



# NSGSC OPEN TRYOUT POLICY

Updated: December 23, 2016

## CLUB VISION

Where as an Open Tryout is a select player evaluation process over a fixed period of time with evaluators;

Whereas Development Manager (DM) / Coach evaluation is an independent evaluation process conducted by the DM of each respective age group, in conjunction with feedback from the team Coach of the player being evaluated, based on performance over the current season;

Whereas all players should be able to try out for Select level teams in an environment that is objective, consistent, fair and gives consideration to a player's skill level, athletic ability, and playing ability; and,

Whereas the NSGSC OPEN TRYOUT POLICY must be sensitive to the health and stability of existing teams to foster and preserve the beneficial aspects of our Club system; and,

Whereas the goal of the NSGSC is for each player to play at the highest level at which she, her parents and the Technical Director ("TD") and/or DM decide is appropriate;

Be it resolved that the NSGSC OPEN TRYOUT POLICY be as follows:

## POLICY

### 1.0 ELIGIBILITY

1.1 Every player wanting to be placed on a Select level team in Age Groups u12, u13, and u14, **must** attend an Open Tryout, with the exceptions noted in Sec. 2.0. Every player in these age groups must pay the non-refundable Tryout Fee and be a registered player with NSGSC for the upcoming season prior to the scheduled Open Tryout in the player's age group, regardless of whether they are excused from the Open Tryout. The Open Tryout schedule is posted on the NSGSC website.

1.2 Every player wanting to be considered for placement on an u15, u16, u17 or u18 Select team must be a registered player with the NSGSC for the upcoming season as of the deadline date reflected in the tryout letter. The player must indicate on their registration form that they wish to be considered for placement on a Select team. No Tryout Fee is required unless the player wishes to attend the Metro Tryouts.

1.3 If a player is selected and declines a position when it is offered, and does not wish to remain with the NSGSC, a full registration refund will be given. If a player is selected and accepts a position with our Club's Select team and subsequently resigns her position with the team and Club, a refund will not be given.

1.4 The NSGSC may place a player on a Select team any time up to the deadline for transfer according to BCSA Rules (Rule 7 – Player Transfers), where to the satisfaction of the NSGSC exceptional circumstances exist. The NSGSC may however require an independent evaluation of such player.

## 2.0 ABSENCES FROM TRYOUTS

Players who are required to attend an Open Tryout, but for ***exceptional*** reasons are unable to attend Open Tryouts, may be placed on Select team as set out below:

2.1 A player who will be absent for reasons that may be anticipated in advance of an Open Tryout, such as a school trip, vacation, religious observance or injury will not be considered for placement unless she has provided the NSGSC Tryout Committee, ***through her AGC, written verification*** by the relevant adult (school administrator, parent, religious leader, etc.), at least ***four (4) weeks in advance*** of the Open Tryout Date for her age group. This will allow for an alternate method of evaluation.

2.2 A player who is absent because she suffers an injury or becomes ill in the two (2) weeks prior to Open Tryouts, or during her Open Tryouts, will not be considered for placement unless she provides the Tryout Director with a note from her physician confirming both her condition and its severity ***before*** the end of her age group's Open Tryout sessions.

2.3 Provided that the player's reasons are acceptable to the NSGSC Tryout Committee, the Tryout Director, Technical Director (TD) and DM will decide on a proper method of evaluation. The preferred method will be to use the Select Coach ("SC") and/or DM seasonal evaluations for the player, where that player was on a Select NSGSC team that season. However, where the player had not played for a NSGSC team that season, or the circumstances related to that player do not allow for a proper or accurate assessment, any or all of the following may be utilized:

- a) An independent evaluation of the player by a method determined by the Tryout Director, TD and DM;
- b) Previous Select tryout results and current and previous SC evaluations;

2.4 Exemptions only apply to current age group and level (e.g. A player cannot be exempt at a level higher than her current team; however, the player can be placed on the Pick List of the higher or lower level).

2.5 If no method of evaluation pursuant to paragraph 2.3 can be made available prior to and completion of player rankings for the appropriate age group, the player will not be placed on a Select team.

