



Baseball Victoria

Squad & Team Selection Policy

Date: 19 August 2022

BASEBALL VICTORIA Inc.

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Introduction

1. The object of this policy is to outline the process of selecting athletes to represent Baseball Victoria (BV) in various high performance programs or representative teams.
2. This policy may be amended or supplemented by BV at its discretion in order to achieve this objective, specifically where matters arise which, in the sole discretion of the BV CEO, have not been provided for in this policy or where the literal application of this policy would not achieve this objective.
3. This policy should be read in conjunction with the BV Athlete Code of Conduct.
4. Please note “squad” refers to any player on a BV squad or team.

Player Eligibility

All athletes MUST meet the following requirements:

1. Hold a current financial membership and registration with a BV club.
2. Complete the online registration form within the identified timeframe.
3. Meet the eligibility requirements for each national/state championship as outlined in the BA National Championship Technical Norms or specific tournament rules.
4. Be prepared to pay the specified levy in full prior to departure for the National Championships (a deposit or, in extenuating circumstances, a suitable repayment plan may be negotiated with BV).
5. Uphold the entirety of the event organizer’s, BA and BV Code of Conduct.
6. Complete and return the forms required by the event organizer, BA and BV, to be distributed by and returned to the Executive Officer (EO) by the specified deadline.
7. Attend all selection trials as defined and all further sessions as scheduled.
8. Compete in a BV sanctioned competition.

Selection and Ratification

1. The selection process comprises of two phases:
 - a. Base data collection and simulated games/training and
 - b. Final team selections
2. All teams will be selected with consideration of objective and subjective measures (see the specific Selection Guidelines).
3. All teams selected will be subject to ratification/endorsement by the BV CEO, and the team members will be informed of selection by the Baseball Victoria office.

Additions to Squads/Teams

The coaching staff, through the endorsement of the BV CEO, may add to the squad at any stage, subject to those athletes selected satisfying the requirements of players as stated in this policy. Additions whereby the Baseball Victoria CEO has already endorsed the team shall be managed through the BV CEO on the advice of the coaching staff and the BV High Performance Officer.

Overriding Circumstances

1. In considering the performance of athletes at trials or other attendances required under this policy, the selectors may in their discretion, give weight to extenuating factors that have impeded the performance of athletes during the selection process.

Potential overriding circumstances must be brought to the attention of the BV High Performance Officer prior to the commencement of the selection process, or immediately if the selection process has already begun for consideration. All such requests are to be made in writing.

2. Athletes unable to perform or appear for the trials or other attendances required under this policy must advise Baseball Victoria in writing of this fact and the reasons why before the commencement of tryouts or requested attendances by BV.

Advice in writing is required to be forwarded to the BV High Performance Officer in the first instance for notification and consideration. BV will provide communication to the applicable party/parties regarding the outcome of the notification for consideration.

3. In the case of illness or injury, athletes will be required to provide a doctor's certificate to that effect or maybe required to undergo a medical examination by a medical practitioner nominated by Baseball Victoria. In the event a medical certificate has not been furnished, the player/players will be excluded from further selection until submitted.
4. Athletes who have been granted an exemption to miss the trial process due to extenuating circumstances are still eligible for selection based on the subjective opinion of the coaching staff in conjunction with the BV High Performance Officer. This is based on prior knowledge of the athlete or due to alternative evaluation sessions as put forward by the BV High Performance Officer.

Removal From The Squad or Team

Any athlete who breaches any of the following conditions is ineligible for selection to or continued membership of the squad or team as the case may be.

1. Breaches or failures to observe this policy.
2. By reason of illness or injury is unable to perform to the required standard in the opinion of the selection panel (after having received advice from a medical practitioner).
3. Breaches or failures to fulfil a requirement of the anti-doping policy of BA.
4. Failures to observe the Athlete Code of Conduct document.
5. Failures to adhere fully to the specified training program. This includes participation in all the required training sessions, games or other nominated training requirements without approval for a leave of absence by the BV High Performance Officer.
6. Non-payment of the specified levy for the program or team within the identified timeframe.

Selection Guidelines

All teams will be selected with consideration of objective and subjective measures. Selection comprises of two parts: base data collection/baseball skills assessment and final team selections.

PART A. Base Data Collection and Baseball Skills Assessment

Part A of the selection process comprises sessions by which coaching staff evaluate players through collection of base data and specific baseball drills and/or simulated games.

If the coaching staff wish to repeat any of the sessions or extend Part A, this must be in done in consultation with the BV High Performance Officer. The BV High Performance Officer must endorse any repetition or extension of the program. If this is the case, communication will be forwarded as soon as practicable.

