

LGSA Policy & Procedure Manual

**SUBJECT: PLAYER EVALUATION /
TEAM SELECTION POLICY**

**EFFECTIVE DATE: November 7, 2016
REVISED DATE:**

Policy Statement:

General:

Teams will be formed based on the number of registrants and talent level in the respective groups. The groups are defined as U10, U12, U14, U16, U18A/B and U19C/D. Within each group, teams will compete at a level determined by their Coach in league play. If numbers permit, there will be one or more teams of each group competing at each level of league play.

The level at which each team competes will be determined by the LGSA coaches. 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.

Players on Higher Level or Provincial teams will require a higher level of commitment and will likely practice more often, play tougher competition, attend more out-of-town tournaments and may incur additional costs.

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

Players are eligible to participate subject to the following criteria:

- Residents of Lacombe.
- Residents of Lacombe County as long as they do not have an active program in their community. Ex. Clive, Bentley. (See import policy)
 - Matrix Softball encourages players to remain in their own community associations to maintain the quality of those programs.
 - However, our association will also recognize, on an individual basis, any athletes who cannot find a competitive challenge in their community by giving them an opportunity to participate in our evaluation and selection process.
- Must have paid all applicable fees – past and current.
- Must have filled out all required forms, including registration and/or any signed waivers and commitment forms.
- Must meet age guidelines for the age group.

Formation of Teams:

The formation of teams will be based upon the number of eligible players, talent and commitment level and will be based on the following guidelines:

- U10 – Players will be evaluated and divided into teams. The number of players will determine if we have a provincial team at this level.
- U12 – Players will be evaluated and divided into teams. One Provincial team and one rec team. If numbers allow we could have 2 Provincial teams or if all players want we could have 3 Provincial teams. B, C, D or a variation of levels.
- U14 – Players will be evaluated and divided into teams. One Provincial team and one rec team. If numbers allow we could have 2 Provincial teams or if all players want we could have 3 Provincial teams. B, C, D or a variation of levels.
- U16 – Players will be evaluated and divided into teams. One Provincial team and one rec team. If numbers allow we could have 2 Provincial teams or if all players want we could have 3 Provincial teams. B, C, D or a variation of levels.
- U18 (A and B) – U19 (C and D):
Players will be evaluated and divided into teams. One Provincial team and one rec team. If numbers allow we could have 2 Provincial teams or if all players want we could have 3 Provincial teams. B, C, D or a variation of levels.

Evaluation Process:

1. Evaluations will be held at the beginning of each season based on the registrations received. Registration will define the number of eligible players that will form teams for the upcoming season. If a player registers late, it is at the discretion of the executive as to whether they are allowed to be evaluated and/or placed on a team.

The Player Evaluation process is mandatory. The following guidelines will help to provide a consistent policy to respond to situations that may arise.

- 1.1 If a potential player has missed registration, the following guidelines will be used to determine the appropriate action:
 - 1.1.1 If evaluations have not yet occurred, the player can proceed with scheduled evaluations and be placed on the appropriate team.
- 1.2 For players who missed evaluations and teams have been formed, the player may join a team if:
 - 1.2.1 There is room on a roster the player may be placed on a team at the discretion of the board.
 - 1.2.2 The player will NOT be granted an evaluation and will be placed on a team that requires a player.
2. Evaluations will be done using the Associations Player Evaluation forms. Evaluation scores are to be kept confidential. No coach or member of the evaluation committee is permitted to share this

information with individuals outside the evaluation process. This is intended to reduce gossip, contention or hard feelings within the player and parent community.

3. Players must identify their intentions with respect to the following items prior to the beginning of evaluations.

- 3.1 Is the player being evaluated for a Pitcher and/or Catcher positions?

NOTE: If a player is evaluated and placed on a team they agree too, they are obligated to remain on that team for the duration of that season. Only in special circumstances, as reviewed and approved by the board, will players be allowed to change teams.

4. All players will be evaluated for their overall skills and abilities as ball players. Individuals that choose to be evaluated for a Pitcher and/or Catcher positions will receive separate scores with respect to these positions.

Players will be evaluated in two sessions, if time permits. The best score from those two sessions will be used to determine an evaluation score for that player.

