

Netball Centre Self-Reflection Tool 2024/25



Please mark or highlight what you are experiencing at your Centre.

Your Netball Centre:

Capability Area	Not Established	Emerging	Good / Developing	Excellent / Highly Developed	
Governance	Committee/Board Roles	Vacant roles, or people doing multiple roles	Minimum roles filled	All roles filled but no succession plan	All roles filled and succession plan in place. Regular self-assessment and evaluations are conducted.
	Constitution and Regulations	Outdated, or not adhered to	Basics in place	Detailed constitution/regulations/policies - regularly reviewed	Comprehensive constitution/regulations/policies - regularly reviewed
	Committee/Board Orientation	No orientation or handover	Basic orientation of the Centre and the netball system	Detailed orientation of the Centre and the netball system	Comprehensive orientation of the Centre and the netball system
	Committee/Board Meetings	Irregular meetings, often lacking agenda or minutes	Regular meetings with basic agenda and minutes	Efficient meetings with clear agenda and minutes	Highly effective meetings, professional agenda and minutes
	Financial	No financial processes or monitoring	Basic financial processes with monitoring	Funding plans in place, efficient financial processes, monitoring	Funding plans in place, excellent financial processes, monitoring
	Health and Safety	No H&S or safeguarding practises/policies	Minimum H&S and safeguarding practises/policies	H&S and Safeguarding practises/policies - reviewed regularly	Excellent H&S and safeguarding practises/policies - reviewed regularly
	Strategic Plan	No strategic or long-term planning	Basic strategic plan	Regularly engage in strategic planning and monitor progress	Excellent strategic planning and monitoring of progress
	Facilities	Poor facility management, no forward planning	Essential facility maintenance, basic asset management plan	Regular facility maintenance and detailed asset management plan	Excellent facility maintenance, comprehensive asset management plan
	Reporting	No annual report	Basic annual report (incl. finances)	Detailed annual report	Comprehensive annual report
Relationships with RSTs, Council, and other codes	No relationships	Minimal relationships - based on immediate need	Developing relationships	Strong relationships	
Operations	Annual Plan	No plan in place	Basic annual plan completed	Clear and detailed annual plan	Comprehensive annual plan
	Insights and Data	Do not regularly collect or utilise data	Collect basic feedback and track membership data	Consider participant voice and membership data	Excellent analysis and use of participant voice, data and insights
	Draws and Competition Systems	Outdated registration/draw/scoring systems	Basic registration/draw/scoring systems	Efficient registration/draw/scoring systems	Modern, highly effective, registration/draw/scoring systems
	Communication with members	Poor/minimal communication	Basic communication via email and social media	Efficient, friendly communication via multiple channels	Excellent and strategic communication with high reach
	Complaints	No processes, or processes not followed. High number of complaints.	Basic processes that are usually followed. Moderate-high number of complaints but usually managed appropriately.	Clear and detailed processes that are always followed. Moderate number of complaints which are managed efficiently.	Excellent processes that are always followed. Low number of complaints which are managed effectively.
	Volunteers	Not enough - struggle to recruit and retain.	Key volunteer roles filled, have a basic volunteer management plan in place, do the bare minimum to thank volunteers.	Volunteer coordinator role in place, with programmes to acknowledge and thank volunteers.	Volunteer coordinator, volunteer management plan, programmes to acknowledge and thank volunteers, high volunteer satisfaction.
