



NLBA Provincial Team Manual

2025 Edition

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NLBA Provincial Team Manual

Table of Contents

Vision & Mission	3
Section 1: Safe Sport & Expectations	3
Safe Sport Training	3
Section 2: Athlete Selection Process	4
Athlete Assessment	4
Tryout Registration	4
Selection Committee Composition	4
Assessment Format	4
Selection Communication	5
Section 3: Program Details	5
U14 Program	5
U15/U17 Program	6
Canada Games Program	6
Section 4: Coach Selection & Mentorship	7
Coach Selection Timeline	7
Selection Criteria	7
Mentoring & Certification	7
Coaching Honorarium	7
Section 5: Athlete Expectations	8
Attendance & Commitment	8
Overuse & Multi-Sport Participation	8
Section 6: Program Communication	8
Parent Communication	8
Planning Requirements	8
Section 7: Coaching & Team Culture	8
Coaching Approach	8
Section 8: Age-Level Curriculum Goals	9
U14 Focus	9
U15 Focus	9
U17 Focus	10
Section 9: Payment & Financial Policies	11
Payment Options	11
Non-Payment Policy	11
Refunds	11
Section 10: Gym & Facility Use	11
Appendix A: Provincial Team Assessment Process	12



NLBA Provincial Team Manual

Vision & Mission

Vision: To build a nationally competitive basketball program focused on elite player and coach development.

Mission: To maximize the performance, growth, and long-term development of players and coaches in Newfoundland and Labrador.

Section 1: Safe Sport & Expectations

Safe Sport Training

Creating safe, inclusive environments make sport more positive and rewarding for everyone. Safe Sport Training gives individuals the knowledge and tools to recognize, prevent, and respond to maltreatment in sport.

- After completing Safe Sport Training, you will be able to:
Recognize that everyone plays a role in keeping sport safe, understand how the misuse of power leads to maltreatment, and follow the Universal Code of Conduct.
- Identify the types and signs of maltreatment and the conditions that allow them to occur.
- Respond appropriately if you suspect maltreatment and help build a culture that protects all participants.

As of April 1, 2020, all Sport Canada–funded organizations must provide training on abuse and harassment to everyone under their authority.

Mandatory Training Requirements

All athletes, coaches, and support staff involved in the NLBA Provincial Program must complete the following:

- **NCCP Safe Sport**
- **Understanding the Rule of Two**
- **Making Headway in Sport**

Athletes under age 14 should complete the training with a parent using the parent’s account. All training is available at thelocker.coach.ca.

Coach Conduct and the Rule of Two

To ensure safety for both athletes and coaches, always follow the “Rule of Two.” Whenever possible, two coaches should be present when working with or meeting an athlete. Avoid private one-on-one interactions. Copy the NLBA office on all emails and include the office on text messages or group chats. These steps protect both athletes and coaches and demonstrate our shared commitment to Safe Sport.

Failure to follow these procedures may affect future coaching opportunities with the NLBA, as the protection of all participants remains our top priority.



NLBA Provincial Team Manual

Section 2: Athlete Selection Process

Athlete Assessment

The NLBA will be offering assessment camps across Newfoundland and Labrador in attempt to identify more athletes from the various regions of the province. From these assessments athletes will be invited to the final tryout in the spring in St. John's to be evaluated by the selection committee.

- Athletes will be required to attend one of four assessment camps across the island to get an invite to the final tryout in the spring.
- Each assessment provides an opportunity to get feedback on the strengths and growth opportunities for each athlete.
- The final tryout in April will be by invite only.
- To be named to the team an athlete must have been seen at one assessment and/or the final tryout.

Tryout Registration

- Athletes must register online through NLBA's RAMP Registration platform.
- Athletes may indicate program preference, but final team placement is at the discretion of the selection committee.

