



Representative Youth Development Program

Information and Expectations

Contents

<u>Background</u>	3
<u>The Program</u>	5
<u>Basketball Program</u>	5
<u>Coaching Structure</u>	5
<u>Program Structure</u>	7
<u>Defensive and Offensive Programs</u>	8
<u>Strength and Conditioning</u>	9
<u>Training Requirements</u>	9
<u>School Holiday Sessions</u>	10
<u>Optional Morning Sessions</u>	10
<u>Academic and Life Skills Program</u>	11
<u>Context and Background to our Study Hall Program</u>	11
<u>Study Hall</u>	12
<u>Life Skills</u>	12
<u>Community Program</u>	12
<u>Appendix 1</u>	13
<u>Draft Training Schedules</u>	13
<u>Appendix 2</u>	14
<u>School Holiday Sessions</u>	14
<u>Summer</u>	14
<u>April</u>	15
<u>Winter/July</u>	15
<u>October</u>	15
<u>Attendance</u>	15

Background

The Collingwood Basketball Association, due to the changing demographics in the inner city, has seen rapid growth within the local community and the Club's membership. Today we have more than 1,300 players participating across 150 teams, playing 7 days a week over 48 weeks per year.

Our Values underpin everything we do with a focus to support our community and provide a development platform for our players and members through our passion for basketball. Our vision is to be the basketball club of reference in Melbourne's inner-north for young people who love and want to get involved in the sport. Our values encompass three key areas that we have used as our reference point in building our elite program which is to:



Our unique location provides a diverse population of kids and families, with different backgrounds and socio-economic circumstances resulting in a wide dispersion of members with different abilities, skill sets and economic circumstances. This has historically seen the club strongly focused on participation over performance. Our core focus of participation will not change however, after reviewing our Representative Program and benchmarking ourselves against other clubs it was evident that in order for the Club to grow and become more competitive, we need to establish a longer-term strategy for our Elite Representative program ("The Program").

In developing our program, we have continued to focus on participation and inclusion and, taking into account our place in the local community, we have built a structure to support the wider development of the boys and girls in the program aligned to our values.

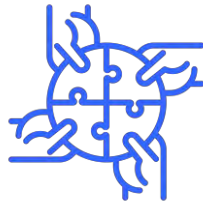


We have built a three Pillar Approach:



Basketball

A structured program that develops their fundamental skills, teamwork, and commitment to provide the opportunity to be the best they can be



Academic and Life Skills

Equipping participants with the skills and tools needed for successful lives and careers



Community

Participating in activities to build a sense of community and volunteering for the benefit of others

These pillars create a circle where sport improves life skills and civic values, spreads the message within the community, and increases the number of participants.



It is important to note that as this program runs across varying age groups, it has been designed with an approach that allows for a scaling up of activities through age groups and, more importantly, with older groups developing skills to enable them to serve as teachers, supporters, and mentors for the younger players. This process is based on a positive peer support model by including all players and applying the same standards to all, irrespective of their background. This will assist in normalising expectations and behaviours across the group and apply consistent standards to all participants.

