

**Player Evaluation
and
Coach Selection Manual**



Table of Contents

1	Philosophy and Objectives	3
1.1	Parkland Posse Philosophy	
1.2	Objectives	
1.3	Rules	
2	Eligibility	4
3	Selection Process	4
3.1	A Division / GELC West Regional A Tryouts	
3.2	B and C Teams	
4	Selection Criteria	6
4.1	Number of Floor Times	
5	Team Selection	6
5.1	Decision Making	
5.2	Team Sizes	
5.3	Equally Tiered Teams	
5.4	Communication	
6	Division Information	7
6.1	Mini-Tyke/Tyke	
6.2	Novice	
6.3	Peewee	
6.4	Bantam	
6.5	Midget	
7	Late Registrants and Non-evaluated players	8
8	Goalie Evaluation	8
9	Evaluation Feedback	9
10	Coach Selection	9
11	Evaluation Appeals	9
	Appendix A Evaluation Scoring Matrix	10
	Player Evaluation Scoring Matrix	

This manual has been supported by the Executive Board of Directors and developed by a volunteer membership committee.

1 Philosophy and Objectives

1.1 Parkland Posse Philosophy

Evaluations are an important part to every season and Parkland Posse recognizes that it is important to each player, parent or guardian, evaluator and to each team to ensure that this process is designed to allow each player to demonstrate their skills and abilities. Parkland Posse strives to provide a fair, open, impartial assessment of each player. This will ensure the proper placement on teams best suited to develop each level of skill.

1.2 Objectives

1. To provide a fair and impartial assessment of a player's total lacrosse skills during the skill and scrimmage sessions.
2. To ensure that players have a reasonable opportunity of being selected to a team appropriate to their skill levels as determined during the on-floor evaluations of the current year.
3. To provide coaches with the opportunity and flexibility to build a team based in part on their own coaching philosophy and knowledge of player skills and attitude.
4. To provide uniformity and consistency in the evaluation process such that a player and parent expectations are consistent from year to year as players move through the various levels of the association's programs
5. To form teams to maintain balanced and competitive play where the athletes can develop and participate equitably and have fun playing lacrosse during the season.

1.3 Rules

1. The selection criteria will be the same for all players at each level, from Peewee to Midget and the evaluations will be documented. This ensures consistency in the evaluation process, and provides consistency in player and parent/guardian expectations from year to year as players move through the various levels of Parkland Posse programs;
2. Evaluations are documented and remain confidential. Individual evaluation scores and rankings are not released, as our purpose is to form teams, not to rank players for the general membership. Under no circumstances will evaluation results be released to parent/guardians or players. Parkland Posse does not have the resources to release this information in a form that will educationally benefit and develop the player. This education and development is the responsibility of the coach and parent/guardian. The evaluation sheets and the ranking criteria is only made available to the Evaluation Committee. The Evaluation Committee at each level will be comprised of the Vice President, Player Development Director, Director of Coach Development and the Division Director.
3. A member of the Evaluation Committee will remove himself from any discussions or decisions that are required to be made regarding his or her own child. Members of the Executive Board of Directors will not release evaluation data. As well, all members of the evaluation process are required to sign a letter of confidentiality stating that under no circumstances will evaluation results be released;
4. Any new player that registers with our Association will have the opportunity to try out for the highest level in their division as long as the evaluation is prior to the cut-off date as determined by the Association.

5. The Executive Board of Directors will deal with any injury or illness, which prevents a player from completing the evaluations, on a case-by-case basis.
6. Although it is impossible to eliminate subjectivity, or previous coach/player experiences, the selection process will reflect on-floor performance during the evaluation period. Again, as an Association, our goal in team formation is to have players of similar ability playing together to maintain balanced teams where the athletes can participate equitably and have fun playing lacrosse during the season;

2 Eligibility

All players registered in Parkland Posse are invited to participate in the following divisions based upon their year of birth.

Division	Year of Birth
Mini-Tyke	2012-2013
Tyke	2010-2011
Novice	2008-2009
Peewee	2006-2007
Bantam	2004-2005
Midget	2002-2003

1. Players must report to tryouts within the category they have been registered or approved for.
2. A balance between team numbers and player development may factor in to player placement decision. Any additions to a team roster after the season has started will not cause a "cascade effect" of player movement with teams below.
3. Accelerated players in any category will be considered on a case by case basis at the written request of a parent/guardian. The President and Evaluation Committee will determine the player's eligibility. Movement of such a player must then be recommended to the GELC for final consideration and will only be considered under exceptional circumstances. Parents who feel that their child is an exceptional player may make an application under this policy to advance their child. Players making application must also possess the physical, emotional and social maturity to match their superior lacrosse skills.

