

AYSO Region 58 All-Star and Tournament Team Policy and Guidelines

The All-Star and Tournament team programs are intended to provide coaches and players who have demonstrated superior skills, effort, attitude, and commitment during the Fall season the opportunity to continue to develop their skills in a more-competitive environment against post-season teams from other AYSO regions. Our Region's goal is to assemble the most capable teams at each level, based on the technical ability, versatility, and character of the players available. We seek to select coaches who embody AYSO principles and will represent the region well in tournament season competitions.

The purpose of this policy is to establish the rules and guidelines by which we will select All-Star and Tournament team coaches and players. It is intended to create a fair process that is used consistently in the competitive divisions (10U, 12U, 14U, and 16U).

I. All-Star Head Coach

The purpose of the guidelines, insofar as coach selection is concerned, is to help select the best head coach for the All-Star team for each respective competitive division, based on the eligible candidates, and after considering and weighing all of the various factors set forth below.

A. Selection Method

1. Selection Committee: The region shall have an All-Star Coach Selection Committee consisting of the Assistant Commissioner for the Competitive Divisions ("ACCD"), the Assistant Commissioner for Tournaments ("ACT"), and the Regional Coach Administrator ("RCA"), or such other Board members as the Regional Commissioner ("RC") believes appropriate under the circumstances.
2. Straw Vote of Division Coaches: The Division Manager ("DM") shall take a confidential straw vote of the division's coaches to see who the coaches would elect as All-Star Head Coach. This vote shall be non-binding and advisory only. This straw vote may also be used to inform the process of identifying an appropriate All-Star "B Team" Head Coach (in the 10U divisions) and Tournament team Head Coaches in all divisions.
3. Selection Process: The DM shall review the straw vote of the division coaches and the factors described below and make a recommendation to the Selection Committee for each Head Coach position in the division. The All-Star Coach Selection Committee shall select an All-Star Head Coach from one of the eligible candidates in the respective division after considering and weighing the relevant

factors. It shall be the objective of each Selection Committee to reach a consensus on each All-Star Head Coach, but a majority vote of the committee shall prevail if required. The Selection Committee must submit their choice to the RC for final approval.

B. Eligibility

1. All coaches who (a) are registered as a coach volunteer in Region 58; (b) are AYSO-certified to coach in that division; (c) have completed safe haven and concussion training online; and (d) sign the Coach Commitment Letter referenced in paragraph I.B.2 below, are eligible to be selected as the All-Star Head Coach in that division. DMs should work to identify eligible coaches who are interested in serving as the All-Star Head Coach as early in the Fall season as possible.
2. Each All-Star Coach shall be required to sign a letter agreement confirming his/her commitment, as well as acknowledging and agreeing to perform the several responsibilities of the All-Star Coach. A sample All-Star Coach Commitment Letter is attached as Exhibit A. Failure by an All-Star Coach to honor the commitments set forth in that letter will be a significant factor against any future All-Star coaching assignments absent extraordinary circumstances.

C. Factors To Be Considered/Not Considered

Preference shall be given to volunteers who served as head coach in Region 58 during the current Fall season in the competitive division in which they seek to coach the All-Star team. If the Selection Committee does not have an interested candidate from that pool of coaches who they feel is qualified, they may consider assistant coaches from that division or other coaches who are otherwise eligible.

The following factors *shall* be considered and weighed in making the All-Star Head Coach decision. Because coach selection is by its nature a subjective decision-making process, the Selection Committee members shall determine how much weight to give any particular factor.

1. AYSO Philosophies (Positive Coaching, Good Sportsmanship, Everybody Plays);

2. Role Model/Good Representative of Region 58 (e.g. respect for opposing teams);
3. Ability to facilitate a great post-season experience for the players;
4. Knowledge of the players in the division, gathered through observation of the players and teams over the course of the Fall season;
5. Knowledge of game (e.g. Laws, Spirit, Tactical, Strategic);
6. Ability to communicate with/teach players;
7. Organizational abilities (e.g. enter tournaments, obtain referees, control parents);
8. Volunteer level (e.g. Active Board member; other extraordinary volunteerism);
9. Temperament/Demeanor with players/others (i.e. screamer, yeller, complainer);
10. Past discipline issues (e.g. referee send-offs, 3/4-rule violations, league suspensions);
11. Any other non-prohibited factors which the Selection Committee believes are appropriate under the circumstances.