The Program

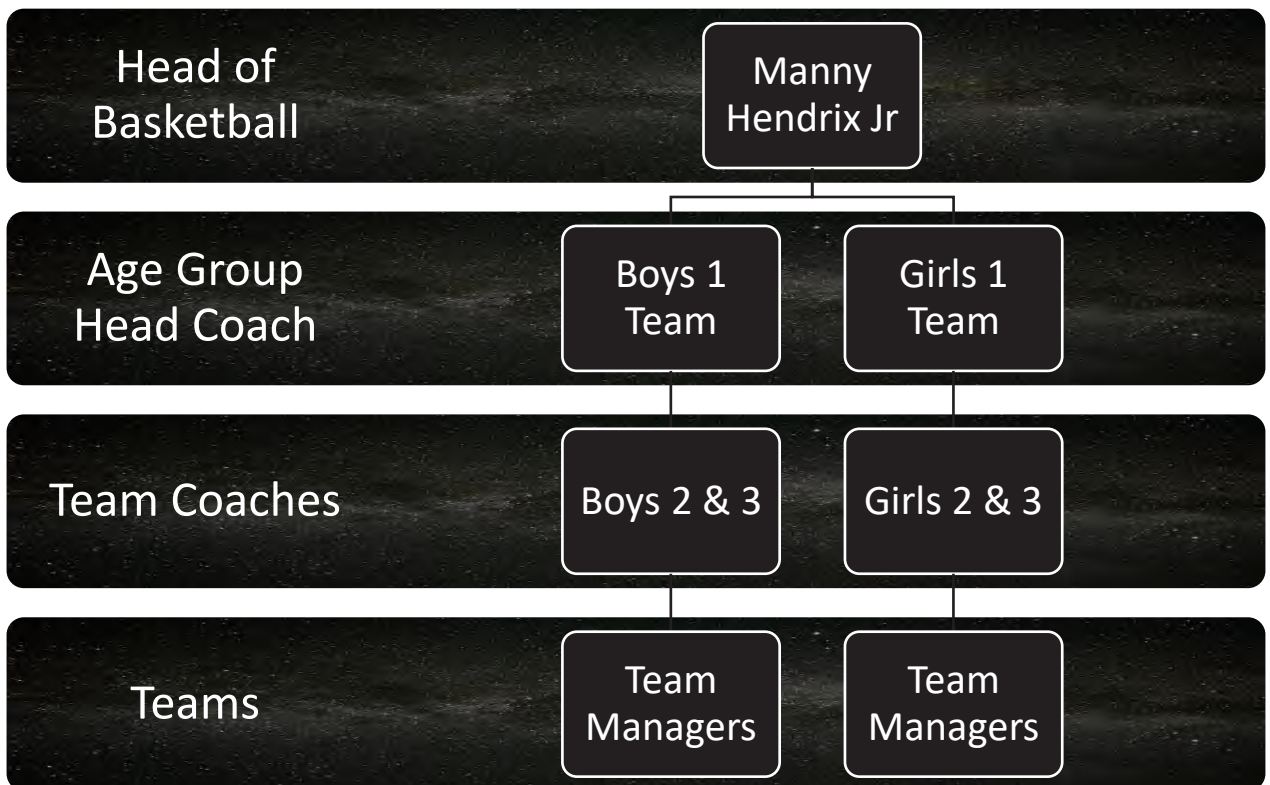
The program has been structured as a building block process. The aim is to develop and provide players from a young age with fundamental skills and then gradually build on these as they progress through age groups including additional programs such as strength and conditioning, academic support, resilience and mental health care, life skills, employment pathways and community participation.

Our program is unique amongst our peers as it is a reflection of our core values and is premised on our belief that the role of sport is not just about competition but helping equip the boys and girls with skills that are not only applicable to basketball but can be utilised in life, future vocations and in the community.

Basketball Program

Coaching Structure

Our coaching structure has been established as a Club wide approach to enable a philosophy to be developed and taught as a unified program across all age groups. This will be implemented by the Head of Basketball – Manny Hendrix Jr and the Head Coaches for each age group.



Head of Basketball

The Director of Basketball is responsible for the development, training, implementation, and oversight of the Clubs basketball curriculum including:

- Basketball Fundamentals
 - Skills
 - Theory
 - Film
- Offensive and Defensive club schemes
- Ensuring that all coaches are trained in the club model and deliver a structured and consistent framework across teams
- Working with the Strength and Conditioning team to develop and implement programs across all age groups relevant to their age, gender and fitness levels
- Running our signature Suma Grind program and school holiday sessions
- Training and overseeing participants roles in the holiday and school basketball programs
- Identifying/Appointing mentors for coaches
- Delivery of Academic and Life Skills Program