3 Selection Process

3.1 A Division / GELC West Regional A Tryouts

1. 'A' lacrosse is intended for the player with advanced skills who is willing and able to commit to a more intense lacrosse experience.
2. GELC West is made up of three minor lacrosse associations; the Parkland Posse, West Edmonton Blues and Westlock Rock. A tryout opportunity will be provided for any GELC member in our region to play A lacrosse if their home club cannot field an A team. Players will not be granted a release to tryout for another zone if they fail to make an A team within the zone.

3. Hosting an A team is based on the following criteria:
 - a. Our goal as a zone is to grow the game to a place where all 3 clubs can host 'A' teams. Until our registration numbers can support that, the host team will be determined in each division by the club who has the greatest number of players registered in the RAMP system on Feb 15th each year. This is to ensure that each club will have adequate players available to field a lower division team as per GELC regulation.
 - b. Adherence to the GELC Regulation 20.01 Club Tiering Chart for Peewee/Bantam (seen below) in which a club must enter the B division if they only have registration numbers to field one team.
 - c. Adherence to the GELC Regulation 20.02 for Midget where teams must have a 50/50 ratio A to B. The extra team would be placed as a B level team.
 - d.

# of Teams	A	B	C
1	n/a	1	n/a
2	1	n/a	1
3	1	1	1
4	1	1	2
5	1	2	2
6	2	2	2

4. If no club has registration numbers to field a second team in a division, the club Presidents will appeal the GELC to field an A team for the West Regional Zone under Regulation 20.03 of the GELC Handbook.
5. Head Coach Selection for the GELC West 'A' Teams – Application for each division are due to your respective Club President by Feb 15th. Interviews will be conducted prior to tryouts and a zone coach will be named regardless of the club that will host the team.
6. Head Coach Selection for this team will be selected by a panel of the Presidents (or designate) from each club.
7. Each player is guaranteed at least one tryout session prior to any players being released. The tryouts must be completed by the 3rd Sunday in March. Players cut from an A team must return to their home association to play B.
8. Tryout fees to offset floor and related costs, are optional and shall be established annually by the three GELC West Associations. Players interested in trying out for 'A' will be required to submit a separate intent to tryout form.
9. An independent group of evaluators (minimum 3) as approved by the member clubs and coaches will evaluate the players and provide evaluation data to the respective coach.
10. Team size will be determined in cooperation with the coach and the respective associations after registration numbers are finalized.
11. Prior to final placement on this team, parents will need to agree to full participation at this higher commitment level.

3.2 Parity Teams / B&C Teams (Mini-Tyke through Midget)

1. All registration and evaluation fees (if applicable) must be paid in full prior to evaluations;
2. These evaluations will be completed by a designated committee for each club, and chaired by the appropriate division director.
3. All evaluations will have three (3) to five (5) evaluators. The Association will make every effort to outsource evaluators but, should this be unavailable for any reason, the Category Delegates will make every effort to ensure these evaluators are unbiased and unrelated to the players being evaluated;
4. It is critical to know the number of players prior to the evaluations to be able to schedule floor and evaluators. The number of runners per evaluation session is to be kept as close to 30 as possible, pending total tryout numbers. If there is more than this, additional floor should be scheduled and the total number of players split accordingly. The same evaluators should be present at all floor times to ensure comparable data comparison;
5. Division Directors will be responsible to contact the evaluators to provide and collect evaluation data.

4 Selection Criteria

4.1 Number of Floor Times

1. The evaluation format will consist of one to two skills evaluation only at the Mini Tyke and Tyke Level and a combination of skills evaluation and scrimmage(s) at all other levels;
2. There will be up to four sessions for Novice to Bantam Divisions including skills evaluation sessions comprised of individual and team skills and scrimmage sessions
3. Player movement and/or placement will be assigned as explained in Appendix A – Evaluation Scoring Matrix
4. Basic evaluation format is as follows:
 - a. Session #1 – Individual Skills
 - b. Session #2 – Team Skills/Scrimmage (top players removed after this floor time)
 - c. Session #3 – Scrimmage
 - d. Session #4 – Scrimmage (if required for parity evaluation)

5 Team Selection

5.1 Decision Making

The Division Director will ensure that the evaluation processes have been followed and will collect and tabulate the evaluator's scores. Player placement ultimately is decided, using player's evaluation scores, by the Division Director.

5.2 Teams Sizes

This upcoming season Parkland Posse is striving to provide the registrants with the best development possibility that can be attained from our registration numbers.

