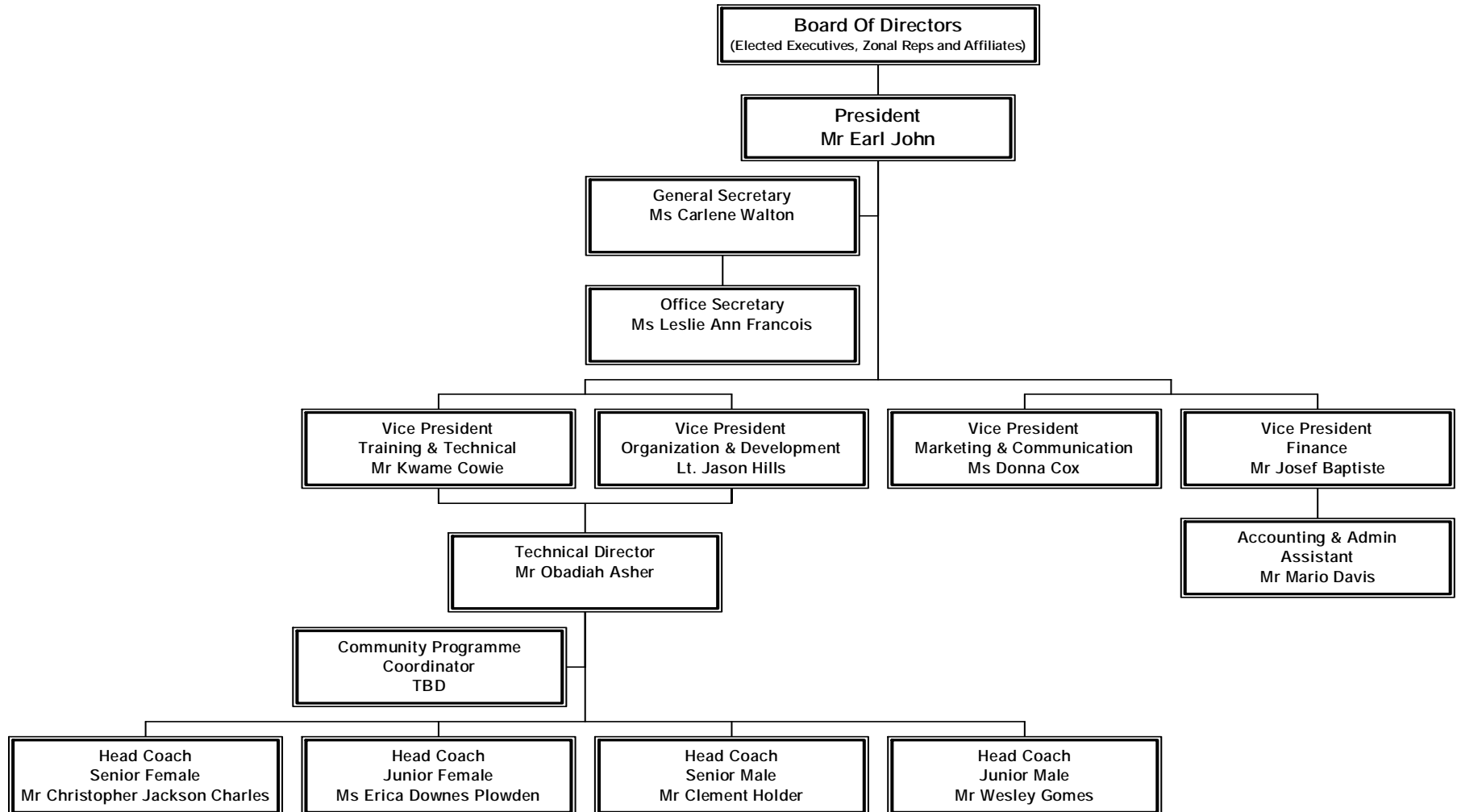


The Organizational Chart of the National Basketball Federation of T & T

NBFTT Organizational Chart



14. The NBFTT Detailed Development Programme

Background and Justification

a) BACKGROUND / INTRODUCTION – Where are we now?

