

# Overview

## ***Junior Development***

A junior squash player is considered to be a person below the age of 20 years old. To be eligible for an Australian or Tasmanian junior ranking a person must be 19 years of age or under in a given year.

This document outlines the performance pathway for Tasmanian junior squash players:

1. Participation – minimal commitment
  - a. Attends club participation programs such as coaching sessions and in house pennants
  - b. May play in tournaments
2. Club Player – is committed to train to improve their squash
  - a. Attends a number of club coaching programs per week as determined by the individual club
  - b. Plays in a regular club competition
  - c. Plays in tournaments, including regional state team selection junior tournaments
3. State Development Player – is a state level player committed to meet minimum training and tournament requirements
  - a. Commits to a minimum number of coaching programs per week as specified
  - b. Commits to a minimum number of fitness/strength sessions per week as specified
  - c. Commits to play in a regular club competition
  - d. Commits to play in graded and state team selection junior tournaments
  - e. Commits to play in Australian junior competitions in order to gain a national ranking
  - f. May play in adult tournaments
4. Australian Development Player – a top level player involved with a National Talent Squad
  - a. Meets minimum training requirements in line with Squash Australia's National Talent Squad criteria

Each squash club should aim to increase its number of registered participation players and to also have a program in place to accommodate juniors at their club who wish to participate at the Club Player level.

Club coaches should aim to have programs which assist participation players to progress to club players. Being a club player should not necessarily be based on talent alone. Player should show a willingness to commit to work hard to improve their squash and commit to a regular training program. Each club will have the discretion of developing their own Club program. It is advised that in order to facilitate transition between the club player and state development player that these club programs incorporate a goal for these players to attend an interstate event such as the Victorian Junior Championships. This will assist players in gaining valuable travel and interstate competition experience.

The focus of this document is the State Development Player. The opportunities and development of club level players will be up to the individual clubs to implement.

A high performance squad called the Junior Performance Pathway Squad will be selected by the Squash Tasmania Performance Pathway Committee in line with the regulations in this document. This squad of players will be required to commit to the requirements of being a State Development Player as outlined in the Squash Tasmania Performance Pathway Player Regulation.

Squash Tasmania will run two Squash Tasmania Performance Pathway group training sessions each year.

- The group training sessions will provide the squad players with a chance to socialise, improve their knowledge through information sessions from guest speakers, participate in on court training and will include physical testing.
- One group training session is to be held in the north, the other in the south. Players will be required to attend both group training sessions.
- The performance pathway Committee may at their discretion request that playoffs between particular players be included in the group training sessions for the purpose of State Team selection.

A junior state team will be selected in accordance with the State Team Selection Regulation. In order to be eligible for state team selection a player must have competed in the two junior regional selection tournaments, be registered with Squash Tasmania and be eligible to compete in one of the junior age groups at the Australian Junior Championships.

### ***Open Development – yet to be implemented***

An open level player is a person over the age of 19. It should also be noted that persons over the age of 35 are also considered masters level players.

This document will outline the performance pathway for Tasmanian open squash players:

1. Participation – minimal commitment
  - a. Attends club participation programs such as in house pennants

- b. Plays in local tournaments or pennants
2. Club Player – is committed to train to improve their squash
  - a. Attends club coaching programs or team practice sessions
  - b. Plays in a regular pennant
  - c. Plays in adult tournaments
3. State Development Player – is a state level player committed to meet minimum training requirements
  - a. Commits to a minimum number of coaching programs per week (to be specified in future regulation)
  - b. Commits to plays in a pennant
  - c. Commits to play in adult tournaments (required number to be specified)
  - d. Aims to play in the Tasmanian Open and the National Teams Championships
4. Australian Development Player – a top level player involved with an Australian Squad
  - a. Meets minimum training requirements in line with Squash Australia's performance pathway

Each squash club should aim to increase its number of registered participation players and to also have a program in place to accommodate adults at their club who wish to participate at the club player level.

Club coaches should aim to have programs which assist participation players to progress to club players. Being a club player should not necessarily be based on talent alone. Player should show a willingness to commit to work hard to improve their squash and commit to a regular training program. Each club will have the discretion of developing their own Club program. It is advised that in order to facilitate transition between the club player and state development player that these club programs incorporate a goal for these players to attend adult tournaments.

The focus of this document (when developed) is the State Development Player.

A high performance squad called the Open Performance Pathway Squad will be selected by the Squash Tasmania Performance Pathway Committee in line with this document. This squad of players will be required to commit to the requirements of being a State Development Player.