This season we are projecting to have teams with the following runners

(to be determined as of March 15th)

Division	GELC West A Team	Team 1	Team 2	Team 3	Team 4	Girls
Mini-Tyke		10	10			
Tyke		12	12	12		
Novice		15	15			15
Peewee	15 (A)	15 (B)	15 (C)			15
Bantam	16 (A)	16 (B)	16 (B/C)			15
Midget	16 (A)	16 (B)				15

5.3 Equally Tiered Teams

The GELC mandates that Association's participating in Mini-Tyke, Tyke and Novice have parity across all teams. At Peewee, Bantam and Midget if associations have two teams in the same division it is also expected that these teams be of equal skill level.

Players that make team levels that are mandated by the league to be equal will be selected by placement of the top ranked player to team A, second to team B, third to team B, fourth to team A etc. Consideration for players to play together is discouraged but may be granted at the discretion of the Division Director so long as they are of equal caliber and do not disrupt the parity balance.

5.4 Communication

All evaluation communications will be done using the Parkland Posse website and the division pages. All registered players will receive email notification of the dates via the Association's website. It is ultimately the parent's responsibility to check the Parkland Posse website and to ensure that their player arrives prepared for their division's evaluation dates and times. As the evaluations progress, the division directors will post groupings on their pages and notify any additional information to participants via email.

6 Division Information

6.1 Min-Tyke/Tyke

1. Evaluations at this level are done to create evenly matched teams subject to the player's skill level;
2. Each player is to be evaluated during (1-3) skill sessions depending on number of registrations.

6.2 Novice

1. Evaluations at this level are done to create parity teams, considering requests to play together. After (3-4) games the GELC will re-tier teams to ensure parity is achieved for the duration of the season.
2. The number of teams and players on each team will be determined by final registration numbers.
3. Each player is to be evaluated during (1-2) skill sessions and (1-2) full floor scrimmages.

6.3 Peewee

1. The number of teams in each tier will be based on registration numbers, as well as direction from the GELC.
2. Each player is to be evaluated during (1-2) skill sessions and (1-2) full floor scrimmages.
3. The selection of players at these levels should be on their overall lacrosse skills and ability to “play” the game.

6.4 Bantam

1. The number of teams in each tier will be based on registration numbers, as well as direction from the GELC.
2. In situations where there are too many or not enough players to achieve the minimum roster requirement, efforts will be made to partner with other GELC West Zone teams to find opportunities to ensure every registered player has a team to play on.
3. Each player is to be evaluated during (1-2) skill sessions and (1-2) full floor scrimmages.
4. The selection of players at these levels should be on their overall lacrosse skills and ability to “play” the game.

6.5 Midget

1. The number of teams in each tier will be based on registration numbers, as well as direction from the GELC.
2. In situations where there are too many or not enough players to achieve the minimum roster requirement, efforts will be made to partner with other GELC West Zone teams to find opportunities to ensure every registered player has a team to play on.
3. Each player is to be evaluated during (1-2) skill sessions and (1-2) full floor scrimmages.
4. The selection of players at these levels should be on their overall lacrosse skills and ability to “play” the game.

7 Late Registrants and Non-evaluated players

1. Players that move into the Association’s boundaries after the initial evaluations have ended or were unable to attend evaluations must be placed on a B/C team until their skill level can be properly determined by the Evaluation Committee and coaching staff.
2. Initial placement within our association will depend on the new player's previous association's placement and all attempts to make a similar placement will be made.
3. The Division Director as well as another non-biased member of the Board of Directors will conduct evaluations which will be both practice and game play based.

4. The format to conduct these will have a subjective element, as they will be compared to the “general team” they are being evaluated. In order to be moved up and placed on a higher division team their demonstrated abilities must be superior to the team directly below.
5. Placement of new players to the association on a permanent team should be completed in a timely fashion.
6. An injured or ill player’s placement (with a corroborating physician’s note only) will be at the sole discretion of the Division Director in consultation with the Parkland Posse Evaluation Committee.
7. Players that enter late into evaluations cannot become a ‘lock’ on any team.

8 Goalie Evaluation

Goaltender evaluations will only be conducted from Peewee and above. The goalies will be evaluated during all players’ evaluation sessions and ranked according to ability. Effort will be made to have at least one evaluator with more focus on the goaltender during final evaluations.

9 Evaluation Feedback

During the month of May, Parkland Posse will provide an opportunity to receive feedback on the current season’s evaluation process. This feedback will be examined closely to ensure that the Association’s process is continually improved. The evaluation feedback will not change the decided placement of the current season but will be used to improve processes for the upcoming season.

10 Coach Selection

Parkland Posse strives to ensure that each team has a qualified coach whose first priority is to develop players on their team.