### 3.0 UNDERAGE PLAYERS

#### **Underage Players May Be Considered For A Select Level Team In An Older Age Group, Subject To Specific Requirements:**

3.1 **For u12 ONLY:** An underage player wishing to be placed on a Select level team for the u12 age group must rank in the top 50% of the total number of players automatically placed on the u12 Select teams through the Open Tryout process for the age group. **For example:** If the u12's currently have six (6) select teams comprised of two (2) Division 1 teams and four (4) Division 2 teams. Each team is assigned eight (8) players, which gives a total of forty-eight (48) assigned players. An underage player will be required to rank in the top 50% or in the top 24 players to be placed on a select team.

3.2 **u13 – u18:** For all remaining age groups, the underage player must rank in the top 50% of players automatically assigned to the highest level team in that age group (i.e. Division 1) as there are normally no more than one (1) team in each level of play;

3.3 Underage players are not required to be ranked in the top 50% in succeeding years, only in the first year of playing in an older age group.

3.4 The Tryout Committee reserves the right to place an underage player on any Select level team based on their not being qualified and available players in the age group in question.

### 4.0 NUMBER(S) AND LEVEL OF SELECT TEAMS

4.1 Prior to Open Tryouts in age groups (u12, u13, and u14), and team formation in age groups (u15, u16, u17 and u18), the NSGSC Board will approve the estimated number of teams for each age group, based on the recommendation of the Tryout Committee.

4.2 The Divisional Director (DD) recommendations to the Tryout Committee must include the opinions of the respective AGC's and the TD, which will incorporate survey information from the teams in the age group. The recommended number and playing levels of teams must also address the need to preserve strong teams throughout the age group, while still offering an opportunity for players who wish to move up to higher levels of soccer.

4.3 The estimated number of select teams for each age group will be included in an information package, which is available to all players (see Section 5.0).

4.4 Notwithstanding the above, the Team Formation Committee (which comprises of the Independent Executive Member ("IEM"), Tryout Director, AGC, and DD) shall have the authority to change the number of recommended teams for a particular age group, if it is determined through the Open Tryout process that the estimates are not appropriate.

4.5 **Applicable to u12 Only:** Notwithstanding Sec 4.4, the Technical Director, in consultation with the Team Formation Committee, shall have the authority to change the number of recommended teams in Divisions 1 and/or 2, based on the tryout results. This

will include adding or reducing the number teams from either level of play and is consistent with the Club's goal of forming teams to be competitive at each level of play.

## 5.0 INFORMATION PACKAGE

An Information Package, which includes at a minimum, will be available on the NSGSC website prior to tryouts and will include the following:

- An invitation to the Open Tryouts;
- Open Tryout dates and times; and,
- The estimated number of select teams to be formed;

## 6.0 EVALUATION PROCESS

6.1 All players currently playing on a Select level team will be subject to a DM evaluation throughout the season (also referred to as the In-Season Evaluation).

6.2. For current Select level players, a DM evaluation is based on practice and game assessments throughout the season of that player. The player's overall score is based on, but not limited to, factors such as:

1. Game Sense (i.e. awareness and decision making);
2. Conditioning and Speed;
3. Passing and Shooting;
4. Technical Ability;
5. Attitude and Commitment;

The DM and SC will discuss their individual assessments to provide the DM with additional information so that the DM can finalize their evaluation. The DM will determine all final evaluation scores, which are to be approved by the TD and/or Tryout Director. The Tryout Director will not have a conflict of interest with the players that are being assessed.

6.3 For players wanting to play Select soccer in age groups u12, u13, and u14, their overall ranking and score will be based equally:

1. 75% on the DM evaluation, and,
2. 25% on the Open Tryout process (see 7.0).

6.4 For players wanting to play Select soccer in age groups u15, u16, u17 and u18, their overall ranking and score will be based 100% on the DM evaluation process. They will **not** be subject to the Open Tryout process.

6.5 Players participating in the OPEN Tryout process who do not have NSGSC DM In-Season evaluation score will receive a score based solely (100%) on their Open Trout evaluation.