Players in the Open Performance Pathway Squad will be invited to attend two training camps each year.

The regulation for the selection of the Tasmanian State Open Team is given in this document. This is an interim regulation until such time that a performance pathway structure can be implemented for Tasmanian open players.

### ***Coach Development***

Each squash club should aim to have a number of qualified squash coaches registered with Squash Tasmania. These coaches should aim to facilitate the programs for squash players at their club.

Coaches who run programs for State Development Players need to meet the particular requirements of the Performance Pathway Coach Regulation.

Each Tasmanian State Junior Team or Performance Pathway Squad travelling to the mainland will require supporting coaches and officials. Each travelling team will have a Household Manager and a team of coaches in attendance. Of the team of coaches in attendance a Coaching Team Leader will be elected by the Performance Pathway Committee. The Coaching Team Leader will also be appointed as Tour Manager.

It shall be the aim of the travelling officials to work as a cohesive team to support the players attending the event.

Squash Tasmania will run at least one state coaching conference each year and one coaching workshop each year. These will provide the opportunity to increase the standard of coaching to our high performance athletes through the education of all Performance Pathway coaches. Other Tasmanian and interstate coaches may also attend. The conferences and workshops will aim to increase each coach's knowledge in fundamental areas of coaching without advertising a particular brand of coaching ideal or technique. This will improve the standard of high performance coaching available to the Performance Pathway players.

### ***Referee Development***

Each squash club should aim to have a number of club referees registered with Squash Tasmania and at least one State Level Referee. These referees will be able to assist their club by developing programs to improve the rule knowledge of their club players. Tasmania should also aim to provide a number of National Level Referees who undertake refereeing at National level events such as the Australian Junior Open and National Teams Championships.

### ***Travelling Manager Development***

Each travelling Tasmanian Performance Pathway Squad or State Team will require a Tour Manager and Household Manager, the Regulations for the selection criteria and roles of the Junior Performance Pathway Squad managers are outlined in this document.

It shall be the aim of the travelling managers to work as a cohesive team to support the players attending the event.

### ***Payments and Funding***

Squash Tasmania will endeavour to subsidise funding for the Squash Tasmania Performance Pathway structure. Any monetary funding received towards the Junior Performance Pathway Program is to be issued through the players (not the clubs or coaches). Any junior performance pathway funding will be equally split between the Performance Pathway Squad players.

In addition, funding may be sourced for the coaching conference which will be used to increase the standard of coaching, and funding may be sourced for the State Team which may contribute to team coach, referee and manager expenses.

Clubs should be encouraged to financially support coaches attending Australian Junior Open and Australian Junior Championships.

The Performance Pathway structure is implemented through Squash Tasmania. All monetary items relating to Performance Pathway events should be made through the Squash Tasmania bank account in order to provide an audit trail on this program.

Members of the Squash Tasmania Performance Pathway will be offered the option of making monthly payments towards the cost of attending the two Squash Australia junior events each year. For those players who do not enter into an agreement to make regular payments an invoice will be issued three months out from the event for an initial deposit to secure the person's attendance at the event. Then another invoice will be issued two months and one month out for final costs associated with attendance at the event. A written commitment must be made to meet these payment requirements.

This is to ensure that there are sufficient funds in the Squash Tasmania bank account to pay for costs associated with booking these trips. Should the final costs associated with attendance at each tournament be less than the invoiced amount the surplus will be refunded to the person after the tournament, the amount invoiced will allow for an expectation of incidental costs so that Squash Tasmania does not run short of monies when paying for all costs associated with the event.

Players who do not meet the minimum requirement for a Performance Pathway Player will be warned if there is insufficient improvement then the player will be removed from the Squad by the Performance Pathway Committee.

Players selected in a Tasmanian State Team will be provided with an invoice for the cost of attendance at the Teams Championships. In addition if a selected player is not a member of the Performance Pathway Squad they will also be invoiced for the cost of attending the Individual Championships. The invoice will state the amount owed and payment will be due within 14 days of the date of issue.

### ***Discussion***

To achieve these goals through the Squash Tasmania Performance Pathway the following will occur: High Performance development will fall under the banner of Squash Tasmania within a structure known as the Squash Tasmania Performance Pathway. Individual clubs will remain responsible for

participation programs and club development programs that will underpin the Squash Tasmania Performance Pathway.

