

SECTION 4

All-Star Player Selection Process

I. OVERVIEW

As a league, Valley East Little League strives to make sure that the regular season offers as much opportunity to play and experience baseball for ALL players. Our League has many different playing levels, each geared to accommodate players based on their age and ability of play. The All-Star Season is a completely separate season from the regular season. It is an opportunity for a significantly higher level of play within the regional Little League system. Players will have a significantly higher level of commitment, will receive a higher level instruction, and will play in the yearly Little League International Tournament.

With respect to the All-Star Teams, it is the intent of the Valley East Little League to field a team that will best represent our league in competition and character. All players have an opportunity to be selected to the All-Star team and the selection process is designed to select the best players without favoritism of any type. For those players that are not selected for the All-Star teams, the details regarding their candidacy shall be held in strictest confidence and remain private. The All-Star selection process itself, including all vote tallying, nominations, and votes shall remain confidential and shall not be shared by any individual associated with the selection process. Violation of this confidential information is grounds for discipline by the Board of Directors.

II. GENERAL INFORMATION

1. The All-Star selection meeting shall occur in late May on a date to be determined by the President and Board of Directors. The date shall be determined based upon the calendar set forth by District 18 Little League and shall occur as early as permitted by District 18.
2. Players interested in playing on one of the All-Star teams will have to opt-in to be on the ballot. The League will send out an information sheet, by electronic or paper form, describing the commitment required to be considered and each eligible player will have the choice to be on the ballot. The commitment required by each eligible player is more fully described below.

3. The selection review process shall be run by the President, or his/her nominee, and members of the Board of Directors. Any disputes that are not resolved by these By-Laws will be resolved by the Board of Directors. Individual Board Members shall not participate in the selection review process if he/she does not feel that he/she can do so objectively based on his/her child's candidacy for an All-Star team.
4. Any individual that attends the All-Star selection review meeting is obligated to keep all discussions, votes, vote tallies, and all other information from the meeting in strictest confidence and shall not divulge this information to anyone without the express permission of the President. Valley East Little League takes the integrity of this process seriously and any violations will result in appropriate discipline by the League.
5. Only the President and Board of Directors shall be present at the player selection review meeting. If the members of the Board of Directors have a child or children up for consideration for an all-star team they shall recuse themselves from the portion of the meeting when their child/children's age group(s) is reviewed.

III. TEAM COMPOSITION

1. Valley East will enter two (2) teams into the Little League sponsored post season tournament as follows:
 - a. The 9-10 year-old All-Star team will consist of 12 players League Age 9 or 10, who have participated as an eligible player in 60 percent of the Regular Season games in the Major Division;
 - b. The 11-12 year-old All-Star team will consist of 12 players League Age 11 or 12 who have participated as an eligible player in 60 percent of the Regular Season games in the Major Division.
2. Valley East will select one (1) Minor League All-Star Team for entry into local tournaments which will consist of 12 players League Age 6-8, who have participated as an eligible player in 60 percent of the Regular Season games in the Minor Division.

3. Valley East may also select additional Tournament Teams for participation in Little League sponsored post season tournaments (ie. 10-11 year-old, 9 year-old) as well as a Coach Pitch Tournament Team (6-8 year-old) should league enrollment, player interest and tournament availability allow for these teams to be selected. Selection and participation in the All-Star Teams take precedent over selection and participation in Tournament Teams.

IV. PLAYER COMMITMENT

ALL players league age 6-8 for Minor League and 9-12 who have participated in a minimum of 60% of ALL regular season games are eligible for All-Stars and may apply to be included on the respective ballot(s). Note, this is 60% of the games that do not directly conflict (i.e., same day and time) with school baseball games. There is no participation relief for club, travel, or other non-Little League baseball organizations.

Each eligible player shall be notified by a league representative that the All-Star selection process is upcoming. This notification shall be made at the direction of the President and can be done through the league website/email system in place at the time. Each eligible player that is interested in being added to the All-Star ballot shall notify the league, through the electronic means suggested, of his/her intent to be added to the ballot. The President and Board of Directors may, at its discretion, prepare an All-Star Commitment Form that must be completed prior to an eligible player being placed on the ballot.

Each eligible player that is seeking placement on the All-Star ballot shall notify his/her Regular Season Manager, the President, or a Board Member of any restrictions the player has with respect to participation in All-Stars. This includes, but is not limited to, any pre-planned vacations that will interfere with practices and/or games, any travel team / club team commitments that would prevent or limit the eligible player from attending and participating fully in practices and/or games. This includes pitch count restrictions, restrictions on availability for pitching/catching, and any other form of limitation that will result in the eligible player from not fully participating in practices and/or games. Failure to timely disclose any restrictions can result in an eligible player being removed from the All-Star team.

V. NUMBER OF PLAYERS

The number of players rostered by each All-Star team shall be twelve (12) unless otherwise agreed by the Board of Directors, by majority vote, prior to the selection process

commencing. The Board of Directors shall take into consideration the mandatory playing requirements that are dictated by the size of the team when making this determination.

VI. PLAYER EVALUATION CRITERIA

Players are evaluated on multiple criteria including the player's performance, attitude, sportsmanship and teamwork. The team is selected on the basis of these criteria and on the needs of the All-Star Team (i.e. will there be an adequate number of catchers and pitchers as well as other key positions). The Regular Season Managers and Coaches, prior to and during the voting process, are encouraged to deliberate and discuss the needs of the team, each player's strengths and weaknesses, and other factors relevant to the selection process.

VII. PLAYER SELECTION PROCESS

In an effort to field the most competitive teams possible, the League has determined that it is best to receive All-Star input and votes from as many knowledgeable people as possible. The League recognizes that fewer votes results in an individual or small group of individuals having the ability to control or dictate a result. The League also recognizes that people have a difficult time being objective when it involves friends and family. Nobody wants to intentionally hurt a friend or family member. Understandably, this results in votes being cast for players that may not be worthy or ready for All-Star competition.