Age Group Coaches

The Age group coaches are responsible for the direct implementation of the Clubs training program at the relevant age groups which includes:

- Implementing the basketball skills development program
- Teaching and implementing the clubs Offensive and Defensive schemes to players and age group coaches
- Selection and allocation of team members at the annual try outs
- Coaching of the 1's team at that age group
- Working with the Head of Basketball to identify and implement program changes designed to enhance the overall program based on needs and feedback

Team Coaches

- The Team coaches are responsible for:
 - Implementing the basketball skills development program
 - Teaching and implementing the clubs Offensive and Defensive schemes to players
 - Participating in the selection and allocation of team members at the annual try outs
 - Working with the Age group coaches to identify and implement program changes designed to enhance the overall program based on needs and feedback

Included in Appendix One is the details of the Head and Team coaches across the age groups which will be amended and updated as applicable.

Program Structure

The program structure has been designed to build skills and participation on a scaled basis starting with Under 12's and then moving up through the age groups. This has been done so as to allow time at each age group for basic skills, theory, participation and commitment to be introduced as building blocks one on top of the other. We have done this so that each age group builds on the foundations of the prior and gradually introduces the wider aspects of our program to not overwhelm players and parents alike.

The table below outlines this approach and shows how this is designed to integrate as players get older and introduce greater social and community cohesion at the club. Please also refer to the Training Requirements section for further details of our approach

Age Group	On court training	Strength and Conditioning	Life Skills	Study Hall	Weekly Commitment
12	3 hours	N/A	N/A	N/A	3 hours
14	3 hours	School Holidays**	School Holidays**	N/A	3 hours
16	3 hours	1 hour	1 hour per month* School Holidays**	N/A	4 hours
18	3 hours	2 hours	1 hour per month* School Holidays**	2 hour per week School Holidays**	7 hours
20	3 hours	1 hour	1 hour per month* School Holidays**	1 hour per week School Holidays**	6 hours
Youth	3 hours	2 hours	1 hour per month* School Holidays**	2 hours per week School Holidays**	7 hours

*Strength and Conditioning will run 3 weeks per month with the 4th week being a “rest” week where Life skills programs will run

** The optional School Holiday sessions will be specifically designed as an extension to the weekly training covering the 4 core disciplines



Defensive and Offensive Programs

At an elite level we want our players to be challenged, work hard and learn fundamental skills that allow them to not only compete at a high level but get the best out of themselves.

Enjoyment and a sense of personal achievement should accompany this process. With this philosophical approach we have designed our program to teach players fundamental defensive and offensive skills, how to work within a structure, be able to make decisions and to replicate some of the systems that they watch their favourite players operate in everyday in the NBA, WNBA, NBL, WNBL and NCAA.

Our system will allow us to show our players that no matter what level you are, the fundamentals we are teaching are used not only by them but the professional players they watch on TV.

Defence

Players will be taught a combination of defensive schemes:

- Close Outs, we will teach three different close out methods a player must know dependent on who the player is guarding.
- We will be introducing the concept of scramble defence to all age groups and teaching them defensive rotations so all players on the court are aware of what is going on at all times.
- We will introduce two Pick & Roll coverage schemes that all the players will know and learn.
- We will implement the "NO MIDDLE" defence, designed to prevent the ball and players from setting up in the middle, forcing them to drive towards the outside. This will be emphasized to all our rep coaches so that once players reach 16's we can start to implement zone strategies.
- Zone strategies for u16's and up will primarily focus on the Jim Boeheim 'Syracuse' zone which every player will learn through our NO MIDDLE scheme

As the players get older, we will continue to teach the same concepts but step it up another level. By the time a player is top age u16s they should have full knowledge of all these concepts.

Offense

Offensively we will be implementing:

- A 1-4 offensive structure; and
- A 5 out motion offense

Our offense is not predicated on running structures, we want to teach young players how to play (and enjoy) the game with the aim to keep things simple but have a few "triggers" that initiate different movements and actions. Once a player is comfortable and has learnt how to read/make decisions they should have the ability to play in any offensive system and have success.

