



Information Memorandum

Rev D – 23 September 2011

Table of Contents

1. Pathway Program Fundamentals.....	3
What is the Cricket Pathway Program?	3
What are the Objectives of the Pathway Program?	4
What are the Benefits of the Pathway Program?	4
2. Pathway Program Implementation.....	5
Selections & Training	5
Resourcing & Operational Management	6
Other Administration Issues	8
Financial Considerations.....	8
Timeframes & Program	9
Appendix 1 – Pathway Flowchart.....	11

1. Pathway Program Fundamentals

What is the Cricket Pathway Program?

Approximately 5 years ago Mike Pawley commenced a program (known as the Academy program) where he invited junior representative cricketers (U'12 to U'16) to play in teams that were registered in the Park competition. Mike's philosophy was to challenge the select, talented junior cricketers by opposing them against men. So long as the appropriate mentoring and management was undertaken, the juniors would gain increased skill, confidence and maturity by performing in the respective senior competitions. This philosophy was based on many examples of first class representative players (e.g. Doug Walters, Mark Taylor, Glenn McGrath etc) who learnt their initial cricket experiences by playing 'bush' cricket i.e. cricket in the country. Here juniors would be forced to play cricket with their fathers, uncles etc as junior cricket competitions would not be available past U'12 age groups.

These cricketers matured quickly due to the challenges of constantly playing against men every weekend and showed higher levels of performance when matched against their representative age peers in subsequent cricket carnivals. Mike took this 'bush cricket' model and had the vision to see the benefit of using this type of program for the future cricket performance of senior cricket in Manly Warringah.

This type of program was endorsed in March 2010 by both the Manly Warringah District Cricket Club ("MWDCC") and Warringah Cricket Club ("WCC"). This was the commencement of the Manly-Warringah Cricket Pathway Program ("*Pathway Program*").

As a result of the program, specific MWDCC and WCC teams and select MWCA and MWJCA squads are now included in the Pathway Group (see Appendix 1 flowchart for a description of the Pathway Group).

The Manly-Warringah Cricket Pathway Program aims to:-

- a) Delineate a clear pathway to all relevant stakeholders (players, parents, club committees, coaches, captains and selectors) for selected junior cricketers) into the Shires & Park cricket system and then beyond into the grade system (if further selection warranted and desired).
- b) Coordinate a pathway approach with the MWCA ("Park") & MWJCA ("Junior") associations for the enabling of a pathway to and from these associations during the season;
- c) Coordinate the processes required for communicating promotion and relegation selections between the relevant stakeholders (players, coaches, captains and selectors) in MWCA/MWJCA, WCC and MWDCC involved in the Pathway Group;
- d) In conjunction with the process associated with item b) above, coordinate with the WCC and MWDCC club coaches and Pathway Group captains a mentoring communication process for Pathway Group players affected by promotion and relegation selections;

- e) Provide a mentoring environment in the teams associated with the Pathway Group by the placement of mature, experienced cricketers as captains of the respective teams;
- f) In conjunction with the relevant shires or grade training sessions, provide additional coaching services to junior players in the Pathway Group; and
- g) In conjunction with the WCC and MWDCCL club coaches and Pathway Group captains, coordinate with the junior representative coaches (DCA and Green Shield competitions) training session workloads, timeframes and facilities during the respective representative competition periods.

A player is **eligible to be deemed a Pathway Player** if he is **18 years or under as at 31 August** in the year of season commencement;

What are the Objectives of the Pathway Program?

The Pathway Program has the following primary objectives:-

1. To provide a clearly communicated pathway for local representative junior players to advance their cricket playing levels from MWJCA representative teams and/or MWCA teams. The pathway can be seen in the flowchart attached in Appendix 1 of this document.
2. Maximise the potential and performance of selected junior players by introducing them into senior (mens) cricket played on turf wickets in a coordinated and mentored environment.
3. Provide an ongoing supply of local, talented, junior cricketers to WCC and MWDCCL to enhance the performance and success of both clubs in their respective cricket competitions.
4. Maintain cricket playing options for players after leaving the U'16 representative levels (predominantly targeting retention of cricketers playing between the ages 16 to 19 years).

