

## **Head Coach Selection – Evaluation Process – Team Selection Guidelines**

\*\*\*5/6 and Cadet – Girls and Boys Basketball and Volleyball

### **Parent Head Coaches**

Prior to tryouts, the Sport Coordinator shall reach out to potential head coach and assistant coach volunteers. The Coordinator will make preliminary recommendations to the SJYAC regarding who he/she believes should be designated head coaches for a particular season, not a particular team. Potential head coaches cannot be determined until kids are evaluated. Once player has been evaluated and selected to an A, B or C team, then the parent coach will be assigned.

### **Evaluators**

The Sport Coordinator shall organize a group of evaluators for the tryout process. Depending on the sport, the coordinator should have a minimum of 4 evaluators increasing that number at the coordinators discretion. These individuals should be potential head coaches, potential assistant coaches, former coaches, SJYAC members and Youth Commission members, etc.

Each evaluator will be given an evaluation form for note taking on their observations. At the end of the first tryout evaluators will be asked to use the column in the form to rate each individual as 'A – AB – B – BC – C' player. These forms will be turned into the Sport Coordinator immediately following the first tryout. The Coordinator, along with the Assistant Coordinator or another member of the SJYAC, will then accumulate and average the ratings for each individual participant (A = 5, A/B = 4, B = 3, B/C = 2, C = 1). This will allow the Sport Coordinator to preliminarily and objectively begin to make decisions on the following:

- Head Coach Selections
- How many A, B and C teams are needed, and which division they will compete in depending on the sport (American and National divisions)

Prior to the second tryout, the Sport Coordinator will give each evaluator their form back from the first tryout. Following the second tryout evaluators will immediately meet. Each evaluator will have the opportunity to discuss specific players whose 'rating' changed from their previous 'rating'. Each evaluator will have up to 5 minutes to share their thoughts. Once all evaluators have shared their updates, all evaluators will be asked to leave the room for the Team Selection process.

### **Team Selection**

Following the final evaluators feedback session the Sport Coordinator, Assistant Sport Coordinator, members of the SJYAC and/or Youth Commission will meet with the A team Head Coach and Assistant Coach (if already known). The Head Coach will select their team from the list provided by the Sport Coordinator via the ratings of the evaluators. If the evaluations suggest there is a need for multiple 'A' teams, the Coordinators and other SJYAC members will make that decision. The goal is to use guidance from our evaluators to ensure kids compete at an appropriate level to ensure the best experience for each individual participant.

Once the A team(s) has been selected, all other coaches will meet to finalize the B and C teams. There may be additional dialogue around B+, B developmental and/or evenly split teams. The final say on this decision will be the Sport Coordinator along with one SJYAC member. The evaluators average ratings will be used as a guidance as well.

If there is a B+ team, the Head Coach and assistant (if known) will select their team with the same process as the A team. This will apply to a B developmental team as well. If B teams are to be split evenly, there will be a snake draft. The snake draft will occur after the head coach and assistant coach's sons have been placed in a specific round of the draft based on their average rating as it compares to the remaining players at that level.

\*\*\*In the event the Sport Coordinator is also a coach of the sport, a different SJYAC member (or designee), who is not a coach in the sport, will facilitate the division of players onto teams\*\*\*

#### Announcement of teams

Prior to the second night of tryouts the Sport Coordinator will let parents and players know when they should expect the teams to be announced. It is the SJYAC goal to get teams announced as quickly as possible following the tryout process.

#### Conduct Expectations

(This is to be **read aloud** prior to the 'Evaluators Feedback' session and Team Selection)

Due to the sensitive nature of what is discussed, it is important that all members present exhibit sound discretion in sharing the information obtained during this session. It is unacceptable for anyone present to share ratings information or dialogue shared throughout this process. This includes spouses, children and parents in the community. It is a basic expectation that no information about team make up, or rosters are shared prior to the announcement of teams.

Additionally, it is expected that all communication and debate is done with the utmost respect of the kids involved, as well as all involved in the process. If during this process anyone present begins to exhibit behavior unbecoming of the mission of CYO athletics and the SJYAC, you will be dismissed from the process and will not be asked to return in future years.