

1. Documentation Control.

Change Log

Date	Name	Version	Change Summary
6/2013	Brandon Auger	1.0	Original Document. Evaluation Procedure Draft.
10/4/2013	Greg Massotti	1.1	1. Replaced word Tryout with Evaluation. 2. Changed Town Rep to be the chairperson to any the committee a member of the committee that is a Regular Member of DASC in good standing.
2/6/2014	DASC BOD	1.2	1. Added Section 3.2.4.1 2. Added additional player to the draft picks in section 3.2.5
4/30/2015	Greg Massotti	1.3	Minor Changes to 2.3.1 and 3.1
4/2016	Greg Massotti/Steve Klansek	1.4	Major Changes to Document
4/15/2018	Tim Denomme	1.5	Updated evaluation procedures
4/1/2022	Tim Denomme	1.6	Name Change: Updated Douglas Axmen Soccer Club (DASC) to Douglas Youth Soccer (DYS)

Douglas Youth Soccer Exhibit A Evaluation Procedure to the By-Laws

Rev 1.6

1.0 Purpose

1.1 This Evaluation Procedure defines the methods by which Douglas Youth Soccer holds Evaluations to evaluate its U10, U12 and U14 Travel players and the guidelines that are to be used to place these Travel players on teams for the upcoming year. The intent and goal of this process is to ensure that (1) competitive teams are formed to represent Douglas Youth Soccer and (2) that every player in the Douglas Youth Soccer Travel system is placed on a team at a level where he/she is able to be challenged by, and compete with, players of similar skills. A secondary goal is to foster the benefits of playing a team sport by allowing consistency in player placement. A final, but still important, goal is to eliminate perceptions of unfairness in the placement process by making that process well documented and transparent. To ensure fairness, all players, prior to placement on a roster, must be registered, paid, and must have complied with the Evaluation Procedure.

2.0 Responsibility and Applicability

2.1 This Evaluation Procedure will apply to all U10, U12 and U14 Travel Players within Douglas Youth Soccer.

2.2 Each Douglas Youth Soccer Travel Coach and Division Coordinator is responsible for ensuring that this Evaluation Procedure is effectively implemented and followed. All Division Coordinators are responsible for communicating the Evaluation process to their applicable players and parents. In addition, an announcement regarding the Douglas Youth Soccer Evaluation dates will be released to the Douglas Youth Soccer community by email as well as posted on the DYS website.

2.3 No changes or exceptions may be made to this Evaluation Procedure without a majority vote of the Douglas Youth Soccer Board of Directors.

2.4 Douglas Youth Soccer will make good faith efforts to implement this Evaluation Procedure at each Evaluation. If it is determined that a provision within this document was not strictly followed, it can invalidate the Evaluation, player selection, or any other provision within this document. Any discrepancies or other issues will be resolved by the DYS BOD to make the final determination.

3.0 Evaluations

3.1 Evaluations will be held in the spring for U10, U12 and U14 Age Groups in either May or June based upon registration and BOD input.

U16 and U18 teams will be selected by the applicable Division Coordinators and Head Coaches.

Exceptions to attendance are medical conditions, bereavement, or other approved absence as solely and strictly approved by the BOD. Any exception must be approved by the BOD prior to the actual Evaluation. In order for a player to be placed on a Division 1 Team in each applicable Age Group, the player needs to have attended Evaluations or have an excused absence or exception granted by the BOD. Evaluations will be held for one (1) night, with a rain date to be determined by the President, if needed. Players who do not attend Evaluations and do not have an approved absence will be placed on the lowest ranked team. Any Head Coach, who's child does not attend an Evaluation session, could be eliminated from contention for becoming a Head Coach. There may be special exceptions made regarding Division 1 Team placements at the discretion of the BOD, (i.e. if a player moves into Douglas after Evaluations take place but clearly has the talent to be placed on a Division 1 Team). The Evaluation structure and Evaluation process will be at the discretion of the BOD. Evaluations will result in ratings of individual players within their Age Group. Ratings will be used to rank players within their age group, based on abilities demonstrated during Evaluations.

4.0 Player Placement Guidelines

4.2.1 Players will be placed on teams per the process outlined below.

4.2.2 The applicable Douglas Youth Soccer Division Coordinators, Travel Head Coaches and DYS BOD will attempt to place players (up to the maximum number allowed by the league) with the highest Evaluation ratings to the top level team. The players with the next highest scores to the second level team, and so on, until all team rosters are full. Appeals can be made to the DYS BOD.

4.2.3 In the formation of its Travel Teams, Douglas Youth Soccer recognizes that it is in all of the players' best interests that each team be competitive. When forming the teams in each Age Group, the Division Coordinators have discretion to work with the applicable Head Coaches to recommend that each team will be able to compete in the division in which they are to be placed. Potentially, this may involve creating two (2) evenly balanced teams capable of competing at the same division levels. This approach will help to prevent the creation of one (1) or two (2) teams that are composed entirely of players that are in need of development. Depending on the total number of registered players in the applicable Age Group, it will be up to the discretion of Division Coordinator and Head Coaches in the division as to player placement for lower seeded teams if two (2) balanced teams are required.