The National Basketball Federation of Trinidad and Tobago (NBFTT) is the official organization responsible for the growth and development of basketball in Trinidad and Tobago. In accordance with the Brighton Declaration to which the Government of the Republic of Trinidad and Tobago (GORTT) is a signatory, the NBFTT has developed and has in training four (4) national teams:

- Men’s Senior National Team;
- Women’s Senior National Team;
- Men’s Junior National Team;
- Women’s Junior National Team

These teams are currently in training to represent Trinidad and Tobago and to participate in five (5) major international competitions. These are:

- i. Caribbean Basketball Confederation (CBC) which measures the success of teams in the Caribbean region;
- ii. Centro Basketball allows for teams within the Central American Region to participate towards excellence;
- iii. The Pan American Games;
- iv. The World Games;
- v. Olympics.

It must be noted that the Commonwealth Games is another major international competition, however, the status of basketball at this competition is optional and at the initiative of the host country.

To participate in the major international games requires not only participation at the lower level games but also strategic positioning in the competition which allows us to qualify. Currently, our senior teams are at the stage where we are now attempting to qualify for Centro Basketball either by winning the Caribbean Basketball Confederation (CBC) Championships or strategically positioning ourselves to qualify. The CBC tournament is scheduled to take place in Puerto Rico during the month of August 2007. The venues and participating teams have been confirmed and are listed in the attached table.

CBC Men's: Caguas, Puerto Rico: August 5th to 12th

- | | |
|---|---|
| <input type="checkbox"/> Antigua & Barbuda | <input type="checkbox"/> Dominican Republic |
| <input type="checkbox"/> Bahamas | <input type="checkbox"/> Guyana |
| <input type="checkbox"/> Barbados | <input type="checkbox"/> Jamaica |
| <input type="checkbox"/> British Virgin Islands | <input type="checkbox"/> Puerto Rico |
| <input type="checkbox"/> Cuba | <input type="checkbox"/> Trinidad & Tobago |

CBC Women's: Morovis, Puerto Rico, August 9th to 15th

- | | |
|---|--|
| <input type="checkbox"/> Antigua & Barbuda | <input type="checkbox"/> Guyana |
| <input type="checkbox"/> Bahamas | <input type="checkbox"/> Puerto Rico |
| <input type="checkbox"/> Barbados | <input type="checkbox"/> Trinidad & Tobago |
| <input type="checkbox"/> Dominican Republic | <input type="checkbox"/> US Virgin Islands |

As we prepare ourselves for the CBC, there is no anxiety concerning the qualification of the Women's Senior National Team. The anxiety lies with the Men's Senior National Team. The reason for this anxiety has to do with the location for this event which is Puerto Rico. Traditionally, competitions held at Puerto Rico have resulted in other teams having access to their major foreign players which means the quality of the competition at this level will be heightened. Another reason why this competition will be difficult is the timing. It will be played in August which means that senior foreign players would be on a break and even more accessible.

The Trinidad and Tobago Senior Men's Team has been without major competition and also NBFTT needs to look closely at its foreign players and its accessibility to these players. If these gaps are narrowed the chances of qualifying for the Centro Basketball will be greater. It must be noted that the Junior Men's Team has already qualified for Centro Basketball.

Given the anticipated heightened level of the competition the technical committees of the national teams have planned trips to strategic centres in the US and other territories with a view to identifying, contacting and otherwise establishing a cadre of overseas and professional players who are willing and able to represent Trinidad and Tobago at this and other competitions.

At the zonal level, NBFTT is conducting zonal competitions with a view towards talent identification for athletes with the capacity to move towards elitism. A step down is the community programme spread across Trinidad and Tobago in twenty (20) communities. This thrust is to ensure that the growth of the sport.

