

Beaumont Minor Ball Association Competitive Program Guidelines 2020



Table of Contents of Competitive Program

Policy Name	Page
1.0 Program Overview	2
2.0 Player Evaluations	5
3.0 Team Selections	6
4.0 Coach Selections	9
5.0 Affiliate Players	12
6.0 Coach Evaluations	13
Coach Application	AP

Policy Name: **1.0 Program Overview**

Purpose

Different from recreational “House League” baseball where the focus is fun through playing games in the months of May and June, the Beaumont Minor Ball Association (BMBA or the Association) Competitive Program is made available for those players/members that desire:

- A higher level of skill development, competition, and travel;
- A longer season – opportunity for more games, more practices;
- League play in a variety of communities across the province;
- An opportunity to compete at a Provincial Championship;
- A larger commitment to the game – expectations for attendance, costs, time, etc.

Objective

A key Core Value of the BMBA is...

To provide our young ball players with a positive learning environment wherein the players and parents grow their appreciation and admiration for the game of baseball.

The Association is also aligned to the objectives of Baseball Alberta’s Competitive Program:

‘AAA’ DIVISION – BMBA does not currently field teams at the ‘AAA’ level.

‘AA’ DIVISION

- The objective of the Provincial ‘AA’ League is to provide a competitive yet developmental level of play for players/teams at the 11U, 13U, 15U, and 18U age categories in a province-wide format.
- Baseball Alberta’s ‘AA’ Division website can be found at the following link, and includes information on rules and regulations, schedule, coaching, and miscellaneous forms.
- <http://www.baseballalberta.com/category/5/Baseball-Alberta-AA-Division-Home>

‘A’ DIVISION

- The objective of the Provincial ‘A’ League is to provide a longer developmental season of baseball for community level teams and players, allowing them to continue to play baseball to the third week of July with an ‘A’ Provincial Championship at the 11U, 13U, 15U, and 18U age categories (based on registration).
- Baseball Alberta’s ‘A’ Division website can be found at the following link, and includes information on rules and regulations, schedule, coaching, and miscellaneous forms.
- <http://www.baseballalberta.com/category/4/Baseball-Alberta-A-Division-Home>

Guiding Principles

The Competitive Program Guiding Principles will supplement the Association’s Guiding Principles of fun, safety, fair play, friendship, and sportsmanship, and include:

- Represent the Beaumont Minor Ball Association and our community proudly;
- Learn and develop baseball skills & knowledge – attend practices, use what you learn.

To meet these principles, the Board of Directors (the Board) will hold all members participating on the Association’s Competitive Program (i.e. coaches, players & families) accountable to lead by example and represent the Association to the highest standard.

Policy Name: ***1.0 Program Overview***

Commitments

TIME COMMITMENT 'AA' BASEBALL

'AA' Baseball at all levels is a significant commitment for players and families. Through this commitment, players will see a substantial increase in the development of their baseball skills and continue to grow their passion for the game. Key commitment factors that all players and families should be aware of include the following:

- Evaluations begin in March, indoor practices commence in April and move outdoors once the weather permits, and the season runs from May to the beginning of August.
- Typically 'AA' teams can be on the field 4 to 5 days a week with practices, league games, exhibition games, and tournaments.
- Practices are at each team's discretion, but 2 or 3 practices a week can be expected.
- League games are every second weekend starting in mid-May (per Baseball Alberta's League Calendar) and can include 2 to 4 games per weekend. The occasional weeknight game can also be expected.
- Exhibition games and tournaments are at each team's discretion.
- 'AA' teams are expected to travel across Alberta for league games and tournaments. Out of province tournaments are also a possibility at each team's discretion.
- Tier 1 teams in 13U, 15U, and 18U that win the Provincial Championships represent Alberta at the Western Canadian Championships in mid-August.
- Due to the time commitments outlined above, BMBA strongly encourages players that commit to 'AA' Baseball consider what conflicts may arise by participating in other spring/summer activities. Participation in other spring/summer activities and the conflicts that will arise will be considered when creating our teams.

