



Purpose

Coaches are a critical component of the Malvern Tigers Basketball Club. They are a key factor influencing the level of development and enjoyment a player experiences during a Season. Coaches are often regarded as the face of the Club and they influence the perception of the Club held by parents and the broader basketball community.

The Coaching Framework sets out the roles and responsibilities of the Club’s coaches. It also sets out the policies and processes designed to provide ongoing access to capable coaches, which is fundamental to the Club’s continuing viability and success.

Roles and responsibilities

The Club’s coaching team comprises 5 roles. These roles and the associated responsibilities are set out below:

Role	Responsibilities
Assistant Coach	<ul style="list-style-type: none"> <li>• Develop coaching skills by participating in Assistant Coach Program</li> <li>• Assist coaching training and games</li> </ul>
Junior Coach	<ul style="list-style-type: none"> <li>• Coach training and games, primarily for less competitive teams (e.g., Aqua, Stripes)</li> <li>• Evaluate players and support player Assessment Day</li> </ul>
Coach	<ul style="list-style-type: none"> <li>• Participate in Selection Panel in accordance with Selection Policy</li> <li>• Coach training and games for less to more competitive teams (e.g., Aqua, Stripes through to Yellow, Red)</li> <li>• Mentor and develop Assistant Coaches</li> <li>• Evaluate players and support player Assessment Sessions</li> </ul>
Senior Coach	<ul style="list-style-type: none"> <li>• Coach training and games, primarily for most competitive teams (e.g., Black, Red)</li> <li>• Proactively attract higher-skilled players to the Club</li> <li>• Evaluate players and leading role (alongside AGC) in Assessment Sessions</li> <li>• Leading role (alongside AGC) in Selection Panel in accordance with Selection Policy</li> <li>• Mentor and develop Junior Coaches</li> <li>• Provide input on performance on Assistant Coaches, Junior Coaches and Coaches</li> </ul>
Coaching Development Officer	<ul style="list-style-type: none"> <li>• Define and run Coach Development Program to uplift coaching capabilities across the Club</li> <li>• Develop and maintain the Malvern Tigers Coaching Manual and other coaching enablers</li> <li>• Develop and maintain materials for the induction of new coaches into the Club</li> <li>• Deliver coaching training</li> <li>• Mentor and develop Senior Coaches and Coaches</li> <li>• Provide real-time feedback to all coaches, including observing and supporting Junior Coaches and Coaches during games and training</li> <li>• Provide input on performance on Assistant Coaches, Junior Coaches, Coaches and Senior Coaches</li> </ul>



Role	Responsibilities
Coaching Coordinator(s) <sup>1</sup>	<ul style="list-style-type: none"><li>• Coordinate coaching logistics, including Assessment Day, training schedules and court allocations</li><li>• Appoint coaches and allocate coaches to team</li><li>• Monitor and evaluate performance of all coaches</li><li>• Maintain coach talent map and succession plan, and retain key talent</li><li>• Supervise the Coaching Development Officer</li><li>• Assign mentor coaches for Assistant Coaches and Junior Coaches</li><li>• Set and monitor coach reimbursement</li><li>• Coordinate player evaluations</li></ul>

The Club expects all coaches to adhere to the following ten principles:

1. Develop technical skills of players in line with the Malvern Tigers drill book
2. Take care of players and adhere to the Coaches Code of Conduct
3. Attend coaches meetings and training sessions, and subscribe to the coaching communication forum (e.g., Malvern Tigers Coaches Group on Facebook)
4. Prepare in advance for training sessions and games
5. Engage with the Team Manager to manage team logistics
6. Ensure a full team takes to the court each week, including finding fill-in players as needed
7. Organise a replacement coach if unavailable to coach training sessions or a game
8. Develop the Assistant Coach (where assigned one)
9. Evaluate player performance fairly and on a timely basis
10. Submit a time report (where applicable) within 7 days of month end

Assistant Coaches, Junior Coaches or Coaches that do not fulfil their responsibilities or adhere to the ten principles may be removed from their role at the discretion of the Coaching Coordinator(s). Senior Coaches and the Coaching Development Officer may be removed from their role at the discretion of both the Coaching Coordinator and Executive Committee.

