



Fastball St. Albert Association Player Evaluation / Team Selection Policy

Purpose and Philosophy

Fastball St. Albert aims to evaluate player softball skills in a consistent and fair manner resulting in teams at various levels who will all focus on sportsmanship, fundamentals and fun. This policy will outline the standard way in which players are evaluated and teams selected while providing clarity for how some of the more common situations that arise will be navigated. Any situation not specifically outlined in this policy will be reviewed and assessed at the board level with the goal being a fair review and outcome.

General

Fastball St. Albert (FSA) Teams will be formed and the number of teams determined based on the number of eligible registrants, skill and talent level, competitiveness, and parent/player commitment level in the respective groups. The age groups this policy applies to include U11, U13, U15 and U19.

The level at which each team competes will be determined by the FSA coaches with the approval of the FSA executive. The intent is to place the teams in the level of league and provincial play that will offer the players the most positive season experience. Any team, at the discretion of coaches and parents, may decide to participate in tournaments that are hosted by other associations/leagues.

The following is a summary of the tiering classifications:

- "A" This is the highest level of competition available in Softball. These teams require a higher level of commitment from the players, parents and coaches. It is the expectation that all "A" level teams will participate in the Alberta Provincial Championships may advance to Western or National championships. Players will be required to indicate if they would like to be evaluated for an "A" team at the time of registration or by attending the minimum and specific tryouts held for these teams (which will be communicated to the membership).
- "B" This is an intermediate level of competition. It is encouraged that all "B" level teams will participate in the Alberta Provincial Championships in early July and may advance to Western or National championships.
- "C" This is a purely recreational level. These teams will participate in the Edmonton League Championships and are encouraged to attend "C" or "D" Alberta Provincial Championships in early July.

If a player wishes to be evaluated for a level of ball and is successful, they are obligated to play on that team for the duration of that season. Only in special circumstances, as reviewed and approved by the FSA board, will players be allowed to change teams.

Eligibility

Players eligible to be selected for FSA teams must meet the following criteria:

- Be a resident of St. Albert; or reside within 100km of St. Albert with no equivalent (same level and age e.g., U19A) active program in their community
- If the above does not apply, the player may be eligible under the import player policy if they are in compliance with Softball Alberta Zone transfer policy
- Have paid all applicable fees – past and current
- Have filled out all required forms, including registration and/or waivers



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NOTE: Teams may be formed with “Import Players” from outside of St. Albert who may or may not displace St. Albert residents. Please refer to “[Import Player Policy](#)” for the definition and policy regarding Import Players.

Player Evaluation Process – A Performance Program teams with non-parent coaches

Player evaluations for “A” Performance Program teams (normally U13/U15/U17/U19) will be held in the fall as these teams are normally required to practice and participate in the winter performance program. Players will be required to immediately register for the spring season and winter performance program (registration includes FSA registration and payment in addition to Performance Program registration and payment) if selected for an “A” Performance Program team.

- Talent Identification and Testing
 - Eligible players will be tested using Angels Evaluation Metrics (see appendix A). Metrics are approved by the performance committee.
 - Players must attend a minimum of 1 evaluation session.
 - Pitchers and Catchers will be required to attend a metric session specific to that skill in addition to the other session(s).
 - Evaluation scores will be confidential; however, players and parents may request to see their scores through the Evaluations Director.
- Evaluators
 - Evaluators at this level will be the non-parent coaches of the teams.
- A Team Final Selection Sessions
 - Based on current Angels Evaluation Metrics, prior demonstrated playing skills and game sense, and coach selections, a final selection session will be held. Players chosen to participate will receive an invitation to the final selection session.
- Team Placement
 - Players selected for an “A” Performance Program team will receive notification of an offer from the team head coach who will also provide a timeline in which to accept the offer.
 - Remaining players will receive notification that they have not been selected for an “A” level team and will participate in the next evaluations normally in January/February. These Players may register as an individual to participate in the Winter Performance Program.
- Team Structure
 - Where it is determined the talent pool is large enough for 2 teams at the A level, the teams will be formed as follows:
 - U11 - birth year team
 - U13/15/17/19 - a top team and a development team
 - While this is the standard approach that will be taken, every year has different circumstances that may require a deviation from the above. Any deviations from the above will require approval from the board executive team.