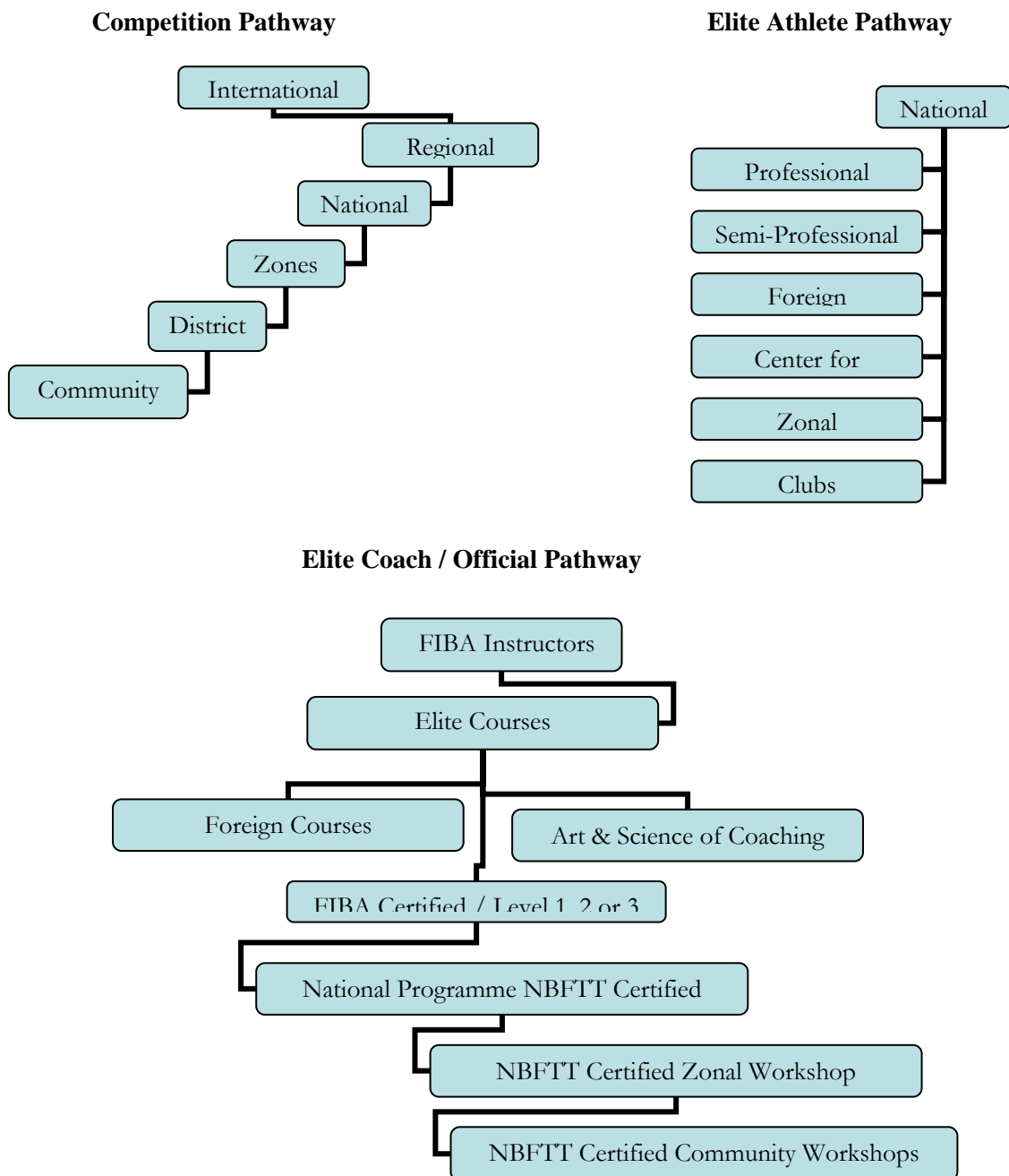
Our major hurdle presently is in officiating where we need to breed a cadre of internationally trained officials. The need for professional officials will enhance the quality of players in all our leagues. It will also result in the establishment of a solid data base which will enhance the performance of the national teams at all levels.

Another area of concern is coaching. Currently, a number of coaching programs have been held to upgrade coaches in Trinidad and Tobago. More will need to be held if our goals are to be achieved.

Indeed, the NBFTT is initiating this sort of holistic programme for basketball designed to go from **“Mini to Masters”** since it is through such a pathway that elite athletes, teams and officials will emerge. This programme is necessary to achieve the dual mandate anticipated by any National Sports Organization, viz:

- i. The development of basketball in Trinidad & Tobago;
- ii. The use of basketball as a medium to cultivate a culture of peace in Trinidad and Tobago;

The following diagram pictorially describes how this will be effected:



b) JUSTIFICATION – Why Should The NBFTT Programme For Basketball Be Funded?

The question is why Basketball? Basketball is the only sport which was created to deal and treat with deviancy. Its historicity demonstrates that as a strategy not only will it develop social capital but simultaneously it will also develop human capital that is not transient but sustainable.

As a sport basketball is extremely disciplined and requires a level of cognition not only in applied areas but also in pure science, which indicates that, as a tool, the possibility of basketball raising the bar of education is real, especially where basketball is played at the competitive level. Basketball at the competitive level requires strategy development, teamwork and execution to be successful. Coaches and players alike must appreciate and understand each other’s differences and roles. Indeed, it’s a game where teams truly must work together to win together.

