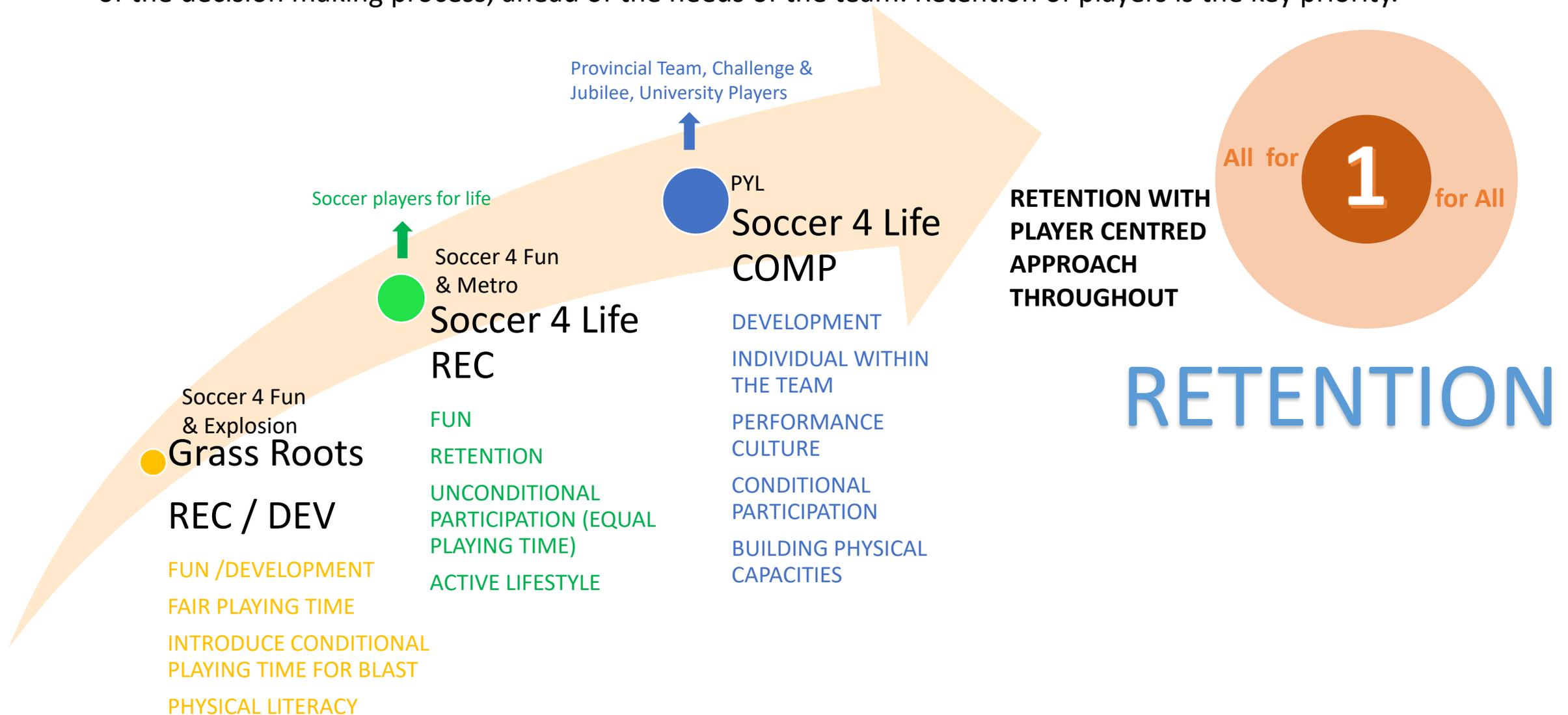




“THE PARADISE WAY”  
TEAM MANAGEMENT GUIDE

# GRASS ROOTS / Soccer 4 Life / Train to Train

Fair playing time to be implemented so that through all ages the need of the individual player is at the centre of the decision making process, ahead of the needs of the team. Retention of players is the key priority.



# METRO TEAMS - Playing Time Policies

## Equal Playing time – U7 to U11 Metro

Wherever possible playing time is balanced on gamedays regardless of commitment, attitude, performance. The only expectation is respect. If a player is displaying disrespectful behaviours towards others then and this continues after warnings then the Manager of Soccer Operations must be notified and there may be consequences such as docked playing time or expulsion from the team.

