

Amity AC Soccer Club

Amity AC Soccer Club Policy, POL-040-17FEB2012
Player Evaluation Policy

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website.**

Issue: 1.0
Effective: 17 February 2012
Approval: Amity AC Soccer Committee Board (AACSB)
Controlled by: Amity AC Soccer Committee Board (AACSB)
Next Revision: January 2013

PURPOSE

To establish a fair & consistent policy for player evaluations in the Amity AC Soccer Club (AACSC).

SCOPE & APPLICABILITY

This policy applies to all players enrolling in the Amity AC Soccer Club programs as well as the coaches & assistant coaches participating in the Amity AC Soccer Club programs. This policy will serve to standardize evaluations for all teams within the club. This policy will be effective Spring 2012 and shall be adhered to starting with Fall Evaluations (i.e. evaluations held in Spring for players entering Fall 2012). This policy establishes what evaluation criteria are acceptable, timeline of how we will reach the goal of standardization, and penalties resulting from disregarding this policy.

GENERAL

The AACSC established a Player Evaluation Policy on 24APR2005.

In November 2011, the AACSB established an 'Evaluations Committee' to review the current policy, propose changes to the existing policy, and make updates as a result. It is anticipated that the updates will be the baseline that the AACSB will ratify effective 09FEB2012. This resulting policy will serve as the AACSB approved baseline to standardize evaluations for all teams within the club for players entering the Fall season of 2012. (i.e. starting with Spring 2012 evaluations for players entering the Fall 2012 season).

All players who are interested in participating for the Fall season at the Amity AC Soccer Club, travel programs & in-house ('recreation') programs, shall be evaluated by the end of the Spring soccer season.

- Player evaluations are used by the in-house ('recreation') program to aide in the assignment of players to teams. These assignments are performed to promote fairness and balance in team play and individual skill growth.
- Player evaluations are used by the travel program to determine the skill proficiencies of players. Travel team play is competitive and requires demonstrable skills, commitment, and is not for all players.

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EVALUATION DATES & TIMES

All dates & times will be posted & communicated at least 14 days (i.e. two weeks) prior to evaluations via club email and on the Amity AC Soccer Club website (at a minimum). Evaluation dates will be established by the AACSB in conjunction with the assigned evaluation teams. A minimum of two (2) dates will be established:

- One (1) date will be MANDATORY for all players (no exceptions). This date will allow the club and evaluation teams to logistically coordinate efforts.
- One (1) date will be established for a 'second-look' at players.
- Additional dates may be established as long as all eligible players have been notified.

Post-evaluation player notification will occur as quickly as possible upon completion of the last advertised evaluation date, but shall not occur more than 30 days after the final evaluation. The AACSB recognizes that players have other activities to pursue and, as such, will strive to notify players in the most expedient method possible. The primary method for post-evaluation player notification will be via phone in order to ensure that a person is directly contacted. Secondary methods such as email may be utilized, but they do not provide the AACSC with a sense of direct closure with the player.

For fall team evaluations: all evaluations must be completed prior to the end of the Spring soccer season. Evaluations typically occur in the April/May timeframe. Specific dates vary from year to year and are based on weather, availability, etc.

Reminder: the travel teams selected for the fall season are to be kept together for both the fall and spring seasons whenever possible. Player substitutions may occur in the spring in order to fill a roster. The coach is expected to carry the team forward from the fall to spring.

EVALUATION PROCEDURES – IN-HOUSE ('RECREATION') TEAMS

AACSC will attempt to field at least four (4) co-ed teams for each age group for in-house ('recreation') teams (U4-U14). Teams will only be formed if the following amount of players can be used for each team and each team has at least one coach:

- U4 – U7: Minimum of 5 players, average of 8 when possible, & maximum of 10 for each team.
- U8 – U14+: Minimum of 10 players and maximum of 14 for each team.

Every attempt will be made to balance the in-house teams in order to promote team play and individual skill development.

EVALUATION PROCEDURES – TRAVEL TEAMS

AACSC will field at least one team for each age group for TRAVEL teams (U9, U10, U11, U12, U13, U14, U15, U16, U17, U18, & U19 both boys and girls) when possible. Two teams will only be formed if the following amount of players can be used for each team and each team has at least one coach:

- 8v8: Minimum of 8 players and maximum of 14 for each team.

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- 11v11: Minimum of 13 players and maximum of 22 for each team.

When there is more than one team in any age group U9 and up, the teams will be divided based on skill level of the players. AACSC will combine age groups to form one team when necessary to give as many players the chance to play as possible.

