



BASKETBALL NSW

BASKETBALL NSW

2023-2025

HIGH-LEVEL

TECHNICAL OFFICIALS

DEVELOPMENT PLAN

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ACKNOWLEDGEMENT OF COUNTRY

BASKETBALL NSW ACKNOWLEDGES THE TRADITIONAL CUSTODIANS OF COUNTRY THROUGHOUT NEW SOUTH WALES AND THEIR CONNECTIONS TO LAND, SEA AND COMMUNITY IN WHICH WE GATHER, MEET AND PLAY. WE PAY OUR RESPECT TO THEIR ELDERS PAST, PRESENT AND FUTURE AND EXTEND THAT RESPECT TO ALL ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES.



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EXECUTIVE SUMMARY

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EXECUTIVE SUMMARY

THIS HIGH-LEVEL TECHNICAL OFFICIALS DEVELOPMENT PLAN LAYS OUT A STRATEGY FOR THE SPORT OF BASKETBALL IN NSW THROUGH TO 2025.

As part of the development of the Basketball NSW 2022-2025 Strategic Plan, the sport is aiming for 100,000 registered participants by 2025.

Targeted groups of customers who participate in leagues run by Basketball NSW were asked to take part in an online survey and focus group interview sessions, including all technical officials who worked in our 2021 Waratah Senior Leagues, to help identify the key areas of focus for the Basketball NSW 2022-2025 Strategic Plan.

In addition, Basketball NSW hired the Sydney University SPRINTER research team in 2021 and 2023 to undertake a member study to learn more about basketball consumers at all levels of the game in order to determine how the sport can boost basketball participation and enhance retention throughout NSW.

The results from these two projects have helped us articulate the strategic priorities and enablers for this plan, which have then been fine-tuned by a further working group of our senior league officials.

This High-Level Technical Officials development plan should be read in conjunction with the Basketball NSW Strategic Plan 2022-2025, the strategic objectives in this plan are aligned with our overall growth strategy, with a strong emphasis on roles, responsibilities, and communication to build trust.

As we work towards activating this plan across NSW, which is to arrest the ongoing challenges associated with the shortage and retention of officials. We will collaborate and, in the true essence of partnerships with our associations, ensure that this is a key strategic priority at all levels of the game.



MARIA NORDSTROM
CEO - Basketball NSW



DEVELOPMENT PRIORITIES

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DEVELOPMENT PRIORITIES

#1 CAPACITY BUILDING

Create a brand that connects basketball referees, score table officials and statisticians with the game that is appealing, inclusive, courteous, welcoming, and positive.

- Invest in ambassadors
- Build staff capacity
- Support inclusion for all
- Be informed by the officiating community
- Storytelling
- Identify and introduce possible new candidates to the career path of a technical official.
- Multi skill HP referees in score table and statistician roles.
- Introduce an information session on becoming a technical official
- Ensure visible leadership
- Develop onboarding tools
- Focus on fun
- Stats and Score table active and current senior league officials to be evaluated once per season. (minimum)

#2 RETENTION

Grow valued, lifelong relationships with our existing referees, score table officials and statisticians by enhancing, being innovative, and diversifying their basketball experience.

- Set minimum standards
- Be informed by the officiating community
- Provide professional development and mentoring opportunities and make pathways more visible.
- Publicise and acknowledge levels of accreditation for Level 2 and above.
- Prioritise communication
- Ensure strategies are aligned
- Celebrating milestones/appointments
- Recognition of Service and pathway upgrades.
- Connect with technical officials out of season.
- Increase opportunities for technical officials to officiate at National Championships and international games as they become available.





#3 PATHWAYS

Support referees and technical officials by providing them with possibilities for professional growth and more development pathways.

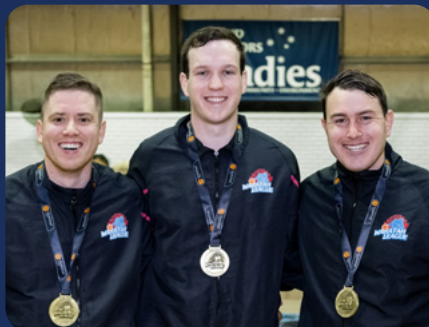
- Make pathways more visible (Refresh current documents on Technical Officials pathways)
- Be informed by the officiating community (Post season survey and weekly bulletin)
- Provide support structures (mentoring of younger less experienced Technical Officials)
- Make the appointment criteria transparent
- High-Performance/Development programs for referees
- Create a leadership team from NBL1/Waratah/Technical Officials
- Implement a talent ID system for upgrades in stats and score table.

#4 EDUCATION

Evolving our techniques to a setting that is safe, adaptable, and openly encourages learning in a collaborative and personalised manner.