TIME COMMITMENT 'A' BASEBALL

'A' Baseball is a slightly higher commitment for players and families than House League with the focus being on additional time for development by extending the season into July. Key commitment factors that all players and families should be aware of include the following:

- Evaluations begin in March, practices indoors commence in April and move outdoors once the weather permits, and the season runs from May to the third week of July.
- Typically 'A' teams are on the field 3 to 4 days a week with practices and league games, and some exhibition games and tournaments may be scheduled as well.
- Practices are at each team's discretion, but 2 practices a week can be expected.
- After league playoffs are complete, the Baseball Alberta 'A' League will commence with games on the weekends prior to Provincials.
- 'A' Provincial Championships are typically held during the third weekend in July each year.

BMBA COMPETITIVE PROGRAM



Policy Name: ***1.0 Program Overview***

FINANCIAL COMMITMENT 'AA' AND 'A' BASEBALL

- In order to help offset the costs of additional diamond time, player and team fees, umpire fees, tournaments, development, etc., player costs are higher for teams in the Competitive Program than those in House League.
- An evaluation fee of \$50 will be asked from those players wishing to be considered for a 'AA' or 'A' team.
- 'AA' and 'A' "level up" fees are determined by the Board prior to the start of the season and will be posted on the Association's website once known.
- Individual team "cash calls" and fundraising are the responsibility of each team and in consultation with parents.

11U 'AA' LEVEL PHILOSOPHY

Date created: January 5, 2019

Date modified: February 27, 2020

Last Reviewed:

Policy Name: **2.0 Player Evaluations**

Evaluations are mandatory for consideration to play with a Competitive team.

If insufficient players are available to field a 'AA' team from the Association, and if the player/member desires to play on a 'AA' or 'AAA' team, the Association is prepared to release players as necessary.

Competitive Team Evaluations

The evaluation process can be a stressful time for players and parents alike. The Association strives to keep the process as clear and open as possible while being impartial and minimizing bias. The Association will conduct open evaluation sessions in March – players will have to be registered with the Association (or other Baseball Alberta association) prior to attending any approved evaluation session. 'A' and 'AA' evaluations will be conducted at the same time in the same session. The following attributes will be assessed and may be over the course of a number of sessions/practices:

- Hitting is evaluated by power, bat control, mechanics, and contact.
- Throwing is evaluated by arm strength, mechanics, and accuracy.
- Defense is evaluated by infielding, outfielding, footwork, catching, and mechanics.
- Running is evaluated by speed, mechanics, and agility.
- Pitching is evaluated by velocity, control, mechanics, and for 13U to 18U, secondary pitches.
- Intangibles – Coachability: It is imperative that players conduct themselves in a respectful manner with fellow players and take direction from coaches to ensure continuous improvement of skills. A player's history in BMBA may be considered, as will his/her conduct during evaluations.
- Intangibles – Baseball IQ: A player's ability to "think" the game of baseball and make good decisions will be taken into consideration during the evaluation process.

Player evaluations will be conducted by at least two evaluators to minimize bias, as well as the head coach(es) of the team(s) being considered. Evaluators will not be permitted to assess their own children or a team their child is being considered for, and must declare at the beginning of the tryout that they have a child participating. During the evaluation process, little or no coaching is done and players are encouraged to showcase their abilities in the aforementioned attribute areas.

To ensure transparency and fairness, the evaluation forms will be available to all members prior to the start of the tryouts upon request to the Competitive Director. After evaluations and upon receipt of a written request to the Vice President, the Competitive Program Committee will be available to meet with parents to discuss their player's evaluation and team placement.

Parents will not be permitted to view evaluations in order to avoid distractions.

Missed Evaluations

In the event a player is unable to attend any or all of the Competitive Team Evaluations, the Competitive Director must be notified prior to the evaluation session(s) in order to make alternate arrangements. If proper notice is given, every effort will be made to accommodate a make-up evaluation and previous experience may also be taken into consideration. If proper notice is not provided, the issue of player placement will be discussed and determined by the Competitive Program Committee.