### RESPECT (See Club Charter)

- Players/parents are respectful in how they treat & communicate with staff / team mates and opponents,
- Availability - Communicating via the agreed upon channels (as far in advance as possible)

## FAIR PLAYING TIME – Introduction to Competition at U13 Metro

### Fair Playing Time – A Motivational Tool (Introduction to Conditional Playing Time)

A minimum playing time of one half of the game will be implemented where players show RESPECT. Additional Playing Time may be earned through commitment & good attitude. At this level performance levels are not a priority in determining playing time;

**RESPECT** - See above. In addition, at these ages a respectful teammate makes every effort to attend training, and not just games. See attendance policy.

**1. COMMITMENT** - Attendance/Punctuality.

**2. ATTITUDE** - Effort and work ethic in training & games. Coachability, execution of game plan.

**3. PERFORMANCE** - Quality in training & games

# PYL TEAMS - Playing Time Policies

## Conditional Playing Time

Players must earn the right to dress by being RESPECTFUL team members however if they do dress then all players on the bench should be used in every game observing the minimum playing time. As for all levels of play RESPECT is a REQUIREMENT/EXPECTATION. If a player is displaying disrespectful behaviours towards others then and this continues after warnings then the Manager of Soccer Operations must be notified and there may be consequences such as docked playing time or expulsion from the team

### **RESPECT** (See Club Charter)

- Players/parents are respectful in how they treat & communicate with staff / teammates and opponents,
- Availability - Communicating via the agreed upon channels (as far in advance as possible)
- A respectful teammate makes every effort to attend training, and not just games. If unable to attend training for good reason this should be communicated with the coach. See attendance policy.

As always a player deserves the minimum playing time providing they show RESPECT, but where possible players showing commitment and good attitude should receive additional minutes. Performance becomes a bigger influencer on game time as they get older for U15/17. Increasing Playing Time is earned through the following conditions;

- 1. COMMITMENT** - Attendance/Punctuality - Honouring the agreed upon commitment level (ie weekly training once or twice per week).
- 2. ATTITUDE** - Effort and work ethic in training & games. Coachability, execution of game plan.
- 3. PERFORMANCE** – Individual quality in training & games

# METRO TEAMS Attendance Policy

## INDOOR

Attendance will not be monitored during the winter.

## OUTDOOR

- Attendance will be monitored during the outdoor season.
- For all ages, when a player is AWOL (Absent without giving coach notice) the coach should remind the parents about the communication of absences expectations outlined in parent meetings.
- U7 to U11 – in extreme cases where players are absent repeatedly the coach can talk to the parents about the importance of attending but as long as they are observing respectful communication expectations, and are not AWOL this is sufficient.
- U13+ – For Repeated absences/lateness or AWOL (Absent without giving coach notice) the coach can talk to the parents about the importance of attending and being on time, eventually the coach may give the player a final warning and if it happens again the player may be docked playing time. In addition if a players commitment level is a concern where they tend to avoid training and only attend games then the coach may initiate a conversation about the coaches expectations around attendance. This may impact minimum playing time in extreme cases.

# PYL TEAMS Attendance Policy

## **INDOOR**

- For Provincial League Teams attendance will be monitored during the indoor season. Where the coach is concerned about a players attendance/commitment levels after the winter season they should address these concerns with the player/parent at the latest prior to the start of the league season.

## **OUTDOOR**

- Attendance at Training & Games is recorded. If attendance at training falls below 50% during the summer season, then respect may be an issue depending on the reasons for absence. The coach should initiate a conversation if attendance is a concern.
- Where players are absent but are communicating in advance then they should still be entitled to dress & receive the minimum playing time. However, If a player is absent repeatedly where coach is concerned then the coach should arrange a meeting with the player/parent to discuss concerns around commitment level and clarify that demonstrating commitment is one way to earn additional playing time beyond the minimum.
- During the outdoor league season when a player is not communicating absences (AWOL) then the coach should immediately contact the player/parent to remind them of the expectation to communicate absences. This should be outlined in the spring team meeting. Once warned AWOL players can be rested the following game at the coaches discretion.

