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**Talent Development Centres in 2014: Guidance for Organisers**

**Changes for 2014:**

When the Talent Development Centre concept was first announced in 2011, it was promised that the original hosts would have hosting rights for two years. At the expiration of the original two year period, the TDCs would be re-advertised to the wider squashing public, to ensure openness and transparency in the process. This process is now being undertaken, and expressions of interest invited to host TDCs for the **next three years (2014-2016)**.

Due to the success of the Talent Development Centre model so far, Squash New Zealand would like to add a fourth centre in 2014. Based on population and squash player numbers, this fourth centre will be based in the current ‘Northern’ region. This would mean two TDCs to cater to the Northland, Auckland, BOP and Waikato districts.

**Selection Guidelines:**

In 2014 Squash New Zealand would like to continue the transparent selection policies introduced in 2013. There will be some concrete requirements for TDCs, whilst still allowing some flexibility for each TDC to select and nurture local talent.

* 20 players must be selected for each TDC
* The top three players (boys and girls) on the grading list (only taking into account the TDC catchment area) in each of the under 11 and under 13 age groups as at 1 January 2014 are guaranteed invitations to participate in the TDC programme for the year. This will ensure some transparency around selection, and should ensure that all age groups and sexes are reasonably well represented in each TDC. Squash NZ will send TDC organisers the age group grading list as at 1 January 2014 around the middle of December.
* The remaining eight places in the TDC are ‘wildcard selections’ at the discretion of the TDC head coach/organiser. These wildcards can be any age group and/or sex, and could potentially include players with unlucky birthdays (who are ‘only just’ out of age as at 1 January). Squash NZ suggests that organisers ask for nominations from neighbouring districts.
* Nominations for wildcard selections must be **received from districts no later than 2 December 2013**.
* Invitations to TDC squad membership must be sent out to players **no later than 9 December 2013.**
* If a player guaranteed an invitation by his/her place on the grading list turns his/her place down, that place goes into the ‘wildcard pool’.
* The 20 initially selected players must be guaranteed a place in all four TDC camps. However, if a player(s) can’t make a camp due to injury or unavailability, his/her place may then be offered to another player. A pool of reserves may therefore be useful.
* Squash New Zealand will communicate with the eleven districts reminding them that the TDCs are an important part of the High Performance programme, and inform them that the TDC organisers will be in touch to ask for nominations by 2 December.
* Once squads are selected, it is important that TDC organisers inform the districts of the makeup of the squads. This is simply for their information, and to ensure a good working relationship between SNZ, districts and TDCs.

**Minimum Delivery Requirements:**

**Contact time**

Camps must be for two days, with the duration of each day being a **minimum of 6 hours** from start (first on court session) to finish. This includes a **maximum of 1 hour** lunch break.

**Sessions**

Each two day camp must also include the following **minimum** content:

4 x 2 hour on court (or active sessions) sessions

2 x 45 minute off court workshops

An example of a weekend camp meeting the **minimum** requirement is as follows:

|  |  |  |
| --- | --- | --- |
| **Content** | **Saturday** | **Sunday** |
| **Arrivals at club/venue** | 9.30am | 9.00am |
| **On court session** | 10.00-12.00pm | 9.30-11.30am |
| **Lunch break** | 12.00-1.00pm | 11.30-12.30 |
| **Workshop** | 1.00-1.45pm | 12.30-1.15 |
| **On court session** | 1.45-3.45pm | 1.15-3.15pm |
| **Debrief & Finish** | 3.45-4.00pm | 3.15-3.30pm |

**Dates**

The four TDC camps should, where possible, run over the same dates as the National Development Squad camps. In 2014 these dates are:

* + TBC
  + TBC
  + TBC

Please note that these dates are flexible. Should you need to change any of them, please discuss with Squash NZ.

