



Selects



PROVINCIAL TEAM PROGRAM HANDBOOK

2024





1. WELCOME

On behalf of Softball New Brunswick), we welcome all players and parents to the NB Selects Provincial Team Program. This handbook is intended to provide clear information to all stakeholders of the program (players, coaches, officials, parents/guardians and spectators). Many young athletes dream of playing the game at the national level but the qualities needed to reach that level are varied. Guided by Softball Canada's Long-Term Player Development Framework (LTPD), the Provincial Team Program will allow athletes the opportunity to develop these qualities within the Podium Pathway and beyond.

We will provide a safe and friendly environment in which players can express themselves confidently and play the game "with a smile on their face." We will also endeavor to provide opportunities for New Brunswick players to compete on the national stage, generating opportunities for advancement within the sport and creating lifelong memories.

In January 2020, Softball New Brunswick Board of Directors implemented the Provincial Team Model. This decision was made after significant research and input from our membership. The long-term goal of this program is to create a pathway for our athletes, coaches and managers from Timbits to High Performance while protecting our grass roots of players. The Softball New Brunswick Long Term Athlete Development implementation plan (2013 and revised for 2016) under the "Coaching Development" pillar indicated a clear need for a coaching pathway to be created to provide knowledge and experience to coaches to ensure they gain valuable experience at provincials, Eastern Canadians and Canadian Championships.

As fastpitch continues to grow in New Brunswick, Softball New Brunswick has been working to send more teams to Canadian Championships in all minor age categories on a yearly basis. SNB has developed a Minor Provincial Team Program brand, as NB Selects. NB Selects will be recognized by athletes, coaches, officials, and softball fans throughout the province and country. This program will give many NB athletes and coaches (both male and female) the opportunity to sport the NB Selects logo and colours as they represent Softball New Brunswick, the NB Selects program, and Province of New Brunswick.

The goal of the NB Selects program is to encompass the following age categories each year:

- U15 Girls/Boys
- U17 Girls/Boys
- U19 Women/U20 Men

2. OUR GUIDING PRINCIPLES

- a. To implement concise and transparent policies and procedures.



- b. To promote participation opportunities for both players and coaches from across New Brunswick at a high performance level.
- c. To develop a clear development pathway for players, coaches, and officials in New Brunswick - From Grassroots to High Performance such as Canadian Championships and the National Team Pathways.
- d. To adhere to the Softball Canada Athlete Development Matrix in the development of our players.

3. NB SELECTS BRAND

- a. The Softball New Brunswick colours of green, white, and black will distinguish our players and coaches as members of the NB Selects. All Selects apparel and/or embroidered equipment must follow the Softball New Brunswick branding guidelines.
- b. The NB Selects will have a designated social media presence (Facebook, Twitter, Instagram), which will be used to highlight the program, share results, and other relevant information (tryout information, schedules, etc.).
- c. Softball New Brunswick will work with the Selects program to develop promotional content, which will feature members in the program (images, videos, testimonials, etc.)

4. PROVINCIAL TEAM MODEL

- a. Provincial Teams will be made up of the top athletes in each age group from the province of New Brunswick (U15, U17, U19/U20) on both the male and female sides, to attend the annual Softball Canada Canadian Championships, and select tournaments within the Atlantic provinces, Quebec, Ontario and/or USA as preparation. All Provincial Team training and competition must be sanctioned and approved by Softball New Brunswick.
- b. Each player will still be required to play on a club team within their region.
 - If there is no club team in your region, you may request a release with SNB to play with a club team in the next closest region.
 - Players would be required to play in their appropriate Provincial Championship with their club teams.
- c. Softball New Brunswick in collaboration with PSO's of nearby provinces will build a competition schedule yearly, to prepare teams for attending their respective Canadian Championships.