#### Qualification

A coach may be the parent of a member of the Club that is playing in the current season, or a non-parent including current players over 14 years of age and professional coaches. Non-parent coaches under 18 years of age must be playing for the Malvern Tigers in the appropriate Waverley Competition and Age Group for their age and gender. All coaches aged 18 or over must have a current Working With Children (WWC) Check.

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<sup>1</sup> The role of Coaching Coordinator may be filled by one or two members of the Executive Committee (e.g., one Coaching Coordinator for the Girls programs, another for the Junior program).

Criteria for coaching roles are as follows:

Role	Parent coach	Non-parent coach
All coaches	<ul style="list-style-type: none"> <li>Parent of member playing in current season</li> <li>Current WWC Check</li> </ul>	<ul style="list-style-type: none"> <li>If under 18, playing for Malvern Tigers in appropriate Competition and Age Group</li> <li>If over 18, hold current WWC Check</li> </ul>
Assistant Coach	<ul style="list-style-type: none"> <li>Familiar with basketball</li> <li>1-2 seasons in role</li> </ul>	<ul style="list-style-type: none"> <li>Playing U14 or above</li> <li>Remain in role 1-2 seasons</li> <li>+100 games played</li> </ul>
Junior Coach	<ul style="list-style-type: none"> <li>Not applicable</li> </ul>	<ul style="list-style-type: none"> <li>Playing U14 or above</li> <li>Remain in role 2-3 seasons</li> <li>+150 games played</li> </ul>
Coach	<ul style="list-style-type: none"> <li>Played or very familiar with basketball</li> <li>2-4 seasons in role</li> </ul>	<ul style="list-style-type: none"> <li>Playing U16 or above</li> <li>2-4 seasons in role</li> <li>+200 game played</li> </ul>
Senior Coach	<ul style="list-style-type: none"> <li>Previously played or coached basketball</li> <li>+5-8 seasons in role</li> <li>Level 1 Accreditation</li> </ul>	<ul style="list-style-type: none"> <li>Playing U18 or above</li> <li>+5-8 seasons in role</li> <li>+300 games played</li> <li>Level 1 Accreditation</li> </ul>
Coaching Development Officer	<ul style="list-style-type: none"> <li>Previous role as Senior Coach or equivalent</li> <li>Previous experience as Representative Basketball Coach or equivalent</li> </ul>	
Coaching Coordinator(s)	<ul style="list-style-type: none"> <li>Previous experience as Coach, Senior Coach or equivalent</li> <li>Member of Executive Committee</li> </ul>	

### Appointment and allocation

The Coaching Coordinator(s) are responsible for the process of appointing coaches and allocating coaches to teams. Coaches are appointed roles and allocated teams for one Season only, and all coaching appointments expire after the last game of the Season.

In order to fill coaching roles, the Coaching Coordinator(s) may seek expressions of interest from parents and non-parents before the commencement of the Season, and may also advertise coaching roles both within the Club and externally.

When appointing and allocating coaches to teams, the Coaching Coordinator(s) will consider among many things:

- Performance evaluations for the previous Season, including demonstrated knowledge of basketball and proficiency in coaching;
- Feedback about the applicant coach from parents of members for the previous Season;
- The level of adherence to the 10 Principles of coaching (refer "Responsibilities" below) and Malvern Tigers policies and procedures;
- Willingness to take on mentoring roles for Assistant and Junior Coaches;
- Feedback from the Coaching Development Officer and the Executive Committee;
- Development of individual coaching and the progression of the Clubs coaching talent map and succession plan;



- Balancing parent and non-parent coaches to optimise the cost to the Club;
- The Coaching Coordinators' own observations of the coaches performance; and
- Whether non-parent coaches under 18 years of age have continued to support the Club by playing for Malvern Tigers in appropriate Competition and Age Group.

All coaching appointments must be approved by the Coaching Coordinator(s) and/or Executive Committee as follows:

Role	Approval
Assistant Coach	Coaching Coordinator
Junior Coach	Coaching Coordinator
Coach	Coaching Coordinator
Senior Coach	Coaching Coordinator and Executive Committee
Coaching Development Officer	Coaching Coordinator and Executive Committee
Coaching Coordinator(s)	Executive Committee

All coaching allocations to teams are made by the Coaching Coordinator(s). The Coaching Coordinator(s) are responsible for ensuring the coaches are allocated a team that is appropriate for their capabilities. For example, volunteer parent coaches with a basic knowledge of basketball can be assigned Assistant Coach or Coach roles for lower level U8 and U10 teams, whereas experienced non-parent coaches with previous experience playing and coaching basketball should be assigned Coach or Senior Coach roles for upper level teams (e.g., Black and Red).