From a positional standpoint we will be teaching:

- Our guards how to run the Pick & Roll effectively
- Our wings how to make plays going downhill in the open court
- Our post players how to set effective screens, how to roll to the basket, how to post up effectively and how to get to their sweet spots on the court

Most players will not pick up on all these concepts immediately, so our job as coaches is to teach and develop these skills while the players responsibility will be to work on these skills both inside and outside of training.

Strength and Conditioning

Strength and conditioning will be a large contributing factor to our success as a club moving forward. With the increased training and playing workload of our players we want to ensure our players are taking care of their bodies and doing the necessary things to keep them on the basketball court.

We have hired trained professionals to make sure our players are restoring the strength that they lose after every practice and game. We will also be teaching them fundamental movements such as jumping and landing the correct way to prevent injuries. This program will not only benefit their basketball game but provide an underlying level of conditioning for other sports they play such as AFL, Soccer, Netball, Hockey etc.

We understand that parents will have questions around strength and conditioning for younger players so as this program is developed, parents and players will have access to the full details and we will be holding information sessions for parents and players who would like to understand more about this part of the program.

We also encourage parents to attend some of the training sessions in the first few months to get to know our strength coaches and to ask any questions you might have.



Training Requirements

Playing representative basketball is a serious commitment for players and their families. However we have designed an approach that scales up the level of commitment that as players get older, along with including the additional support so they have a well-rounded program as they mature. In order to develop a high quality and competitive program, player commitment is of paramount importance, so we are outlining clear expectations on attendance to support the culture we want instilled in our elite program and to support the commitment of players who put in the work.

Following consultation with many parents and benchmarking our program with other highly successful clubs it is evident that we need to increase our training in order to compete at the same level as other VJBL clubs. With this in mind, in 2022, training will include two sessions per week which will be compulsory and players who do not attend both training sessions will see their playing time reduced. We understand that this is a change for many players and parents and it will take a period of adjustment. We will work collaboratively with players and parents to assist in managing this transition.

Appendix 1 outlines the draft Training schedules for all teams which shows how the schedule is intended to operate along with how this will be scaled by age group to gradually increase the level of commitment.

School Holiday Sessions

The program will also include non-compulsory School holiday sessions for participants who are not away during the term breaks. In designing our program we considered the cohort of players who are members of the program and, recognising that there will be many players who do not go away or have other activities to engage in during school holidays, we have included these sessions as part of the wider program.

The holiday sessions will be an extension of the weekly training and will continue to work on the Basketball, Academic, Life Skills and Community aspects of our program and give participants the opportunity to be engaged in a multi-faceted program during school holidays.

Players who do not participate, for whatever reason, will see no change to their place in their team as we understand that many families are away, have family activities or are unable due to work and family commitments to organize attendance for their kids.

Please refer to Appendix 3 for details of the programs including session attendance details per age group.



Optional Morning Sessions

For players that want to take their game to the next level we will be running optional morning sessions 2 days per week from 6:30 to 7:30am. These are run and supervised by the Head of Basketball, Manny Hendrix Jr and will conclude with breakfast being provided for all players who attend.

The sessions will include a multiple range of drills that will help players identify and understand what they are good at and their areas for improvement. For those that choose to attend, coaches will be consulted to provide direction to assist the Head of Basketball on their focus areas. These sessions allow players additional time and space to focus on their strengths and areas of improvement outside of our structured training sessions.

They will provide players the opportunity to work on repetition from which confidence grows, and our Morning Motto being:

"I've always believed that if you put in the work, the results will come." -

Michael Jordan



Academic and Life Skills Program

Due to the success that we have had with our Academic and Life Skills program in our Boys 18's and Youth League program we have expanded this out to boys and girls programs from 16's up. Experience has highlighted that teams that play, learn and spend non-basketball time together generate better outcomes both on and off the court. This part of the program is designed to give participants critical personal and academic skills to improve their prospects as they enter society as young adults and to leverage the different skill sets each individual player has for the benefit of their teammates, their team and program.

