



USA CRICKET

SELECTION POLICY

(as of March, 2018)

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1. PLAYER ELIGIBILITY

In order to be eligible to play for the United States per the “ICC’s Player Eligibility Regulations” (dated October 25, 2017), at least one of the following must be true:

- The player was born in the United States; or
- At the date of submission of relevant information to the ICC, the player is able to demonstrate (by his/her possession of a valid U.S. passport) that he/she is a national of the United States; or
- At the date of submission of the relevant information to the ICC, 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 has been his/her primary and permanent home for the immediately preceding three (3) years.

The ICC’s full Player Eligibility Regulations can be found here: <https://www.icc-cricket.com/about/cricket/rules-and-regulations/playing-conditions>

2. ROLE OF THE SELECTION PANELS

USA selection panels will have the following core responsibilities:

- Select national squads and teams capable of winning matches and events;
- Select national squads and teams to ensure long-term national 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 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. This clause does not apply to the National Coach as he/she clearly has a coaching relationship with all players in the pool and his or her feedback will be critical to selecting our best teams.

These responsibilities will be implemented through a close working relationship with performance and team support staff – including the relevant ICC Americas’ USA Project staff – in order to recognize the talent coming through the system and understand where to focus time and resources.

An appointed Chairman of Selectors will also be responsible for:

- Reporting the USA selection panels’ decisions;

- Ensure decisions are thorough, representative of the entire panel and delivered in line with the responsibilities and terms of reference outlined in this document.

3. SELECTION PANEL TERMS OF REFERENCE

3.1 The Selection Panels

There will be two separate USA Selection Panels, one for male teams and one for female teams. Each panel will include three (3) selectors, plus a Chair of Selectors and the national coach of the respective playing group being selected. This totals five (5) people on each panel.

The relevant ICC Americas' USA Project staff will work closely with the Chairman to convene meetings, and act as a non-voting member on both panels to ensure the responsibilities outlined in section 1 are fulfilled.

Both panels will select senior and youth squads and teams. This will ensure the USA's talent pipelines are understood and integrated from a selection perspective.

3.2 Appointment of Selectors

ICC will coordinate a public application process to appoint the selection panels, and the Chairman of Selectors.

Further to the public application process, appointments will be made by the ICC based on an assessment of the required skills, experience and knowledge of all applicants, and following consultation with individuals representative of the USA cricket community.

For continuity purposes, USACA had the opportunity to put forward nominations for one (1) person to become one (1) of the three (3) selectors on each panel, provided that such person was deemed by the ICC to have the necessary skills, expertise and ability to fulfil that role.

3.3 Attendance at Talent ID and Selection Events

The Chairman of Selectors and relevant ICC Americas' USA Project staff will determine the appropriate number of selectors and performance staff required for different talent identification and selection events. This will be determined by the event type and geographical location.

When all selectors cannot be present at an event, the use of a performance management / analyst system will be utilized where possible to capture footage and build an online catalogue of talented players' performances.

3.4 Selection Schedule

The recommended timing for announcement of national squads and national teams prior to events is outlined below. Announcements will be made publicly in order to allow performance and coaching staff to prepare national teams for optimal success. Where outside factors prevent following the timelines below, best efforts will be used to provide as much notice as possible.

National Squads: 3-6 months prior to an event

National Teams: 30-60 days prior to an event

3.5 Voting

The Chairman of Selectors will endeavor to ensure final decision making is achieved by consensus, however, should decisions require a vote, a simple majority will be required. The Chairman shall have a casting vote in circumstances where the vote is evenly split.

3.6 Communication

3.6.1 Selection Panel

Communication within the Selection Panels is to be carried out in an open and honest manner where all panel members' viewpoints are heard and understood. Once a decision is made or vote determined, the panel will be united behind the outcome, and consistent and united in their messaging to players.

3.6.2 National Coach

The National Coach for male, youth, female teams will be a voting member on each Selection Panel. This will help transparency of messaging, understanding specific roles for which players are selected and ensuring team balance.

3.6.3 Media

Any requests for comment from the media are to be directed to the Chairman of Selectors and the relevant ICC Americas' USA Project staff.

4. SELECTION PROCESS

4.1 National Squads

National Squads will be selected well in advance of events and normally comprise of 20 to 30 players. National squads will be selected through player assessments at one or more of the following:

- National or Regional Combines

- National Tournaments
- Regional Tournaments
- Club Cricket and match analyst data
- Camps, training sessions or other cricket opportunities where a coach or selector is able to effectively judge skills and potential.

Changes to the National Squads may happen from time to time pending player availability, due to eligibility or injury, or if new talent is identified through one of the above means.

Squads will be selected to widen the pool of talented players. This will serve the purpose of: (i) increasing competition for spots and driving performance standards; (ii) developing younger, talented players through exposure to national squad standards; and (iii) decreasing geographical distance between Squad members and allowing more players to train competitively with members located nearby.