# Game Management Considerations

LTPD Stages: Fundamentals, Learn 2 Train

Age Group	Metro Game Length	Target Playing time	Playing Time Policy	LTPD min rec time	# of player - a-side	Min # to play	Ideal Game Roster Size	PSC Team Roster Rec. (Min/Max)
U7	40 mins (5 m shifts)	20 to 30 mins	Equal playing time	20 mins	4v4	4	6	7 (6/9)
U8 & U9	50 mins (5 m shifts)	25 to 30 mins	Equal playing time	20 mins	5v5	4	8	9 (7/10)
U10 & U11	60 mins (10 m shifts)	30 to 40 mins	Equal playing time	40 mins	7v7	6	9 - 12	11 (10/12)

# Game Management Considerations

LTPD Stages: Fundamentals, Learn 2 Train

Age Group	Metro Game Length	Target Playing time	Playing Time Policy	# of player - a-side	Min # to play	Ideal Game Roster Size	PSC Team Roster Rec. (Min/Max)
U13	60 mins	40 to 60'	Fair Playing Time Minimum 30 minutes	9v9	8	13	14 (12/18)
U15	80 mins	50 to 60'	Fair Playing Time Minimum 40 minutes	11v11	9	16	18 (16/20)
U17	90 mins	50 to 60'	Fair Playing Time Minimum 40 minutes	11v11	9	16	18 (16/20)

# COMPETITIVE– Management Considerations

Stage	Age Group	Game Length	PSC Playing Time Policy	# of players - a-side	PSC Min/Max Roster Size	Max Game Day Roster
Soccer 4 Life COMP STREAM (Prov Lg)	U12	60 minutes 10 min shifts	Conditional Minim. 20 mins	9v9	12 - 18	18
	U13	70 minutes	Conditional Minim. 15	9v9	14 - 18	18
	U15	80 minutes	Conditional Minim. 20 mins	11 v 11	16 - 20	20
	U17	90 minutes	Conditional Minim. 20 mins			

# U13 Metro Teams – Fair Playing Time Explanation

Condition	# 1: Commitment	# 2: Dedication	# 3: Performance	Fair Playing Time
Player X – not displaying RESPECT - AWOL	na	na	na	warning required No minimum playing time after warning
Player A	☒	☒	☒	Player respectful but Communicate concerns about commitment to earn minimum
Player B	☑	☒	☑	Minimum 30 minutes (half game) plus may earn more playing time for commitment.
Player C	☑	☑	☒	Minimum 30 minutes but player should earn more playing time for showing commitment and dedication.
Player D	☑	☑	☑	Same as Player C, performance not a deciding factor at this age/level

# U13 Provincial LG Teams – weekly checklist

	RESPECT	# 1: Committment	# 2: Dedication	# 3: Performance	Fair Playing Time
Player A	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Player receives immediate warning that if repeatedly AWOL then can be refused right to dress/play.
Player B	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Player deserves to dress and receive minimum playing time. Coach should explain how the player can earn more playing time. (See attendance policy)
Player C	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Player deserves to dress and receive at least minimum playing time and should be offered more playing time at coaches discretion.
Player D	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Player deserves to dress and receive minimum playing time and should be offered more playing time at coaches discretion. This player should receive more playing time than player C.
Player E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Player E should earn the most playing time.

# Call Ups – Part of the Plan

- Why
  - Maximise playing time and performance levels through smaller gameday rosters
  - Necessity – to avoid fines when unable to field teams (short players). Unable to field a team with minimum specified number of substitutes (see table)
  - Individual Player Development - Pre planned in how we structure our teams to allow for development opportunities for multiple players from lower tier to experience higher tier if and when they are ready
- Who
  - Call Ups – “Over” from lower tier in same age group
  - Call Across – from another team in the same age group and same tier
  - Call Ups Under-ager – from younger age groups Explosion Team to play Tier 1 and/or Tier 2
  - House League Call Up
- How
  - What is the process that coaches should follow, timelines etc
  - When – eg below a designated number of subs available for a game

# When – requirements to call up.....

Age group	Mandatory Call Up Request	Call Up option & max recommended roster
U7	5 players	6 players – call up to 8 players
U8 / U9	6 players	7 players – call up to 10 players.
U11	8 players	9 players – call up to 12 players.
U13 Metro & U12/13 PYL (9v9)	10 players	11 players – call up to 16 players.
U15/17 PYL	12 players	13 players – call up to 16 players.
U15/17 METRO	12 players	13 players – call up to 16 players.

Note: Where a call up/over/across player has games with their own team the same weekend they may play one game as a call up in addition to their own scheduled games. Every game after that requires they miss a game with their team. Recommend that for two or more games player should play exclusively for the other team.