Context and Background to our Study Hall Program

Collingwood's location and demographics means that we have an amazing opportunity to come together as a community to support the boys and girls who live in and around our club who do not necessarily have access to the same academic resources and support as other players.

In 2016 we commenced Homework Club alongside our existing basketball program as we were experiencing attendance and on court behavioural issues with some of our players. After liaising with various local schools we realised that they were having similar issues. As strong believers in the importance of school and the power of sport to motivate kids, we began to encourage players to attend school to ensure they continued to have access to basketball. To show how committed we were, we bought desks onto the court so that players behind in school could study during practice until they caught up with schoolwork. Most of our players would tell us that they did not have time to study, so we made time for them!

A key part of the design of the new facility is the "classroom" space you see at the end of the stadium so we could continue this program for all players that are keen to improve their performance at school along with those that are falling behind or not conforming to the behavioural requirements of their school.

Homework Club has not only given players access to a space to study but is also supported by their peers. It has allowed the Club to identify other ways we can support players welfare. For some players it has simply been general supervision and support. For others, one on one assistance for a specific project, help in studying for a test or exam or assistance in finding and enrolling in higher education courses can be provided.

In addition to Homework Club, the Head of Basketball continues to regularly attend local schools to discuss player's progress and attendance at school. We recognise that consistent school attendance is the pathway to better academic outcomes.

This is a unique part of our program and is aligned with our overall vision of developing our players into well rounded individuals with a sense of community and helping those who may need a hand in life.

Study Hall

Homework club has now evolved to Study Hall and it is expected that secondary school players in u18's and youth league will attend this part of the program. We will create a space for all team members to spend time completing homework, working on assignments, studying for tests and helping each other. This time will be supervised by a combination of team coaches and volunteer tutors, who can also assist players with specific work if needed.

Life Skills

As an extension to our Study Hall program, Life Skills is designed to introduce additional training and development for our players across a variety of areas. These programs will be delivered during the school terms and the school holiday programs throughout the year. We have developed a number of partnerships with external providers to support these initiatives with a focus in the 2022 year on:

- Financial Literacy – Delivered by Banqer, www.banqer.com
- Resilience Training – Delivered by The Resilience Project, www.theresilienceproject.com.au
- Vocational Training – We will offer specific vocational training courses throughout the year, including referee and coaching courses and Barista training amongst others to give our players the necessary qualifications to participate in our community program or to assist in obtaining external part time or full time employment.
- Employment Pathways – We have partnered with the Retail Prodigy Group, which holds the master Retail Franchise license for Nike Stores across Australia and New Zealand, to develop opportunities and pathways for program players to complete work experience, training and ultimately obtain employment in the groups Nike Stores in Melbourne. This partnership will allow us to work closely with program players and RPG’s HR team to identify employment opportunities, prepare players for job interviews, provide them with coaching and support and real-life experience on applying for a job. This will help fill the gap for many players who have previously been unable to obtain part-time employment or work experience and will be an important stepping stone in supporting their confidence as they mature and move into the employment world. As part of this partnership, RPG will also provide us with discounted access to team shoes and training apparel for our teams, setting us apart from our competitors with Nike products with Collingwood branding.



Community Program

Our Community program has been designed to leverage the Basketball, Academic and Life Skills components and have our players working in and around the club to support activities and all members. It is intended that these activities will include the following:

- Assisting and running basketball clinics
- Refereeing
- Coaching
- Volunteering in the canteen
- Participating in nominated club community projects
- Big V game day crew

A number of these activities are linked to the Club’s financial literacy programs along with the vocational training provided as part of our life skills program.

