increased competing for the ball means more rebounds. Get to the hot spot early.

**Fouls-** With positioning comes increased number of fouls drawn.

### Using Action words

To be effective use action words in IPP's.

#### Start

Recognize that starting something is a new behaviour. This will take time to implement. Awareness will be key.

#### Stop

Similar to start this may take more time to change.

#### Increase

The key is to find the right process that improves performance. Tracking is crucial.

#### Decrease

Similar to increasing. Putting things in the negative is sometimes easier to understand, but we want to create a positive picture for the athlete of what action she should be doing.

#### Maintain

This requires an action, too often seen as standing pat. Must focus to refine

### Implementing the IPP

The majority of the athletes have received their IPP's (player at March camp have the most up to date. Those who played last year received their IPP's at the end of the season). In general these have focused on the **Key Lever** component, what the athlete needs to improve. We need to ensure that the athletes also know what her **KPI** is, what is her strength in the game.

The following steps need to be taken for implementing IPP's

- Coaches determine both the KPI and the Key lever for each athlete
- Communicate with the athlete – this works best in a two way conversation
- Daily training environment (DTE)  
Ensure that the athlete is working on her IPP's. We too often use on air drills to achieve this goal. The majority of our players need to be using their IPP's at the Phase C or D level. In each

drill of practice we need to think about the athletes and how she can focus on her IPP in this drill. Coaches should selectively choose one or two athletes per drill to monitor.

**THIS IS A MAJOR CHANGE IN OUR DTE THAT WILL GIVE US A COMPETITIVE EDGE.** This is what the Atlanta hawks and Golden State Warriors are doing.

### Track and monitor

- Coaches can simple watch or track the evidence of the IPP in competitive drills.
- The Performance Analyst (PA) can provide clips to the players after the training/competition that involves their IPP.
- Players should be made to analyze and evaluate their own performance on their IPP. This is how deeper knowledge and understands grows.
- Conversations can take place with the athlete on next steps.
- The ultimate evaluation of the player should occur on how she performed in the major competition. Does she display the skill or quality in the biggest games?

### Outcome

The expected outcome at the end of the cadet experience is that the players will have a basic **knowledge** and **understanding** of the Canadian Style of Play (CSP) and the Podium Behaviours necessary to successful on the world stage. The athletes will **apply** their knowledge and understanding at the Qualifier in the first year and the World Championships in the second year, of the two year cycle.

Through reflection and debrief the athletes will begin to **analyze** and **evaluate** their play.

Juniors will expand their depth and scope of the CSP and podium behaviour. Application will again take place at the Qualifier and World Championship. It is also expected that the players increase their ability to analyze and evaluate their performance. Some players will begin to become **creative** at this stage.

The development team experience allows the players to continue to grow their depth and scope of the CSP and podium behaviour. It is preparing them to be ready for the Senior National Team.