What are the Benefits of the Pathway Program?

It is recognised by both clubs that this program will enable the selected juniors to mature quicker as cricketers and subsequently perform at higher standards to the benefits of all Northern Beaches clubs. The program will allow the junior cricketers to understand how they could improve and progress their cricket careers in both the short, medium and long term.

The program will also benefit the respective clubs by tapping into the significant junior cricket talent nursery within the area and realising the cricket potential effectively and efficiently

It is also recognised that a coordinated approach to both the selection, training and mentoring of the players within the program will efficiently and effectively achieve the above mentioned objectives.

The advent of a communicated pathway for junior cricketers should also assist retention levels of these cricketers once they pass the U'16 age group level.

2. Pathway Program Implementation

Selections & Training

Initial Season Selections

The following initial season selection process will be undertaken for MWDCC and WCC:-

- 1) Invitation to Pathway Players will be initially based on the following criteria:-
 - a. 2010/11 grade players to attend MWDCC grade trials; and
 - b. 2010/11 shires players to attend WCC shire trials unless specifically requested to attend MWDCC grade trials by MWDCC selectors; and
 - c. Other players from the other 2010/11 competitions (MWJCA or MWCA) who expressed interest in the off-season EOI to attend WCC shire trials unless specifically requested to attend MWDCC grade trials by MWDCC selectors.
- 2) MWDCC and WCC selectors to discuss and coordinate the trial players (on a progressive basis) to assess if players should swap between grade and shires trials or advise if they should initially concentrate on playing Park cricket for the season commencement; and
- 3) MWDCC to finalise and advise WCC of the selected 55 players for the MWDCC grade squad – no later than 19 September 2011.
- 4) Once the MWDCC squad is announced, WCC would then finalise its selected players for the Shire competitions and subsequently announce the squad (including the two 5th grade shire teams).
- 5) The WCC squad announcement should be done in sufficient time to enable the remaining players not selected in the Shire squad to be available to gain selection in either MWCA or MWJCA teams.
- 6) A request has been made and approved by the Sydney Cricket Association to allow progression from the WCC grade teams (3rd Grade and below) to the MWDCC 5th grade team (if required for selection) during the season for Pathway Players

Training during the Season

The training facilities and coaching resources for both MWDCC and WCC will offer all Pathway players excellent opportunities to increase their respective skills and performances during the season.

However when introducing the junior players into the more intense, men's cricket training culture, a number of factors will be taken into consideration. These factors include:-

- Balancing training commitments with school commitment workloads; and
- Balancing training commitments with MWJCA rep cricket training workloads; and
- The level of cricket performance at the training sessions will be significantly higher than the junior players' previous experiences. Junior players will need to be managed appropriately in these sessions to ensure confidence is increased and not diluted; and
- Which training sessions should the player attend if he is going up or down between MWDCC and WCC? and
- Does MWJCA rep or MWDCC Green Shield training sessions have priority over grade/shires training?

The following training principles will be promoted by the MWDCC and WCC coaches:-

- 1) Pathway players are to be appropriately supervised during the training sessions to ensure they are not put into situations that are above their respective skill levels. The Pathway players should be appropriately mentored by both their club captains and the club coaches.
- 2) The Pathway players will be training with their team for the following round. For example, a player that is promoted from a WCC team to the MWDCC 5th grade team should immediately attend the grade training. If a player is relegated from the grade to a shires team, then the player is to attend the shires training within the selected team environment.
- 3) Ongoing communications will be maintained between the MWDCC and WCC club coaches on the performances of the Pathway players. Understanding and communicating the strengths and weaknesses of respective players between the respective club coaches will assist efficient development and coaching of these junior players.
- 4) The MWDCC and WCC club coaches may also wish to coordinate the occasional special coaching session specifically for Pathway players. These sessions would enhance the specialty of the Pathway Program to these junior players and would also assist the development of a mutually sustainable culture between the respective clubs.