- Teach more than just the rules of the game
- Teach other disciplines of the game, e.g. wheelchair
- Referee and Technical Officials Assessor/educator programs
- Exchange programs between States and Associations within the State (BNSW)
- Accreditation / Training platform







ENABLERS

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ENABLERS

#1 COMMIT TO EVIDENCE-BASED DECISION-MAKING

Continue to solicit feedback from the officiating community, and use the results to guide this strategy.

- Understand where we are at with baseline reporting using the previous season's data as an annual reset.
- Officiating Community included in the sports overall bi-annual participant survey.
- Develop a state-wide approach
- Be informed by the officiating community

#2 WORKING TOGETHER

Development comes from cooperation and information sharing, teamwork is the key to success

- Collaborate with Basketball Australia and other States and Territories and the NBL.
- Collaborate with our community
- Review Technical Officials Advisory Committee - annually
- Share best practice
- Collaborate with our associations

#3 BE ACCOUNTABLE FOR CHANGE

Accountability and compliance are required

- Achievable key performance indicators
- Require board reporting
- Embed outcomes into association strategic plans
- Require reporting at the State Conference
- Embed outcomes into operational plans
- Require reporting to other stakeholders (BA, NBL & OoS)





KEY ACTIONS - STRATEGIC PRIORITY #1 - CAPACITY BUILDING

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KEY ACTIONS - STRATEGIC PRIORITY #1 - CAPACITY BUILDING

CREATE A BRAND THAT CONNECTS BASKETBALL REFEREES WITH THE GAME THAT IS APPEALING, INCLUSIVE, COURTEOUS, WELCOMING, AND POSITIVE.

ACTION AREA	KEY ACTIONS	BY WHEN
Invest in ambassadors	<ul style="list-style-type: none">• BNSW to select two current FIBA accredited officials to become “ambassador(s)” of the game.• BNSW to budget accordingly for ambassador(s) to attend certain events.	Q4 2023
Build staff capacity	<ul style="list-style-type: none">• Educate and engage staff and officials to provide quality educational and game experiences	Q3 2023
Support inclusion for all	<ul style="list-style-type: none">• BNSW to promote and celebrate the diversity within the officiating community.• BNSW will engage with women and girls from diverse communities, including Aboriginal and Torres Strait Islander people, those from culturally diverse backgrounds, LGBTIA+ communities, and socio-economically disadvantaged communities, to better understand how we can recruit more officials.	Q4 2023
Be informed by the officiating community	Representative Basketball <ul style="list-style-type: none">• Senior League Leadership Group be tasked with designing annual survey questions.• At the end of the representative season, both senior and junior league officials will be surveyed to provide feedback on their season. The outcome of the surveys is to be shared back with the community in Q4 of each year.• BNSW to advertise to officials who have recently completed either the intermediate or advanced courses to seek their interest in officiating representative basketball the following season. Connect those officials with their association.	Q4 2023
Storytelling	Domestic Basketball <ul style="list-style-type: none">• BNSW to leverage the referee community through storytelling, short-form video etc. Associations use these tools to help recruit referees at the local level.	Q4 2023
Introduce an information session on becoming a referee	<ul style="list-style-type: none">• BNSW to introduce a free information session for those interested in becoming an official.	Q3 2024
Develop onboarding tools	<ul style="list-style-type: none">• Develop and build a resource kit for associations to induct new referees into their network.	Q3 2024
Focus on fun	<ul style="list-style-type: none">• Raise awareness that, under the correct settings and environments, officiating can be a very positive and enjoyable experience.	Q4 2023



KEY ACTIONS - STRATEGIC PRIORITY #2 - RETENTION

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KEY ACTIONS - STRATEGIC PRIORITY #2 - RETENTION

GROW VALUED, LIFELONG RELATIONSHIPS WITH OUR EXISTING REFEREES BY ENHANCING, BEING INNOVATIVE, AND DIVERSIFYING THEIR BASKETBALL EXPERIENCE.

