

2024 ARROW'S TRY-OUT PROCEDURES

February 2, 2024

1. Objective:

- a. The objective of the Arrow's try-out process is to determine an overall skills rating for all players that have registered to try-out for an Arrow's team at the appropriate level.
- b. All try-outs will be conducted fairly, honestly, and equally. All try-out scores and comments will be input into the SkillShark app for rating and historical information.
- c. All player information and data **MUST** be treated with utmost **confidence**.
- d. Do not discuss any player(s) results or rankings to anyone outside of the Evaluation team.
- e. Do not discuss with any players where they rank or what team they may make during the try-out process.
- f. Players will be selected/placed on teams according to their skill level and the needs of the team. Example, if a coach plans on having a team with twelve players, the top 12 may not necessarily be selected. If he requires a specific position, then a player ranked lower may be selected. This will require justification in writing to be submitted to the Competitive Coordinator for approval and possible debriefing.
- g. All competitive teams are required to be selected no later than 15 May to allow players that don't make a competitive team to be available for team balancing within their home association. If weather conditions prevent this from happening, then the Competitive Coordinator will request extra time through the President who will either approve or obtain Board approval.

2. Outline:

- a. *Try-out Committee* – The try-out committee will consist of the AAA coaches, Competitive Co-ordinator, two non-coaching members with try-out experience, and the option of the DDMBA President if he/she wants to be involved.
- b. *Evaluation Team* – Each of the four evaluation teams will consist of the following:
 - i. Independent/Neutral Observer - This person's responsibilities will be to oversee the try-out process for the applicable age group assigned. They will ensure that the processes detailed within the document are adhered to. They will also identify any questionable player selection and require the Coach(es) making the selection justify their selection. This decision and justification **must** be recorded and submitted to the Competitive Coordinator to have on file for future needs. This position will be filled by the Competitive Coordinator.
 - ii. Head Coach AAA Team – Will be responsible for the overall running of the try-out for their age group. This will include:
 1. Attending **ALL** Stage 2 and 3 evaluation sessions until **ALL** teams are selected. (Stage 1 is recommended but not mandatory.)
 2. Arranging and scheduling evaluators,
 3. Arranging and scheduling on-field help,
 4. Determining the skills/drills for the stage 2 skills evaluation
 5. Creating "teams" for stage 3 games in accordance with the procedures of this document,
 6. Ensure that evaluation data is being input into SkillShark in a timely and accurate manner.

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7. From the evaluation data created, select the AAA team.
 - iii. Head Coach AA Team (if named) – Will be responsible for the following:
 1. Attending **ALL** Stage 2 and 3 evaluation sessions until **ALL** teams are selected. (Stage 1 is recommended but not mandatory.)
 2. Help the AAA coach with the above.
 3. From the evaluation data created, select the AA team.
 - iv. Head Coach A Team(s) (if named) – Will be responsible for the following:
 4. Attending **ALL** Stage 2 and 3 evaluation sessions until **ALL** teams are selected. (Stage 1 is recommended but not mandatory.)
 5. Help the AAA coach with the above.
 6. From the evaluation data created, select the A team.
 - v. On-field Help – These positions can be known Assistant coaches, parents, and/or volunteers. They will be responsible for:
 1. Stage 2 – Running the drills/stations as arranged by the AAA coach.
 2. Stage 3 - Running the on-field portion of the games ensuring the pitching and hitting schedule/rotation is followed.
 3. Note – Since these individuals will not be involved in the evaluations, there can be different people for each session.
 - vi. Evaluators – These are the most important positions of the try-out process; therefore, they **MUST ENSURE** the evaluations are conducted fairly and honestly. Evaluators will be responsible for:
 1. Stage 1 – No required evaluators because this stage will be run at One Last Rep and their staff will be conducting and evaluating all drills.
 2. Stage 2 – At least 2 evaluators required for each station. One may be a coach but at least one is required to impartial/neutral to maintain the integrity of the evaluations. The evaluators need to remain at the same station for the entirety of the evaluations. This will enable consistency in the evaluation scores between groups.
 3. Stage 3 – The evaluation teams at this point will be evaluating the game play of each player. As per above evaluators will be assigned in the same manner. Each pair should evaluate 1 area of the game to enable more consistent data. As the games progress, the Head Coach(es) may have specific areas to concentrate on.
- c. Stages:
- i. Stage 1: One Last Rep.
 - ii. Stage 2: On Field Skills
 - iii. Stage 3: On Field Games
3. **Try-Out Process:** All age groups **WILL** follow this try-out process. This will ensure that all players trying out will receive equal evaluation and that all the coaches have a chance to see all players. The process for each of the stages will be broken down as follows:
- a. Stage 1 – One Last Rep skills evaluation.
 - i. One Last Rep and the Competitive Coordinator will establish the evaluation required for each age group.