**Reporting**

Reporting templates will be provided by SNZ before the first camp. The following reporting requirements must be met within ten days of the last day of each camp:

1. **Individual player reports**. These must be sent directly to each player (template available on request), their parents and their personal coach and include:
   * Technical advice
   * Tactical advice
   * Effort & Behaviour report
   * General observations and feedback
2. **Camp Report**. This must be sent to Squash New Zealand (template available on request) and include:
   * Detailed Camp plan (sessions, themes, times, workshops)
   * Players in attendance
   * Coaches in attendance
   * What went well
   * What could have been done better
   * Outstanding performances or improvements of specific players, and why.

It is the responsibility of the TDC head coach/organiser to send out reports. However, it is important to collate feedback and observations from the whole coaching staff involved in delivering each camp.

**Coaching Staff**

The Head Coach is responsible for leading the delivery of each camp, including delegation of duties to the assistant coaches. A minimum of two assistant coaches are required to be in attendance for the whole duration of each day of each camp. Over the course of the year, one assistant coach from each surrounding district must be invited on a paid basis to assist for a minimum of 2 days (or 1 camp). Nominations for each District’s identified coach must be called for at the same time as asking for player nominations.

A maximum of one Former/Current High Performance squad member (not including NDS) may be used as an assistant coach at each camp.

**Maximum Charge**

A Maximum cost of $100.00 per player, per camp may be charged. The following **example budget** is based on one camp, comfortably covering costs, with 18 players attending.

**Outgoings**

Head Coach (Including all Admin & Reporting) $700.00

Assistant Coaches (2 @ $125.00 per day for 2 days) $500.00

Court/Venue Hire $300.00

Guest Speaker/Presenter (for workshops) $100.00

Balls (above and beyond those provided by SNZ) $ 50.00

Additional resources/stationery $100.00

Coaches Travel/Accommodation (only if necessary) $200.00

Lunch for players and coaches @ $125.00 per day $250.00

Total Outgoings **$2200.00**

**Income**

Player Fees (18 @ $100.00 each) $1800.00

\*SNZ Contribution $ 500.00

Total Income **$2300.00**

**Surplus $ 100.00**

\*An additional one off cost of $500.00 has been allowed to cover Pre-Season Planning/Admin/Selection. This may be added to the invoice sent to SNZ following the first camp.

**Other delivery guidelines:**

* Voluntary Coaching Assistance: If assistant coaches are willing to attend camps to observe/assist free of charge as part of their development this should be encouraged. This should always be by arrangement and agreement with the Head Coach.
* Accommodation: accommodation/billeting is not compulsory, but can be organised as an added extra.
* Extra funding: TDCs are encouraged to seek additional funding and/or sponsorship locally. Squash New Zealand is able to provide letters of support for any such applications.
* Additional sessions: SNZ recommend the utilisation of coaches who have completed the Coachforce Injury Prevention and Hydration/Nutrition modules to present to the TDC squads on these topics. This is a cheap way to deliver valuable sessions to the squad members, whilst upskilling other enthusiastic coaches.
* T-shirts: if you are providing t-shirts for your TDC squads we suggest organising and charging for these separately (above and beyond the per camp cost).
* Open Communication: All Head Coaches and SNZ are required to engage in an on-going ‘open forum’ via email in order to share observations, thoughts and ideas of best practice in delivering and improving the TDC programme.

**What Squash New Zealand will provide:**

* $2000 financial assistance payable as follows:
  + $1000.00 February 2014 upon receipt of invoice and camp 1 report;
  + $500.00 June 2014 upon receipt of invoice and camp 2 report;
  + $500.00 September 2014 upon receipt of invoice and camp 3 report;
* Three dozen balls;
* Support, guidance and communication from High Performance Coach Paul Hornsby before each camp, including:
  + Resources, presentations, workshops and lesson plans for each camp
* Letter of congratulations to each selected player from High Performance Coach Paul Hornsby (names and addresses must be provided by the TDC Head Coach/organiser);
* Letters and correspondence to support any funding applications.