



Lloydminster Amateur Softball Association

POLICY 5 - LASA PLAYER EVALUATION / TEAM SELECTION PROCESS

General

Teams will be formed based on the number of registrants and talent level in the respective groups. The groups are defined as U11, U13, U15, U17, U19 and adult. Within each group, teams will compete at the "A", "B" and "C" level in league play. If numbers permit, there will be one or more teams of each group competing at each level of play.

The level at which each team competes will be determined by the LASA coaches with the approval of the LASA president. 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 the "A" 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. Players will be required to determine if they would like to be evaluated for the "A" teams at the time of registration. There will also be an additional cost to try out for the "A" team. These players will be evaluated first.

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 board, will players be allowed to change teams.

Players are eligible to participate subject to the following criteria:

- Residents of Lloydminster.
- Residents of Alberta Games zone 7 and Saskatchewan residents with a release from Softball Sask. as long as they do not have an active program in their community.
 - LASA encourages players to remain in their own community associations in an attempt 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 association believes that rosters beyond or below a certain number are not in the best interest of player development.

- The association recommends rosters for teams be set at 12 players unless approved by the Board of Directors.
 - Coaches may request additional players to address certain situations.
- The association will not operate a team with less than 10 players on their roster.
- City League teams will not be held to these numbers.
 - These team's roster size is generally kept at 8 or 9 players.
- LASA strives to form competitive teams at the A, B and C levels for U11, U13, U15, U17 and U19 based on registration numbers.

Import Players

Statement of Principle

The Association:

- Believes it has an obligation to players who have been members of LASA as developing players.
- Recognizes its mandate to create quality competitive teams at the provincial level.

Definition of Import Player

- A player is considered an Import Player if they meet any of the following conditions:
- Lives outside of the city of Lloydminster in a community with an active Fastball Program.
- Lives outside of Alberta zone 7 and Sask. zone 7.

Application of Policy

- Every Import Player must be in compliance with Softball Alberta Zone transfer policy.
- Team rosters will not have more than **40%** of their roster as import players.
- Any player wishing to appeal their designation as an import may request a hearing with the LASA Board.
- Special requests will be reviewed on an individual basis by the LASA board.

Exceptions

- The LASA board may consider increasing the number of allowed Import Players on a team if the team is unable to reach the necessary numbers to operate a team at a particular age level and skill level.
- Upon specific request, pitcher and catchers, based on need, may be exempted from the cap upon approval of the LASA board.
- The association will not limit the number of imports if a team is unable to reach the necessary numbers to operate a program.

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.

1.1.2 The player will also be asked to pay the late registration fee plus all other fees due at that point in time.

1.2 For a player wishing to be evaluated for the "A" team but was unable to attend scheduled evaluations, the following guideline will be used to determine the appropriate action:

1.2.1 The coach of the "A" team has the option of evaluating the player that has missed scheduled evaluations but is not required to do so.

1.2.2 Players that have gone through the evaluation process and have been placed on the "A" team will not be displaced.

1.2.3 If the new player is evaluated by the coach of the "A" team and meets the requirements for the team, they will be added to the team and the team roster will be increased by one.

1.3 For other players who missed evaluations and teams have been formed, the player may join a team if:

1.3.1 There is room on a roster the player may be placed on a team at the discretion of the board.

1.3.2 The player will not be granted an evaluation and will be placed on a team that requires a player.

1.3.3 The player will be asked to pay the late registration fee, plus all other fees due at that time.

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 an "A" level team?

(There will be an additional cost for trying out for an "A" team).

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

NOTE: If a player wishes to be evaluated for a level of ball and is successful, 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 a minimum of two sessions. The results 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 opportunity to pitch or catch) or;
- 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 LASA.
 - 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.

Team Formation Process

- 7) The evaluation committee will collect the results prepared by the evaluators and review them for completeness and accuracy.
- 8) Previous years' experience can be referenced to support decision making as required. However, the intent is to use the data collected during evaluations for the vast majority of decision making.

Notification of Teams

- 9) 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 LASA so players can be re-assigned.
- 10) When the team formation process is complete, the player list will be posted on the LASA web page.

Resolving or Addressing Concerns

- 11) LASA and all of its evaluators, coaches and volunteers spends considerable time and effort into making the evaluation and selection process as professional and unbiased as possible.
 - 11.1 The evaluation committee's and coaches' decisions are final.
 - 11.2 If further clarification is required, a discussion can be scheduled with the LASA board of directors.

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.

- 12) With respect to the evaluation process the following should be considered:
 - 12.1 Individuals should strive to support the evaluation process to allow for competitive teams that will enjoy a successful ball season.
 - 12.2 Issues with the evaluation and team selection process should be presented with suggestions for improvement to the LASA board of directors.
 - 12.3 As the Evaluation and Team Selection Process is a Policy with LASA, any changes must be reviewed and approved by the board.
- 13) 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.