

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

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

Rev 1.3

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 (i) competitive teams are formed to represent Douglas Youth Soccer and (ii) 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 that fairness, all players, prior to placement on a roster, must be registered and 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 the Douglas Youth Soccer organization.

2.2 Each Douglas Youth Soccer Travel Coach, Division Coordinator and Evaluation Committee member is responsible for ensuring that this Evaluation Procedure is effectively implemented and followed. All Division Coordinators and Coaches are responsible to communicate the Evaluation process to their applicable players and parents, in addition to ensuring that an announcement regarding the Douglas Youth Soccer general Evaluation dates are released to the Douglas Youth Soccer community.

2.3 All Division Coordinators, Travel Coaches the DYS BOD, DYS Evaluation Committee, or any person(s) designated by the DYS BOD are responsible for evaluating the skill and playing level of their applicable players in order to ensure that this procedure meets its intended purpose of placing players on teams at the appropriate level of play. Division Coordinators are also responsible for participating in the selection process by monitoring games/observing players. It is the intent of the DYS BOD,

whenever possible, to have “no conflict of interest” when it comes to evaluating players. The DYS BOD will try to avoid parents evaluating their own children and/or coaches evaluating their own players.

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

2.4.1 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 will not invalidate the Evaluation, player selection or any other provision within this document. Any discrepancies or other issues will be resolved by the Evaluation Committee. Appeals of Evaluation Committee decisions may be made to the Board of Directors, which will 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.

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

Evaluations will be mandatory for the U10, U12 and U14 Age Groups. Exceptions to attendance are medical conditions, bereavement or other approved absence as solely and strictly approved by the Evaluation Committee. Any exception must be approved by the Evaluation Committee 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 Evaluation Committee. Evaluations will be held for one (1) night, with a rain date to be determined by the Evaluation Committee, if needed. Players who do not attend Evaluations and do not have an approved absence will be placed on a team at the discretion of the Division Coordinator and the Registrar for the age group. There may be special exceptions made regarding Division 1 Team placements at the discretion of the Evaluation Committee, (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 Evaluation Committee. 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.

3.2 Player Placement Guidelines

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

3.2.2 The applicable Douglas Youth Soccer Division Coordinators, Travel Coaches, DYS BOD and DYS Evaluation Committee 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. However, other factors, including coach's ratings and position needs for a particular team may also be taken into account. Players who do not attend Evaluations and do not have an approved absence will be placed on a team at the discretion of the Division Coordinator and Registrar. Appeals can be made to the DYS Evaluation committee and ultimately to the DYS BOD.

3.2.3 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 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 Division 3 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 Coaches in the division as to player placement for lower seeded teams if two (2) balanced teams are required.

3.2.4 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.

3.2.4.1 Car Pooling Rule. Parents requesting players be placed on the same team for carpooling reasons will follow the same rule as indicated in section 3.2.4.

3.2.5 Pursuant to Section 3.2.2, the selection process for U10, U12 and U14 teams shall be as follows: The Travel Coaches and Division Coordinators must select a certain number of the highest rating players available for each team, as follows:

The following formula applies for the sized team identified:

If 10 players on the team, then **7** must be chosen from the next 10 ranked players.

If 11 players on the team, then **8** must be chosen from the next 11 ranked players.

If 12 players, then **9** must be chosen from the next 12 ranked players.

If 13 players, then **9** must be chosen from the next 13 ranked players.

If 14 players, then **10** must be chosen from the next 14 ranked players.

If 15 players, then **11** must be chosen from the next 15 ranked players.

If 16 players, then **11** must be chosen from the next 16 ranked players.

If 17 players, then **12** must be chosen from the next 17 ranked players.

If 18 players, then **13** must be chosen from the next 18 ranked players.

For example, if the team has 11 players, then **8** of the spots must be filled from the players with the top 11 Evaluation scores who are still available. Thus, if choosing a Division 1 Team, then **8** of the top 11 players by Evaluation rankings must be selected for team one. If choosing for team 2, then **8** of the 11 players must be chosen from amongst the top 11 players still available, based on Evaluation rankings.

3.2.6 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 coach's input.

3.2.7 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.