5. ELIGIBILITY

- a. The NB Selects program is open, on an equal opportunity basis, to all members of Softball New Brunswick Inc. in good standing, who meet the minimum eligibility requirements. The minimum eligibility requirements for an athlete to be considered for selection to the Selects softball program are:
 - b. Age Classification
 - U15 Team NB – Athletes must be 15 years of age or under who do not reach their 16th birthday during the current calendar year (Born 2009-2010 for the 2024 season)
 - U17 Team NB - Athletes must be 17 years of age or under who do not reach their 18th birthday during the current calendar year (Born 2007-2008 for the 2024 season)
 - U19 Team NB - Athletes must be 19 years of age or under who do not reach their 20th birthday during the current calendar year (Born 2005-2006 for the 2024 season)
 - U20 Team NB - Athletes must be 20 years of age or under who do not reach their 21st birthday during the current calendar year (Born 2004-2006 for the 2024 season)
 - c. Athletes must be residents of New Brunswick.
 - d. Athletes must be a registered member with Softball New Brunswick Inc. Athletes may inquire with the Softball New Brunswick Executive Director if they are registered.

6. COACHING STAFF

- a. Applications for coaching staff will be open in August for the following season (ie. August 2023 for 2024 NB Selects Teams)
- b. SNB will put together a hiring committee of qualified individuals to conduct interviews and make their recommendations to the SNB Board of Directors for Head Coaches.
- c. The Head Coach will bring their recommendations of Assistant Coaches to the Board of Director for final approval.
- d. When at all possible at least one coach (head or an assistant) should be the same gender as the players on the team.
- e. Coach Education
 - Meet the Softball Canada Minimum Coaching Standards for all age categories:
 - Head Coach must be Competition - Introduction Certified
 - Assistant Coaches must be Competition - Introduction Trained
 - Complete Safe Sport Training



7. TEAM SELECTION

- a. The selection committee shall consist of the Coaching Staff as appointed by Softball New Brunswick Inc. and appointed Softball New Brunswick Evaluators.
 - The role of a Softball New Brunswick Evaluator is to offer an objective, unbiased assessment of talent and assist in the athlete selection process.
- b. Team selection will involve two phases: Open Tryouts, Invitation Only Tryout, Final Team Selection
 - Open Tryouts
 - There will be two (2) Open tryouts held in two (2) separate Regions of the province in the fall.
 - All athletes who meet the criteria outlined above under the Eligibility section are encouraged to attend the Open Tryouts
 - Athletes must attend a minimum of one (1) Open Tryout but are encouraged to attend both
 - After the second open tryout, successful athletes will be invited to attend the Invitation Only Tryout
 - Athletes who are not invited to the Invitation Only Tryout, will receive written notification of their release from the program
 - Athletes may request feedback on their strengths and weaknesses that the coaching staff and evaluators identified during the tryout process
 - Invitation Only Tryout
 - No more than 30 athletes will be invited back to the final tryout, the exact number of athletes will be determined by the Coaching Staff and Technical Director
 - The Coaching Staff and Technical Director reserve the right to hold more than one (1) Invitation Only Tryouts as they see fit.
 - Final Team Selection
 - Athletes selected to the Final Team will receive written notification of their selection.
 - Athletes who are not selected to the final team will receive written notification of their release from the program



- Athletes may request feedback on their strengths and weaknesses that the coaching staff and evaluators identified during the tryout process
- c. Open tryout locations will be selected to ensure that athletes will not be required to travel more than 4 hours from place of residence to attend a tryout. Although every effort will be made to meet this standard, this is subject to change based on availability of facilities and other limitations.
- d. Open tryout dates will be advertised at a minimum of 2 weeks prior to the camp via various methods of communication and social media platforms such as: membership email service, Instagram, Facebook etc.
- e. Subsequent invitation tryout dates will be communicated at a minimum of 2 weeks prior to the tryout date via email to invited athletes
- f. If an athlete is unable to attend a tryout, they may request an exemption prior to the event. Requests must be made to the Coaching Staff who will then forward the request to the Technical Director for review if the athlete can be evaluated using information from other events.
- g. Throughout the selection process, flexibility will allow new athletes who move into the province or athletes that had never heard about the ID/Selection Camp process and would like an opportunity to be identified will be evaluated prior to the final team selection. This evaluation may be in the form of an invite to a training camp or the coach going to watch the athlete in competition.
- h. Athletes will receive notification of selections via email.
- i. The coaching staff and Technical Director reserve the right to add or remove any athlete from the athlete pool at all times.
- j. Softball NB Provincial Teams will carry 12-13 athletes.
 - Requests to carry fewer or additional players may be made to the Technical Director and will be reviewed on an individual case basis.
- k. Athlete selection will be done as a partnership between the NB Selects Coaching Staff and Softball New Brunswick Evaluators. The selection process will be as follows:
 - During the tryout phase, athletes will be ranked from highest to lowest by the NB Selects Coaching Staff and Softball New Brunswick Evaluators.
 - The selection of the top eight (8) athletes will be a joint decision between the NB Selects Coaching Staff and SNB Evaluators based on collected data.