Resourcing & Operational Management

Pathway Management Roles

The full responsibilities of the respective positions in MWDCC or WCC are not documented in this plan. The respective role descriptions/responsibilities noted below only relate to the relationship of the role with the Pathway Program.

Club Coach (MWDCC & WCC)

The respective club coaches for MWDCC (Dean Gilchrist) and WCC (David Gainsford) are expected to undertake the following responsibilities associated with the Pathway Program:-

- 1) Be aware of training commitments of the Pathway players with respect to school workloads and junior representative cricket training periods; and
- 2) Provide mentoring assistance to the Pathway players during the training periods and ensure junior Pathway players are appropriately coached and managed during these sessions; and
- 3) Provide mentoring assistance to the Pathway players when they have been relegated to lower grades or to the alternative Pathway Stakeholder. The advice should include target expectations and objectives for gaining future promotion back through the system. Same information should also be communicated to the subsequent team captain/mentor, club coach and Pathway Manager; and
- 4) Coordinate with the respective club Pathway mentors/captains on coaching advice wrt player strengths, weaknesses and performance objectives. If the player is changing from either MWDCC or WCC, provide similar advice to the other club coach and Pathway Manager.
- 5) Provide appropriate coaching advice wrt player strengths, weaknesses and performances. If the player is changing from either MWDCC or WCC, provide similar advice to the other club coach.

Mentors

The Mentors are essentially the following proposed cricket team captains:-

- MWDCC 5th grade – David Farrell
- WCC 4th grade – Geoff Tucker
- WCC 5th grade (team 1 “White” & team 2 “Green) – Doug McGrath, Simon Lyon, Ross Trewartha, David Gainsford, Greg Boyer

The Mentors are expected to undertake the following responsibilities associated with the Pathway Program:-

- 1) Provide a team environment that enables the junior cricketers to learn and grow in confidence when playing in senior cricket competitions;
- 2) Provide a suitable mature leadership to the junior players; and
- 3) Nurture the players and provide ample opportunities for the players to display their respective skills and gain experience
- 4) Promote a suitable club culture to the junior players; and
- 5) Liaise with the other respective Pathway captains/mentors and coaches to ensure the appropriate selection mentoring advice is being communicated to Pathway players when they are being relegated; and
- 6) Directly engage with the other Pathway captains/mentors as part of the club selection process for determination of the respective teams; and

- 7) Liaise with the respective Pathway captains/mentors and coaches to ensure the appropriate selection mentoring advice is being communicated to Pathway players when they are being relegated; and
- 8) Liaise with the Pathway Manager for contact details of Pathway players; and
- 9) Provide advice to all the players within the team of the upcoming match locations, attendance times, protocols and training requirements; and
- 10) Ensure statistics of Pathway players performances are appropriately recorded at the conclusion of each match in the required cricket scoring system.

Pathway Manager

The Pathway Manager (Greg Boyer) is expected to undertake the following responsibilities associated with the Pathway Program:-

- a) In conjunction with the respective Stakeholder executive committees, obtain endorsement of the Pathway Program Management Plan; and
- b) Liaise with the respective Pathway captains/mentors and coaches when they are undertaking their respective selection processes; and
- c) Promote direct communication between the above parties to attain a coordinated and timely selection process; and
- d) Liaise with the respective Pathway captains/mentors and coaches to ensure the appropriate selection mentoring advice is being communicated to Pathway players when they are being relegated; and
- e) Maintain a master contact list of Pathway Program players for use by all necessary Stakeholders; and
- f) Maintain a season schedule of selected teams/grades for each of the Pathway Program players. The schedule can be used by the respective club treasurers to balance player fees at the conclusion of the season; and
- g) Coordinate with the respective MWDCC and WCC clothing representatives to ensure the Pathway players have the appropriate club attire.

