



YOUTH HUB & ZONAL SELECTION GUIDELINES

U11, U13, U15 Hub & Zonal Selections

(as of December, 2023)

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1. PLAYER ELIGIBILITY

For players to participate in Youth Hub/Zonal Level Cricket at U11, U13 or U15 players must...

- At the date of submission of the relevant information to the Hub, the player is a Resident of the United States. For the purposes of this requirement, a player will be deemed to be a 'Resident' if the United States is currently his/her primary and permanent home.

All players MUST also register and pay the associated fee to USA Cricket.

2. APPOINTMENT OF HUB YOUTH SELECTION PANELS

USA HUB Youth selection panels will be chosen and appointed by the Hub Body. The selectors appointed should be considered based upon the following criteria...

- Must be a minimum of 18 years of age.
- Qualifications/certification – For Hub level and above it is recommended but not essential that selectors have completed the equivalent of level 1 coaching certification from USA Cricket, any ICC Full member organization, or a recognized third-party provider such as CoachED or the Joe Root Academy etc.
- Has a sound knowledge and understanding of cricket and what it takes to form a successful team/squad.
- Has some knowledge of local youth cricket and players. Ideally some experience coaching or managing at local club/league level in recent seasons.
- Is a positive example and above reproach in all aspects of the Spirit of Cricket, impartiality, attitude, and behavior.
- Have a track record of being impartial.
- Ideally selectors would not currently be involved directly (as coach or otherwise) within one of the participating Clubs/Academies.
- Selectors should NOT have a child or relative playing in the age-group that they are appointed as selector for.

3. ROLE OF THE HUB/ZONE YOUTH SELECTION PANELS

USA Hub/Zone Youth selection panels will have the following core responsibilities.

- Select Hub/Zone youth squads and teams capable of winning matches and events.
- Select Hub/Zone youth squads and teams to ensure long-term national, zonal and hub team success.
- Select the best players based on merit and in-line with the guidance provided in sections 4 and 5, without consideration of which club, league, or region they compete in or represent.
- Act in a fair, transparent, honest, objective, and impartial manner. Further, when a selector has a ***conflict of interest**** (*Refer to section 8.0*) with a specific player (e.g. personal coach), as determined by him or herself or by the rest of the selection panel, he or she can provide input on the player's specific strengths and weaknesses if the rest of the panel requests it but he or she should recuse him or herself when voting on that player's selection or non-selection to the team.

These responsibilities will be implemented through a close working relationship with USA Cricket staff, Hub Working Groups, and Zonal Committee personnel – in order to recognize the talent coming through the system and understand where to focus time and resources.

An appointed Chairperson of Selectors (if required) will also be responsible for:

- Reporting the Hub youth selection panels' decisions.
- Ensuring decisions are thorough, representative of the entire panel and delivered in line with the responsibilities and terms of reference outlined in this document.

4. RECOMMENDED SELECTION PANEL TERMS OF REFERENCE

4.1 The Selection Panels

USA Cricket recommends one youth selection panel per USA Cricket Hub. Each panel should include a maximum of five (5) selectors, and a Chairperson of Selectors chosen from amongst the selectors.

Selection Panel Meetings: It is recommended that all selection panel meetings be convened by the chairperson of the selection panel.

These panels will select Hub youth squads at U13 and U15 level to compete at their respective Zonal Championships. This will ensure the USA's talent pipelines are understood and integrated from a selection perspective.

4.2 Appointment and the Term of Selectors

For Hub Selectors this will be left to the Hub Body to decide. For Zonal Selectors USA Cricket will review selectors annually.

4.3 Selection Schedule

Hub Selections: USA Cricket/Zonal Bodies will provide details on cut-off dates for squad announcements each year for Hub Teams to attend Zonal Championships.

Zonal Selections: In 2024 Zonal Teams to go to the U15 Nationals must be submitted no later than Monday August 5th, 2024.

4.4 Attending Matches/Reviewing Video and Stats

Wherever possible selectors should attend as many matches as possible. To ensure all matches have a selector present, we strongly recommend each selection committee creates a schedule for attendance at games, and to effectively share the workload.

4.5 Voting

All selection committee meetings shall have a minimum of three selectors present. The Chairperson of Selectors will endeavor to ensure that the decision-making is achieved by consensus, however, should decisions require a vote, a simple majority will be required.