Basketball is also a very popular sport, fun and relatively inexpensive to play. In the “Ghettos” (the word being use loosely here) basketball is the most played sport since, compared to the other traditional sports, it requires the least space and resources to generate what is called a “sweat”. Given the community thrust, the NBFTT will be able to embark on a dual prong which will include on one side, the growing of the sport in communities across the nation and the identification of possible elite talent, and on the other side the using of basketball as a medium to effect change.

At the end of the day what this programme will ensure is the meteoric rise of Trinidad & Tobago basketball in the global village where Trinidad & Tobago will ensure as the preferred destination for basketball talent in the western Hemisphere.

c) **GOAL(S)**

The goal of the NBFTT is stated below:

“To promote, develop and manage the sport of basketball in the Republic of Trinidad and Tobago as a means to athletic excellence.”

d) **OBJECTIVES**

The objectives of the Federation include:

1. The establishment of Zonal Centres of Excellence, Camps, Player Specialisation Workshops and National Advanced Training Centres (NATCs) for the development of players;
2. The implementation of national and zonal coaching workshops and symposia to accredit community, local and national coaches;
3. The implementation of national and zonal officiating workshops and symposia to accredit community, local and national officials;
4. The organisation of community, zonal, national and semi-professional basketball leagues;
5. To grow the sport through the medium of "mini-basketball" at the primary school and community levels;
6. To conduct a series of administrative workshops with a view towards the institutional strengthening of the Federation.

e) **DESCRIPTION OF PROGRAMMES** – **How are the programmes going to be implemented, where and in what manner?**

For our goals to be realized and sustained all the objectives play a strategic part. The programme can be looked at from two aspects which work hand in hand competitive and development. A description of the NBFTT’s implementation strategy for each objective is provided below.

1. **Zonal centres of excellence, camps, player specialization workshops, national advanced training centres**, and all programmes involving coaching and training will involve both developmental and competitive aspects. It is hard to separate the two because when one competes, the fundamentals learnt at developmental stages are implemented and when one works on fundamentals at developmental stages they are better equipped to compete.

These programmes are needed to provide a pathway for elite players to attain their maximum potential. Players showing promise at any stage will be provided with special training to work on flaws and improve technique. A holistic approach will be taken in developing the players. Not only will the sport specific aspects be dealt with (technical,

physical and tactical) but the programmes will also focus on public speaking, psychological development and academics.

2. The **implementation of national and zonal coaching workshops and symposia** are necessary to equip coaches with the material to carry out coaching programmes. The scientific aspects of sport are very important and cannot be learnt on the court. The proper terms and conditions are necessary components of coaching. These workshops play an integral part of the development of the sport.

Basketball is a sport that does not require much space and equipment to participate so most players learn the sport just from playing. Players are able to play but an understanding of the fundamental aspects of the game is often what is lacking since these players were not “schooled” properly in the game.

Previously, there was no organized pathway for coaches to develop the art of coaching and study the scientific aspects. Coaching workshops are a necessity to give coaches the right information to impart to the players to assist them in reaching their maximum potential.

3. Competition is what drives the sport. Good competition requires the **implementation of national and zonal officiating workshops and symposia** in order to have trained, qualified and independently credible officials. After all, when the players prepare they prepare to compete. Good officiating brings out the best in players and lifts the overall standard of the game. These workshops are important to take the game to the next level because as the players become more skilled and do more things while playing the official needs to grow also to that level to keep pace.
4. **The organisation of community, zonal, national and semi-professional basketball leagues** are needed to provide a place for coaches and players to compete as well as test and showcase their talents. It is also an important area where officials are assessed and get critical practical experience. Also, competition is not always at the elite level but could be recreational so leagues are necessary to provide competition at all levels to accommodate every one from “*mini to masters*”.
5. **The introduction of "mini-basketball" at the primary school and community levels** provides opportunities for direct and indirect competition. It is generally accepted that the early years of development is the best time to engage the athletes in the proper technique and biomechanical principles. Special consideration is needed to look after the specific needs of children and this is done through mini-basketball. This programme is needed to provide the foundation for elite performance. The NBFTT proposes to foster this development through indirect competition where skill competencies will be developed and tested against an established standard where successful participants will be rewarded with a “skills” badge. This is important because direct competition eliminates participants through the selection of teams and leaves out late and slow developers. Indirect competition allows for all to participate at skill acquisition and including those who may be athletically challenged.