The following factors *may* be considered:

1. Whether the candidate has a child in the division;
2. Whether the All-Star-eligible child (if any) of the candidate is likely or unlikely to be voted a “Consensus” player (as defined below).

Whether a candidate has a successful season won-lost record during the current, or any prior, season *shall not* be considered in making the All-Star Head Coach decision.

D. Assistant Coach

Once an All-Star Head Coach is selected, the Head Coach may select an Assistant Coach. Assistant Coaches must meet the same eligibility requirements identified in paragraph I.B.1 above. Selection of an Assistant Coach does not earn their child a place on the team. All players must be selected in accordance with the player selection procedures below.

E. Commissioner's Authority

Notwithstanding anything set forth above to the contrary, the RC has the authority, in his/her sole and reasonable discretion, to determine that a coach shall not be eligible to be an All-Star Coach (typically because of prior misconduct). Similarly, the RC also has the authority, in his/her sole and reasonable discretion, to determine that a person not otherwise-eligible to be an All-Star Coach, shall be eligible (typically because of the unquestioned ability and qualifications of the non-eligible person).

II. All-Star Team Formation

A. Purpose

The primary objective of the post-season is to provide a positive opportunity for players to develop with other players at a similar skill level. When forming All-Star teams, we seek to assemble the best teams we can to represent us in the Area, Section, Western States, and other tournaments. Thus, unlike the Fall season, we do not balance All-Star teams within our region, because they are meant to be balanced against similar competition from other regions. Assuming we have enough players available, we will form one All-Star team in each of the 16U, 14U, and 12U divisions and an All-Star A Team and All-Star B Team in the 10U divisions. In the 10U division, our intent is to form the best A Team available before we then form the best B Team available from the remaining pool of players and coaches.

B. Eligibility

To be eligible to play on an All-Star (or Tournament) team, players must (i) have been registered with Region 58 for that Membership Year's Fall season; (ii) have played in at least $\frac{1}{2}$ of their team's league season games (excluding playoff games), with the player needing to play at least $\frac{3}{4}$ of a game in order to qualify as having played in that game (exceptions may be made for documented injuries or illness with approval by the RC); and (iii) sign (along with his/her parents) a commitment letter confirming his or her commitment to the All-Star (or Tournament) team if requested.

C. Selection

Each coach in the division shall be asked to participate in the voting for the division's All-Star team. Under normal circumstances, voting should occur after the year-end coaches'/player rating meeting (which should be scheduled by the DM to occur no later than early November). All players in the division who meet the eligibility criteria set forth above may be selected in the voting. In voting, coaches shall be asked to vote for players who they would want to make up the division's All-Star team if they were

coaching the team, taking into consideration the needs and positions of a complete team (Goalkeeper, Defenders, Midfielders, Forwards/Strikers). In other words, coaches will not necessarily vote for the 9/10, 12 or 14 players the coach considers to be the division's "best" or "most-individually-skilled" players.

The DM for the division in question shall tally the votes submitted and shall work to identify, in consultation with the ACCD and/or ACT, a clear dividing-line in the voting results to separate what shall be termed "Consensus" players — who are automatically invited to the team — from the remainder of the vote-getters. The target for the number of such Consensus players, by division, should be as follows: 10U — 6 or 7 players; 12U — 8 or 9 players; 14U — 10 players. However, the DM must have the flexibility to identify an appropriate dividing line that may deviate from that target number. Once identified as a Consensus player, the All-Star Head Coach may not remove that player from the All-Star team (as part of the selection process).

The remainder of the players who will be invited to the All-Star team will be considered "Discretionary-Pick Players." For the 10U All Star A Team, and for the All Star teams in the 12U and 14U divisions, players are not eligible to be selected as a Discretionary-Pick Player unless they receive a minimum of 2 All-Star votes from the division's coaches.