4.2.4 Sibling Rule. If there are siblings in the same Age Group, sibling placement needs to follow these guidelines: If the players are of equal ability, they can be placed on the same appropriate team. If the ability of the siblings is disparate, then they will be placed on separate teams based upon their Evaluation results. If the parents of the siblings require the siblings to be placed on the same team, then the Division Coordinator will place the siblings where most appropriate, with heavier weight given to the principle that lower ranked players should not be inappropriately promoted to a level to which they do not qualify.

4.2.4.1 Car Pooling Rule. Parents requesting players be placed on the same team for carpooling reasons will follow the same rule as indicated in section 4.2.4.

4.2.5 Team Formation/Creation:

Pursuant to Section 3.1, the selection process for U10, U12 and U14 teams shall be as follows: Division Coordinators will determine how many players per team are available based on total number of players per age group and the talent level of the age group. The Travel Head Coaches and Division Coordinators must select a certain number of the highest rating players (based on assessments) available for each team then followed by (3) coaches picks, as follows:

The following formula applies for the sized team identified:

If 10 players on the team, then 7 top players will be auto-picked followed by (3) coaches picks

If 11 players on the team, then 8 top players will be auto-picked followed by (3) coaches picks

If 12 players, then 9 top players will be auto-picked followed by (3) coaches picks

Fall Teams that win 7 or more games shall remain together and shall be promoted to next division level under the MAYS guidelines.

4.2.6 In the event that two (2) players have the same Evaluation score and are vying for the sole remaining slot for a particular team, the Division Coordinator will make a final decision, based on the player's position, requirements for the team, and the Head Coaches input.

4.2.7 The Division Coordinator will have final discretion about the number of teams that can be formed from eligible players. The Division Coordinator will be guided by a goal of ensuring that as many players as possible can play, while also ensuring that teams have a sufficient number of players. Waiver Players: waivers shall be approved at the discretion of the Division Coordinator based on Club's open roster spots.

4.2.8 Any question, disagreement or exceptions requested regarding player scoring or placement will be resolved by a majority vote of the BOD.

4.2.9 Evaluation rankings will not be published by name. Parents will be allowed however, to view their own child's rating scores and ranking upon request to the Division Coordinator or Vice President or President.

5.0 Evaluation

5.1 Evaluation Ratings:

Douglas Youth Soccer will hire a third party evaluation company to run evaluations. The results will be sent to the president and Vice President. Teams will be formed off the current section 4.2.5 Team Formation/Creation model.

5.2 Division Coordinators reserve the right to make roster adjustments as warranted, to balance out teams after the Fall season, but prior to the Spring season. Consideration will be given to players who perform at an exceptional level during the Fall season, players who did not play in the fall season at all, as well as players whose development would be better served by participating at a lower level. No more than three (3) players (two (2) for U10) will be moved from any established team, unless determined otherwise by the Division Coordinator due to the number of registered players.

Roster adjustments will be considered based on recommendations by Head Coaches and/or the appropriate Division Coordinator. Any changes must be made with full agreement from the affected Head Coaches and the Division Coordinator. If no consensus can be reached, the recommendation will be brought to the BOD to decide.

5.3 Placement of out-of-town players will be as follows: New, unknown, or unproven players will be placed where they are needed to fill roster spots, as determined by the applicable Division Coordinator. They will have a chance to move up, if warranted, based on Evaluations and performance (Spring season) or performance (Fall season).

6.0 Coaching Assignments

6.1 Placement of Coaches will follow these guidelines. All head coach candidates shall submit their names to the Division Coordinators each season. All head coach candidates being considered for a U10 and up, D1 or a D2 team must submit 1 practice plans in the format set forth by US Youth Soccer. The BOD shall approve Head Coaches per each age group based on their coaching qualification first. Then if needed, BOD may review coaches practice plans and/or conduct an interview. Then if needed, the BOD will review the Evaluation results for the applicable players in the age group. From these results, the Head Coaches are then picked and designated teams, and then the players are placed. A Head Coach will be allowed to continue to coach his/her team through the following Season, unless there is an action by the Douglas Youth Soccer Board of Directors to remove such Head Coach for cause.

6.2 All qualified head coaching candidates shall be assigned to a team before being assigned to the second team. All coaches shall communicate to other coaches regarding their assigned players during and in between seasons.

6.3 Only by approval of Division Coordinator and the applicable Head Coaches will a lower level player be allowed to move up one (1) or more team levels in order to keep/put a desired Head coach at the appropriate level, when the player involved is the

son or daughter of the Head coach in question.

Given the potential sensitivity of such a decision, the Division Coordinator will make the decision public at a Douglas Youth Soccer Board of Directors monthly meeting.

6.4 Division Coordinators will not coach within their age group. Exceptions, in the event of extenuating circumstances, will require Douglas Youth Soccer BOD's majority approval.

6.5 Division Coordinators will determine between competing requests to be Head Coach of a particular team. Any BOD approved Head Coach, whose child does not attend an Evaluation session, could be eliminated from contention for becoming a Head Coach. Any such decision may be appealed to the BOD.