A Squash Tasmania Junior Performance Pathway Committee will be set up to oversee the junior section of the Performance Pathway. The members of this Committee will be selected by Squash Tasmania in accordance with the Squash Tasmania Junior Performance Pathway Committee Regulation. The Committee will have responsibilities as outlined in this Regulation. A chairperson for this Committee will be selected by Squash Tasmania from the members of the Committee who will have responsibilities in accordance with the Squash Tasmania Performance Pathway Committee Chair Regulation including reporting to the Squash Tasmania Committee.

The expected outcomes from the Performance Pathway are:

- There will be Junior Performance Pathway accredited Performance Pathway Coaches as approved by the Performance Pathway Committee based on the Squash Tasmania Performance Pathway Coach Regulation.
- There will be a squad of junior players selected each year by the Squash Tasmania Performance Pathway Committee based on the Squash Tasmania Performance Pathway Player Selection Regulations. These players will be required to commit to the Squash Tasmania Performance Pathway Player Regulations to maintain their Squash Tasmania Performance Pathway Player status.
- There will be at least one Squash Tasmania State Coaching Conference each year which will be compulsory for Squash Tasmania Performance Pathway Coaches (accredited coach to any Performance Pathway athlete) to attend as well as open to all Tasmanian coaches and interstate coaches.
- The Squash Tasmania Performance Pathway players and coaches will be required to attend both group training camps run each year.
- Should Performance Pathway coaches wish to organise additional get togethers of Performance Pathway Players in their region for training sessions this is encouraged.
- A Household Manager will be selected at the October Performance Pathway Committee meeting for the Australian Junior Open and Australian Junior Championships in line with the Regulation outlined in this document. They will have roles and responsibilities outlined in the Regulation for this position. The Committee will invite expressions of interest for this position prior to the meeting which should address the person's ability to perform the responsibilities of the role.
- A Coaching Team Leader and Bookings Manager will be selected at the January Performance Pathway Committee meeting for the Australian Junior Open in line with the Regulation outlined in this document. They will have roles and responsibilities outlined in the Regulation for this position. The Committee will invite expressions of interest for this position prior to the meeting which should address the person's ability to perform the responsibilities of the role.
- A Bookings Manager will be selected at the April Performance Pathway Committee meeting for the Australian Junior Championships for the year in line with the Regulation outlined in this document. They will have roles and responsibilities outlined in the Regulation for this position. The Committee will invite expressions of interest for this position prior to the meeting which should address the person's ability to perform the responsibilities of the role.

- A Coaching Team Leader will be selected at the July Performance Pathway Committee meeting for the Australian Junior Championships for the year in line with the Regulation outlined in this document. They will have roles and responsibilities outlined in the Regulation for this position. The Committee will invite expressions of interest for these positions prior to the meeting which should address the person's ability to perform the responsibilities of the role.
- Performance Pathway Coaches will be invited to attend the Australian Junior Open and Australian Junior Championships along with their athletes. They must agree to abide by the Squash Tasmania Code of Conduct. The group of coaches attending each event will be invited to apply for the position of Coaching Team Leader. The Coaching Team Leader will have responsibilities as outlined in the Squash Tasmania Coaching Team Leader Regulation.
- The Performance Pathway Squad and Tasmanian State Junior Team are to be selected by the Squash Tasmania Performance Pathway Committee in accordance with the Regulations.

The process following selection of the Squad and State Team will be as follows:

- Upon the selection of the Performance Pathway Players by the Performance Pathway Committee the invited players may accept or decline the invitation. By accepting, they agree to abide by the Squash Tasmania Performance Pathway Player Regulation and Squash Tasmania Code of Conduct.
- Upon the selection of the Squash Tasmania State Junior Team by the Performance Pathway Committee the invited players may accept or decline the invitation. By accepting, they agree to abide by the Squash Tasmania State Junior Team Player Regulation and Squash Tasmania Code of Conduct.
- The selected players will have a minimum two weeks from the selection date to advise whether they will commit to the Player Regulations. The players will be presented with an invitation which includes details of the commitment.
- The Performance Pathway selected players will commit to attend both of the two group training sessions to be held in November in the South and around May in the North.
- The State Team selected players will commit to attend the State Team group training session to be held approximately a month before the Australian Junior Championships.
- The group training sessions may include play offs within each age group at the discretion of the Committee to assist with selecting the final positioning of the Squash Tasmania State Junior Team.

The Squash Tasmania State Junior Team selection tournaments should be conducted in accordance with the Squash Tasmania State Junior Team Selection Tournament Regulation.

- There will be two such events each year, one in the North West and one in the South.
- The tournament will be held prior to August each year to allow sufficient time for players to be selected and commit to the Squash Tasmania State Junior Team.