	Community Relationships	No relationships with schools and clubs	Some relationships with schools and clubs	Developing relationships with schools and clubs	Strong relationships with schools and clubs
NNZ/Zone Relationships	Not accessing support, templates, development opportunities or resources	Access some support, development opportunities, or resources - based on immediate needs	Regularly access and utilise support, development opportunities and resources. Good relationships and alignment with system	Proactively utilise support, development opportunities and resources. Strong relationships and alignment with system	
Competition and Participation Experiences	Member Feedback	Poor member satisfaction/feedback	Mixed member satisfaction/feedback	Positive member satisfaction/feedback	Excellent member satisfaction/feedback
	Participation Rates	Overall decrease in participation	Minimal/no participation growth	Participation growth in some competitions/programmes	Participation growth in priority competitions/programmes
	futureFERNs	Not running futureFERNs at all	Run futureFERNs for some junior age groups	Run futureFERNs, or a variation of, across all junior netball	Run futureFERNs across all junior netball
	Community Events / Other	No community events, festivals, tournaments or other participation opportunities	Few community events, festivals, tournaments, or other participation opportunities	Some community events, festivals, tournaments, or other participation opportunities	Many community events, festivals, tournaments, or participation opportunities
	Sideline & Participant Behaviour	Negative behaviour is common, no attempts to encourage positive conduct	Average sideline and participant behaviour, and some attempts to encourage positive conduct	Mostly positive behaviour, and actively promote positive conduct to participants and spectators	Highly positive behaviour, and actively promote positive conduct to participants and spectators
	Inclusivity & Diversity	No inclusivity/diversity options	Few inclusivity and diversity options	Some inclusivity and diversity options available	Many inclusivity and diversity options available
	Youth Voice	No youth voice or Youth Advisory Group (YAG)	Some inclusion of youth voice in plans/reviews	Regular inclusion of youth voice, although no active YAG	Frequent inclusion of youth voice, although no active YAG
Participation Philosophies - Balance is Better, Good Sports	No knowledge	Limited knowledge	Frequently considered for competitions/ programmes	Prevalent in competitions/programmes and promoted at the Centre	
Coach Development	School and Club Coaches	Schools/clubs struggle to find coaches for teams	Schools and clubs manage to cover teams, heavily reliant on students/parents	Enthusiastic coaches are common across multiple grades	Effective coaches are plentiful across multiple grades
	Coach Coordinator and Plan	No Coach Coordinator or CD plan	Coach Coordinator oversees a basic CD plan	Coach Coordinator implements a clear and detailed CD plan	Effective Coach Coordinator actions a long-term CD plan
	Coach Education	No coach learning and development (L&D)	Some coach L&D, but low engagement	Coach L&D offered for 2 or more coach levels with good engagement	Coach L&D offered across multiple levels with high engagement
	Feedback	Poor coach satisfaction and negative feedback	Mixed coach satisfaction and feedback	Positive coach satisfaction and feedback	Excellent coach satisfaction and feedback
	Coach Development Enablers	No Coach Developers (CDers) or coach support	One or two CDers, or coach supporters, rarely seek to upskill	Multiple CDers who regularly upskill and offer support to coaches	Multiple CDers engaged in upskilling and support all competition levels
	Database/ communication	No coach database, poor/minimal communication	Basic coach database, some communication to coaches	Up-to-date coach database, regular communication to coaches	Excellent up-to-date coach database, with frequent communication
	Development and Representative Coaches	Hard to find coaches for player development programmes (PDP) and Reps	Some coaches available for PDP or Rep programmes	Multiple coaches apply for PDP and Rep coaching positions	Excellent coaches for PDP and Reps, Rep teams appoint assistant coaches
Officials Development	Qualified Umpires	Few qualified umpires, struggle to cover games	Qualified umpires cover key games and meet minimum community expectations	Qualified umpires cover multiple grades, and there is some collaboration with other Centres to meet competition needs	Qualified umpires are plentiful across multiple grades, proactive collaboration with other Centres to meet competition needs
	Umpire Development Plan	No umpire development	Some umpire development happening ad-hoc	Clear and detailed annual umpire development plan	Excellent long-term umpire development plan
	Umpire Development Enablers	No Umpire Coordinator or Umpire Coaches	Umpire Coordinator and at least one Centre coach	Umpire Coordinator plus a Coaching and Assessing (C&A) group who support umpires at Centre/Zone levels	Umpire Coordinator plus a C&A group support umpires across all levels
