



BASKETBALL NSW

BASKETBALL NSW

2023-2025 COACH

DEVELOPMENT PLAN

BNSW.COM.AU



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.



CONTENTS

EXECUTIVE SUMMARY	4
DEVELOPMENT PRIORITIES	6
ENABLERS	8
KEY ACTIONS - STRATEGIC PRIORITY #1 - GROWTH	10
KEY ACTIONS - STRATEGIC PRIORITY #2 - DEVELOP	12
KEY ACTIONS - STRATEGIC PRIORITY #3 - RETENTION.....	14



BASKETBALL NSW

EXECUTIVE SUMMARY

BNSW.COM.AU



EXECUTIVE SUMMARY

THIS COACH 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 Coach 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, 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



BASKETBALL NSW

DEVELOPMENT PRIORITIES

BNSW.COM.AU



DEVELOPMENT PRIORITIES

#1 GROWTH

Increase the number of Accredited Coaches in NSW

- Develop a relationship with all Associations and Schools
- Identify & develop more presenters in more regions
- Construct a reliable and self-sustainable digital accreditation database for coaches and associations around NSW
- Increase the number of courses to be conducted throughout the year.
- Develop a growth focused accreditation renewal system
- Ensure accessible leadership
- Support inclusion for all
- Invite former High Performance (Pro or College) NSW players to get involved with Coaching

#2 DEVELOP

Develop programs and resources for Coaches to grow and connect

- Develop NSW Coaches at varying levels of skill
- Encourage a culture of sharing and growth mindset.
- Provide workshops for Association Staff
- Develop tools and resources that are free and accessible.
- Create a Basketball NSW Coach and Player Advisory Committee.

#3 RETENTION

Increase the number of employment opportunities for coaches to pursue careers.

- Create tools and resources that aid Associations in developing their Coaching space.
- Advertise job opportunities.
- Support Directors of Coaching and Development Officers through their employment.
- Build a support network for all coaches of all levels.





BASKETBALL NSW

ENABLERS

BNSW.COM.AU



ENABLERS

#1 COMMIT TO EVIDENCE-BASED DECISION-MAKING

Continue to solicit feedback from stakeholders, 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.
- Coaching Community included in the sports overall bi-annual participant survey.
- Develop a state-wide approach
- Be informed by the coaching 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, Sports and pro teams (Kings, Flames and Hawks).
- Collaborate with our associations
- Develop a Coach and player Advisory Committee.
- Collaborate with our community
- Share best practice

#3 EVOLVE OR DISSOLVE

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 & OoS)





BASKETBALL NSW

KEY ACTIONS - STRATEGIC PRIORITY #1 - GROWTH

BNSW.COM.AU



KEY ACTIONS - STRATEGIC PRIORITY #1 - GROWTH

INCREASE THE NUMBER OF ACCREDITED COACHES IN NSW.

ACTION AREA	KEY ACTIONS	BY WHEN
Develop a relationship with all Associations and Schools	<ul style="list-style-type: none"> • Communicate with all Associations and Schools regarding Coach education opportunities for their community • Provide them with information on the Coach Education pathway and introduce to them, how to host and facilitate • Regularly communicate with stakeholders in regards to hosting a Club Coach course in their community • Ensure that each course run is at a high and consistent quality 	Annually
Develop more presenters in more regions	<ul style="list-style-type: none"> • Facilitate biannual presenter courses, along with identifying experienced coaches in the community to become accredited presenters. • Identify experienced coaches within the network who would be suitable accredited presenters. 	Annually
Increase the number of courses to be conducted throughout the year.	<ul style="list-style-type: none"> • Ensure stakeholders are liaising with Basketball NSW to facilitate and host courses through regular communication. • Communicate transparently with Associations to organise courses when it is best suitable. • Providing Domestic and Aussie Hoop coaches with information regarding the pathway and encouraging all to attain their accreditation. 	Annually
Construct a reliable and self-sustainable digital accreditation database for coaches	<ul style="list-style-type: none"> • Work with Basketball Australia and our database provider regarding a solution to our coaches database, that is low maintenance and accessible to all relevant stakeholders 	Q4 2024
Develop a growth focused accreditation renewal system	<ul style="list-style-type: none"> • Create an accreditation renewal system that rewards coaches for learning, for free. 	Q4 2025
Ensure accessible leadership	<ul style="list-style-type: none"> • Ensure Associations and coaches know how to contact other local coaches, coach educators or high performance staff that can cater to their differing needs. • Create a Coaches social media group providing coaches with varying solutions to their needs. 	Q3 2024
Invite former NSW High Performance (Pro or College) players to get involved with Coaching	<ul style="list-style-type: none"> • Work with High Performance Staff to encourage former NSW players to earn their coaching accreditation to be back involved with their association. • Provide alternative employment opportunities as they transition away from playing. 	Annually