6. The NBFTT proposes to **conduct a series of administrative workshops** as it recognizes that the sport will not grow if the administrators are not capable of ensuring it does. Administrators must be passionate as well as professional. Elected volunteers run most NSO’s. Often times this is based on availability and not capability. These workshops, therefore, are necessary because the administrators need to be trained. Within the overall pathway from Community to District to Zone to National and with the plan to develop clubs, the workshops are an important aspect in the development of the sport locally.

The details of each proposed objective are available in the attached documents.



B. MEDIUM TERM & STRATEGIC OUTCOME – (1 – 5 years)

ACTIVITES	STRATEGIC OUTCOMES
Community Programmes	<ul style="list-style-type: none"> ▪ By 2012, NBFTT will have forty-five community programmes- three (3) per regional corporation. ▪ A Regional Programme and league will be active feeding into zonal playoffs. ▪ An increase in the quality of adjudication of the games. ▪ A reduction in the level of violence among players afflicted to NBFTT run programmes.
Training Programmes	<ul style="list-style-type: none"> ▪ By 2012, NBFTT will have at least thirty level III coaches sixty level II coaches and 120 level I coaches. ▪ Thirty officials would be involved in mentorship in leagues in Europe and the USA ▪ Players would be involved in at least 3 training camps with the NBA.
National Teams Training	<ul style="list-style-type: none"> ▪ By 2012, all four (4) National teams will be the number one team at Centro and among the top three at the Pan American games. ▪ A ten percent increase in local players actively involved in the NBA or affiliate leagues. ▪ A ten percent increase in players accessing basketball scholarship. ▪ Increase in sponsorship for the national terms. ▪ The establishment of a successful semi- professional league.
Administration	<ul style="list-style-type: none"> ▪ Local administrators are selected on Regional and International bodies. ▪ The NBFTT as a successful profit making body. ▪ The establishment of zonal club houses. ▪ Ownership of its own home and facility.

C. SHORT TERM OUTCOME – (1 – 12 months)

ACTIVITIES	DESIRED OUTCOMES
Community Programmes	<ul style="list-style-type: none"> ▪ Twenty (20) communities have benefited from coaching and playing in leagues. ▪ At least (30) players have been identified to participate in zonal training. ▪ Officials who participated in workshops have been used in the community programmes and an evaluation of their performance is available.
Training Programmes for officials and coaches	<ul style="list-style-type: none"> ▪ Increase in the number of certified officials to adjudicate basketball games. ▪ The general response to adjudication of games is more satisfactory based on a survey of participants and observers. ▪ Increases in the number of level 1 and 2 coaches.
Training of National Teams	<ul style="list-style-type: none"> ▪ Men’s Senior National Team has qualified for Centro Basketball and is ranked among the top 3 Caribbean playing nations. ▪ Women’s Senior National Team has qualified for Centro Basketball and is the top ranked team in the Caribbean. ▪ The Junior Teams are in training and should be ranked among the top three in the Caribbean.
Administration	<ul style="list-style-type: none"> ▪ Increase in the administrative and support staff. Three (3) additional persons added. ▪ Specialist training for staff in software development. ▪ The ownership/ rental of a club house.

List Of Achievements And Global Ranking Of The Sporting Discipline And Athletes

We did not participate in CBC Championships 2006 which is a qualifying tournament so we are currently not ranked in CBC's top eight. Accordingly, we are listed under “**OTHERS**” by **FIBA** who ranks only the top **seventy-five (75)** countries.

Both national teams - men and women - won an invitational tournament held in Guyana including Guyana D.C. Jammers of the USA. Stephen Lewis and Pietra Gay - our Sport Personality Nominees for 2006 - won MVP Awards for the male and female categories of the Tournament.

Fifteen (15) players received scholarships to schools in the USA including CBC Juniors standout Afeisha Noel who won Freshman of The Year honors in the conference.