The All-Star teams will be drafted according to the following process unless the Board determines, by unanimous vote, that the process has resulted in an objectively unfair result. In this case, the Board may vote to implement any corrective measures or actions necessary to remedy the unfair result with the same being approved by majority vote of the Board.

All of the All-Star teams shall be drafted in the same manner as follows:

1. Following the May meeting of the Board of Directors, the Board will nominate one (1) or two (2) individuals, per age group, to begin collecting all-star votes. These nominated individuals shall provide each Regular Season Manager and each Regular Season Coach (two officially named coaches per regular season team) with a list of eligible All-Star applicants for the appropriate age group. Any player restrictions shall be made clear to each individual participating in the selection process.
2. Regular Season Managers and Coaches are to confidentially rank each list of players from players exhibiting the highest level of performance to the lowest level of

- performance. Ranked lists are then to be returned to the Board of Directors Representative in the manner and by the date specified by the Board of Directors.
- a. The Board of Directors understands that evaluation of player performance is subjective. However, no intentional manipulation of rankings in order to unjustly raise or lower a particular player's ranking will be permitted. Obvious attempts to do so will result in the striking of the entire Manager and/or Coach ballot from consideration in the All-Star selection process.
 - b. Managers and/or Coaches who do not feel they have adequate knowledge of the players listed for consideration are encouraged to recuse themselves from voting so that they may not unintentionally negatively impact the selection process.
3. Upon receipt of all Manager and Coach rankings, the designated vote collection representative will compile the votes into an Excel spreadsheet for evaluation. Regular Season Manager votes will count as two (2) votes with Regular Season Coach votes being counted as one (1). With all votes included, a ranking average, median score and standard deviation is developed. Players are put into order per ranking average.
- a. The Board of Direction Representative should evaluate the median score and standard deviation information in order to spot intentional manipulation of ranking results and be prepared to discuss these findings as well as changes to the results should those particular ballots be struck from consideration per Section VII.2.b. This information will then be presented at the Board All-Star Player Selection Review meeting.
4. The Board of Directors will hold an All-Star Player Selection Review meeting in late-May where the player average rankings will be revealed to the Board Members one age group at a time. Board members with players up for consideration for participation in All-Stars must recuse themselves from the meeting during the discussion of that age group(s).
- a. Compilation of data presented to Board Members will be comprehensive including each vote, the average of votes, median scores and standard deviation. Manager and Coach names adjacent to player rankings will remain

so that any signs of collusion or manipulation of rankings are known to the Board of Directors to be taken into consideration for future manager or assistant coach positions in future seasons.

- b. The Board of Directors Representative will review the data including any findings of ranking manipulation. Board members present for discussion of that age group will discuss the validity of the deviation and determine at that time whether the manipulation was intentional and whether or not to strike those ballots from inclusion in the rankings.
5. Section VII.4's process is repeated for each subsequent age group. Board members recused for prior age group selections may re-join the meeting for discussion of subsequent age groups. Board members must recuse themselves from discussion of age groups where their child/children are up for consideration.
6. After selection of the All-Star teams the Board of Directors will follow the same process outlined in Section VII.4 in order to determine Tournament teams from the remaining pool of players.
7. After the completion of the selection process, the Board of Directors shall be presented with the completed teams and shall approve the draft by majority vote. All drafted teams shall receive majority vote of the Board of Directors unless good cause is shown by a Board Member why the team should not be approved. Good cause can include a player's unavailability, injury, or disciplinary action. Good cause does not include a Board Member's judgment that a certain player is not deserving of being selected to an All-Star team due to his/her on-field talents.
8. After completion of the selection process and all All-Star teams have been selected, the All-Star Managers will then be selected pursuant to the By-Laws. Upon selection of the Managers, the Managers and President shall determine how each selected player is notified and the means in which he/she will be notified. The rosters shall not be published or made available to any other individuals until all selected players are notified.
9. If a selected player is injured after selection and prior to submission of the roster pursuant to the District 18 calendar, the Manager will select a replacement player, with the same being approved by the Board of Directors by majority vote.

10. In the event the Board of Directors determines, by majority vote, that there is collusion by half or more of all Managers and/or Coaches and they are not voting for the best available players, the best overall team, or are voting in a manner that leads the Board to conclude that he/she is voting with any type of bias or agenda, the Board shall adopt a process that will result in the most objective determination of the All-Star team(s). Should the Board change or modify the selection process as set forth herein for any given year, the same shall not nullify any other age group All-Star team that has already been selected. Likewise, it shall not modify the selection procedure set forth herein for any subsequent All-Star team selections unless circumstances warrant a modification.

VIII. DISPUTES AND REVISIONS

Any and all disputes that occur with regard to the All-Star Player Selection Process that are not addressed in these By-Laws will be resolved by the Board of Directors by majority vote after hearing all of the facts and circumstances.

The Board of Directors can modify the All-Star Player Selection Process from time to time provided, however, that all modifications shall be made in writing and shall occur prior to the process beginning each year.

IX. CONFIDENTIALITY

Each and every person present at the All-Star selection meeting shall keep all information obtained during the meeting CONFIDENTIAL and shall not disseminate the information to any other individual. This includes, but is not limited to, the rankings for the players, the chronological order in which the players were selected, discussions relating to the players and their abilities, and how any voting Manager or Coach voted with regard to any specific player(s). Anyone found to have violated this provision, after presentation to the Board of Directors and a right to be heard on the allegation, is subject to disciplinary action at the discretion of the Board of Directors. This can include, but not be limited to, removal as a volunteer from all or some future league activities.