Date created: January 5, 2019

Date modified: February 2, 2020

Last Reviewed:

Policy Name: **3.0 Team Selections**

Team Creation Process

It is the goal of the Association to field at least one 'AA' team and one 'A' team at each age level, 11U to 18U, each season. However, the final number of competitive teams at each age level will depend on final registration numbers each year, as well as the Association's ability to secure proper facility space, qualified coaches, and be competitive. Players wishing to play on a 'AA' or 'A' team at any age level must be evaluated as per Section 2.0 – Player Evaluations.

'AA' Teams

- The total number of player spots on each 'AA' team will be determined by the head coach prior to the formation of the teams. Most 'AA' teams can carry anywhere from 11 to 14 players, with some exceptions being made on a case by case basis.
- 'AA' First Teams will be called Beaumont BoSox Red. Second Teams will be called Beaumont BoSox White. Third Teams will be called Beaumont BoSox Blue, as necessary.
- All 'AA' teams will be formed based on player evaluations and coach picks, as outlined below.
- Teams in the 13U, 15U, and 18U age levels will not be formed exclusively as first or second year teams.
- Teams in the 11U age level will be formed on the basis of first year and second year players, unless the registration numbers or other factors such as coaches, facilities, competitiveness, etc. deem it to be either difficult to field a team at one specific age level or would create unforeseen challenges with regards to player movement within or between age levels. The number and composition of teams at the 11U age level will be reviewed and revisited by the Competitive Committee each year.
- Where only one 'AA' team is being formed, the **Top 5** players evaluated will be placed on the team for consideration – placement is not necessarily guaranteed. The remaining spots on the team will be considered "Coach Picks", whereby the head coach will have the ability to select from the players remaining.
- Where two 'AA' teams are being formed, the Second Team (White) will be created once the First Team (Red) has been finalized. The process for creating the White team will follow the same process as was done in creating the Red team but with the remaining players.
- Coach Picks must be presented and justified by the head coach to the Competitive Program Committee for final approval. Similarly, if the head coach has any concerns or reasons for not wanting a player who ranked in the Top 5 to be on the team, he must present and justify those reasons to the Competitive Program Committee for consideration. The team is considered final once the Competitive Program Committee has completed a review.
- Where a conflict exists where a Head Coach is also a member of the Competitive Program Committee, the President of the Association may act as a Committee member for the discussion and any subsequent decisions.
- Where registration numbers permit the formation of three or more teams, the team creation process will be determined by the Competitive Program Committee and consider multiple factors including diamond availability, competitiveness, coaching, etc. It is possible that even though registration numbers support the formation of three or more teams, only two teams may be fielded.

Policy Name: **3.0 Team Selections**

'A' Teams

- Where registration numbers only permit the formation of one 'A' team, the team will be made up of both first and second year players.
- Where registration numbers permit the formation of two or more teams, the team creation process will be determined by the Competitive Program Committee.
- The total number of player spots on each team will be determined by the Head Coach prior to the formation of the teams.
- Team creation will be a combination of the evaluation results and Coach Picks, as determined by the Competitive Program Committee.

Underage Players

There may be instances where a player at any level may wish to play at a higher age level. In such cases, the following rules shall apply:

- The underage player must first register in his/her regular age level prior to evaluations.
- The underage player must submit a request in writing to the Competitive Director of his/her desire to be evaluated as an underage player at the next highest age level.
- The underage player must attend all evaluations at the higher age level to ensure a complete evaluation has been done. If one or more evaluations are missed for any reason, the player will not be eligible to play at the higher age level.
- The underage player must still attend the evaluations at his/her regular age level in addition to the evaluations at the higher age level.
- Upon completing the evaluations at the higher age level and in order to be considered on a competitive team, the underage player must have been evaluated in the **Top 5** of that age level.
- Should the underage player be evaluated in the Top 5 of the higher age level, placement at that age level is not automatic and consideration of his/her placement at the higher age level will be taken to the Competitive Program Committee and possibly the Board for a final decision. Underage players cannot be considered as a Coach Pick.
- There will be no cap or limit to the number of underage players considered based on the criteria and process outlined above, and registration numbers will be considered when deciding underage player placement.