Appendix 1

Draft Training Schedules

Team	Session 1	Venue	Session 2	Venue	Strength & Conditioning	Study Hall
Boys U12-1/2	Tue 5:45-7:15	FHS	Wed 6-7:30	AGS	N/A	
Girls U12-1/2	Tue 5:45-7:15	Coll 3	Sun 8-9:30	Coll 2		
Boys U14-1/2	Tue 5:30 - 7:00	AGS	Wed 5-6:30	Coll 2		
Boys U14-3/4	Wed 7.15-8.45	FHS	Sun 9.30-11	Coll 1		
Girls U14-1/2	Wed 5.45-7.15	Coll 3	Sun 9.30-11	Coll 2		
Boys U16-3/4	Tue 7.00 -8.30	AGS	Sun 11-12.30	AGS		
Boys U16-1/2	Tue 7.15-8.45	Coll 3	Wed 7.30-9	Coll 1	Wed 5.30 – 6.30	Optional Wed 6.30 – 7.30
Girls U16 1/2	Tues 5.45 - 7.15	Coll 1	Wed 6.30 - 8.00	Coll 2	Wed 4.30 – 5.30	Optional Wed 5.30 – 6.30
Boys U18-1	Tue 7.15.8.45 (Youth)	Coll 2	Thur 7.15.8.45 (Youth)	Coll 2	Tue 5.00 - 6.00 Thur 5.00 - 6.00	Tue 6.00 – 7.00 Thu 6.30 – 7.15
Boys U18-2/3	Tue 7.15-8.45	FHS	Sun 11-12.30	Coll 2	Wed 6.30 - 7.30	Wed 7:30 - 8.30
Girls U18-1/2	Tue 5.45-7.15	Coll 1	Wed 6.30 - 8.00	Coll 2	Tues 4:30 - 5.30 Thu 6.00 – 7.00	Tue 7:30 - 8.30 Thu 5.00 – 6.00
Boys U20 -1	Tue 7.15.8.45 (Youth)	Coll 2	Wed 8.00 - 9.30	Coll 2	Tue 6.00 - 7.00	Tue 5.00 – 6.00
Boys U20 -2	Wed 8.00 – 9.30	Coll 2	N/A			
Girls U20 -1	Tue 7.15.8.45 (Youth)	Coll 1	N/A			
Youth Men	Tue 7.15.8.45	Coll 2	Thur 7.15.8.45	Coll 2	Tue 5.00 - 6.00 Thu 5.00 - 6.00	Tue 6.00 – 7.00 Thu 6.00 – 7.00
Youth Women	Tue 7.15.8.45	Coll 1	Thur 7.15.8.45	Coll 1	Tue 6.00 – 7.00 Thu 5.00 – 6.00	Tue 5.00 – 6.00 Thu 6.30 – 7.15

Appendix 2

School Holiday Sessions

Summer

The SummaGrind program is designed to build a base level of fitness, theory, strength and conditioning and work ethic to set the standard for the 2022 season. This program is designed to push athletes to heights they did not know they could reach. In addition, there can be a lot of idle time over the summer break, lockdowns in different States means travel can be difficult so we have designed the program to provide a schedule of activities to keep kids fully engaged throughout the week.

There are two levels to this program, intermediate & elite. The elite program is invite only for boys and girls. The Intermediate program is for players that want to improve their game. While this program will be widely open to players, there will still be a screening process.

Athletes in both programs will do the following;

- Skills Training - 5 days per week working through mid to high end skill sessions supervised by Coach Manny Hendrix.
- Weights program and plyometrics sessions – 3 times per week and once for intermediate players
- Pilates and recovery sessions - designed to educate the sportsperson how to manage their wellbeing under rigorous sporting routines.
- Conditioning session - both cardiovascular and strength training by a mix of the coaches to develop all round conditioning
- Scrimmages - most days will permit controlled scrimmages to work on particular offensive, defensive and transitional plays and skills required to be part of a team. These are rigorous sessions at full speed and defined within the full scope of basketball rules.
- Education - a series of mid-session tutorials associated around the book "Mind Gym" by Gary Mack where players will work through chapter by chapter and discuss and write papers on how the particular topic can improve their well being, mind and belief in themselves.