6.6 Notwithstanding Section 6.5, in order to ensure that the ranking of all players is determined in a consistent and fair manner, evaluation scores will need to be equal and comparable amongst all players who attend the Open Tryouts. Consequently, all player tryout scores will be determined and compared as follows:

- a) **100% Tryout Only** – Players (mainly non-club players) who have no In-Season evaluation will have their Open Tryout score compared only against the Open Tryout scores of all other players who attended the Open Tryouts (i.e. there will be no 75% weighting applied to those players who have an In-Season evaluation);
- b) **100% In-Season Only** – Applies only to NSGSC players who cannot attend the Open Tryouts (as permitted in subsection 2.3) will have their In-Season evaluation compared against the In-Season evaluations of those players who have attended the Open Tryouts (i.e. there will be no 25% weighting applied to those who attended the Open Tryouts);

6.7 Non Select (House) level players currently in age groups u14, u15, u16 and u17 and players from out of district/non-club players, who are interested in playing Select soccer, must contact the Tryout Director to make the necessary arrangements for a proper assessment. For players that are current NSGSC players, they will be **identified** throughout the season by the player's DC and Coach, or through a scouting/evaluation process organized by the NSGSC. Once the player is identified, the following steps will take place:

- The Tryout Director will arrange for Assessment(s) of the player;
- The Assessments where appropriate and possible may include game and practice evaluations by the DM, and input from their current TD (non-club players);
- The Assessment where appropriate and possible will be based on the same factors considered for current Select level player DM / SC evaluations as noted in Section 6.2;
- Where an Assessment cannot be arranged for that player, the Tryout Director, TD and DM will determine another method of assessment that best utilizes a similar or equivalent process;
- u12 and u13 ID Camps will also be held throughout the season.**[NEW]**

6.8 u12 Open Tryouts: Current u11 players will be assessed throughout the season by the u11 DM(s). The DM(s) will assess each player, and obtain input from the player's Coach, to determine their appropriateness for Select soccer. Invitations will be sent to specific players based on these scores; however, any player may attend Open Tryouts, regardless of whether they receive an invitation. Where an In-Season score can be obtained, this will carry a value of 75% in the player's overall score, with the Open Tryout process making up the other 25%. Where a score cannot be obtained, the player's overall score will be based 100% on the Open Tryout process (see subsection 6.3).

## 7.0 OPEN TRYOUT PROCESS

7.1 Players wanting to play Select soccer in age groups u12, u13, and u14 will be subject to an Open Tryout Process, unless they have been received permission to be excused pursuant to subsection 2.3.

7.2 The Open Tryout Process is an evaluation of a large number of players at one time, where each player is evaluated by a number of evaluators (independent and parent coaches) for a pre-determined number of sessions, over a short period of time (usually one week or less).

7.3 The Open Tryout Process is to be completed before the beginning of July.

## 8.0 EVALUATORS FOR OPEN TRYOUTS

8.1 The TD will recruit or hire Independent Evaluators for each age group. Independent evaluators may include DM's, SC's from other age groups or evaluators whom the TD deems qualified for player evaluation.

Independent Evaluators shall not have "a conflict of interest" with the age group they are evaluating. The TD will submit the list of qualified Independent Evaluators to the Tryout Committee for approval.

8.2 Select Team Evaluators (STE) are typically Select Coaches from the age group in question and can be a parent who's daughter is in the Open Tryouts. They will work with a minimum of three (3) Independent Evaluators and the Tryout Director as part of the Player Selection Committee.

## 9.0 OPEN TRYOUT ON-FIELD TEAM

The Open Tryout On-Field Team will include the following:

- i. TD or Designate** – will coordinate on-field activities and work with the Drill Coaches to ensure that select drills are executed properly. The TD or Designate will address the players, Independent Evaluators and STE's before and after each tryout session to ensure clear communication about expectations;
- ii. Independent Evaluators** – will be responsible for assessing and evaluating each tryout participant, following the NSGSC Select Tryout Policy, Guidelines and Rules. The TD will assign a minimum of three (3) Independent Evaluators per age group tryout;
- iii. Select Team Evaluators (STE's)** – will be responsible for assessing and evaluating each tryout participant and following select guidelines and rules;
- iv. Drill Coaches** – will assist the TD with set-up and running of tryout drills. Drill Coaches will demonstrate drills, skills and coach the tryout participants;

- v. **The Age Group Coordinator (AGC) or Designate** – and recruited volunteers will register players and handle all administrative duties associated with the tryout process;
- vi. **The Tryout Director and Independent Executive Member or Designate (IEM)** – will oversee the Open Tryout process and ensure that all NSGSC policies are adhered to during the Open Tryout process. They will oversee the player selection and participate in the team formation process, and shall not have “a conflict of interest” with the players they are overseeing.