Selection Committee Composition

The selection committee is composed of some or all the following. The NLBA Board reserves the right to appoint other members to the committee:

- NLBA technical staff
- University coach
- U15/U17 head coaches
- Past provincial coach and/or NLBA board member representative

Assessment Format

All athletes participate in a single, standardized assessment process. The structure remains consistent across all regional assessments, though timing may be adjusted based on registration numbers. There will be a combination of fitness testing, 1v1, 3v3, and 5v5 opportunities for athletes to show how they compete in different scenarios. See [Appendix A](#) for a more detailed description of the Assessment Process.

Fitness testing provides a baseline measure of each athlete's physical readiness. For U15 and U17 teams, athletes must meet at least **two of the three** fitness testing requirements to be considered for selection.



NLBA Provincial Team Manual

Competition points are one of several tools used in the overall evaluation process. While they help assess performance, they are **not** the sole determinant of selection—some athletes with lower competition points may still be chosen based on other criteria such as attitude, teamwork, and potential.

Fitness Testing Standards

- **Beep Test:** Level 8 (Males) / Level 7 (Females)
- **Push-Ups:** 10 (Males) / 5 (Females)
- **300-Yard Sprint:** Under 2:15 (Males) / Under 2:20 (Females)

Competition Point System

- **Plus Points:** Made basket, rebound, steal/tip, assist, hustle (extra effort plays such as diving for loose balls or making second efforts).
- **Minus Points:** Turnover, bad shot (off-balance, no rebounders, or highly contested), lack of defensive pressure, poor attitude.

Selection Communication

- Final team selections will be communicated via email.
- Athletes not selected may request feedback and written evaluation.
- Appeals must be submitted within 7 days of final tryout date, with a \$200 non-refundable fee. Please see our [Appeals Policy](#) for details.

Section 3: Program Details

U14 Program

- **Assessments and Tryouts:** Regional assessments take place in the fall, followed by *invite-only* final tryouts during Easter Break.
- **Program Oversight:** The NLBA Technical Director (TD) acts as General Manager (GM), supporting roster selection, scheduling, and competition planning. Guided by the NLBA Board, the GM has final authority on all non-court program decisions, with input from head coaches where possible.
- **Travel:** The U14 Provincial Team will attend one off-island competition.
- **Feedback:** Athletes not selected after tryouts may request feedback from the selection committee to support their ongoing development.
- **Multi-Sport Consideration:** Athletes must list all other provincial or club teams they play with during NLBA training periods. The NLBA may decline participation if multiple commitments could lead to overuse, injury, or scheduling conflicts.
- **Eligibility:** Only athletes who have been assessed at a regional assessment and/or the final tryout will be considered for selection.



NLBA Provincial Team Manual

- **Training Program:** Teams may train throughout May and June and, once school concludes, up to five days per week leading into competition. Training includes practices and game days as scheduled by coaches. Participation is mandatory.
- **Program Costs:** Fees include but are not limited to training, apparel, travel, flights, accommodations, and ground transportation. The NLBA aims to keep costs around **\$2,500 per athlete**. Any proposed increase must be approved by the NLBA Board, followed by written consent from all parents confirming acceptance of the revised budget.

U15/U17 Program

- **Assessments and Tryouts:** Regional assessments take place in the fall, followed by final *invite-only* tryouts during Easter Break.
- **Program Oversight:** The NLBA Technical Director (TD) acts as the General Manager, supporting roster selection, scheduling, and competition planning. Following NLBA Board direction, the GM is the final authority on all non-court decisions, with input from head coaches where possible.
- **Travel:** U15 and U17 teams may travel to an off-island competition and to Nationals.
- **Feedback:** Athletes released at tryouts may request feedback from the selection committee to support their development.
- **Multi-Sport Consideration:** Athletes must list all other provincial or club teams they play with during NLBA training periods. The NLBA may decline participation if multiple commitments pose risks such as overuse or scheduling conflicts.
- **Eligibility:** Only athletes who have been assessed at a regional assessment and/or the final tryout will be considered for selection. Alternates will be drawn from the overall tryout pool.
- **Training Program:** Athletes will take part in a fitness program led by a certified trainer at the High-Performance Centre. Teams may practice through May and June and will train up to five days per week once school ends, including game and fitness sessions. Attendance is mandatory.
- **Program Costs:** Fees include but are not limited to training, apparel, travel, flights, meals, accommodations, ground transport, and pre-competition expenses. The NLBA aims to keep costs around **\$5,000 per program**. Any increase must be approved by the NLBA Board, with written consent from all participants once finalized.