In the 10U divisions, once the selection of the All Star A Team is complete and the roster is confirmed and complete, selection for the All Star B Team shall commence. The DM shall again attempt to identify a clear-dividing line in the votes received by the remaining players so that Consensus players may be identified. Following the identification of those individuals, the All Star B Team coach shall again be allowed to round-out the team with Discretionary-Pick Players. For the 10U All Star B Team, players must receive at least 1 All-Star vote from the division's coaches to be eligible for selection as a Discretionary-Pick Player.

In addition to attempting to form the best, most complete team possible, the following factors are among those that may be considered by division coaches in casting votes for, and by the All-Star Head Coach in selecting, All-Star players:

- 1) Game and practice attendance during league season;
- 2) Player Attitude (e.g. with teammates, coaches, referees, opposing players)
- 3) Conduct on field during season (e.g. yellow or red cards/violent conduct, good or bad sportsmanship);
- 4) Difficult parents;

- 5) First or second year (in the division at issue) player;
- 6) Other commitment issues (e.g. other sports or interests).

D. Discretionary-Pick Oversight Committee

Each competitive division will form a Discretionary-Pick Oversight Committee (“DPOC”) to assist the DM with the All-Star team-formation process. In divisions with six or more teams, that committee will consist of three members. In divisions with fewer than six teams, it will consist of all coaches willing to participate, subject to the approval of the ACCD. Members of the DPOC will be selected by the DM and approved by the ACCD and RCA. The DPOC shall consist, where at all possible, of three head coaches from the division in question, with exceptions allowed where necessary upon consultation with the RC. Target characteristics for DPOC members should be knowledge of and experience with the particular division’s player pool, knowledge of the game, fairness, and a capacity for and willingness to exercise independent decision-making. DMs should work to identify potential DPOC members as early in the Fall season as possible (ideally by no later than October 1) to allow potential/confirmed DPOC members to observe players throughout the Fall in preparation for All-Star team formation. DMs may wish to identify a minimum of 4 potential candidates, in order to anticipate the possibility that one such candidate may become the All-Star Head Coach.

DPOC members shall not be parents of children eligible for selection as Discretionary-Pick Players. Where possible, DPOC members also should not be parents of children who are Consensus players. If there are an insufficient number of division head coaches willing/able to be DPOC members, DMs should work to identify willing and able division assistant coaches to serve on the DPOC. Should that pool of individuals be insufficient to complete the DPOC, DMs should work to identify Board members or other individuals who are best able to fill the position, preferably with knowledge of the players if possible.

The DM may decide, upon consultation with DPOC members and consideration of communication needs (as addressed below), whether the members of the DPOC will be anonymous.

To be clear, the purpose of the DPOC is not to simply replace an All-Star Head Coach’s discretionary team selection authority with a 3-person committee’s discretionary team selection. It is instead intended to prevent or correct the *abuse* of that authority, with the expectation that the DPOC’s oversight authority will be exercised in only extreme, or unusual, cases. As such, for the DPOC to overrule an All-Star Head Coach’s discretionary-pick selection of a player, the DPOC must *unanimously*

determine that the selection is improper. DPOC members shall consider whether the All-Star Head Coach has a reasonable and credible explanation for his/her selection of the particular player in question, taking into consideration the needs of the team. If a single member of the DPOC is convinced that the All-Star Head Coach has offered a reasonable and credible explanation, the All-Star Head Coach's selection will stand.

To that end, if the DM determines, upon initial communications with the individual DPOC members, that there is a reasonable prospect that the DPOC may overrule an All-Star Head Coach's Discretionary-Pick selection, the DM shall give the All-Star Head Coach the opportunity to explain, in detail, the basis/reasoning for the selection. The DM shall then inquire with each DPOC member, ideally individually, as to whether they approve or disapprove of the All-Star Head Coach's Discretionary-Pick selection at issue.

Where the DPOC has unanimously overruled an All-Star Head Coach's discretionary pick, the All-Star Head Coach will be given the opportunity to choose another player from the field of eligible players, and the DPOC's process shall begin anew as to that player. The DPOC shall not — absent consent from the All-Star Head Coach and the DM — make the selection for the All-Star Head Coach. In addition, if ANY player turns down an invitation to an All-Star team, any newly-picked player designed to replace that player shall be considered a Discretionary-Pick Player, and therefore also subject to the DPOC process.