BMBA COMPETITIVE PROGRAM



Policy Name: **3.0 Team Selections**

Import Players

The Association recognizes that neighbouring Associations may not offer competitive baseball or a particular age level/division to their members and welcomes them to attend Competitive Evaluations in Beaumont. The following rules shall apply:

- The import player must be registered with his/her home Association and obtain permission from his/her home Association prior to attending Competitive Evaluations in Beaumont.
- Import players are only eligible to join 'AA' competitive teams and are excluded from joining 'A' competitive teams.
- In order for an import player to be considered for a spot on a BMBA 'AA' team, attendance at all evaluation sessions is strongly recommended. Failure to attend all sessions may not allow for a complete evaluation and ultimately the import player may not be given a spot on a competitive team.
- Upon completion of the evaluation process, the import player will be given consideration for a spot after looking at his/her final evaluation scores and a discussion with the head coach and the Competitive Program Committee. The Competitive Program Committee will have the final say on all import players eligibility.
- A maximum of three (3) import players may be considered for each 'AA' team, however, the Competitive Program Committee reserves the right to consider additional import players on a case by case basis. Import players may not be underage.

Date created: January 5, 2019

Date modified: March 2, 2020

Last Reviewed:

Policy Name: **4.0 Coach Selections**

Policy Name: **4.0 Coach Selections**

Overview

To ensure a safe and positive learning environment for all players of the Association, all individuals interested in a head coaching role in the Competitive Program will be approved/selected by the Competitive Program Committee.

The Board will ensure that the selection process is transparent to all members/parents and those considering applying for a head coach position.

The objective of the competitive coach selection process is to select coaches who will provide the greatest benefit to the players in the program, and who will meet the coaching requirements and serve the mandate of the Association.

To provide a quality ball program, the Association is responsible to select coaches it feels best meet the objectives of the Association, the governing bodies (e.g. Baseball Alberta, Baseball Canada), and the game itself. In the event of a number of candidates, then the following selection process will be used:

Selection Criteria

Coaches will be selected based on a set of transparent qualifications. Some qualification criteria are deemed mandatory and comprise the minimum qualifications for a coach at that level and category. Others criteria contribute to the overall rating of the coach candidate.

An application not meeting the minimum qualifications shall not be selected over one who meets or exceeds the stated qualifications, unless their experience and ability vastly exceeds those of the more qualified applicant.

Coach Selection shall be based on the following criteria:

1. Coach Qualifications

- **Must** have a current RCMP Criminal Record Check on file with the Association, or be prepared to provide one upon request.
- Training qualifications are based on NCCP certification – selected coaches **must** meet minimum requirements as set out by Baseball Alberta, or **must** commit to obtaining the minimum qualification during the current season as per the mandatory deadlines.
- Preference could be given to coach candidates with higher levels of certification and training, including a valid first aid course.

2. Coaching Experience – the experience qualification is based on:

- The number of years as a coach;
- The category and level of the teams coached;
- The association or organization of the teams coached;
- The coach's personal, proactive coaching development plan.

3. Playing Experience – knowledge of the game is important, but it must be noted that many exceptional players would be terrible coaches. Therefore, the Association's interest in playing experience will be weighed against the applicants coaching experience & coaching philosophy.

- The number of years playing baseball;
- The category and level of the teams played on;
- The association or organization of the teams played on;
- Other sports played, level of competition, etc.

Policy Name: **4.0 Coach Selections**

- ① Preference may be given to coach candidates that can demonstrate background qualifications with playing at a higher category and level and more years of playing.

4. Evaluations

- ① Evaluation qualifications are based on the results of evaluations that may be conducted by the Association, or through consultation with parents, players and or other coaches and umpires.

5. Relationships

- ① Relationship qualification is based on the relationship that coach candidates have with players and parents on the team, as well as with volunteers and officials in the Association.

6. References

- ① Coach candidates may be asked to provide references that can verify their background and experience. References should include:
 - Knowledge of the game;
 - Coaching philosophy and style;
 - Adherence to fair play;
 - Conduct with officials;
 - Character evaluation;
 - Past history with other clubs.