# Call Up – who?

- Varies depending on age group, in order of sequence call up options as follows;
  - U7/U8/U9 – Call Across / House League Call Up
  - U11 – Call Up Over from a Lower Tier Designated Players / Call Across / Call Up Under-ager Designated Players / Call Up General / House League Call Up
  - U13+ - Call Up Over from a Lower Tier Designated Players / Call Across / all Up Under-ager Designated Players / Call Up General / House League Call Up
- Designated Players
  - For Call Ups (Under-ager) from lower age groups Designated players will be allocated based on the assessment process. These designated players would be the ones offered the opportunity to play up.
  - For Call Ups (Over) from a lower tier Designated players will be allocated based on the assessment process. These designated players would be the first ones offered the opportunity to play up. If they are not an option then call across and call up under-ager options explored. In the end if none of the above are options then a general call up (over) opportunity can be offered to all players. Finally House League would be last option.

# Call Up – who? Position Specific Requests

- U17, U15 coach may make a request for a specific position. The lower level coach should try to accommodate the request however if they feel strongly that a player in a different position deserves an opportunity then the higher level coach should be open to this regardless of the positional preference. Other players can be moved around to accommodate the call up.
- U13 Coaches (PYL) are discouraged from making position specific requests as they are calling up from a 9v9 environment where players are not position specialists so all the players should be considered equally by the head coach of the lower level and the opportunity based on all round merit. That being said a U13 coach may provide information on what position he is most likely to want to play the player and this may inform the lower level coach on which player to pick if there are a number of players of equal merit but it should not be the significant determining factor.
  - For U12 and younger players should be rotated through positions and the focus is on individual development so players should not be called up to fill specific positions as this places the needs of the team ahead of the individual (with the exception of GK for call ups to U12 and older).
- U12 and younger Coaches are not permitted to make specific positional requests.
- Players called up from U11 and younger may not be determined based on any positional requirements

# Call up/over Considerations

- Player Centred approach to decision making
- SCHEDULE CLASHES – For Call Up (Over) between tiers and Call Across within the same tier or where age group weekends clash.....Teams donating their players may be left with depleted numbers which has a knock on effect.
- Teams donating their players may be left with depleted quality which has a knock on effect to the performance of the team and potentially result/morale.
- Designated Call Ups decided at start of season at assessments and revisited after 2<sup>nd</sup> weekend of play.
- Must follow a process which is transparent
- The decision to accept a call up invitation lies with the player – it cannot be mandated.
- Fair playing time – where call ups play as an addition to their own teams games then they are not required to play fair playing time but should receive a minimum of 10 minutes where possible. Where players are sacrificing their own team games for the weekend to play up then they should receive the mandated playing time for their age.

# Call Up/Over Process

- Requesting Coach if possible to put in the request no later than 1 week prior so must educate parents to notify of absences 1 week in advance.
- Request should be sent by email to the coach of the team stating the number of players required and which games. Manager of Soccer Operations and All Star Director are to be cc'd on the email.
- Recipient Coach to forward the initial request to all of the designated player/parents and again copy everyone (The Coach that made the request as well as the Manager of Soccer Operations and All Star Director.)
  - Direct parents to contact the Coach requesting call ups directly and cc all – first come first served. Players can be assigned for 1 game and multiple players utilised.

# Call Up/Over Process

- For Call Over / Call Across (or Call Ups when younger age group plays same weekend) - Where requesting Coach would like to receive a player for more than one game they must ask permission from the team coach first. Recipient Coach then to confirm roster size/capacity support multi game the call up.
- Where teams are unable to meet the minimum requirement to play then call ups and call overs must be accommodated by the recipient coach even if they are left with a requirement to call up that they cannot in turn find a call up option for (unless the recipient Coach is then unable to field a team themselves).
- Where Teams play on the same weekends, For multiple game call ups where a designated player is required for more than one game then the coach may offer the opportunity to call up non designated players to avoid losing the designated player for the entire weekend if it leaves them shorthanded.

# PRE PLANNED CALL UPS OPTION

This can be exercised when managing oversized Tier 2 rosters in favour of lighter Tier 1 rosters

Tier 2 (13 players)
Adam - des
Bob - des
Carl
Dave
Eddie
Frank
George
Harry
Ivan
John
Kris
Larry
Mike

Wk 1, 3, 5

Wk 2, 4, 6



Tier 2  
Gameday Roster  
12 players

Tier 1  
Gameday Roster  
11 players

Tier 1 (10 players)
Adam
Bob
Carl
Dave
Eddie
Frank
George
Harry
Ivan
John