ACTION AREA	KEY ACTIONS	BY WHEN
Set minimum standards	<ul style="list-style-type: none">• As part of the course curriculum, ensure officials are aware of what the minimum standards are to become an official..• BNSW to support officials through public campaigns of “respecting officials” through signage, program adverts, court announcements etc• BNSW will hold accountable those responsible for bringing the game into disrepute.	Q2 2024
Be informed by the officiating community	<ul style="list-style-type: none">• BNSW to conduct both online surveys and focus group sessions with officials who are new to the game, to understand better their current experiences and what support they need to achieve their desired next level. Findings of the survey and focus groups to be used to help alter campaigns to recruit and retain new officials.• As a means of providing continuous feedback, BNSW will provide a self-initiated online survey for officials who have decided to stop officiating.	Q4 2023
Provide professional development and mentoring opportunities	<ul style="list-style-type: none">• Professional Development and Mentoring programs to be developed for the following areas:<ul style="list-style-type: none">▪ For both referees in identified programs and those wanting to “buy” the experience.▪ Referee Instructors▪ Referee Program Managers• BNSW will lobby for our elite officials to earn further opportunities at leagues, events, and initiatives not managed by BNSW.	Q2 2024
Prioritise communication	<ul style="list-style-type: none">• Develop and implement a communication strategy that referees “opt-in” to receive; this will promote upcoming opportunities and celebrate successes from within the officiating community.• Regularly communicate with active officials via tools (e.g., Refbook) regarding their involvement/participation in leagues managed by BNSW.	Q3 2024
Ensure strategies are aligned	<ul style="list-style-type: none">• BNSW to engage with associations annually to develop and review strategies to recruit and retain officials.	Q3 Each year
Celebrating milestones/ appointments	<ul style="list-style-type: none">• BNSW will acknowledge the selection or appointment of NSW officials on its website and social media channels.	As Occurs
Recognition of service	<ul style="list-style-type: none">• BNSW to develop a strategy that covers;<ul style="list-style-type: none">▪ Day-to-day recognition▪ Information recognition▪ Formal recognition	Q2 2024



KEY ACTIONS - STRATEGIC PRIORITY #3 - PATHWAYS

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KEY ACTIONS - STRATEGIC PRIORITY #3 - PATHWAYS

SUPPORT REFEREES BY PROVIDING THEM WITH POSSIBILITIES FOR PROFESSIONAL GROWTH AND MORE DEVELOPMENT PATHWAYS.

ACTION AREA	KEY ACTIONS	BY WHEN
Make pathways more visible	<ul style="list-style-type: none">• Evolve the BNSW website to simplify the pathway for officials.	Q1 2024
Be informed by the officiating community	<ul style="list-style-type: none">• Ask officials to identify key barriers and opportunities for improvement, including how to make pathways and professional development opportunities more effective.	Annually
Provide support structures	<ul style="list-style-type: none">• Build a network of officials, presenters and specialists across the sport to share learnings with respect to becoming an elite official.	Q1 2024
Make the appointment criteria transparent	<ul style="list-style-type: none">• Annual review appointment criteria and communicate any key changes.• Any documentation pertaining to the selection/appointment of officials must be easily accessible on the BNSW website.	Q3 2023
High-Performance/ Development programs for referees	<ul style="list-style-type: none">• Review existing programs and modernise them to ensure participants receive the required training to advance both their on and off-court competencies.• BNSW to develop a talent identification program and will support the identified officials with either recognition of prior learning or accelerated learning chances to fast-tracks their career dependent on their level of competence.	Annually
Create a leadership team from NBL1/Waratah	<ul style="list-style-type: none">• Before each season begins, the current season officials will pick a Leadership Team from within their own ranks. This leadership team should strive for inclusivity and represent the diversity of its community.	Annually



KEY ACTIONS - STRATEGIC PRIORITY #4 - EDUCATION



KEY ACTIONS - STRATEGIC PRIORITY #4 - EDUCATION

EVOLVING OUR TECHNIQUES TO A SETTING THAT IS SAFE, ADAPTABLE, OPEN AND ENCOURAGES LEARNING IN A COLLABORATIVE AND PERSONALISED MANNER.

ACTION AREA	KEY ACTIONS	BY WHEN
Teach more than just the rules of the game	<ul style="list-style-type: none"> BNSW will encourage all officials to download and utilise the iRef Academy Library App, a free solution provided by FIBA. BNSW will establish a series of online and in-person workshops that will be accessible to all officials at all levels to attend. BNSW will provide all senior league officials additional tailored educational opportunities via self-paced learning and live webinars. 	Q4 2023
Teach other disciplines of the game, e.g. wheelchair	<ul style="list-style-type: none"> There are a variety of disciplines available to officials, including 5on5, 3x3, and wheelchair, and for athletes with an intellectual disability, we will provide discipline-specific courses or add-on modules to existing courses for officials to choose from. 	Q2 2024
Referee Assessor/ educator programs	<ul style="list-style-type: none"> Specific courses and continuous training programs will be held frequently. We aim to enable this segment of our community to aid in developing our referees at all levels of the game. 	Q3 2023
Exchange program	<ul style="list-style-type: none"> BNSW to investigate establishing an exchange program for officials with other State Leagues 	Q3 2024
Accreditation data base	<ul style="list-style-type: none"> Through the basketball ecosystem, participants will have access to courses for accreditation and compliance; participants will be able to examine a list of available courses, search for suitable courses, register, and maintain their accreditation status. The accreditation status of officials is to be recorded against the individual's profile and reported by the registered associations. 	Q4 2023





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