In a situation where an individual makes a team on their overall softball skills, but their Catcher/Pitcher evaluation scores indicate that the player would not receive much playing time at those positions; the player will be consulted to determine the following:

- 4.1 Is the player content with playing other positions and remaining on the team at the evaluated level of play (may receive little to no opportunity to pitch or catch) or...4.2.
 - 4.2 Is the player willing to join a lower level of ball where they would get lots of opportunity to play at the Pitcher and/or Catcher position and thus be able to develop those skills in greater extent?

5. The evaluation of each group of players will be performed by individuals who meet the following guidelines:

- 5.1 Evaluators must be competent in the game of softball.
 - 5.2 Evaluators are not allowed to have a child or sibling in the group of players being evaluated.
 - 5.3 Individuals taking part in the evaluation cannot coach in the group being evaluated.
 - 5.4 Evaluators must be approved by the President of LGSA.
 - 5.5 Evaluators must provide for fair and consistent evaluations of players within the group.

During the Evaluations:

6. Evaluation drills will be organized by the evaluation committee to allow players to demonstrate their skills in each of the evaluated areas. Evaluators will be provided with the opportunity to observe each of the players and provide a score that best represents their individual abilities.

- 6.1 To provide the best evaluation experience for players and evaluators the following should be considered:
 - 6.1.1 Groups should be balanced with talent and ability.
 - 6.1.2 Players should be transferred between groups while in evaluations to allow for consistent scoring.
 - 6.1.3 If a player is compromised due to the level of play in an evaluation group, the player should be moved to an appropriate group.
- 6.2 For those people that have put their name forward for coaching, there will be an opportunity to come and observe the evaluations.

Team Formation Process:

- 7. The evaluation committee will collect the score sheets prepared by the evaluators and review them for completeness and accuracy.
- 8. The evaluation committee will place the top evaluated players in each group and create a suggested number of teams.
 - 8.1 If there is a tie in the evaluation scores for the last available position placed by the evaluation committee, they will be considered not in the placed group.
 - 8.2 The coaches shall consider these tied players in their selection of the remaining roster spots (see 11. below).
- 9. The selection committee may request/encourage top ranked players who have not been selected as starting pitchers/catchers, to move to a lower division to ensure pitching/catching talent in the lower divisions. This would allow developing pitchers/catchers the opportunity for more playing time to improve their skills.
- 10. Previous years evaluations can be referenced to support decision making as required. However, the intent is to use the data collected during evaluations for the clear majority of decision making.
- 11. Following the evaluation committee placing the top evaluated players into each team, the coaches for the individual teams will be asked to convene to allow for the selection of the remaining players to complete the roster of each team.
 - 11.1 Coaches may mutually agree to exchange players for special circumstances. These players should be of equal skill and ability to ensure the teams remain competitive.
- 12. Coaches will be allowed to select one (1) player to complete their rosters:
 - 12.1 Coaches picks should be chosen from a comparable talent level.
 - 12.2 The evaluation committee will determine the pool of players available for fulfilling the team.

- 12.3 The skill level cut off will be based on ability made evident by plotting the scores.
 - 12.4 If no obvious skill level division can be seen, the pool will be based on the top 50% of the total population of players.
13. Before announcing the final team roster, the coaches' picks must be reviewed by the President of LGSA and/or the evaluation selection committee.

Notification of Teams:

14. The team coach will contact each player on their team to gain their commitment to the team. If changes need to be made to teams based on an unwillingness of the player or family to commit to the team schedule, the coach should inform the evaluation committee and/or the President of LGSA so players can be re-assigned.
15. Lacombe Girls Softball and the evaluators, coaches and volunteers spend considerable time and effort making the evaluation and selection process as professional and unbiased as possible.
- 15.1 The evaluation committee's and coaches' decisions are final.
 - 15.2 If further clarification is required, a discussion can be scheduled with the President or the evaluation committee.

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.

16. With respect to the evaluation process the following should be considered:
- 16.1 Parents, players and coaches should strive to support the evaluation process to allow for competitive teams that will enjoy a successful ball season.
 - 16.2 Issues with the evaluation and team selection process should be presented with suggestions for improvement to the LGSA board and then passed onto the evaluation committee.
 - 16.3 As the Evaluation and Team Selection Process is a Policy with LGSA any changes must be reviewed and approved by the board.
17. 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 Board of Directors for their review.