Coaches may separate athletes based on performances that have been assessed as being at a standard worthy of allocation to the squad in order to concentrate evaluations on athletes who require further consideration for selection. Coaches may remove players at any stage during Part A of the selection process if performances are deemed not to be of standard to progress within the selection process.

Part A includes the following aspects of assessment:

- Raw tools - run, throw, hit
- Controlled skills - field, throw to bases, bullpens, BP skills
- Game sense - simulated and real game responses
- Squad composition- ensuring the team has the appropriate number of players at required positions

PART B. Final Team/Roster Selections

The process for selection will include the following:

1. The head coach to liaise with the BV High Performance Officer on the final team composition prior to submission to the BV CEO.
2. The head coach may be required to communicate to the players who have been removed from selection and provide feedback on non-selection. This information will be discussed and communicated to the BV High Performance Officer prior to players being released from this section and will include the primary reason for non-selection.
3. Submit the final team rosters to the BV office to ensure all players are financial and eligible for selection.
4. Squad members are notified by email and the final team selection will be notified by email or phone and then announced on BV website within the specified timeframes.

Selection Panel

The selection panel will consist of the BV High Performance Officer, team head coach, assistant coaches, and others selectors as endorsed by BV. All selectors must be approved by the BV High Performance

Officer. Selectors must be cognizant of and willing to abide by the selection policy. Failure to adhere to the policy will result in omission from participating in the selection process.

The selector must have completed all Working with Children's checks and requirements stipulated by BV. Selectors may consult with advisors outside of the above group at the discretion, and with the prior approval, of the BV High Performance Officer.

Conflict of Interest

All selectors and coaches must declare any real or perceived conflict of interest to the BV High Performance Officer prior to the commencement of the selection process.

The BV High Performance Officer will assess any real or perceived conflict of interest and outline a process of mitigation should a conflict be identified prior to the commencement of the selection process.

Should a conflict of interest be identified, it will not automatically exclude the individual from selection or coaching duties. Any restrictions and/or exclusions will be at the sole determination of the BV High Performance Officer.

Should a parent or partner of a player considered for selection be in a selection or coaching capacity, the following shall apply:

1. The parent or partner shall be excluded from all deliberations in relation to the selection of their own child or partner.
2. Through the discretion of the BV High Performance Officer, the parent or partner may be excluded from deliberations of other players in consideration for a like role within the final team.
3. The above will be agreed to by the selector or coach prior to their appointment representing BV.

Communication

Communication of a player's status on a squad will be forwarded via email from BV to the nominated email address provided at the time of program registration. An email or a phone call will confirm final team selection.

Tryout/Showcase Guidelines and Protocols

1. Raw Tools - Objective Measures (Run, Throw, Hit)

Collect run, throw and hit data. There is a high correlation between the athletes that score best in these tests and those that end up making the team.

The following test protocols apply to all raw tools/objective measures.

Run (60-yard sprint):

- Measure out 60 yards (straight)
- Use best surface possible
- Run down wind
- Run each athlete twice
- Start in base stealing stance

- Starter gives “ready” then cut arm/cap sharply down to start
- Athletes go when they see arm/cap start down
- Time off the athlete’s first movement
- Give player their time after each attempt

Throw (Arm Strength) Run and Gun

- Coach with radar gun stands behind net or target
- Player runs up 3 – 5 steps approx. and delivers throw
- Make 3 - 5 throws

Throw (Arm Strength) Outfield

- For all radar gun testing, make sure the gun stalker is set to range = high and setting=ball lo 50
- Coach with radar gun stands in cut off position in line with player and base can use a cut-off man here and stand next to them)
- Hit or roll balls to athletes in right field. Have them field and throw to home
- Make 3 - 5 throws assessment
- Only record their best score
- Give each player their velocity after each attempt

Throw (Arm Strength) Infield

- Same as above but have players throw across the diamond from SS. Get reading behind 1b
- Make 3 - 5 throws

Throw (Arm Strength) Catcher

- Same as above but have catchers throw across the diamond to 2b. Get reading either behind or front of catcher
- Also record release times glove to glove
- Make 3 - 5 throws

NOTE: throwing tests may vary between age groups and take into account the time of year and throwing volume of athletes.