E. Announcement of All-Star Players

The goal will be for All-Star players to be announced on the day after the conclusion of Region 58 playoffs. The All-Star Head Coach shall be announced on the same day, although he/she must be informed before that date, on a confidential basis, so that he/she can select (and defend, if necessary, the selection of) Discretionary-Pick Players. The All-Star Head Coach will also be able to notify their selection for assistant coach in advance and the DPOC will be informed in advance as well. Any person informed about the coach or players prior to the formal announcement is expected to keep that information confidential.

F. Commissioner's Authority

Notwithstanding anything set forth above to the contrary, the RC has the authority, in his/her sole and reasonable discretion, to determine that a player shall not be eligible to be on the All-Star team (typically because of prior misconduct of the player and/or parents). Similarly, the RC also has the authority, in his/her sole and reasonable discretion, to determine that a player not otherwise eligible shall be eligible to play on the All-Star team

(typically because an All-Star-caliber player was injured during the season and missed playing in the required number of games).

III. Tournament Teams

A. Tournament teams shall be formed in each competitive division shortly after the conclusion of Region 58 playoffs and the announcement of the respective division's All-Star team(s). Head Coach selection shall be made by the All-Star Coach Selection Committee using the same guidelines set forth herein for All-Star Head Coach selection, though a new "Straw vote" (which is non-binding, in any event) shall ordinarily not be taken. However, selection of Tournament team players shall *not* be subject to the procedures set forth in paragraph II.D above. Selection shall instead be largely left to the discretion of the Tournament team Head Coach, with the oversight of the DM. Strong consideration shall, however, be given to non-All-Star players who are highly-rated and/or who received multiple All-Star votes, along with consideration being given to lower-rated players evidencing a strong commitment and desire to play throughout the entirety of the tournament season. In all cases, the RC shall give appropriate guidance in player selection when deemed necessary.

B. Tournament team Head Coaches and players will be expected to sign Commitment Letters similar to their All-Star counterparts.

IV. Substitutes

A. Substitute Players: A Substitute Player is someone from our Region who fills in for an absent player at a tournament. Substitutes must have played in our Region in the Fall and must meet the All Star eligibility requirements described in paragraph II.B, above. If the player is currently playing on a different team (All-Star or Tournament team), the coach seeking a substitute should first ask the Head Coach of the player's team to make sure that the player's team is not playing at the tournament in question. If the Head Coach approves or if the player is not currently on a Tournament team, the coach seeking the substitute should contact the player to see if he/she is available. In the 10U divisions, the A Team Head Coach should be given the first option for any particular substitute. In divisions where tournament teams are categorized as "B Team," "C Team," "D Team," etc., options should likewise first be given to teams in that order. Substitutions should at all times be coordinated with the ACT.

B. Players may decline to play for a particular All-Star or Tournament team, and still be eligible to play for a different All-Star or Tournament team, if the decision to decline is made so as to enable the player to play with a sibling on that other team, or if a parent is the Head or Assistant

Coach of that other team. Should a player otherwise decline to play on an All-Star team, he/she shall not be eligible to play for a Tournament team unless (a) the player declines because he/she cannot make the time commitment required for the All-Star team or (b) the player declines for some other reason deemed adequate by the RC to ensure that it is not a subterfuge to avoid playing for the All-Star Head Coach and to play, instead, for the Tournament team Head Coach. Except as permitted by the foregoing, any player who has declined to play for, or who has left, a particular team, shall not be allowed to participate in any tournament in which his/her former team is also competing. For these players, as others, the coach interested in inviting the player should discuss the invitation with the player's original Head Coach before any substitution request is conveyed to the player.

C. Guest Players: A Guest player is a player from another AYSO region filling in as a substitute player on one of our Tournament teams. Qualified players from our Region should be given priority over Guest Players. Any request to use a Guest Player must be approved by both the ACT and the RC.

D. Only approved Substitute Players or Guest Players should practice with a team on a regular basis.

V. The RC has the authority to make any decision necessary in the best interests of the Region in the event of omission, ambiguity or error in the Policy and Guidelines.