4.6 Communication

Communication within the Hub/Zonal Youth Selection Panels is to be carried out in an honest and transparent manner where all panel members' viewpoints are heard and understood. Once a decision is made or a vote is determined, the panel will be united behind the outcome, and consistent and united in their messaging to players. Hub/Zonal selectors will NOT be responsible for communication/announcements or responding to queries from the public. Any approach for such information should be directed to the Hub/Zonal Body, Hub Cricket Lead and USA Cricket staff.

4.7 Media

Any requests for comment from the media are to be directed to the Hub Body/Hub Cricket Lead and/or USA Cricket staff.

5 SELECTION PROCESS

5.1 Hub/Zonal Squads

Hub/Zonal Squads will be selected well in advance of events and should comprise of 13 players (plus 2 reserves). Situations requiring an exception will be discussed and aligned with the Hub/Zonal Bodies prior to finalizing plans.

Hub/Zonal Squads will be selected through player assessments and performance in the Hub/Zonal Competitions first and foremost, however selectors also have the freedom to bring historical and/or other data/information about players to any selection discussions. Selectors may also discuss players with coaches and others, but this must be at the selector's discretion and initiation. No outside information/opinion should be accepted unless by invitation.

Changes to the Zonal Squads/Teams may happen for the following reasons:

- Pending player availability from time to time
- Due to eligibility requirements or injury to player

5.2 Match Day XI

The Zonal Team (13, plus 2 reserves) will be selected by the respective selection panel from the Zonal Squad; however, the playing 12 (11 + Super Sub) for each match will be selected together by the Captain, Vice-Captain and the Coach, taking into account the relevant tournament information such as conditions, opposition, team balance and player form. The playing 12 (11 + Super Sub) selection panel will endeavor to ensure that the final decision making is achieved by consensus. However, should decisions require a vote, a simple majority will be required.

5.3 Captains and Vice Captains

A Captain and Vice-Captain of each team can be recommended by the respective Selection Panels, however the decision ultimately rests with the team coach.

5.4 Announcement of Teams and Squads

All Hub/Zonal squads and teams are to be announced within the timeframes communicated by USA Cricket and/or Hub/Zonal Bodies to meet tournament requirements and give coaches and performance staff time for optimal preparations.

6 ASSESSING AND PROJECTING TALENT

The USA Player Rating Tool (see Appendix) will allow the Selection Panel to make objective and holistic player assessments as well as projections for the future talent pipeline.

The Rating Tool has been developed based on best practices from cricketing and US sporting organizations. It will help to create robust discussions and enable selectors to identify the best current squads. The projection component also aids succession planning and the development of future talent for long term, consistent National success.

The Tool will be discussed with all Selection Panels and amended in consultation with these Panels as required, to ensure there is absolute understanding and support for the concept.

Again, it is imperative that selectors each attend as many matches as possible to effectively assess talent. Additionally, there is an expectation that selectors would view video of matches/training sessions, and or utilize online statistics and scorecards to supplement the in person viewing of matches.

7 FOUR KEY PILLARS FOR SUCCESSFUL USA TEAMS

A player's assessment will include the following components. Players will be rated on each of these components for both present and future (projection) along with an overall assessment. The overall assessment and projection is not directly calculated based on each of these component scores, but it takes them into account:

1. ATTITUDE

- Communication / Contribution / Values
- Lifestyle Management
- Growth Mindset
- Confidence / Body Language / Self Belief
- Work Ethic / Professionalism / Consistent Enthusiasm

2. *FITNESS*

- Speed / Agility
- Strength / Power
- Flexibility / Durability
- Cardiovascular / Speed Endurance
- Nutrition / Body Composition

3. *SKILL*

- ***Batting***
 - vs Pace
 - vs Spin
 - Strike Rotation / RBW (5-5)
 - Controlled Attack / Boundary & 360 Hitting
 - Game Awareness / Batsmanship
- ***Bowling***
 - Control / Aggression (Attacking Areas)
 - Consistency / Repeatable Action
 - Movement / Shape
 - Variations
 - Bowling Sense & Plans
- ***Fielding***
 - Anticipation / Readiness / Reaction
 - Ground Fielding / Diving / Run Saving
 - Catching - Infield / Outfield (5-5)
 - Throwing - Accuracy / Speed (5-5)
 - Game Awareness / Leadership
- ***Keeping***
 - Collection Glovework / Catching Effectiveness (5-5)
 - Lateral Movements / Footwork
 - Against Pace Standing Back / Up (5-5)
 - Against Spin Standing Up
 - Fielding Leadership