	Development Opportunities	No workshops or practical sessions for umpires and/or umpire coaches	Minimal and ad-hoc development opportunities, umpires and coaches typically attend sessions at other Centres.	Some development opportunities offered for some levels of umpires or umpire coaches	Full programme of umpire and umpire coach development opportunities for all levels of umpires and coaches. Well attended
	Representative/Tournaments	No umpires available to send to Representative or secondary school (SS) tournaments with teams	Minimal number of umpires available to send to tournaments, often not at an appropriate level	Appropriately qualified umpires are appointed with Centre teams to Rep tournaments, and by schools to SS tournaments	There is a pool of skilled and supported umpires available for selection to all tournaments
	Umpire Group Culture	Cliques or a 'them-us' culture within umpire group, or between umpires and teams/coaches/Centre	Neutral relationships within umpire group, and between umpires and teams/coaches/Centre	Developing relationships within the umpire group, and between umpires and teams/coaches/Centre	Positive relationships within the umpire group, and between umpires and teams/coaches/Centre
Bench Officials	No bench official programme or promotion	Some local opportunities for bench officials	Regular opportunities for bench officials to develop, support given	Bench officials are highly trained and supported to attend events	
Player Development	Philosophy and Policies	No player development philosophy or policies	Basic development philosophy and Rep policies	Clear and detailed development philosophy and Rep policies	Comprehensive development philosophy and Rep policies
	Development Programmes	No Player Development Programmes (PDP)	Basic PDP for at least one group between Y7-10	Multi-level PDP for Y7-10 players, with moderate engagement	PDPs opportunities across all year levels, with high engagement
	Representative Programmes	No Centre (or Cluster) Rep Programmes	Rep Programme for one age-group between U16 and Open	Rep Programme for two age-groups from U16 to Open	Rep Programme for every year level U16, U18 and Open
	PDP/Rep Player Feedback	Poor PDP/Rep player satisfaction/feedback	Mixed PDP/Rep player satisfaction/feedback	Positive PDP/Rep player satisfaction/feedback	Excellent PDP/Rep player satisfaction/feedback
	Player Development Enablers	No Rep Coordinator (RC) or Talent Spotter (TS)	RC or TS in place, but minimal player ID processes	RC or TS in place, with active player ID processes	RC or TS in place, with comprehensive player ID processes
Zone/NNZ Pathways Connection	Unaware of Zone and NNZ Pathways	Minimal awareness, with low engagement	Good awareness, with moderate engagement	Active promotion of Zone and NNZ Pathways, with high engagement	
Player Welfare	Knowledge of NetballSmart (NS)	Minimal knowledge	Some knowledge	Principles/programmes/resources are active in Centre	NS integrated into all aspects of the Centre
	NS Dynamic Warm-up	No safe warm up space/time for any competitions	Some provision for warm up space/time in competitions	Warm-up space and time provided in most competitions. Components of NSDWU utilised by teams, not always properly implemented	Warm-up space and time provided for all competitions. NSDWU frequently used by most teams and well implemented
	NS Workshops and Activations	No NS workshops are offered	Some NS workshops/activations offered, not well attended	A variety of NS workshops offered with moderate attendance.	A variety of NS workshops/activations are offered with high attendance
	Injury Prevention (IP) and Fitness/Conditioning (S&C)	No IP or S&C programmes	Offer IP or S&C programme, not well attended or cancelled	IP or S&C programme (e.g. pre-season), moderate attendance	IP or S&C programme in place and well-attended
	Player Loading	No consideration of player loading or commitments across multiple sports	Some teams and coaches consider player loading and commitments across other sports/teams	Increasing number of teams and coaches consider player loading and commitments across other sports/teams	Most teams and coaches consider player loading and commitments across other sports/teams
	Injury Surveillance	No injury surveillance process in place	Injury reporting is included in H&S Plan	There is an easy to use, promoted injury reporting system in place	Injury reporting is high, and data gathered is used in future planning
	Player Wellbeing in PDP/Reps	No player wellbeing information shared in player development programmes (PDP) or Rep teams	Some player wellbeing information shared with PDP and/or Rep players/parents and coaches.	Player wellbeing information shared with PDP and Rep players/parents. Multiple Rep coaches complete a NSDWU workshop and some attend DPC. Moderate implementation	Player wellbeing information shared with all PDP and Rep players/parents and changes are observed. All Rep coaches have completed a NSDWU and DPC workshop and implement well