## **10.0 PLAYER EVALUATION COMMITTEE**

The Player Evaluation Committee will consist of:

- A minimum of three (3) Independent Evaluators;
- Select Team Evaluators;
- IEM and Tryout Director (to act as an Administrator Only);
- DM may be asked to attend

The Independent Evaluators, IEM and Tryout Director shall not have a “conflict of interest” with the selection of players. Each evaluator will provide an independent rank/score for each player attending the Open Tryouts. The Player Evaluation Committee will make “best efforts” to evaluate and rank all of the participants as described in subsection 6.6.

## **11.0 SELECT COACHES (SC)**

Select Coaches must apply every year. Coaches’ applications will not be considered until after the Coach and DM have met and discussed player evaluations as per policy 6.2. Unless for unforeseen reasons, Select Coaches may be named before the team is formed.

All efforts will be made by the Club to appoint a Select Coach for each team at each age level. However, Select teams for each age group cannot be formed or communicated without all Select Coaches being named, unless due to time constraints it is not logistically feasible at which time the Team Formation Committee and/or TD will form the team based on current rankings (i.e. submission of the team rosters to the BC Coastal Girls Soccer League or Metro Soccer League).

## **12.0 TEAM FORMATION COMMITTEE**

12.1 Subject to subsection 4.5, the Team Formation Committee shall have the responsibility and authority to ensure the correct number of teams and levels are achieved based on the Open Tryout results and information for each age group and will consist of but not limited to:

- The IEM - to ensure that all team formation processes are adhered to;
- The Tryout Director – to oversee the Team Formation process;
- The Divisional Director (DD);
- The AGC (administrator only / optional);

## 12.2 Team Selection Structure / Process

Select Teams	u12	u13	u14	u15	u16	u17	u18
<i>Assigned Players</i>	11	11	12	12	12	N/A	N/A
<i>Assigned Goalies</i>	*1	*1	-	-	-	-	-
Select Coach selects players from Pick List and Goalie List	0	4-6	4-6	4-6	4-6	-	-
Minimum Players	12	16	16	16	16	18	18
Maximum Players	12	18	18	18	18	20	20

\* *Assigned full-time goalie*

- After having their teams assigned, each SC's will form the remainder of their team by selecting players from a Pick List of the next twenty (20) ranked players (at a minimum), and from the goalkeeper list, until their team is complete. The goalkeeper list will contain all players who have registered as either a Part-Time or Full-Time goalie;
- If there is more than one (1) Select team at the same playing level, the SC's will make selections at the same time, in an alternating manner. The first SC to select will be the one who has the lowest average ranking with the players who have been assigned. In addition, the Pick List will expand by a minimum of five (5) players for every extra team that is picking at that level (i.e. the pick list will be twenty-five (25) if there are two (2) teams being chosen at once).
- The SC will be **not** be required to select up to the maximum number of players to form a team..
- SC's from the u17 and u18's will get all of their players back from the year previous. Only those players that have registered and paid before the deadline will be included on the team's list. The SC's will be able to fill in vacant roster spots from a Pick List of (Select and Non-Select) players that have indicated they would like to 'Play Up 'and have an evaluation score to be ranked.
- SC's from the u15's and u16's will be assigned, (at a minimum), a list of the top 12 highest ranked players by score taken from the In-Season evaluations. Any player from a lower level team can also be included as long as they indicate they would like to 'Play Up' (a level). This is done on the NSGSC registration form when the player is registering to play the next soccer season.
- If two or more players have identical In-Season evaluation scores and are ranked 12<sup>th</sup> on the assigned players list, both players will be assigned to the team and the SC will be given one less player to select from the Pick List.



