



## FNWLL Manager Selection Process

The purpose of this document is to identify the criteria and selection process to be used by the FNWLL Board &/or Division Coordinators for selecting the managers on a yearly basis (no tenure from one year to another) for the FNWLL league teams in all divisions. The objective is to create a fair and equitable process to identify the best candidate to manage and develop the participants in FNWLL to the highest level of their interest and their abilities relative to their baseball skills/knowledge.

Manager Selection Committee: The FNWLL Board may form a Manager Selection Committee. The league president shall lead the selection and members should include at least 3 members of the following board personnel; President, Player Agent, VP Operations, Director of Player Development, Umpire in Chief. The committee should not include Major or AAA Managers/Coaches when it comes to determining managers for those two levels. Ad Hoc members may be added as appropriate per FNWLL Board input. The President shall appoint managers as suggested by the committee according to LL guidelines (see LL operating guidelines).

Eligibility: Interested parties who met the selection criteria established by the FNWLL Board may be selected as a manager of a FNWLL team per the Board designated selection committee and/or Division Coordinators' judgment. Past experience both within the league and outside the league shall be considered. The following minimum requirements should be met for any individual interested in being considered for a managerial position:

- 1) Interest in doing the job
- 2) Baseball knowledge relative to level
- 3) Ability & desire to teach
- 4) Can commit the appropriate amount of time
- 5) Creates positive experience for the kids
- 6) Able to work with parents, umpires, and other managers positively
- 7) Able to manage interest of the whole team vs. interest in just own child
- 8) Able to manage/coordinate non-baseball needs of team (selecting team parents, end of year party, etc.)
- 9) Must attend FNWLL training sessions (skills, safety, etc.)
- 10) Must complete the Little League International mandated training "Abuse Awareness Training for Adults" (New for 2024)
- 11) Must be able to pass a background check and not be listed on any Sex Offender Registries
- 12) Ability to identify & select appropriate assistant coaches, team parents, etc. who practice the FNWLL philosophy & pursue the FNWLL goals



## SELECTION PROCESS

At the Tee Ball, Coach Pitch, and AA levels, the division coordinator will review volunteers based on registration information. Board will be solicited for knowledge of potential candidates if registration results in shortage of names. Coordinators will talk with manager candidates to ensure understanding of what the job requires, available help, and ability to meet our requirements. Coordinators will make recommendations to Manager Selection Committee and choices are finalized.

### **Tee Ball / Coach Pitch**

Any individual interested in managing at the Tee Ball or Coach Pitch level must:

- 1) Commit to attend a FNWLL training session
- 2) Have general baseball/softball knowledge
- 3) Commit to introduce the FNWLL basics (fielding, throwing, hitting)
- 4) Commit to at least 2, but not more than 3 events a week (practice + games)
  - Prior to opening day: typically, at least two practices per week
  - After opening day: typically, 2 events per week (2 games or 1 game + 1 practice)

### **AA**

Any individual interested in managing at the AA level must:

- 1) Commit to attend a FNWLL training session
- 2) Have general baseball/softball knowledge
- 3) Strong ability to teach more advanced fundamentals (fielding, throwing, hitting)
- 4) Strong ability to teach basic fundamentals (base running, pitching)
- 5) Commit to at least 2, but not more than 4 events a week (practice + games)
  - Prior to opening day: typically, at least three practices per week
  - After opening day: typically, 3 events per week (2 games + 1 practice)

At the AAA and Majors levels, the Manager Selection Committee will review the potential candidates list based on volunteers, and previous managing/coaching experience at lower divisions. The Board will be solicited for potential candidate recommendations, and given chance to provide specific input on candidates they know - positive or negative. The Selection Committee will solicit information about candidates past coaching experience from league coordinators, other league coaches/managers, and team parents, to get comprehensive perspective. The Selection Committee will narrow list as appropriate and conduct interviews, and the forward recommendations to Board for final approval. The selected managers will receive feedback as appropriate if process shows deficiency areas need to be addressed.

### **Majors, AAA**

Any individual interested in managing at the Majors or AAA level must:

- 1) Have a recommendation(s) to support pursuit of position
- 2) Submit to interview process (if applicable)
- 3) Commit to attend a FNWLL training session
- 4) Have general baseball/softball knowledge

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- 5) Strong ability to teach more advanced fundamentals (fielding, throwing, hitting, base running, pitching, bunting)
- 6) Commit to at least 3, but not more than 5 events a week (practice + games)
  - o Prior to opening day: typically, at least three practices per week
  - o After opening day: typically, 3 events per week (2 games + 1 practice)
- 7) Have skill evaluation knowledge & matching to players capabilities to ensure success of player
- 8) Have game management knowledge

### **Expectations Regarding Named Coaches to Assist Managers**

FNWLL is a league that wants to provide enjoyable experiences in baseball. Of obvious interest to many of the players is the ability to show the skills that have been learned in a game setting. FNWLL has made many changes over the years that have tried to improve game competitiveness with improvements in the how teams are formed both through the placement of players at the lower levels of the league and the drafts that are completed at the higher levels. These rules have been put in place to try to make all game situations as competitive as can be throughout the year.

Coach support is also important to each team in the league. We want managers to have enough support to be able to spend time with players individually and in small groups to provide sufficient skill development. FNWLL has provided a method by which you can formally “designate” a coach to help a manager at any of the levels by putting the Manager’s/Coach’s children together at the lower levels or by pulling the Manager’s and Coach’s children out of the draft at the higher levels.

However, this has led to some abuses of the coach selection process that is putting winning games above true manager support. Coaches are being designated to assist managers that allow a team to put a well skilled player on the team without truly adding a coach that brings time and support to the team. In some cases, at the lower level where a draft is not present, adding several coaches based on requests has truly taken some of the enjoyment out of the games that goes on throughout the season.

New rules have been put in place that only permits two coaches to be added to a team at the lower levels. For the level where drafting occurs (Majors, AAA), there have been some limitations based on draft rules but there has still been some ethical skirting of the expectations of a “designate” coach.

This section outlines the expectations of a “Designated” coach to a team:

- 1) The Designate coach is expected to attend and be on the field or in the dugout for most practices (>80%)
- 2) The Designate coach is expected to be coaching on the field or in the dugout during all games.
- 3) The Designate coach is expected to handle the team in case the Manager cannot attend a game which includes:
  - a. Putting the line up together
  - b. Meeting with Umpires before the game (when necessary)
  - c. Lead coach on the field
  - d. Handle all issues in place of the Manager during the game.
- 4) The Designate coach will be the “first” coach above other coaches when the manager is unable to attend a game or practice.

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Realize that the rules for post season coaching require an adult to be a formally named coach to a team. For all teams at all levels, a manager may have up to 2 formal coaches with one that is “designated” to the team ahead of team formation. The order of consideration for a coach to lead a post season team shall be managers first, followed by designated coaches, and then coaches named to the team after teams are formed.