



Fastball St. Albert Association Evaluations Director

Description

This Evaluations Director is responsible for the coordination and execution of evaluations processes per board approved evaluations policy. Evaluations for the A teams (U13, U15, U17 and U19) will take place in the fall (normally the 3rd weekend in September) and remaining evaluation in the winter months (normally beginning the last weekend in January). There are slightly different evaluations processes and thus requirements of the Evaluations Director for each of these evaluations. The Evaluations Director must stay organized and take measures to ensure the integrity and confidentiality of all data coming out of the evaluations. The Evaluations Director will ideally be a non-parent volunteer but where the position is filled by a parent, additional measures will be in place to remove bias or the perception of it.

Duties will include:

- Create a schedule for evaluations based on registrations and work with the field allocator to secure space for the evaluations
- Recruit/schedule qualified* evaluators for each age group, ensuring no conflicts of interest exist (evaluators should have absolutely no ties to the age group they are evaluating)
- Communicate and provide scoring criteria to evaluators to ensure consistency in evaluation methods and scoring – will work closely with the Director of Coach Development and the Director of Player Development on this
- Recruit/schedule on field volunteers to run the evaluation stations. Communicate and provide detailed instructions to all field volunteers to ensure consistency in the running of the stations from one evaluation to another and that all players receive the same level of difficulty within the station for that age category. Lack of consistency will be apparent and scrutinized so it is important to work towards the greatest consistency possible. If individuals are available to run the same station for the series of evals for an age group, this is ideal.
- Recruit and schedule volunteers to distribute and keep accurate records of player evaluation pinny numbers. Players are to wear the same pinny number for all evaluations attended to minimize any chance for discrepancy.
- Once evaluations have been completed, the Director will create a copy of the results and use the copy to create a summarized ranking to be used for team selection. This will ensure the original copy is maintained in the case of any data issues.
- Schedule and attend meetings for player selection with coach selected for each team. The Director of Coach Development, the team's selected coach (multiple coaches where there is a division with multiple teams e.g., the C levels) and one other executive level board member (who does not have a player at the age group in question or their player has already been assigned to a team) will be in attendance. The Evaluations Director's role is to provide the summarized scoring (and detailed where required) to assist in the team formation process.
- Responsible for sending communications updates along the way to all players within each category so they are aware when evaluations are, how to register, when and where evaluations for their age group will take place, post-evaluation comms including the current status and when they can expect to hear further information.



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A Team Selection differences

- The evaluators at the A levels for U13/U15/U17/U19 will be the coaches since the coaches at these levels are non-parent coaches. Where there is a parent coach at any level, the individual will not be an evaluator and the evaluation scoring will be completed by a non-parent.
- The Evaluations Director's role in the A evaluations will be less prominent and more of a support role for the A coaches and what they need assistance with. E.g., assist with the evaluation schedule creation, potentially getting some individuals to run the evaluation stations
- The FSA Evaluations Director should still work with the registrar to determine numbers of players who will be attending and coordinate the attendance record, pinny numbering and lists for use by coaches as well as follow up communication to any players not chosen for the A team to inform them of next steps (winter evaluations). Essentially anything to lessen their workload.

Authority

The Evaluations Director while responsible for recruitment of evaluations station individuals and scorers must keep the Performance Committee or other board representative informed to ensure there is a second set of eyes and no foreseeable issues. The Evaluations Director will remove themselves from any part of any process where a conflict of interest exists, this includes the selection of anyone involved in the evaluations for an age level in which they have a player participating and the team selection meeting for the age category until their player has been awarded a spot (i.e. if the player is awarded a spot at the B level, the Director can be a part of meetings at the C level.)

** Qualified means an individual who has extensive experience as a player and/or as a coach in competitive softball or baseball*