Player Evaluation Process – All other teams

Player Evaluations will be held at the beginning of each season (normally January and February) based on the registrations received.

- Evaluations Requirements of Players
 - Players that are interested in competing at the “B” level are required to attend 2 evaluations (1 metrics and 1 game play) at their age level to be considered for a “B” level team. This also applies to “A” level teams where the coach will be a parent of a player on the team.
 - A player may proactively request an excused absence from the Evaluations Director prior to the start of the evaluation. The Evaluations Director with input from the board as required will review the circumstances of the request and may request supporting evidence in order to assess and approve or deny the request.
 - Players who attend none or 1 of the evaluations for their age level will automatically be placed on a C team except where an excused absence has been approved as above.

- Evaluations and Scoring
 - All players will be evaluated by a combination of their overall skills and abilities as ball players, Angels Evaluation Metrics and in some cases game situation simulations to assess game sense.
 - Parental and family commitment and support for the sport, league, program and team may be considered in the overall evaluation score where the score of players is similar.
 - Players that choose to be evaluated for a Pitcher and/or Catcher position will receive separate scores with respect to these positions.
 - Evaluation Scores (Player and Pitcher/Catcher) will be compiled by the FSA Evaluations Director which will also be used by the Director, Player and Coach Development to aid in the selection of any parent coaches at specific levels.

- Evaluators
 - Evaluators must be an individual who has extensive experience as a player and/or as a coach in competitive softball or baseball.
 - Evaluators must be objective and cannot have any familial or personal ties to the level they are evaluating.
 - Evaluators must provide fair and consistent evaluations of players within the group.
 - Evaluators recognize the sensitive nature of the player evaluations and will not discuss the player evaluations with any other individuals other than those directly involved in player evaluations. Evaluation scores will be confidential; however, players and parents may request to see their scores through the Evaluations Director.
 - Evaluators will provide their completed scoresheets to the Director of Evaluations who will compile the results.



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- Team Selection
 - The Evaluations Director will schedule player selection meetings with coaches starting with any A team (for U11), then B team(s) and then C team(s).
 - During the player selection meetings, coaches will be given the evaluation and scoring information from the Evaluations Director. They will be required to sign a confidentiality agreement before receiving this information. For “A” (parent coach) and “B” teams, the top 5 evaluated players are must picks and the coach will select the remaining roster from the next 13 top evaluated players (“the window”). In instances where the coach wishes to go outside of these parameters, valid rationale must be provided and accepted by all Board Members in attendance at the selection meeting.
 - Where ties exist, the discretion of which player(s) to select will be left up to the coach with input from the board members in attendance at the selection meeting.
 - Where multiple teams exist at B, the top team will select first subject to the must pick top 5 and following 13 player window, followed by the second team with the top 5 remaining after the first team’s selection and the following 13 player window.
 - Where multiple teams exist at C, the coaches will take turns selecting players.
 - Where no obvious skill level division can be seen in the scoring, the pool can be based on the top 50% of the total population of players.

- Team Placement
 - Players will be notified by the team coach when selected for a team and given a timeline in which to respond (where applicable).
 - A player who evaluates as a pitcher or catcher but evaluates higher as a player will be approached by the coach and given the choice to play on the higher-level team as a player with little to no pitching/catching time or to play on a lower-level team in order to have the opportunity to develop those skills further.
 - In “C” levels, where multiple teams exist, the Evaluations Director, and Director of Coach Development or other Board Member in collaboration with the coach(s) for that level will strive to form the teams on the basis of balancing the skill level between the teams.
 - Best efforts will be made to ensure that all registered players will be placed on a team. This may include joining with other communities or programs to ensure a team is viable.
 - If changes need to be made to teams based on an unwillingness of the player or family to commit to the team, the coach should inform the Evaluation Director and/or the President of FSA so players can be re-assigned/the situation assessed.
 - When the team formation process is complete, the list of teams along with head coach contact information will be posted on the Fastball St. Albert Association web page.