Canada Games Program

The NLBA will run a Canada Games Program in the 2 years leading up to the Canada Games Competition. Athletes in consideration for the final team will be required to participate in this year-round program.

The Canada Games runs as a completely separate program using the Team NL Technical Package found on the [Team NL Site](#).



NLBA Provincial Team Manual

Section 4: Coach Selection & Mentorship

Coach Selection Timeline

- Begins in fall for next year's teams.
- Applications must be submitted by the posted deadline.
- Coaches are approved by the Board of Directors.

Selection Criteria

- Coaching/playing experience
- NCCP certification
- Suitability and past conduct
- Criminal record check

Mentoring & Certification

- New coaches paired with experienced mentors.
- U14 coaches: NCCP Learn to Train certified.
- U15/U17 coaches: Train to Compete certification required as per Canada Basketball's Guidelines for coaching at Nationals:
 - Year 1: In Training - One NCCP Train to Compete Basketball course and one Competition Development Multi Sport course completed
 - Year 2: Trained - All 3 NCCP Train to Compete Basketball course and All 6 Competition Development Multi Sport course completed
 - Year 3: Fully Certified in Train to Compete – All courses done, portfolio completed and marked, practice and game evaluations completed and passed

Coaching Honorarium

Honorariums are given to the head coaches of each program upon completion of the program and return of all items that were given out throughout the program.

- U14: \$1,000
- U15/U17: \$1,500
- Canada Games Head Coach: \$2,500



NLBA Provincial Team Manual

Section 5: Athlete Expectations

Attendance & Commitment

- Athletes must attend all practices, training, and games.
- Requests to miss practice for academic/personal reasons must be approved by the head coach and NLBA Board.
- For out-of-town athletes, you are not required to attend every in-person practice while school is in session. We will provide a comprehensive training program for you to work on with your local coaches, parents, or others who can assist in your development. This approach will ensure you remain aligned with the skills and concepts the team is focusing on.
 - For training weekends, we expect all athletes to make every effort to attend, while keeping in mind that travel can sometimes be challenging. However, it's important to note that the main expectation for your presence in St. John's will begin once school is out, as teams transition to training four to five days a week.

Overuse & Multi-Sport Participation

- Athletes must disclose other sport/team commitments.
 - NLBA may decline participation if overuse or scheduling conflicts are deemed harmful.
-

Section 6: Program Communication

Parent Communication

- NLBA will host information session prior to the Regional Assessments and the Final Tryout.
- Coaches must host a parent meeting once the team has been selected.
- Email communication should be CC'd to NLBA office.
- Apps such as TeamSnap or GameChanger may be used (must comply with NLBA Social Media Policy).

Planning Requirements

- Submit a calendar and itinerary
 - Include key dates, game schedules, and travel information.
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Section 7: Coaching & Team Culture

Coaching Approach

- Follow NLBA's age-specific curriculum (see Section 8).
- Create a coaching philosophy for your team.
- Reinforce core values:
 - "The standard is the standard"



NLBA Provincial Team Manual

- “The first step to getting better is showing up”
- “Don’t get caught less than ready”
- “Don’t be that person”

Section 8: Age-Level Curriculum Goals

U14 Focus

Offense – Spacing and Ball Support

1. Handling pressure – the basics of press breaking as well as understanding how to deal with more athletic aggressive defenders and stay square and in control of the situation and make good decisions regarding ball security.
2. Ball support – always have options straight ahead, diagonally middle and in the reversal spot. Avoid straight line passes by creating angles with your positioning, both in the full court and the quarter court.
3. Offensive transition – learning the 2-sided break and the wide spacing that we are looking for coming out of the full court and entering the quarter court area. We should also learn some the early offensive movements out of the wide set.