2011-2012 Roster Limits from Leagues that AACSC Participates In			
	U9-U11	U12-U15	U16-U19
DELCO	<i>Not Advertised</i>	<i>Not Advertised</i>	<i>Not Advertised</i>
LANCO	<i>Not Advertised</i>	<i>Not Advertised</i>	<i>Not Advertised</i>
PAGS	9 min / 14 max	12 min / 18 max 3 secondary (max)	12 min / 22 max 5 secondary (max)
RBJSL	7 min / 14 max 4 secondary (max)	9 min / 18 max 4 secondary (max)	9 min / 22 max 5 secondary (max)
ROCK	<i>Not Advertised</i>	<i>Not Advertised</i>	<i>Not Advertised</i>
US Youth Soccer (Rule 205)	7 min / 14 max	7 min / 18 max	7 min / 22 max

EVALUATION PROCEDURES – EVALUATION TEAMS

In order to establish fairness and reduce bias, evaluation teams will be created for each age range. Evaluators will be selected and approved by the AACSB prior to the evaluations.

In-House ('Recreation') Program evaluations only occur in the Spring season and are coordinated with the AACSC Recreation Program Coordinator. In-House ('Recreation') Program Evaluation teams will have at least one (1) approved evaluator including:

- **Current head coach** – preferably the team coach that the players are currently playing for
- **AACSC Recreation Program Coordinator** – while coordinating the overall evaluation of the in-house program, will also act as mentor to coaches performing evaluations and field questions about evaluations at this level
- **AACSC Director of Coaching (DoC)** – once appointed, there is an expectation that they be invested in the overall evaluation process of the AACSC

Travel Program evaluations occur (at a minimum) in the Spring and are coordinated with the AACSC Travel Coordinator. Travel Program Evaluation teams will have a minimum of three (2) approved evaluators including:

- **One head coach** – preferably the incumbent team coach that the players would be playing for
- **One guest coach** – preferably a coach or assistant coach that is not directly affiliated with the team that players are being evaluated for
- **One AACSB member or AACSB-appointed neutral party**- where possible to act as a disinterested third-party and maintain neutrality of the evaluation(s) will be present at each

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evaluation. The neutral person will also be involved in the decision making of the team. However, the evaluator/coach will have the final say unless the neutral person feels the process was not fair or within the spirit of the game. At this time the AACSB will be notified. This will allow the board to get involved in the decision making of the team.

- **AACSC Director of Coaching (DoC)** – once appointed, there is an expectation that they be invested in the evaluation process of the AACSC.

EVALUATION PROCEDURES – EVALUATION CRITERIA

Each player will be evaluated based on the following as it applies to their individual age level. In general, players will be evaluated in combination of four (4) areas:

Areas of Evaluation	Examples of areas being evaluated
Physical Aspects	Speed, strength, agility, endurance, etc
Technical Ability	Dribbling, passing, receiving, shooting, heading, throw-ins, etc.
Tactical Awareness	Knowledge of rules at their particular age groups, in attack, in defense, etc.
Personality Traits	Attendance, attitude, determinations, effort, leadership, self-confidence, responsibility, mental toughness, coachability, etc.

NOTE: Those players that desire to be a keeper/goalie should notify their intention to the coach/evaluation team. Conversely, the coach/evaluation team should also determine who has interest in those positions prior to evaluations being conducted since there are differences in skill sets.

Each area of evaluation will be scored on a scale of 1-5. Evaluations are subjective, based on the evaluator's experiences, biases, etc. One method AACSB has employed to reduce effects of bias is to employ the use of a evaluation team. However, ALL evaluators are responsible for justifying their scores if requested by the AACSB. :

Score	Meaning
5 – 'Excellent'	The player exhibits skills superior to their peers. Note: only players consistently exhibiting superior skills at their age level may be considered for playing up
4 – 'Above Average'	The player exhibits skills greater than their peers
3 – 'Average'	The player exhibits skills on par with their peers
2 – 'Below Average'	The player exhibits skills below that of their peers
1 – 'Unsatisfactory'	The player exhibits skills that are fundamentally deficient for competitive play
0 – Not Applicable	To be used if a scoring of an area of evaluation is not applicable to the player. Note: evaluator(s) should be prepared with an explanation of how/why an area of evaluation was not applicable to a player(s).

AACSB has a MS-Excel formatted Evaluation Scoring file for use by the Evaluation teams.

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Once evaluations are completed, the evaluators will submit their player evaluation forms to the AACSB-approved 'A-team' head coach for that age group. *(Note: the 'A-team' head coach is the person that has been approved by the AACSB to coach the primary competitive team in that age bracket. The 'B-team' head coach would be the person approved by the AACSB to coach the secondary competitive team in that age bracket, and so on.)*

The 'A-team' head coach will work with the evaluators to develop a team package that includes proposed rosters, a proposed league(s) to play in, a proposed Division/Tier to compete in, and (optional) proposed Tournaments that the team is anticipating to participate in. The 'A-team' head coach will submit each of the proposed team packages to the AACSB in writing for approval within five (5) days of the final evaluation date.

The proposed team packages will be evaluated and approved or declined by a special AACSB meeting convened within ten (10) days of the final evaluation date.

Once the team is approved by the AACSB, the 'A-team' head coach for that age group has the responsibility to contact every player and/or parent/guardian by phone to notify them of their status with his/her team. The coach is not to contact or comment on playing status of any player prior to the board's approval of the team.

