

1 Establishment & Implementation of Transparent Selection Policies

1.1 Selection Committee

a) A Selection Committee will be formed by the council to support this initiative. The following structure is the committee members' functional role. They will be assigned to follow the selection criteria set in this document to ensure Transparency in the Selection process for the Elite Men and Women national team. The SBSA Selection Committee will be made up of **at least**:

- i. Chairman of SBSA HPE
 - o Vice President (Softball) or Vice President (Baseball)
- ii. Sub Committee
 - o Team Manager, Men's Team or Women's Team
 - o Head Coach, Men's Team or Women's Team
 - o Assistant Coach or Trainer, Men's Team or Women's Team)

1.2 Selection Procedures and Criteria

1.2.1 Level 1 Selection. Athletes who are selected will be invited to join the High Performance, Elite/Developmental Training Team.

- a) Annual Selections will be held by SBSA.
- b) Selection dates and venue will be disseminated to all schools with softball as well as softball & baseball teams in the SBSA network. Details will also be put on the SBSA website and social media platforms.
- c) Selection criteria for the Level 1 Selections are based on:
 - i. Offensive and Defensive Skills
 - ii. Agility
 - iii. Strength
 - iv. Flexibility (ability to play various positions)
- d) Level 1 Selections will be conducted by the respective team's Head Coach, Team Manager and at least one other coach or trainer.

1.2.2 Level 2 Selection. Athletes who are selected will be eligible to represent SBSA as part of the National Team.

- a) Only athletes who are part of the High Performance, Elite and Elite Developmental Training Team are eligible for Level 2 Selections.
- b) The athletes must fulfil a minimum duration of 9 months in the High Performance, Elite and Elite Developmental Training Team in the lead up to any Major Competitions. Major Competitions include but not limited to: The Olympics, Asian Games, Commonwealth Games, SEA Games.
- c) The athletes must fulfil a minimum duration of 3 months in the High

Performance, Elite and Elite Developmental Training Team in the lead up to any Other Competitions and Training Trips. These include but not limited to: ASIAN Softball Championship, ASEAN Softball Championship.

- d) SBSA will announce which competitions and training trips are considered Major or otherwise, annually.
- e) Selection Criteria for Level 2 Selections are based on:
 - i. Technical Competencies [% Weightage x 2]
 - Pitching Speed
 - Pitching Variation
 - Batting Average
 - Bat Speed
 - Base Running Speed for 1 base run
 - Base Running Speed for 2 base run
 - Base Running Speed for 1 home run
 - Throwing Speed
 - Fielding Statistics
 - Aerobic Fitness
 - ii. Progressive and Growth of Individual [% Weightage x 1]
 - Overall Improvements in Strength & Conditioning Test
 - Overall Improvements in Physiological Test
 - Overall Improvements as a Softball &/or Baseball Athlete (Technical and Tactical maturity, Team dynamics)
 - Overall Improvements as a Person (Determination, Willingness, Teachability)
 - iii. Important Desirable Qualities [% Weightage x 1.5]
 - Attitude (Desire, Drive, Willingness, Ambition, Work Ethics)
 - Attendance for Trainings, Testing and Workshops
 - iv. Other Desirable Qualities [% Weightage x 0.5]
 - Mental (Intelligence, Softball Sense, Teachability, Knowledge of Game, Aptitude)
 - Team Dynamics Contribution (Leader, Facilitator, Calming Presence, etc)
 - Strategic Siting (Importance of Position, Desirability of Position)
 - Commitment to Elite Athlete (Diet, Weight, Smoke free, Alcohol free, Mental Rehearsals, Fitness)
- f) Level 2 Selections will be conducted by the respective team's Head Coach, Team Manager and at least one other coach or trainer and endorsed by the Chairman of SBSA HPE.
- g) The athletes must be a Singapore Citizen, not holding dual nationalities if they are above 21 years of age, at the time of nomination.

1.2.3 Coaches Quarterly Athlete Progress Report

- a) The committee will meet on a quarterly basis to review with coaches on the athlete's progress.

1.2.4 Finalisation by Committee

- a) Final decision will be made based on the above-mentioned criteria.

1.2.5 Appeal Committee

- a) The Appeal Committee will consist of the Executive Committee Members from SBSA, not including any members from the Selections Committee.
- b) The Appeal Committee will focus on the following when reviewing the appeal of the athlete(s) concerned:
 - i. Coach's recommendation
 - ii. Selection Committee decision
 - iii. Other considerations
 - iv. Captured Statistics
 - v. Fitness Test Results
- c) Appeal cases must be brought forth to the Team Manager, within 3 days of the announcement of the selected athletes to the team, who will duly inform the Appeal Committee.
- d) The Appeal Committee will have the final decision on the appeal case.