- The final five (5) selections will be the decision of the NB Selects Coaching Staff.
- I. All player personnel decisions will be approved by the Technical Director prior to selections being made public.

8. SELECTION CRITERIA

- a. Athletes will be selected based on the criteria such as the following. A full list of possible selection criteria can be found in Appendix A.
- b. Assessments
 - Technical skills
 - Hitting, bunting, baserunning, sliding, throwing, fielding, pitching and catching
 - Tactical skills
 - Hitting, baserunning, communication, team strategy and situational awareness
 - Other
 - Fitness, versatility, overall athlete
- c. Performance measures (if applicable)
 - In Competition
 - Offensive statistics, defensive statistics, pitching statistics
 - Testing Protocols
 - Hitting, bunting, baserunning, sliding, throwing, fielding, pitching, catching, fitness
- d. Discretionary Power/Intangibles
 - Intangible considerations can affect the dynamics and performance of the team. The NB Selects coaching staff will take into account 'Other Considerations' in determining the needs of the NB Selects Team to build the best possible team.

9. TRYOUT FEES

- a. Athletes wishing to participate in the program will pay the following registration fees:
 - Tryout's - \$75.00
 - This fee will cover the first three (3) sessions (two outdoor weekends, one indoor session if invited)



10. TEAM FEES AND BUDGET

- a. Each athlete will be responsible to pay a registration fee outlined by SNB. This registration may cover the following costs:
 - Team Helmet and Cage
 - Team Visor/Hat
 - Two pairs of team socks
 - Team Backpack
 - Team equipment
 - Two Team Jerseys (to be returned at the end of the season)
 - Canadian Championship Fee
 - Umpire fees
 - Facility fees
 - Reasonable expenses for up to three (3) team coaches such as travel and accommodation to training and competitions when required.
- b. Softball New Brunswick will provide use of equipment purchased by Softball New Brunswick, including catcher's gear, balls, hitting tees, nets and other training equipment. Teams will be required to return at the end of their cycle to the Technical Director.
- c. The NB Selects Program budget will be finalized by SNB upon completion of tryouts each year and will be communicated with parents/guardians
 - Additional fees will be set by the coaching staff in consultation with parents/guardians once individual team details such as training, travel arrangements etc. are finalized.
 - The Executive Director shall be made aware of any requests for changes to the approved budget.
- d. Team Equipment (includes uniforms or any other apparel)
 - All team equipment provided and purchased is the property of Softball New Brunswick. Personal equipment purchased by the athletes and approved by Softball New Brunswick is the property of the athletes. Team equipment may be used for Softball New Brunswick activities such as skills camps and coaching clinics, but can NOT be used for any unrelated softball activities. e.g. club teams.



e. Fundraising

- The Executive Director/Technical Director must approve fundraising activities.
- The team manager or an individual designated by the head coach will be responsible for keeping record of any money earned through fundraising and must be accounted for should the Executive/Technical Director request to see the records.

