

Regina East United Player Evaluation and Placement Policy

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1.0 **EVALUATION**

1.1 **Objective**

To provide a fair and impartial assessment of a player's soccer skills for the purpose of ensuring every player has a reasonable opportunity of being placed on a team appropriate to their skill level.

1.2 **Evaluation Process**

1. All players wishing to be evaluated for play in Division I / PSL are required to complete the Player Commitment form at time of registration.
2. All current Division I / PSL players will be re-evaluated each season. There will be no grandfathering of players from one season to the next for Division I / PSL.
3. Players in U12 and up will also be asked to indicate on their registration form the position(s) they prefer to be evaluated for.
4. Before the end of each season, each coach will complete a player evaluation form that rates each player's ability/skill relative to the other players on their team.
5. The coach's evaluation form should be given the Technical Director one week prior to the last month of regular season league play.
6. During the last month of regular season play, two or more evaluators will assess players during regular league play.
7. The evaluators will observe each team in two games which will be selected at random. This will provide evaluators an opportunity to observe players in a live game setting.
8. Evaluators will not provide notification of which games they intend to observe.
9. Tournaments occurring during this period will be considered a part of the regular evaluation season.

1.3 **New, Injured and Seasonal Players**

1. These players will need to participate in a separate evaluation session arranged by the Technical Committee. Other players from the club will be invited to participate, to provide a benchmark for evaluators to use as a comparison.

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2. Players may be asked to attend several evaluation sessions to allow evaluators more time to observe and rate the ability/skill of each player.
 3. Players, who have missed a large portion of the regular season due to injury or a family emergency and cannot be evaluated in the normal process, will be invited to participate in these sessions.
 4. Generally, new players will be required to begin play in Division II. The Technical Committee may make exceptions in unique situations.

1.4 Player Evaluations

1. The Technical Committee will collect the ratings from each evaluator and the player's coach.
2. A player's assessment will be based on the evaluations from their coach and from each of the independent evaluators. That is, there will be at least three evaluations used to determine each player's skills/abilities.
3. If players are absent from one of the games being evaluated the Technical Committee may proceed with an assessment based on the one game that was observed or invite the player to the New Player evaluation sessions.
4. As a player's abilities can vary dramatically from season to season, a player's assessment will only be valid for one season.
5. The Technical Committee may however, use the previous season's assessment to assist in assessing seasonal players, or players who were unable to participate in the majority of regular season play due to illness or family emergency.
6. A player's evaluation will be primarily used to determine which Division the player is best suited to play in. Only those players that rated higher than the benchmark set by the Technical Committee will be invited to play in Division I / PSL.
7. The player's evaluations will also be used to assist coaches when forming teams.
8. Players may request feedback on their evaluations from the evaluation committee for the purpose of improving the areas assessed to be weak.

1.5 The Evaluators

1. In the event a team has two coaches, only the coach with the appropriate coaching certification may evaluate the players on the team and provide the coach's evaluation to the Technical committee. Where both coaches are properly certified

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they are encouraged to work collaboratively in evaluating their players. Only one form per team may be submitted.

2. For game evaluations, the Technical Director will select at least two, or more, evaluators per age group, prior to the beginning of the evaluation season.
3. Generally, the Technical Director will utilize coaches from the next older age group and same Division to evaluate the players of a younger age group. Eg. U10's will be evaluated by U12 coaches, U12s will be evaluated by U14 coaches and so on.
4. The Technical Director may in some circumstances select others to assist in the evaluation process.
5. No evaluator will be permitted to evaluate their own child, or children in any of their child(ren)'s age group(s).
6. The Technical Director will forward the names of selected evaluators to the Regina East United Board for approval prior to the evaluation season beginning.
7. Evaluators shall not receive remuneration for their participation in the evaluation process without receiving prior written permission from three members of the Regina East United Executive.
8. Any evaluator, who receives remuneration in any form without prior written permission from the Executive, shall be immediately excused from the evaluation process and their evaluations shall be destroyed without further consideration and will not be allowed further input into the evaluation process. The Technical Director will recommend a new evaluator to the Board.