Contacting the players must be completed within seven (7) days (i.e. one week) of the AACSB acceptance of the teams. Once EPYSA teams are approved, rosters must come back to the AACSB for review. All roster changes (additions/subtractions, etc.) must be approved by the AACSB, and any applicable charges/fees from EPYSA will be paid by the player and/or parent/guardian involved in those changes.

PLAYING UP

1. A player is automatically allowed to be evaluated to play up because they wish to play on a team with their own school grade. The player must be evaluated with their own age level prior to evaluation with their grade level.
2. Players wishing to be evaluated to play above in age level must notify the evaluator prior to evaluations.

Each player requesting to play up will be evaluated based on the above criteria established and **MUST EXCEED** the skill level of that age level. It is the AACSB intent to keep the ages the same. However, we understand the need for player development and will allow the exceptional player the opportunity. The evaluation team will evaluate the player and determine the player's ability to play up. Once their true age evaluation has determined their ability to be evaluated in the higher level, they will be able to be evaluated for the next age level.

A player who has not completed an evaluation for their true age level will not be permitted to go to the next level evaluation.

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3. U9 Boys and U9 Girls – Any child U7 – U9 interested in being evaluated for the U9 age level is able to do so. Players will be selected solely based on their skill and ability to play U9 level soccer.
4. Once a player is accepted on an older team, they must play with that team. The player cannot return to a lower team for that year.
5. Once a player is accepted into a travel team position and it is approved by the AACSB, that player must play with that travel team and may not return to recreational league for that season.
6. All players may only play up one-year level unless otherwise specified and approved by the AACSB.
7. For travel teams: No girls may play on boys teams, and no boys may play on girls teams unless no team is available in their determined age group.

SECONDARY PLAYERS

All players on travel teams must inform coaches and evaluation team of primary/secondary status at the time of first contact with their coach. It is the coaches' decision as to whether or not they will accept secondary players on their teams.

LATE REGISTRATIONS

Once again, it is the AACSB intent to provide a chance for all players to play. Late registrations will be accepted with a late fee. Those wanting to play in the travel league will be given the chance. If their true age team is not full, they will be evaluated to determine their skill level. If the player meets the criteria to play at their true age level, they may be added to the team. Additions are on a first come first served basis (date on application will determine who is first). If the team is filled they will be added to the recreational league and/or put on the second team stand-by list. There will be no option for a player registering late to play above his/her own age level.

Once a player has been assigned to an approved team, there will be no changes to that roster that would remove an already approved player.

APPEALS

If the player and/or parent/guardian believe that they were not treated fairly or properly they can appeal the process by submitting a written statement to the AACSC board. The appeal will be reviewed and discussed at the next regularly scheduled AACSB meeting.

PENALTIES

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Failure to comply by this policy will result in the following actions:

1. INVESTIGATION - All reports of Evaluation violations will be forwarded to the Amity AC Soccer Club Commission for investigation.
2. FINDINGS - The Commissioner will report the investigation findings to the Amity AC Soccer Club Board for resolution within 30 days of notification.
3. RESULTS – Based on the investigation findings, the Amity AC Soccer Club Board may impose penalties on individuals (i.e. players, coaches, etc.) or teams that fail to comply with this policy up to and including suspension from the Club.

POINTS OF CONTACT

The Amity AC Soccer Travel Coordinator will be the single point of contact for ALL Amity AC Soccer Club evaluation issues.

Questions concerning this policy may be addressed to the Amity AC Soccer Club Board.

INFORMATION LINKS

Amity AC Sources & References:

- AAC-ByLaws-001-09AUG2011

Amity AC Soccer Club Sources & References:

- SOCCEREVALUATIONPROCEDURES.doc (MS-Word; 24APR2005)

General Information: <http://www.tcteams.com/amityac>

REVISION HIGHLIGHTS

Issue	Published	Author	Summary of Improvements
0.0	24APR2005	AACSB	Original Document: AMITY AC SOCCER EVALUATION PROCEDURES
0.1	NOV2011 - JAN2012	AACSB	Updated Policy Baseline for Review
1.0	01MAR2012	AACSB	AACSB Approved Baseline

DOCUMENT CHANGES

Suggestions/recommendations for changes to this policy, or any other AACSC policies, may be submitted in writing to the AACSB for consideration. The AACSB will adjudicate & disposition all submittals for the next revision cycle of the policy. The revision cycle for policies will not be prior to six (6) months from its

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effective date, and not to exceed twelve (12) months from its effective date. Changes to the policy can only be performed by a majority vote of the AACSB.

FILENAME	AACSC-Policy-040-PlayerEvaluations-v003-17FEB2012.docx AACSC-Policy-040-PlayerEvaluations-v003-172012.pdf
CURRENT EFFECTIVITY DATE	MARCH 2012
NEXT SCHEDULED REVISION	
NOT PRIOR TO	SEPTEMBER 2012
NOT TO EXCEED	APRIL 2013