11. ATHLETE CODE OF CONDUCT

- a. All team athletes shall conduct themselves in such a manner as to be an asset to the team and Softball New Brunswick, and a credit to their family, community and Province.
- b. All team members shall abide by the policies and regulations outlined by Softball New Brunswick and team rules as established by the Coaching staff.
- c. No player shall wear any apparel associating such person with any Softball New Brunswick club team at any team events or functions, if possible. NB Selects gear should be worn when possible.
- d. Swearing, fighting and unsportsmanlike conduct will not be tolerated. Coaches may administer sanctions against such athletes.
- e. Vandalism will not be tolerated. All expenses incurred, as a result of vandalism, is the responsibility of the individual(s) involved.
- f. Substances
 - Smoking of cigarettes/vaping/marijuana and consuming alcoholic beverages at any games function (practice, game, team meeting, meals or other team events) on or off the field shall be prohibited. This includes the time between the completion of the team function and arrival home.
 - Avoid the use of illegal and or banned narcotics and prescription drugs as determined by the Government of Canada, Sport Canada, the Province of New Brunswick and Softball New Brunswick.
- g. Softball New Brunswick shall have the right to administer disciplinary measures and sanctions in the event of contravention of any of the above specified policies. Such disciplinary measures shall include but are not limited to:
 - Informal reprimand (verbal)
 - Formal reprimand (written)



- Suspension from the program
 - Release from the program
- h. If the proposed sanction by either Softball New Brunswick or the Head Coach is suspension or dismissal from the program, then the athlete (and parents) involved shall be entitled to an appeal hearing as outlined in the Appeals section of this document. If a player is dismissed from the team for any reason, no team fees will be refunded.
- i. The Head Coach is responsible for the actions of the athletes and shall administer disciplinary measures at their discretion for the following reasons:
- Unjustified absences. Athletes are expected to let the coach know if they are unable to attend any team function. Not informing the coach is considered an unjustified absence.
 - Violation of team rules at all team functions or events.
 - Being untruthful to the coaching staff about absences or other matters.
 - Showing continuous lack of respect to coaching staff or fellow athletes.
 - Continuous poor effort at training camps or competitions.

12. MEDICAL REPLACEMENT POLICY

- a. In the case of an injury to a player while trying out for selection to the Team, the decision to keep or release the player will be left up to the discretion of the Head Coach, after consultation with the parents/guardians and family physician.
- b. In the case where a player on the team is injured prior to a Canadian Championship and is questionable whether they could play in the Championship, the decision to keep or release the player will be left up to the discretion of the Head Coach, after consultation with the parents/guardians and family physician.
- c. In the case where a player on the team is injured prior to the Canadian Championship and is unable to play in the Canadian Championship, the Head Coach reserves the right to select an alternate player from the eligible player pool from the last tryout.

13. CONFLICT OF INTEREST POLICY

- a. Please refer to the Softball New Brunswick [Conflict of Interest Policy](#)



14. APPEALS

- a. Please refer to the Softball New Brunswick Appeal Policy found within the [SNB Safe Sport Policy Suite](#) on page 54
- b. Due to the time sensitivity of these decisions, the NB Selects program will follow an accelerated process for appeals.
 - i. Participants who wish to appeal a decision have 24 hours from the date on which they received notice of the decision, to submit the intention to appeal.
 - ii. Participants will have 48 hours from the date on which they received notice of the decision to submit, in writing, to Softball New Brunswick Inc. the required information as outlined in the Appeal Policy.



APPENDIX A

Assessments

- a. Technical Skills
 - Hitting
 - Bunting
 - Baserunning
 - Sliding
 - Throwing
 - Fielding
 - Pitching
 - Catching
- b. Tactical skills
 - Hitting
 - Baserunning
 - Communication
 - Team strategy
 - Situational awareness
- c. Other
 - Fitness
 - Versatility
 - Overall athlete
- d. Performance measures (if applicable)
 - In Competition
 - Offensive statistics
 - AVG
 - OPS
 - Defensive statistics
 - Fielding percentage
 - Pitching statistics
 - ERA
 - WHIP
- e. Testing Protocols
 - Hitting
 - Exit Velocity



- Bunting
- Baserunning
 - Home - 1st (Time)
 - 2nd - Home (Time)
- Sliding
 - Feet First
 - Head First
- Throwing
 - SS - 1B (Velocity)
 - SS - 1B (Glove to Glove Time)
- Fielding
 - Ground Ball Mechanics
 - Fly Ball Mechanics
 - Range - ground balls
 - Range - fly balls
- Pitching
 - Velocity
 - Accuracy
 - Variety of Pitches (Drop, Change, Rise, etc.)
- Catching
 - Home - 2B Pop Time
 - Pass Ball Pop Time
- Fitness
 - Rotational Med Ball Throw
 - Broad Jump
 - 5-10-5 Agility Test