4. *PERFORMANCE*

- Consistency of Performance
- Performance Under Pressure (Resilience)
- Present Moment Control (Adapting to Situations)
- Winning Contribution (Game Impact)
- Match Day Contribution to Team

8 KEY SELECTION PRINCIPLES

In addition to the Talent ID Rating Tool, the Selection Panel will consider the following traits when considering selection decisions:

Performances Under Pressure / Match Winners

The Selection Panel will look for demonstrated ability to influence match outcomes through outstanding performances and a consistent ability to perform under significant pressure / playing 'up a level' including at international competitions, representative matches, or Selection Camps.

Character / Team Impact

For teams to be successful they need to have the right balance of personalities who can add value to the team environment – thus individuals' character and leadership qualities will be a critical factor in selection decisions. Looking for players who 'enhance other players by their presence'.

Team Balance / Conditions

Squads and teams will be selected bearing in mind an appropriate mix of player types for the conditions likely to be faced in the upcoming event (e.g. appropriate balance between batters, all-rounders, wicket keepers, spinners and pace bowlers). However, the over-riding principle that the best players can adapt their tactics to succeed in different conditions will be considered.

Youth vs Experience

The Selection Panel will always try to recognize and build exceptional young talent. This talent may be given some time to perform and gain experience, however, ultimately those talented players need to perform to maintain their place in the side. The Panel will also not discount more experienced players who have demonstrated consistent performances and also play a mentor role within the team.

Winning/Development

Winning and development matter. Selection panels will uphold the highest ethical standards in their duties and seek to balance the desire to win with the need for sustainable development of players. Prioritizing sustainable development ensures that we do not adopt a "win at all costs" approach, which tends to bring organizations into disrepute.

9 APPENDIX

Talent ID Rating Tool

USA CRICKET - TALENT ID RATING TOOL										
DATE (mm/dd/yyyy)			USA CRICKET ZONE			SESSION (match / trial)			WEATHER (temp/wind)	
ASSESSOR (name)			VENUE (name/city)			VENUE TYPE (indoor/outdoor)			PITCH SURFACE (grass/synthetic)	
PLAYER	ATTITUDE	FITNESS	SKILL						PERFORMANCE	
First Name / Surname	Character	Physical	Batting Hand / Position	Batting Rating	Bowling Arm / Type	Bowling	Fielding	Keeping	Overall Competitive	Comments
RATING: (1-5: see Rating Scale tab)										RATING: NR-9 (see Rating Scale)
								5 (Excel)		

Conflict of Interest

Need for managing “Conflict of Interest”

- The term ‘conflict of interest’ refers to a situation in which a governing member (ex: individual(s) part of a committee or governance team) has/have competing interests or loyalties.
- Failing to deal with a conflict of interest may not be illegal, but it is almost certainly unethical, and can cause real damage to USA Cricket and the reputations of the individuals involved.

Examples of potential “Conflict of Interest”

Selector(s) potentially involved in the following scenarios:

- Involved in managing, running and assisting with private academies outside of their selection role(s)
- Provide formal consulting/coaching to players who are now being proposed or considered for selection
- Parent/Relative, friend or personal acquaintance of a player being proposed/considered for selection
- Has a professional or business relationship with the player or his family
- Any other scenario that may amount to a “perceived conflict of interest”. The ultimate goal is to **avoid conflict when possible**.

Selector “Conflict of interest declaration”

- In lieu of the above details, it is important that potential conflict be proactively reported to USA Cricket via Zonal/Hub Bodies, the Development Manager, or to the development committee directly.
- Such feedback is expected to be provided well in advance of a typical selection meeting.
- Failure to declare potential conflict may lead to disciplinary action.

All selectors, coaches and players must act in the best interest of the zonal team and “in the event of a conflict of interest, the selector, player or the coach shall place the interest of the zonal team ahead of his/her own interest always”.