Late Registrations, Excused Absences and Injured Players

1. If a potential player has missed registration, the following guidelines will be used to determine the appropriate action:
 - 1.1. If evaluations have not yet occurred, the late registrant can proceed with scheduled evaluations and be placed on the appropriate team. The late registrant will also be asked to pay the late registration fee plus all other fees due at that point in time.
 - 1.2. If evaluations have occurred, it is at the discretion of the Board as to if the late registrant will be allowed to be evaluated and/or placed on a team. The number of registrants at that age level and team size will be the primary consideration in making a decision.
2. For a player wishing to be evaluated for a "A" or "B" team that was unable to attend scheduled evaluations (due to injury or received an excused absence approved by the board), the following guideline will be used to determine the appropriate action:
 - 2.1. The head coach of the desired team has the option of evaluating the player that has missed scheduled evaluations but is not required to do so except where the player previously played on an "A" or "B" team and/or attended 1 evaluation where they scored at a level indicating they would have had a strong chance of making an "A" or "B" team.
 - 2.2. Players that have gone through the evaluation process and have been placed on the desired team will not be displaced.
 - 2.3. If the new player is evaluated by the coach of the desired team, meets the requirements for the team, and has approval of the Board then they will be added to the team and the team roster will be increased by one.
NOTE: Team roster size limits and the Import Player Policy still apply.
3. For other players (non "A" team players) who missed schedule evaluations and teams have been formed. The player may be placed on a team at the discretion of the Board subject to the following:
 - 3.1. The player will not be granted an evaluation.
 - 3.2. The player will be placed on a team that does not have a full roster.
 - 3.3. The player will be asked to pay the late registration fee, plus all other fees due at that time.

Resolving or Addressing Concerns:

Fastball St. Albert Association and all of its evaluators, coaches and volunteers spend considerable time and effort into making the evaluation and selection process as professional and unbiased as possible.

Often problems are the result of a misunderstanding or failure to identify expectations. We expect that coaches, players and parents can be reasonable and considerate in approaching problems and work with the understanding that no one intends any ill will.



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With respect to the evaluation process the following should be noted:

- Any decision made by or with support from the President of FSA is final.
- Individuals should strive to support the evaluation process to allow for balanced and competitive teams that will enjoy a successful ball season.
- Issues with the evaluation and team selection process should be presented with suggestions for improvement to the Evaluations Director and/or an executive level board member.
- If further clarification is required, a discussion can be scheduled with one of these individuals.
- As the Evaluation and Team Selection Process is a Policy with FSA, any changes must be reviewed and approved by the FSA Executive.

The objective of the evaluation process is to ensure that all players are correctly placed on the appropriate team. Special circumstances, which fall outside the normal process, can be brought forward to the FSA Executive for their review.



Appendix A: Angels Evaluation Metrics

Metric	Details
Home to First	<ul style="list-style-type: none"> ● Player begins at home plate ● Timer starts upon player's first move ● Timer stops upon player touching first base
Second to Home	<ul style="list-style-type: none"> ● Player begins at home plate ● Timer starts upon player's first move ● Timer stops upon player touching first base
Exit Velocity	<ul style="list-style-type: none"> ● Velocity of ball batted off of tee ● Recorded with radar gun ● Player hits 4 balls with top velocity recorded
Throwing Velocity	<ul style="list-style-type: none"> ● Velocity of ball thrown from stretch (like a baseball pitcher) ● Recorded with radar gun ● Player throws 4 balls with top velocity recorded
Rotational Power Medicine Ball Throw	<ul style="list-style-type: none"> ● Player throws 10 lbs medicine ball/dead weight ball ● Player stands behind designated line with hips parallel to the direction being thrown ● Player throws 3 times with top distance recorded
Pro Agility	<ul style="list-style-type: none"> ● Three cones/lines marked out in straight 5 yards away from each other ● Player straddles the centre line. Timer starts upon players first move ● Player runs to first outside line touching on or past the line ● Player runs to opposite line touching on or past the line ● Player sprints back across the centre line ● Timer stops at first step on or beyond the centre line ● Players can run up to three times with top score recorded
Pitching Metrics	<ul style="list-style-type: none"> ● To be recorded with Rapsodo for appropriate ages (U13 and up) ● Key metrics: <ul style="list-style-type: none"> ○ Strike Percentage ○ Velocity ○ Spin Rate and Efficiency
Catching Metrics	<ul style="list-style-type: none"> ● Home to second 'pop' time <ul style="list-style-type: none"> ○ Catcher behind home plate is thrown a pitch ○ Timer starts as ball contacts catchers glove ○ Timer stops as ball contacts receivers glove at second base