BASKETBALL NSW

KEY ACTIONS - STRATEGIC PRIORITY #2 - DEVELOP

BNSW.COM.AU



KEY ACTIONS - STRATEGIC PRIORITY #2 - DEVELOP

DEVELOP PROGRAMS AND RESOURCES FOR COACHES TO GROW AND CONNECT.

ACTION AREA	KEY ACTIONS	BY WHEN
Develop NSW Coaches at varying levels of skill	<ul style="list-style-type: none">• Connect experienced coaches with new coaches coming into the pathway, other sports, and specialists in other fields.• Develop tools and resources that are free and accessible.• Provide free clinics, workshops, webinars, observation opportunities and conferences to share knowledge and allow coaches to socialise.• Spread these Coach Development opportunities throughout NSW.• Provide online learning resources for coaches to access anytime, anywhere.	Annually
Encourage a culture of sharing and growth mindset.	<ul style="list-style-type: none">• Share resources with Associations, Regional Academies, Coaches and Schools, to share lessons with all.• Encourage up and coming coaches to share the same mindset.• Create resources that are accessible and free.• BNSW to leverage the coaching community through storytelling, using short film, photos and articles. Allowing Associations to use these forms of media as tools to recruit coaches within their community.• Develop and share our culture of “Building BLUES” - Better people, Learn, Unity, Enjoy Effort, and Selfless.	Annually
Provide workshops for Association Staff	<ul style="list-style-type: none">• Organise workshops for Association Coaching Staff (Development Officers, Directors of Coaching, etc.) to feed their own needs.• Regularly communicate with Association staff to service what tools and resources they need.	Annually
Create a Basketball NSW Coach and Player Advisory Committee.	<ul style="list-style-type: none">• Identify experienced coaches who could be on the committee.• Committee to be utilised for advising Basketball NSW and the direction of coaching in NSW.• Committee to act as an advisory body to BNSW for consultation and reviews, evaluations, analysis, and recommendations.	Q1 2024





BASKETBALL NSW

KEY ACTIONS - STRATEGIC PRIORITY #3 - RETENTION

BNSW.COM.AU



KEY ACTIONS - STRATEGIC PRIORITY #3 - RETENTION

INCREASE THE NUMBER OF EMPLOYMENT OPPORTUNITIES FOR COACHES TO PURSUE CAREERS.

ACTION AREA	KEY ACTIONS	BY WHEN
Create tools and resources that aid Associations in developing their Coaching space.	<ul style="list-style-type: none">• Create and provide templates and case studies for Associations to create employment opportunities for coaches in the Coaching department - Directors of Coaching, Development Officers or Technical Directors.• Communicate with other sports and organisations to understand how they are also aiding their Associations.	Q4 2024
Advertise job opportunities	<ul style="list-style-type: none">• Promote Association and School employment opportunities throughout our network, through email and social media.	Annually
Support Associations, Directors of Coaching, Technical Directors, and Development Officers through their employment.	<ul style="list-style-type: none">• Create workshops for DoCs and DOs to develop themselves and the coaches they support.• Provide free development opportunities in the shape of workshops, webinars and social gatherings to share ideas with the goal of improvement.• Share tools, resources and notes that may be helpful for coaches in this space to develop.	Annually
Build a support network for all coaches of all levels	<ul style="list-style-type: none">• Educate coaches on developing and identifying their own support network, with people they trust.• Create a social media group for coaches to connect.	Q4 2024





Basketball NSW

Wangal Country
PO Box 198
Sydney Markets NSW 2129

P 02 8765 8555
E info@bnsw.com.au

BNSW.COM.AU