- **SC's must justify not selecting returning players**, if that player was available to be chosen. This is subject to the IEM and Tryout Director approval. **SC's or Designate must also personally contact these players and explain their decision. The player will then be placed on the next available Select team.**
- Once the Select Team(s) are formed, the IEM and Tryout Director will establish the Pick List of the next six (6) ranked players to be used to fill any vacancies created by selected players dropping out during the time from team formation to the start of the season. If a player on the Pick List leaves our Club to play with another Club, then the next ranked player or players will be added to the Pick List.
- The Pick Lists will be kept and used by the DD and the Transfer Committee in the placement of players following Open Tryouts. This Pick List will be dissolved after August 31<sup>st</sup> of the current year.

### **12.3 u13 Metro / Division 1 Team Formation**

The North Shore Youth Soccer Association, which comprises NSGSC, WVSC, SYSA, WYSA, SCY and BIFC, and is responsible for the Metro level teams, Consequently, as Metro teams are District based, NSGSC has been allocated the responsibility to form one (1) Metro team for each age group

Effective for the 2016/17 Open Tryouts, in order to expedite the tryout process between the District Metro Tryouts and the NSGSC Select Open Tryouts, the Club will be combining the its Metro and Division 1 Open Tryouts.

Players who have attended the NSGSC Metro Tryouts and have been evaluated as Metro level players but due to the limited roster were not selected, will be offered positions on the u13 Division 1 team.

### **13.0 ACCEPTANCE OF OFFERS / PAYMENT OF SELECT FEE**

Players will be informed on their final Open Tryout session when and how they will be notified. All participants must make themselves available for communication from the Club following Open Tryouts or risk losing their spot on the team.

The Club will notify selected players and will require a firm commitment from ***the player only*** within **forty-eight (48) hours** of being notified. Notification and acceptance can be either verbally or by electronic communication. Once confirmation of acceptance has been received, payment of the **Select Fee** will be required **within twenty-four (24) hours from receipt of the "Paylink" from the Club**. Failure to make the Select Fee payment within the requisite deadline will result in forfeiture of the spot on the Select Team. Please contact the Club Administrator ([administrator@nsgsc.ca](mailto:administrator@nsgsc.ca)) and inquire about financial assistance options.

## **14.0 PLAYER EVALUATIONS AFTER AUGUST 31<sup>st</sup>**

After August 31<sup>st</sup>, any Select team looking to fill a vacant roster position must first email the Tryout Director for a current list of non-select players wanting to play up.

**14.1** The Tryout Director will develop a list of players to be placed on the “Evaluation List” will include registered players previously on the Pick List who were not placed on a Select Team. The Evaluation List will also include registered players identified by the DM in the current season who have expressed interest in playing at the select level. Once the Tryout Director has a list of players, information for each player will be gathered from DM evaluations, past evaluations, recent tryout scores and other relevant assessments and forwarded to the TD. A final Evaluation List of player(s) that the TD has assessed and deemed appropriate and their evaluations will be provided to the SC to help fill the vacant roster position(s).

**14.2** The SC, through the Tryout Director, may select one of the players from the Evaluation List or request that the player be invited to a training session or a game to be further evaluated and assessed by the SC. The SC will have access to the DM and/or TD to receive extra feedback on any player being evaluated. Once a decision has been made on a player, the SC will email the Tryout Director with their decision. The Tryout Director will then inform the AGC of that age group of the selection and then call the player and ask if they want to accept the position on the team. (Refer to section 13.0 Acceptance of Offers / Payment of Select Fee).

**14.3** Should the SC not wish to fill the vacant roster position with one of the player(s) provided by the TD, the SC could either:

- 1) Request to have the Tryout Director try again with a new list of players wanting to play up; or,
- 2) Not fill the position at that time, provided that the team has the minimum required players.

**14.4** All player transfers need to be completed before January 15<sup>th</sup> of the following year. The AGC will complete the player transfer with the North Shore Youth Soccer Association and BC Soccer.