7. Interview

- ① The Competitive Program Committee may conduct interviews with coaching candidates where more than one applicant for the position has been received in order to establish a better sense of candidate qualifications. Attributes that will be assessed could include but are not limited to:
 - Knowledge of the game;
 - Coaching philosophy and style;
 - Adherence to fair play;
 - Conduct with officials;
 - Character evaluation;
 - Practice plans;
 - Discussion on the use of assistance coaches;
 - On field assessment for further evaluation may be required;
 - A personal, proactive coach development plan.

8. Other Commitments

- ① The Competitive Program Committee will evaluate the level of other commitments and may include that as a factor in the selection process.
- ① Preference could be given to coach candidates that are relatively free of other commitments. Specifically, coaching another team, extensive job related travel or volunteer time in other organizations; are things that would be considered as other commitments.
- ① Preference will be given to those that show alignment and a commitment to the Association and the Competitive Program.

Policy Name: **4.0 Coach Selections**

Selection Process

The Competitive Program Committee will act as the Coach Selection Panel for all Competitive Teams.

The members of the Coach Selection Panel will meet to review all of the coach applicants' materials and to conduct the interviews if required.

All coach applicants will be assessed through the criteria listed above, the application they build and submit to the Vice President and an interview by the Coach Selection Panel, if required. Coach performance will be recorded throughout the process and each coach will be given feedback on their individual performance.

The Coach Selection Panel will determine which candidate will be offered the head coach role for each respective level.

Assistant Coaches

Head coaches are responsible for selecting their assistant coaches. They can select from the pool of applications or recruit perspective coaches. It must be noted that any assistant coach selection can be overridden by the board for reasons such as; no RCMP Criminal Record Check, poor past coaching evaluations, inadequate NCCP certification, etc.

Non-Parent Coaches

Compensation for those individuals wishing to be a head coach and who have been selected to coach a Competitive Team will be discussed and determined by the Competitive Program Committee on a case-by-case basis.

Selection Timeline

Any person may submit an application for coaching a Competitive Team by **February 15** each year for the upcoming season. Applications for a head coach position will not be accepted after this date unless previously discussed with the Competitive Director or no applications have been received. The Coach Selection Panel will select a head coach for each 'AA' Team no later than **March 1** of that year and for each 'A' Team no later than **March 31** of that year.

Application Process

All individuals interested in applying for a head coaching role for a Competitive Team must submit the *BMBA Coach Application Form* and supporting documents via email to the Vice President and Competitive Director by **February 15**.

The Vice President or Competitive Director will inform the coaching applicant of an interview date/time, if required. If the date/time is unacceptable to the prospective coach, the Vice President or Competitive Director will endeavor to find an alternative date/time that works for all participants.

All candidates (both successful and unsuccessful) will be notified by the Vice President or Competitive Director via email. Successful head coach candidates that accept the role must agree to abide by all the conditions of appointment of the Association.

Date created: January 28, 2019

Date modified: February 2, 2020

Last Reviewed:

Policy Name: **5.0 Affiliate Players**

As noted in the annual Baseball Alberta Handbook, *the affiliate program is in place to provide coaches with an option to pick-up players from a lower category/division in the event of unforeseen circumstances where their roster would drop below the original size. Coaches have the option to bring their roster size up to its original roster size utilizing affiliates.*

As noted in the handbook, the affiliates program is not in place to permit coaches to add depth to their team's current roster, and is only to be used as an emergency backup plan.

Baseball Alberta

Some key points to consider:

- **All affiliate players must be approved by Baseball Alberta prior to them being eligible to play.**
- The team must submit the *Affiliate Player Application* (completed and signed by the affiliate's parent unless 18 years of age) along with a \$25 processing fee to Baseball Alberta at least 3 working days prior to first game to be played.
- In order to utilize an affiliate, the coach/team manager must contact the affiliate player's team coach to determine availability and to also discuss how the player will be utilized (coaches should come to agreement of innings/pitch counts to be pitched as those innings may affect the affiliate player's team).
- Affiliate players may only sign with one team and may only play up to 5 games throughout the entire schedule.
- No Affiliate players will be permitted for use at the Provincial Championships.

Coaches of Competitive Teams are expected to be familiar with the most current Baseball Alberta rule on affiliates and if they have any questions about the program they are encouraged to contact the Competitive Director for guidance as needed.