April

The April program will run over 3 days and will adopt an enhanced regular training sessions approach so participants will cover Strength and Conditioning, On Court Sessions, Study Hall, Life Skills and Community Service.

Winter/July

The July School Holidays is a designated rest period for all players. We will be running a series of sessions for players who are able to attend with a focus on recovery, nutrition, and the academic, life skills and community parts of the program. We will include some light skills and scrimmage sessions based on the number and mix of attendees.

October

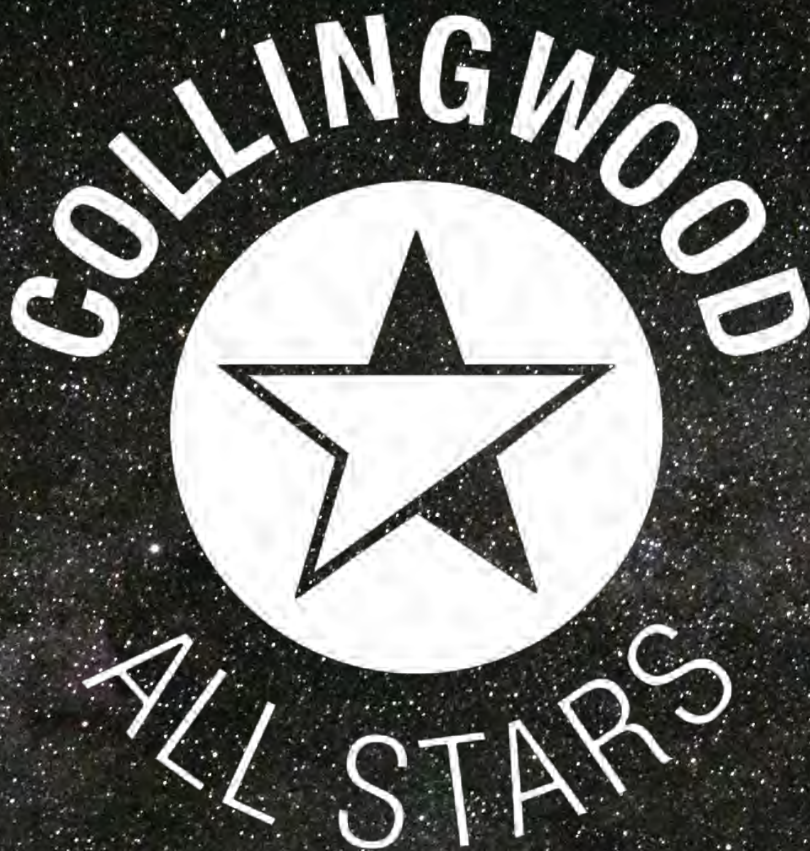
The October program will be split between players already playing Rep and those that are either trying out for the first time or trying out again for a team. Sessions will be run to prepare all participants for the Rep trials held at the end of October.

Attendance

For program participants that are not away, injured or rehabbing and would like to attend these sessions, we have set out below the recommended time at each age group. These sessions are entirely at the discretion of the player and/or parent and as previously noted do not have any impact on the players place in the team. The sessions are designed specifically for kids who will not be away and have idle time so that they have structure and activity that they can use as a tool to keep them busy and engaged during the holiday periods. Programs will be charged seperately

Age Group	12	14	16	18	20	Youth
Summer	2 Days	4 Days	All	All	All	All
April	2 Days	3 Days	4 Days	4 Days	4 Days	4 Days
Winter	<i>Not Applicable - Designated Rest Period</i>					
October	2 Days	3 Days	4 Days	4 Days	4 Days	4 Days

As part of the community program we have included the option for 16's and above to attend one session each term to assist in the running of programs for both younger participants and other Club school holiday programs.



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