3.2.8 Any question, disagreement or exceptions requested regarding player scoring or placement will be resolved by a majority vote of the Evaluation Committee, conditioned upon a majority of Evaluation Committee members being present. Any appeal to such Evaluation Committee decision will be brought before the Douglas Youth Soccer Board of Directors for final resolution.

3.2.9 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 Evaluation Committee Chair.

4.0 Coaches Ratings

4.1 Coaches Ratings. Coach's ratings will be used as reference when selecting players for teams. Coach's ratings will supplement Evaluation ratings and help guide coaches as they make discretionary placements (those that are not required due to Evaluation rankings). Spring coaches will be asked to rank, U10, U12 and U14 eligible players on their teams into one (1) of four (4) "25%" quartiles for technical/tactical skills and for psychological skills. Coach's ratings will be available to Division Coordinators and Coaches when they select teams. Division Coordinators have discretion to balance/adjust coach's evaluations.

4.2 The U8 Division Coordinator, in coordination with the U8 coaches, will also provide ratings for the players moving up to the U10 Travel Program, based upon the U8 Coaches and Division Coordinator evaluations of the players. The information will be provided by the U8 Division Coordinator to the applicable U10 Division Coordinators. The U10 Division Coordinator and U10 coaches will use the provided U8 player information to place the former U8 players on appropriate U10 teams.

4.3 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, 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 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 Evaluation Committee to decide. The Evaluation Committee's decision can be appealed to the Douglas Youth Soccer board. No roster changes will be made unless at least two (2) of the three (3) involved parties (the two (2) affected coaches and the Division Coordinator) are in agreement.

4.4 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 Age Director. They will have a chance to move up, if warranted, based on Evaluations (Spring season) or performance (Fall season).

5.0 Coaching Assignments

5.1 Placement of Coaches will follow these guidelines. Division Coordinators and Coaches in each Age Group will review the Evaluation results for the applicable players in the Age Group. From these results, the Coaches are then picked by the Division Coordinator for designated teams, and then the players are placed. A Coach will be allowed to continue to coach his/her team through the following Spring Season, unless there is an action by the Douglas Youth Soccer Board of Directors to remove such Coach for cause.

5.2 Selected Coaches will always be paired up with his/her own child, or children, if desired. If the Coach's child is rated to be on a lower level team, the Coach will have the option to coach that team.

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

5.4 Division Coordinators will not coach within their age group. Exceptions, in the event of extenuating circumstances, will require Douglas Youth Soccer Board of Directors majority approval.

5.5 Division Coordinators will determine between competing requests to be head coach of a particular team. Any such decision may be appealed to the Evaluation Committee, and, ultimately, to the Board of Directors.

6.0 Evaluation Committee

The Evaluation Committee is to be selected by vote at the Douglas Youth Soccer Annual General Meeting and serve until the next Annual General Meeting. The Evaluation Committee is to include a minimum of four (4) board members of Douglas Youth Soccer, and can be selected from amongst DYS Board members, Coaches, Division Coordinators and/or parents of players. Any Regular Member of Douglas Youth Soccer can be assigned to the committee as its Chairperson.

WHAT IS a Division Coordinator:

To assist in implementing this Constitution and these By-Laws and direct courses of action in the operation of the DYS for teams within a particular age group(s).

Each age group(s) we will have a Division Coordinator that will work closely with the applicable Registrar and receive all of the registration reports for the players within the age group and working with the Registrar place those players on teams in accordance with the players' knowledge of the game and skill level base on the results and in accordance with the applicable Evaluation procedures as set forth in this Constitution and By-Laws. Division Coordinators will organize each season as many

teams as indicated by the amount of players registered. They will in concert with Registrars set up the team rosters and the coaches and assistant coaches for those teams in accordance with the established Evaluation procedures.

The Division Coordinator, with the coaches' and Registrars' mutual consent, may interchange players between teams of the same age group with the understanding that the better players be placed on the division one team ("Div 1"), such players' abilities as determined by the applicable coaches and Evaluation Committee, as set forth in this Constitution and the By-Laws.

All Division Coordinators will keep records of all team rosters of names, addresses, and phone numbers and keep rosters up to date on deletions and additions along with the Registrar. To be eligible to be an Division Coordinator, you must be a member in good standing with the Organization and the League. Division Coordinators shall be nominated and voted positions at the Annual General Meeting.

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