BMBA

The BMBA Board's expectations in the utilization of affiliate players are the following:

- Members first – every effort should be made to utilize BMBA players/members before seeking an affiliate player from another association.
- Parents of the affiliate player are responsible for the Baseball Alberta fee; alternatively, the team, with consensus of all parents may utilize funds raised via their team fund raising activities (*this is dependent upon the implementation of a single level fee – no Competitive Team fee).
- The coaches of the Competitive Team should make every effort possible to ensure the affiliate player has an opportunity to play.

In applying the affiliate program please remember that a core value of the Association is...

To provide our young ball players with a positive learning environment wherein the players and parents grow their appreciation and admiration for the game of baseball.

Date created: January 28, 2019

Date modified: February 2, 2020

Last Reviewed:

Policy Name: 6.0 Coach Evaluations

To ensure the ongoing development of BMBA coaches a *Coach Evaluation Program* will be utilized, and will be curated by the Vice President of the Association.

All Competitive Team Coaches must agree to participate in the evaluation program before being awarded the role of a coach.

Objectives of Evaluation Program

The Coach Evaluation Program has been implemented with the following purposes:

- To ensure the ongoing development of Association's coaches.
- To support the coach's future coaching requests within the Association – coaches with a strong evaluation will be given preferential consideration during the coach selection process.
- To ensure that the players/members are provided with coaches that are accepting of continuous improvement. Like the expectations on the young ball players to improve, the Association seeks coaches that understand and acknowledge their need to improve.
- To ensure that coaches represent the Association's core values whenever and wherever they are with their team.

Evaluation Program

The Vice President, with assistance from the Competitive Director, is responsible for all coach evaluations of all Competitive Teams, and will collect data from the following sources:

- Parents – an online evaluation form will be available, but direct feedback from the parent to the Vice President or Competitive Director will be recorded for use in compiling the year end evaluation.
- Players – an online evaluation form will be available.
- The Competitive Director – the Director will support the Vice President in the gathering of information on the coach evaluation via the watching of games, talking with parents and players, etc.
- Board/Committee members – feedback on coaching from any board or committee member will be provided to the Vice President or Competitive Director to record for use in the coach evaluation process.
- Other sources; such as Baseball Alberta, league representatives, and umpires when available.

The Vice President, with assistance from the Competitive Director, will collect and record information from all of the evaluation sources for each coach, and will compile in to a format that can be formally distributed to each coach by the end of September. Preference will be to provide the evaluation in a face-to-face meeting with the coach.

The Vice President and Competitive Director are encouraged to connect with all Competitive Team head coaches throughout the season to provide ongoing feedback (positive and opportunities for improvement) in order to provide positive reinforcement and to support any necessary corrections before the end of the playing season.

Date created: January 28, 2019

Date modified: February 2, 2020

Last Reviewed:

Appendix



Coach Application:

****For Head Coach and Assistant Coaches****

Name:	Phone (home):
Address:	Phone (cell):
City:	
Postal Code:	email:

Coaching Qualifications (Fill Out or Include Copy of NCCP Transcript)

		NCCP No.	
Certification levels	Date course completed		

Team Applying For:

Role Applying For:

Division:	Head or Assistant Coach:
Player relations: <i>List all relationships (child, stepchild, nephew, etc.) that is in this age group and if they are expected to try out for the team.</i>	
Players Name	Relationship
If you selected Head Coach (HC), would you accept an assistant coach (AC) position if not successful? Yes No	
If you selected AC, would you consider the head coach position if no application were received for HC? Yes No	

Ball Coaching Experience

Year	Age Group / Division	Level (House, AA, AAA)	Position (head, assistant)	Organization

Other Coaching Experience

Year	Sport	Age Group	Level	Position	Organization

Coaching References

Name	Relationship to Applicant	Phone

Briefly describe why you want to be the coach for this team:

--

Briefly describe why you believe you are a qualified candidate as a coach:

--

Summarize your coaching philosophy and team goals:

--

Briefly describe your philosophy on utilization, roles, and responsibilities of coaches:

--

Submit Application to vicepresident@beaumontminorball.com and the Division Director.