1. The Coach Selection Committee is to consist of the Vice President, Director of Coach Development and Division Director. In the event that one of the Selection Committee Members applies for a Head Coaching position or is unavailable, every effort will be made to fill that position by another member of the Executive Board of Directors.
2. Interested Head Coaches must submit coaches resume or coach application form (under coaching on Parkland Posse Website) prior to March 1st each year to the Coaching Director in order to be considered for a head coach position. Coaches wishing to apply for the GELC West A team need to have their applications in by February 15th to the President of their respective GELC Club. Leniency will be extended for the Mini-Tyke and Tyke divisions.
3. The coach selection application and deadlines will be posted on the Parkland Posse ;
4. Application forms, and current RCMP background check should be included as part of the application package; RCMP background checks will be required for submission by all coaches (head and assistant coaches) by May 1st of the current playing season.
5. Non-parent volunteer coaches will be encouraged to apply.
6. Previous coach evaluation information (Coach Feedback forms) will be provided to the coach selection committee prior to coach selection.

7. In cases of multiple applicants, interviews may be conducted; the Interview Committee will rank applicants applying for the same level with the position offered to the highest ranked position.
8. The named Head Coach will be responsible to select his/her assistant coaches and will be provided a list of past volunteers and their coaching credentials to choose from.
9. A parent Coach selection for a team is entirely dependent on the final placement of their player after evaluations.

11 Evaluation Appeals

Any appeals regarding evaluations must be put in writing and directed to the Parkland Posse Vice President.

Appendix A - Evaluation Scoring Matrix

The following scoring matrix will be provided to evaluators as a baseline for the scoring system. All players will be evaluated on a numerical scale of 1-Weakest to 5-Outstanding. These skill assessments will then be factored to create competitive teams for the scrimmage. A player should not be cut on skills alone without the opportunity to participate in a scrimmage.

Player Evaluation Scoring Matrix - Skills

<p style="text-align: center;">Speed</p> <p style="text-align: center;"><i>Evaluators will be looking for the following:</i></p> <p style="text-align: center;">Outright sprinting ability, hustle on & off the floor, agility, determination in pursuit</p>
<p style="text-align: center;">Pass, Catch and Shoot</p> <p style="text-align: center;"><i>Evaluators will be looking for the following:</i></p> <p style="text-align: center;">Proper technique giving and receiving passes accurately, quick stick ability, ability to pass and catch in motion, ability to shoot/pass from over the shoulder, sidearm, sub, behind the back etc., effective balance between shot power/accuracy</p>
<p style="text-align: center;">Stick Skills</p> <p style="text-align: center;"><i>Evaluators will be looking for the following:</i></p> <p style="text-align: center;">Cradling, Dodging, ability to switch hands, ball protection, scooping techniques, fakes/trick skills</p>
<p style="text-align: center;">Offensive Awareness</p> <p style="text-align: center;"><i>Evaluators will be looking for the following:</i></p> <p style="text-align: center;">Positioning oneself on the strong side of the floor, ability to execute picks, pick & rolls, screens, willingness to pass - teamwork, good decision making through transition, thinking and acting at the appropriate speed of the game, loose ball aggression, communication</p>
<p style="text-align: center;">Defensive Awareness</p> <p style="text-align: center;"><i>Evaluators will be looking for the following:</i></p> <p style="text-align: center;">Proper body positioning, mid-pointing ability, physicality, self-control, playing within the rules of the game, knowledge of transition, awareness of over-committing to an attacker, stick checking abilities, loose ball aggression, communication</p>

Appendix B - Evaluation Scoring Matrix

The following scoring matrix will be provided to evaluators as a baseline for the scoring system during scrimmages.

Player Evaluation Scoring Matrix - Scrimmage

<p style="text-align: center;">5 - A</p> <p>An excellent, elite level performance. Player executes effectively at position and within role on team. Clearly outperforms counterparts at same position. This player had a lasting, dominant effect throughout the game. Player definitively impacts game outcomes.</p>
<p style="text-align: center;">4 – A/B</p> <p>An above average performance. Good plays and decisions clearly outnumber poor ones. A player may be downgraded from a 5 for the following criteria: inconsistency in terms of effort, or grittiness, lapse in discipline or emotional control. Player could compete at elite levels of play with further development but would better impact game outcomes in the B division</p>
<p style="text-align: center;">3 - B</p> <p>An average performance, player requires more observation. Player made a significant number of mistakes / poor decisions; countered by a similar number of good plays / decisions.</p>
<p style="text-align: center;">2 - C</p> <p>A below average performance. Bad plays / decisions outnumber good ones. Player may have lacked effort and hustle and made errors costly to the team. Attitude, behaviors and performance may be questionable.</p> <p>Physical and mental components were deficient / below average. This player shows some potential but has clear opportunities for development which would not allow them to be successful at a more competitive level of play.</p>
<p style="text-align: center;">1 - C</p> <p>Well below expected standards within the age category. Not approaching level of contribution required of more competitive levels of play. The potential to play and contribute consistently to positive game outcomes is questionable. Player may be new to the sport or lack confidence in themselves.</p>