Defense – Basic Fundamentals

1. Ball pressure – the need to supply pressure on the ball, to limit the options for the passer and to make scoring passes more difficult.
2. Defensive transition – the need for 2 safeties, making the opponent earn their baskets 5-on-5, attacking the offense early and disrupting the flow in the full court.
3. Rebounding – becoming proficient and aware of the need to box out and pursue the ball, limit second opportunities for the offense and learn how to finish the play defensively.

Skills –

1. Ballhandling – working hard to improve over-all handles and specifically weak hand.
2. Passing – improving both the form and understanding when it comes to ball movement.

U15 Focus

Offense – Advanced Concepts

1. Transition – learning the 2-sided break and the wide spacing that we are looking for coming out of the full court and entering the quarter court area. We should also learn some the early offensive movements out of the wide set.
2. Movements – being able to understand and execute the penetration and movement rules on offense in the quarter court.
3. Screening and using – learning how to properly set and use off ball screens. We are developing better shooters and we need to be able to get them open in situations where we do not have the athleticism to create advantages off the dribble.

Defense – Team Concepts



NLBA Provincial Team Manual

1. Full rotations – the full defensive rotations and team concepts involved in how to defend in player-to-player situations. Teaching players to understand a “Ball” defense, including swarming and level of the ball.
2. Defending screens – learning to get over/under screens, how to aggressively switch when necessary and how to handle all off-ball screens with-out “sitting” on them and creating obvious advantages.
3. Pressure – to be apply full and/or half court pressure and create opportunities to supplement our offense or get a team outside their comfort zone.

Skills –

1. Shooting –
Both improving form and helping with when and where decisions about shooting, also work to improve off the dribble shooting ability

U17 Focus

Offense – Execution

1. NLBA motion – using the concepts and movements that are in our NLBA motion to create an offense that works with the talent that you have on hand.
2. PNR, DHO – how to incorporate cluster attacks into the offense, using multiple pick and roll and dribble hand-off movements to create advantages
3. Zone concepts -creating a zone offense that allows players to attack out of the same basic sets that we use against player-to-player. Creating a comfort level playing against zone defenses
4. ATO execution – be able to run set pieces out of time outs or on a call to allow the team to get scoring opportunities at key moments. By this time athletes should be able to execute offensive systems with minimal prompting.

Defense – Execution

1. Defending PNR/DHO – the ability to handle cluster attacks and communicate effectively to navigate them.
2. Zone – basic knowledge of how to play in a zone defense, what we are trying to accomplish with this strategy and how to be effective as a zone defender.
3. Disruption – Using scouting reports and defensive principles to not just defend generic actions but to disrupt the opponent and make it difficult for them to get into the actions and also create turnovers.

Skills –

1. Decision Making – working to be a better decision maker, both offensively and defensively, be able to read the floor anticipate and see angles to help create advantages on both ends of the floor.



NLBA Provincial Team Manual

Section 9: Payment & Financial Policies

Payment Options

- Full payment or office-arranged payment plan will be accepted.
- Outside funding options: KidSport, Jump Start, R.E.A.L. program
- Fundraising is an option for parents over the course of the program as long as it is approved by the office and follows our [Fundraising Policy](#) that can be found on the governance section of our website.

Non-Payment Policy

- After four weeks without receipt of payment, a formal warning letter will be issued by the NLBA. This letter will outline the outstanding balance and the potential consequences of continued non-compliance.
- Should the payment issue remain unresolved for a total of six weeks, the individual will be subject to dismissal from the program. This action will be taken to ensure the program's integrity and sustainability, and all parties will be notified accordingly.