#### Capabilities

Coaches will possess a technical knowledge of basketball and coaching skills consistent with the Age Group and level of team they are coaching. This comprises:

- Technical Basketball Knowledge – understanding of the individual skills and teamwork fundamental relative to the age group being taught;
- Communication and inter-personal skills – ability to engage, encourage, instruct and coach young players as well as the ability to communicate with parents and other stakeholders; and
- Organisation and management – the ability to plan, organise, evaluate, develop and implement in terms of training and match time

Assistant Coaches will be developed in accordance with the Assistant Coach program. Assistant Coaches will also be assigned to Coaches and Senior Coaches for mentoring and development. Junior Coaches will also be assigned to Senior Coaches for mentoring and development. The Coaching Coordinator(s) will oversee and manage the assignment of mentoring and development responsibilities to Coaches and Senior Coaches.

Coaches are required to attend training sessions arranged by the Club, and the Club will periodically arrange for coaches to attain their Level 1 Accreditation. Coaches are also expected to individually develop their own capabilities including through reading literature and watching basketball games.

#### Performance

The Coaching Coordinator(s) are responsible for the process of monitoring and evaluating the performance of coaches. The performance of all coaches will be evaluated at the end of each Season. The performance evaluation may consider:



- Feedback from parents of members coached during the Season, including through the use of surveys;
- Feedback from Senior Coaches;
- Feedback from the Coaching Development Officer and the Executive Committee; and
- The Coaching Coordinator(s) own observations of coaching performance.

The Coaching Coordinator(s) may exercise discretion in determining both whether and how to communicate performance evaluations to coaches.

**Progression and retention**

The Coaching Coordinator(s) are responsible for the process of preparing and maintaining a coaching talent map and succession plan. Recognising that the tenure of parent and non-parent coaches across all roles is not infinite, the objective of the talent map and succession plan is to provide the Club with an ongoing supply of coaches to ensure the future viability and success of the Club.

The talent map and succession plans support the identification and development of potential coaching talent, starting at Assistant Coach. The Coaching Coordinator(s) will present the talent map and succession plan to the Executive Committee at least once per Season.

Both the Coaching Coordinator(s) and the Coaching Development Officer are responsible for activities and initiatives to retain key coaching talent, including:

- Assisting parent coaches, and helping them enjoy their coaching roles;
- Developing and maintaining the Assistant Coaching program and nurturing the progression of Assistant Coaches through to a Coach role. This include assigning to Coaches the role of mentoring an Assistant Coach.
- Assigning to Senior Coaches the role of mentoring a Junior Coach.
- Mentoring and developing Coaches and Senior Coaches, including through observing training and games in order to provide feedback and encouragement.

**Reimbursement**

As a non for profit organisation, the Club does not remunerate coaches, but does provide a refund of membership subscriptions for parent coaches, and a payment to non-parent coaches, to reimburse for expenses incurred based on their role as follows:

Role	Parent	Non-parent
Assistant Coach	No reimbursement	No reimbursement
Junior Coach	Not applicable	\$15/hour
Coach	20% refund of membership subscription	\$20/hour
Senior Coach	30% refund of membership subscription	\$30/hour
Coaching Development Officer	Determined by Coaching Coordinator(s) and approved by Executive Committee	
Coaching Coordinator(s)	Not applicable (i.e., non-remunerated member of Executive Committee)	



## Malvern Tigers Basketball Club, Inc. Coaching Framework

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Unless approved by the Executive Committee, under no circumstances will coaches be reimbursed for expenses incurred other than in accordance with the above table.

The Club provides all coaches with:

- Coaching polo.
- Season Pass to access the Waverley Basketball Association.
- Training, including the opportunity to obtain Level 1 Accreditation fully subsidised by the Club.

All non-parent coaches aged 18 years old or under are required to support the Club by playing in the appropriate Competition and Age Group. Coaches that do not support the Club in this way will not be reimbursed.

Exceptions

Exceptions to this Coaching Framework require approval of the Executive Committee.