2.0 PLAYER PLACEMENT

2.1 Objective

It is the goal of the Regina East United Soccer Club to place players on a team that is most appropriate to each player's skills and ability; and that will challenge that player to continue to improve their soccer skills.

2.2 Placement Principals

1. The following principles will be applied *where there are sufficient numbers of children in each age group*.

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2. Regina East United Soccer Club will make every effort to find a place for every player who registers. No player registering with the Regina East United Soccer Club will be cut or released without a significant effort being made to find a team for each player. Circumstances may occur that require a player to be released to another club where there are insufficient numbers of players within two age groups (eg. U12 and U14) to form a single team. The Board should be notified as early as possible if it is suspected that this situation may occur so they can begin to attempt to recruit additional players. (eg. Sending flyers to schools looking for players).
 3. To ensure all families share equally in the cost of playing soccer, the Regina East United Soccer Club utilizes a *no pay, no play policy*. Only those players who have paid their fees in full will be placed on a team.
 4. Players will, where numbers permit, be age aligned in all age groups. For example, where there is sufficient number of children to form two teams in U12 the club will create a team of 11 year olds (junior team) and a team of 12 year olds (senior team).
 5. When a coach's team moves up into Division I / PSL and the coach also has a child on this same team, that child must qualify as a Division I / PSL player in order to also move up.
 6. If there are insufficient players in an age group to form a Division I / PSL team the Technical Director may move a player(s) with the strongest evaluation for the required position in Division II to Division I / PSL in order to field a Division I / PSL team. OR
 7. Where there are insufficient numbers to form two teams in both Divisions, the Technical Committee may attempt to form a single team to compete at the level assessed to be within the abilities of all the players on that team. This option is preferred to releasing players. OR
 8. Should there be an uneven number of players in an age group; the most senior player(s) with the best evaluation will be invited to play up a year early. This decision will be based on the experience of the Technical Committee. In these situations it is preferable to move players up to the next age category, to offer the most stimulating environment rather than to skill a player down at the other end of the spectrum.
 9. The most skilled senior players in Division II, with the permission of the Technical Director, may be invited to play up on a Division I / PSL team to provide them additional soccer experience at the next level of play. This will be

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done in accordance with the Regina Soccer Association's rules regarding player transfers.

3.0 APPEAL PROCESS FOR EVALUATIONS AND PLAYER PLACEMENT

1. Generally, the decision of the Technical Committee shall be considered final. Only in very unusual circumstances will the Board give consideration to further evaluation of a player.
2. The first step of an appeal process will be for the player/parent to contact the Member Relations Director who will attempt to resolve the parents or player's questions / concerns by collecting the necessary information and sharing the information with the parent and player in writing. Should this approach prove unsuccessful in resolving the concern the following shall apply.
3. Appeals that cannot be resolved with the Member Relations Director will be forwarded to the Regina East United Board of Directors. This can not occur until the first step of appeal has been completed.
4. The appeal to the Board must be in writing. The Board of Directors will convene a committee of 3 or 5 Board members who do not have a Conflict of Interest with the parties involved.
5. The committee will determine the merit of the appeal based solely on the information contained in the written submission. No further presentation or hearing will take place.
6. The Board may request input from the Technical Committee prior to making their decision on how to proceed.
7. The person making the appeal will receive a written response from the Board of Directors within 30 days of having received the written appeal.

4.0 RE-EVALUATION OF THIS POLICY

The authors and contributors to these policies have attempted to craft a fair, impartial means of evaluating players with the goal of placing players on a team most suited to their skills and their ability to improve. It is conceivable that through the application of these policies, unforeseen negative results may occur. Accordingly, it is recommended that the Player Evaluation and Player Placement policies be formally reviewed by the Technical Committee and the Board of Directors following two seasons of play (or sooner if necessary) to ensure they are delivering the results set out in each of the policy objectives.