Refunds

- No refunds for voluntary program withdrawal
- Excess funds due to fundraising will be returned to families
- All payments made through RAMP are subject to the deduction of the RAMP fee charged for processing the refund. All cancellations must be in writing and are subject to the following conditions:
 - \$15.00 Non-Refundable Administration Fee: There will be \$15.00 administrative fee for any athlete who withdraws prior to 30 days before the activity
 - No refunds on or after the 30-day deadline

Section 10: Gym & Facility Use

- No outdoor shoes, food, or drinks (except water/sport drinks)
 - Respect scheduled gym times
 - Use and return all NLBA equipment properly
 - Notify office if supplies (e.g., medical kit) need replenishing
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NLBA Provincial Team Manual

Appendix A: Provincial Team Assessment Process

Fitness Testing

Three tests will be used with the following minimum standards:

- **Beep Test:** Level 8 (Males) / Level 7 (Females)
- **Push-Ups:** 10 (Males) / 5 (Females)
- **300-Yard Sprint:** Under 2:15 (Males) / Under 2:20 (Females)

To be eligible for U15/U17 selection, athletes must meet standards in **two of three areas** (the Beep Test must be one), *or* rank in the **top half overall** for fitness.

Skill Assessments

The remainder of the evaluation includes 1-on-1 drills, small-sided games (3-on-3), and full scrimmages (5-on-5).

Session 1 (1-on-1 & 3-on-3 Focus)

Warm-up (10–15 min)

1-on-1 variations in different spaces (5–12 min each):

- Small spaces
- Full court
- In the key
- Cutthroat (3-dribble max)
- Close-out (off skip, 3-dribble max)
- Blast cut (4-dribble max)
- Off screen (with and without dribble)

3-on-3 actions (10–15 min each):

- Punch and Kick
- Pass and Screen Away
- Horns, Rotation
- UCLA
- Hand-off into Pick and Roll

Stretch (10–15 min)

Session 2 (5-on-5 Focus)

Warm-up (10–15 min)

5 on 5 variations as well as mini round robin tournament

Competition Tracking

Competition sheets are used to track individual performance. After each session, totals are compiled



NLBA Provincial Team Manual

and displayed on a **competition board** showing the top 20 players in each age group (by tryout number). This helps athletes see their standing and allows evaluators to group players by performance level.

Scoring Criteria

- **Plus Points:** Made basket, rebound, steal/tip, assist, hustle plays (diving for loose balls, extra effort).
- **Minus Points:** Turnover, bad shot (off-balance, no rebounders, or heavily contested), lack of defensive effort, poor attitude.

Evaluation Process

Athletes are assessed using three primary criteria:

1. **Eye Test** – Coaches' observation of overall skill, competitiveness, and fit.
2. **Fitness Results** – Ensuring eligibility and readiness.
3. **Competition Points** – Effort and impact during drills and games.

If final decisions are close, objective measures (fitness, competition scores, and physical measurements such as height and wingspan) will determine roster spots. If results remain comparable, the **selection committee** will vote.

Selection Committee

The committee may include:

- NLBA Technical Staff
- University Coach
- U15/U17 Head Coaches
- Past Provincial Coach and/or NLBA Board Representative

The committee may exclude players with strong performance but documented issues of poor behavior or attitude.

Role of NLBA Technical Staff

1. Lead and oversee all tryout sessions, drills, and evaluation systems.
2. Guide discussion and ensure consistency in the selection process.
3. Advise on the athlete profile and attributes desired by NLBA programs.
4. Provide clarification on procedures and evaluation criteria.
5. Offer feedback on specific athletes and hold a vote on final selections.

After final selections are made, team rosters are reviewed and approved by the NLBA Board before athletes are notified.