4.2 National Teams

The National Team (usually 14 or 15, plus emergencies) will be selected by the respective selection panel, however, the playing eleven (11) for each match will be selected by the National Coach, Captain and Vice-Captain, taking into account relevant tournament information such as conditions, opposition, team balance and player form.

4.3 Captains and Vice Captains

A Captain and Vice-Captain of each team must be recommended by the respective Selection Panel but is selected by the National Coach after consultation with the Selection Panel.

4.4 Announcement of Teams and Squads

All National squads and teams are to be announced within the timeframes outlined in section 2.3 to meet tournament requirements and give coaches and performance staff time for optimal preparations.

5. 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 male and female Selection Panels and amended in consultation with these Panels as required to ensure there is absolute understanding and support for the concept.

5.1 Player Traits 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 the following:

Character

Character is a critical factor in making selection decisions, the following traits will be considered:

- Work ethic and professionalism
- Self-belief
- Team-first mentality
- Willing to learn and desire to improve

Fielding

USA teams will pride themselves on being excellent fielding units. Fielding is often a match-deciding facet of the game and preference will be given to players who significantly contribute to the team in the field through the following traits:

- Speed to the ball
- Throwing accuracy and speed
- Catching ability in and out field
- Ground ball skills
- Energy and contribution to pack mentality

Batting

Ultimately the Selection Panel is looking for batters who consistently make big scores. The following traits will be considered when assessing batters:

- Sound footwork and demonstrated ability on front and back foot
- Ability to get off strike and hit gaps
- Game awareness and tactics
- Running positively / aggressively between the wickets

Bowling

The following traits will be considered when assessing bowlers:

- Ability to create wicket-taking opportunities
- Ability to execute to a plan
- Can maintain pressure and bowl dot balls

- Game awareness and tactics

Wicket Keepers

The following traits will be considered when assessing wicket keepers:

- Hands – particularly over the stumps
- Footwork
- Concentration
- Athleticism
- Energy

Keys to Success

In addition to the above, the following ‘Keys to Success’ will be evaluated as part of the Player Rating Tool:

- Availability
- Commitment
- Fitness
- Work Ethic
- Continuous Development

6. KEY SELECTION PRINCIPLES

In addition to the USA Player 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’.

Fitness / Discipline

The best teams in world cricket are physically very fit and can perform consistently through long tournaments without having fatigue or injury issues. Players who are disciplined in their approach to improving their own game through strong fitness results and possess an attitude of continual improvement will be taken into account.

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.

7. APPENDIX

7.1 Player Rating Tool

USA Combine Player Rating Tool																			
Player Name and Number	PLAYER TYPE (ie. RHB/LHB, LW, RW Etc.)	CHARACTER		BATTING		BOWLING		FIELDING		WICKET KEEPING		OVERALL PLAYER RATING		Keys to Success			TOTAL YES v NO		
		Now	Projection	Now	Projection	Now	Projection	Now	Projection	Now	Projection	Now	Projection	Yes	Yes	No	No	No	2Y/3N
EXAMPLE PLAYER NAME #7	RHB / RAL	5	7	6	8	3	3	6	7			6	7	Yes	Yes	No	No	No	2Y/3N
KEY	10 = Successful CPL Player / In demand for professional league		NOTE:		CDACH / ASSESSOR NAME: Pabudu Desanayake		COMBINE LOCATION:		DATE:										
	8 = Outstanding International Player for USA / Awarded CPL Contract		* Rate for 'Now': what you currently see																
	7 = Performing International Player for USA		* Rate for future 'Projection': does the player have potential to improve or not																
	5 = Good Club Cricketer		* Batting, Bowling, Fielding, Character scores are all separate important scores.																
	4 = Shows some level of skill		* Overall score is your overall impression of the player as a package - not the average or addition of the other scores but taking them all into account.																
	<3 = No Prospect																		

7.2 Combine Policy Addendum

The following aims to supplement the USA Cricket Selection Policy, outlined above with respect to the upcoming cricket combines from March through July 2018.

The process is as follows:

1. Once League/Academy nominations and individual player applications close, the Combine Selection Panel will review and analyze player statistics from the past several seasons
2. Review and analyze current or former international player nominations/applications who meet the ICC Eligibility Criteria listed in section 1 above but do not play domestic cricket in the United States
3. Work collaboratively with local coaches to further understand nominees and applicants
4. Select and publicize the final list of attendees

For individuals who don't make the final list at each Combine, and if sufficient demand exists, we will hold a self-funded Invitational Combine in June TBD for players to showcase their talent. More information regarding costs and logistics will be communicated in due course, if there is sufficient demand.

Each Combine will include a combination of fitness testing, batting, bowling and fielding assessment as well as 50 over and T20 matches. Consistent with the USA Cricket Selection Policy as documented above in section 7.2, the **Player Rating Tool** will be used to assess each player.

The Combine Selection Panel will include a collection of National Selectors, USA National Coaches, ICC Americas USA Project staff and various local coaches.