Other Administration Issues

Clothing

To ensure the players are appropriately attired, both MWDCC and WCC should have additional training and playing clothing available for transient Pathway players between the clubs.

Financial Considerations

Fees

The fee structure for the Pathway Program is as follows:-

- 1) The fees for a Pathway player will be capped at \$400 for MWDCC and \$450 for WCC; and

- 2) The fees for a Pathway player will be allowed to be paid in a staged payment scheme if the player is initially selected in MWDCC 5th grade or WCC 3rd, 4th & 5th grades; and
- 3) A Pathway player initially selected in MWDCC 4th grade (and above) is not eligible for a staged payment scheme i.e. he must pay the full capped fee (\$400) by Round 1; and
- 4) A Pathway player initially selected in WCC 2nd grade (and above) is not eligible for a staged payment scheme i.e. he must pay the full capped fee (\$450) by Round 1; and
- 5) If the Pathway player is eligible for the staged payment scheme he must initially contribute a fee of \$100 (equivalent to 5 games) to the club (MWDCC or WCC) in which he plays his first game of the season. This fee will contribute to covering clothing, insurance etc for the clubs. Once 5 games have been played by the player, he will then be charged another \$100 for a further 5 games. Once the player is ready to play his 11th game for that club, he must contribute the remainder of the respective fees for the club which he is playing up to the capped amount (see item 1 above); and
- 6) If the player moves between clubs, he will be required to commence a staged payment scheme with the new club and pay \$100 before the first game. The payment scheme will then continue to be implemented as per item 7 above;
- 7) Fee payments are to be undertaken with respective club treasurers by either cheque or electronic payment; and
- 8) The Pathway player's season roster will be coordinated at the conclusion of the season. The number of games played for WCC and MWDCC teams during the season will be calculated and any amendment to the fees (against the initial the paid fees) will be then split pro-rata between the respective clubs.

Timeframes & Program

The following is an indicative program/timeframe for the respective Pathway activities:-

Off Season (April '11 to June '11)

- 1) Email to be issued to all MWJCA representative players (U'16 to U'15 squads in 2011/12) seeking an expression of interest ("EOI") in the pathway program for 2011/12 season. Email to also be issued to nominated juniors (U'19 and below) from 2010/11 MWCA season;
- 2) Review response to EOI for assessment of players numbers for Pathway teams for 2011/12
- 3) Determine pre-season and selection trial calendar with MWDCC and WCC for coordination purposes with MWCA & MWJCA selection process i.e. timeframes for respective team selection process.

Pre Season (July '11 to August '11)

- 1) Email to be issued to all players responding to the off-season EOI inviting them down to Shires trials;
- 2) Delineate number of shire 5th grade teams associated with the Program and register accordingly;
- 3) Coordinate training schedules with MWJCA rep coaches, grade & shire coaches captains for concurrent rep/shire/grade competition period during September '11 to November '11.

2011-12 Season (September '11 to April '12)

- 1) Commence Pathway Program;
- 2) Ongoing communication review between Pathway Manager, Pathway Group captains/mentors and grade/shire/rep coaches;
- 3) Review and assess Program mid-season (December 2011) with Pathway Group captains/mentors and grade/shire/rep coaches for improvements;
- 4) Review and assess Program at the end of the season (April 2012) with all Stakeholders and provide a post-briefing report to Stakeholder committees.

Appendix 1 – Pathway Flowchart

Manly Warringah Cricket Pathway

(MWDC grade & WCC shires selection process)



1st Grade



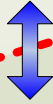
2nd Grade



3rd Grade



4th Grade



5th Grade



1st Grade



2nd Grade



3rd Grade



4th Grade



5th Grade
(Team "Green")

5th Grade
(Team "White")

SCA approved selection process

Normal Selection Process

Post Selection Timeframes

U'15 to U'19 players

The Pathway Group

These teams (along with the Junior Reps & nominated U'19 or below MWCA players) are directly associated with the Pathway Program



MWJCA Representatives (U'15 to U'16) &/or Nominated MWCA players (U'19 and below)