We have at present 130 players in schools in the USA and approximately twenty-four (24) playing professionally in various leagues around the world

Here are some of the individual achievers:

Female Players:

- ❑ Pietra Gay - Former WNBA Player and Champion currently playing in Romania
- ❑ Tiffany Williams (Tobago) – currently playing in Romania
- ❑ Patrice Edwards – currently playing at Texas Tech University USA

Male Players:

- ❑ Shawn Mayers - England
- ❑ Sharon Castanada - England
- ❑ Gimeel Lewis- Spain
- ❑ Dwayne Virgil- Spain
- ❑ Kebway Trim –Venezuela (2006 1st Team Academic All American)

Ongoing Performance Measurement, Reporting and Evaluation Strategies

The NBFTT is divided into nine (9) zones with the Chairman of each zone being a member of the Board of Directors. This zonal chairperson is required to submit monthly reports at the statutory meeting held on the second Saturday of each month at a venue chosen at the previous meeting. The Chairman of each zone has the responsibility of assisting in the setup of any programme held in his region. He is expected to source whatever is needed and submit the cost to the Vice President Finance who will then track actual vs anticipated expenditure and ensure that any explanations received appear reasonable.

The NBFTT proposes to pursue a strategy of “triangulation” in its performance measurement. With triangulation reports will be collected from three (3) different sources – usually expected to be a participant, lecturer and zonal / community official - and independently verified by the Technical Director or an appropriate NBFTT official.

The measurement strategy is best explained using an example. Let’s take a Players’ workshop or participation in a Centre For Advanced Training. Prior to the commencement of the course a practice plan will have been submitted and agreed upon between the coaches or instructed and the Technical Department, i.e., the Technical Director (TD), VP Training and Technical and VP Organisation and Development. This will include the topics to be covered during the course or training period. Coaches from other programmes or the Technical Director will be expected to sit in on the programme from time to time to verify the participant’s progress.

In this case the following persons will assess the NBFTT performance in the attainment of its stated objectives:

- (1) A participant - The participant’s report will be expected to state his/her opinions on the programme as well as the progress made.
- (2) The coach - The coach’s report will be expected to indicate if the topics are being covered in the anticipated timeline and his opinion of the progress of the players. It is expected that any problems encountered by the coach will also be highlighted.
- (3) The Zonal Camp / Workshop Coordinator – The Coordinator’s report will be expected to indicate the adequacy of the resources and speak to administrative and logistical issues that may impact the Camp / Workshop.

The Technical Director (TD) will collect these reports and verify and corroborate the information contained in them. The TD will then compile an overall Executive Report which will go to the NBFTT’s Board. The TD will make recommendations as what changes should be adopted based on his evaluation and review of the reports. The VP Finance will monitor the costs associated with each programme and report on variances between actual and anticipated expenditure to the NBFTT Board. Discussions at the NBFTT Board level will necessarily include a review and evaluation of the key technical, qualitative and financial aspects of the programme in order to identify any areas of concern.

Where programmes are less than one month long but more than one (1) week long, a weekly report will be submitted by the player and the coach and one report by the Zonal Camp /

Workshop Coordinator. In the case of the programme being ongoing, the player and the coach will report forth-nightly and the Coordinator monthly. In all other cases the three stakeholders will submit monthly reports to the TD. Wherever feasible, practice games will also be used to see the progress and measure the standard of the teams.

In some cases questionnaires may also be used to get the consensus of the participants.

In the case of mini basketball reports will be collected from the teacher, coach and a participant.

The List of Major International and Regional Tournaments

Currently there are five (5) major international and regional competitions in which the national teams are eligible to participate. These are:

- (1) Caribbean Basketball Confederation (CBC) which measures the success of teams in the Caribbean region;
- (2) Centro Basketball allows for teams within the Central American Region to participate towards excellence. Teams qualify for this tournament based on their performance at CBC.
- (3) The Pan American Games
- (4) The World Games;
- (5) Olympics.

It is also possible for a local team to participate at the Commonwealth Games as another major international competition. However, the status of basketball at this competition is optional and at the initiative of the host country.

List of Anticipated Tours / Overseas Trips

Period	Contingent / Destination	Purpose
March – April 2007	Members of the National Team Coaching Staff (Male and Female) travel to the USA for two (2) weeks – one (1) week in Washington and one (1) week in New York / New Jersey	With a view to identifying and assessing foreign-based and professional players interested in, and eligible to, represent Trinidad and Tobago in upcoming competitions
May 2007	National Under 17 male team travels to Venezuela for one (1) week	In preparation for upcoming Centro Basket tournament
June 2007	Senior Male and Female teams travel to Cuba for two (2) weeks. Where possible they will be joined by selected overseas players.	In preparation for upcoming CBC tournament
June – July 2007	National Under 17 male team travels to a destination to be confirmed	To participate in Centro Basket Tournament
August 2007	Senior Male and Female teams travel to Puerto Rico.	To participate in CBC Tournament