Hit (Exit Velocity) – Using Rapsodo Hitting

- Measuring exit speed of baseball off the bat
- Use metal bats to test for U14 and U16 and wood or wood composite for U18 (newer the better - keep consistent for all if possible)
- Hit new/good baseballs off live/front flip or tee
- Give hitter a target (and only take readings that are within a 2m x 2m boundary around the feeders head) approx. 24 feet from feeder or (tee)
- Do not count ground balls

Hit (Exit Velocity) – Using Radar Gun

- Measuring exit speed of baseball off the bat
- Use metal bats to test for U14 and U16 and wood or wood composite for U18 (newer the better – keep consistent for all if possible)
- Hit new/good baseballs off front flip or tee
- Give hitter a target (and only take readings that are within a 2m x 2m boundary around the feeders head) approx. 24 feet from feeder or (tee)

- Do not count ground balls
- Assessment:
 - only record their best score (and if appropriate for the specific showcase or tryout - their average exit velocity)
 - Give each player their velocity after each attempt - learning occurs here

2. Controlled Skills - Subjective Measures (Field/Throw/Hit)

Use observation to assess baseball actions as specifically outlined for each tool. Also, look for signs of athleticism, body type, size, structure, fast twitch, explosive type movements, body control and actions.

The following test protocols apply to all controlled skills/subjective measures.

Field (Infield)

- Locate athletes at each position and rotate through SS (except left handers)
- 2 fungo hitters - 1 hits to 3B and 2B (field and bucket), the other to SS
- Players at SS throw to 1B
- Hit regular/forehand/backhand/slow roller groundballs
- Left handers work at 1B
- 1B work even, behind and coming off the base and throw to 2B
- Hit regular/forehand/backhand
- Then a long throw and slow roller to 3b
- All players
- Turn double plays through 2b (if time)
- Assessment:
 - Provide a 3 - 2 - 1 score for fielding
 - 3 = definite squad member standard for this tool
 - 2 = maybe a squad member (saw something you liked)
 - 1 = below standard at this time for this tool
 - Areas of assessment – look for baseball actions: athleticism, range, glove/feet, arm action, body control

Throw (Pitching)

- Bullpen - see attached bullpen assessment sheet assessment
 - Provide a 3 - 2 - 1 score for pitching
 - 3 = definite squad member standard for this tool
 - 2 = maybe a squad member (saw something you liked)
 - 1 = below standard at this time for this tool
 - Areas of assessment – look for baseball actions: body synchronisation, body control, arm action, velocity, command, secondary pitches
- Use bullpen sheet to record velocity and command
- Use Rapsodo pitching if available

Hit

- Hitters take swings on open field from front toss or live
- Allow hitters to get set - don't rush

- 2 or more rounds per hitter as desired
- Assessment:
 - Provide a 3 - 2 - 1 score for each area of assessment
 - 3 = definite squad member standard for this tool
 - 2 = maybe a squad member (saw something you liked)
 - 1 = below standard at this time for this tool
 - Areas of assessment - barrel head match consistency (e.g. line drive consistency), ball flight, body synchronisation, bat speed
 - Use Rapsodo hitting if available

3. Game Sense – Simulated Games

Simulated games are an opportunity to assess players in real test/game like situations.

- Assessment:
 - Provide a 3 - 2 - 1 score for each area of assessment
 - 3 = definite squad member standard for this tool
 - 2 = maybe a squad member (saw something you liked)
 - 1 = below standard at this time for this tool

Collation of Data and Overall Assessment

1. Rank each athlete in each category (run, throw, hit) lowest to highest + slowest to fastest. (optional)
2. Do an overall ranking combining the run/throw/ hit data (optional)
3. Assess each tool and document appropriately
4. Using the objective measures and subjective tool assessment (as outlined in Part A) categorise players as: definite/bubble/no

4. Tryout/Showcase Formats

Use the following as a session format. This may vary depending on specific program and resources.

Session # 1 – Base Data or Showcase

- Dynamic warm up
- 60-yard sprint
- Split into five groups
 - Throwing preparation
 - Defence assessment (throwing velocity/infield and outfield)
 - Hitting assessment - cage
 - Hitting assessment - field
 - Shag
 - Catchers throwing to second base (time and velocity)

Session # 2

- Dynamic warm up
- 60-yard sprint

- Split into five groups
 - Group 1 - bullpen (pitch + catch)
 - Group 2 – hit in cage
 - Group 3 – hit live
 - Group 4 - defence assessment
 - Group 5 - shag

Repeat any part of session one at the discretion of the coaching staff and as time allows. Add in flyballs and catchers throwing to 2B.

Session # 3 and # 4

- Simulated games
 - Each pitcher to throw 15 - 20 pitches in game situation
 - All hitters to get at least 2 AB each
 - Work 6 outs per defensive team to minimise change overs
 - Can start innings with runner/s on base to create situations

Repeat any part of session one or two at the discretion of the coaching staff and as time allows.