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- ii. Players will be arranged in groups alphabetically from the registration list by the Competitive Coordinator.
- iii. The Competitive Coordinator or representative will ask and record each player's primary and secondary positions including if they are a pitcher or catcher. They will also be asked what the level team they are trying out for is.
- iv. One Last Rep will run and evaluate each station and input the data in SkillShark.
- b. Stage 2 – On field skills evaluation
 - i. This will be a further skills evaluation on field after stage 1 has been completed.
 - ii. For this stage, players will remain in the same alphabetical groups they were in for stage 1.
 - iii. When possible, it will be held on the Dartmouth Turf field prior to the grass fields being opened.
 - iv. Drills will be setup by the Coaches to further evaluate the player's abilities. Some drills may include:
 - 1. Timed speed drill
 - 2. Agility drill
 - 3. In field ground balls
 - 4. Out field ground balls
 - 5. Fly balls
 - 6. Throwing mechanics
 - v. After the turf evaluations are completed, if the weather and time permits a further session at the batting cage and/or bullpen can be added.
- c. Stage 3 - In this stage all aspects of game play and player ability will/can be evaluated.
 - i. The coaches with oversight by the Independent/Neutral Observer, will create as many teams as necessary to have all players being evaluated a minimum of 2 times but preferably at least 3 times.
 - ii. Players must **NOT** be divided on teams by skill level rather balance them out by skill levels. This will allow all players to be seen and evaluated against all their peers. This will also allow the evaluators to be able to see all skill levels during each game to better determine scores.
 - iii. The number of players registered will determine the number of teams. More than 12 on a team is not recommended as the players won't get as much playing time.
 - iv. The main consideration when selecting the teams is to ensure each team has balanced pitching and catchers.
 - v. The first two games for each team will not be played in the traditional format.
 - 1. Each inning will have a new pitcher that will pitch to 5 or 6 hitters, depending on team size, regardless of the outcome of the previous at bats. (No 3 outs and switch) If there aren't enough pitchers, they can throw a second inning, but not more.
 - 2. For arm safety and to promote hitters to swing, pitcher's at 11U and 13U will be restricted to fastball and change ups only.
 - 3. Maximum of 8 pitches per batter. If the ball isn't put in play, the hitter will become a baserunner and can be placed at any open base.

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4. Even if an out is made the batter/run can be placed at any base to assist in evaluating the defense.
 5. The coaches will determine the 5 or 6 batters to be faced by each pitcher. There should be a mix of skill level to fairly evaluate both the pitcher and the hitters.
 6. For the first 2 games, players will be required to have equal at bats for the fairness and equality of the evaluation process.
 7. Players on defense need to tell the on-field help (coach) what position(s) they are trying out for. Defensive players must switch positions to allow every player a chance to play their primary position. The positions for each inning can be predetermined prior to the game.
 8. Recommend that there is 1 helper/helper to hit situational balls in between pitches if there isn't defensive work.
 9. After the second game for each team, the coaches can "park" players if they are sure of where they will be playing, and they don't need to see anything more from them. This will allow more concentration of players on "the bubble". Example, if the AAA coach knows who his top 9 players are then he can "park" them to allow a more in-depth look at those remaining for the final positions. The AA coach can also do the same.
 10. The third game if desired can be played as a normal game.
 11. On the chance that after 3 games, there are still some uncertainties, after discussing with the Competitive Coordinator, another game can be scheduled if time and weather permits.
 12. Scores and notes must be recorded in SkillShark.
4. **Team Selections:** Once all the evaluations have been completed and SkillShark has been updated, then the selection process can begin.
- a. All teams, except for 18U AAA, will be made up of 12 or 13 players. 18U AAA can have up to 16 players because of the difference in playing rules. Exceptions to this must be justified and approved by the Competitive Coordinator.
 - b. An exception to the above rule would be if coaches' child is a on the bubble then that pick will be as an extra player so as not to appear as a coaches' child made the team over another that was close.
 - c. All teams will be selected at the same time.
 - d. The AAA team will be selected first, then the AA from the remaining players and finally the A team. Players not making any of these teams will be returned to there Associations for placement on a Recreational team.
 - e. No team(s) will be announced/posted until reviewed and approved by the Competitive Coordinator.
5. **Player Debriefs:** All players are entitled to a debrief after the teams have been announced. The following must be followed.
- a. A request for a debrief can be requested from any of the Head Coaches.
 - b. Head Coaches are to give player debriefs because they are best aware of what/how the player did.
 - c. Be positive.

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- d. Only the information for the player/parent asking can be given.
 - e. They can not be told where they were ranked in relation to others.
 - f. A SkillShark report on the requesting player can be given.
 - g. An overall summary of results along with areas to work on is encouraged.
 - h. If after all attempts to provide feedback and the player/parent are still not satisfied, refer them to the Competitive Coordinator.
6. **Summary:** The try-out and selection process is the most important process in the selection of our Arrow's team. With that, it is also the most visible and scrutinized portion of the season. That is why the process must be followed, it is meant to protect the process, the players and the coaches/Arrows. This process will continue to allow the coaches to be actively involved in the evaluation process and the selection of their own team.

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Brian Secord
Competitive Coordinator