



**Player Evaluations
&
Team Placement**

Policies & Procedures

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Preface: What are evaluations and why do we have them?

The Evaluation process has one singular goal: to put players on teams that will meet their needs in terms of developing the abilities required to play the game as well as developing a love of the game. As a community-based club, we achieve our primary objective when we see players stay in the game all the way to U18. To achieve this success, we need commitment from parents, a lot of work by our coaches and the trust that we are all looking out for their best interests of all our players.

It is the club's belief that by providing a playing and training environment that accommodates the players' current level of ability and motivation, we stand a better chance of keeping their interest in the game alive. Evaluations are the main tool we have, to accomplish this.

Evaluations are the process we use to identify (or determine) the level of play that is most suited to players at this moment in time. We have moved away from calling them "tryouts" for two reasons:

1. The term "tryout" infers that the goal is to try and make a particular team. The club, however, does not view the process this way. Rather, we are strongly convinced that our job is to keep kids playing soccer and the best way to reduce attrition and ensure kids want to continue playing is to challenge them appropriately and find a level of play, each season, that suits their abilities, their commitment level and their social needs. Players who play on teams that exceed their technical abilities, speed and desired level of commitment are much more likely to have a negative experience and leave the sport. While kids may be upset in the short term if they have not made a 'higher level' team, it is generally a safer bet that in the long run it will facilitate their continued love of and participation in the sport. Research has shown that soccer is a game for late developers. By keeping kids playing we ensure not just a positive outlet for recreational players but, a patient environment for late bloomers.
2. The term "tryout" also infers that team selection is based solely on how players do in evaluated, on field sessions. This methodology is becoming obsolete. Some players may over perform in this kind of an environment while others get 'stage fright' and under perform. Too often, this process does not provide an accurate picture of a player's overall capabilities. As such, 'tryouts' can result in unbalanced and skewed team formations. The British Columbia Soccer Association (BCSA) has encouraged clubs to move towards a program of in-season, year-round evaluations, meaning that a multi-pronged approach to team formation is implemented that includes consideration of:
 - Staff Coach Reports/Observations via the Staff Coach support visits.
 - Standardized Player Assessment Forms submitted by current team coaches (Zoomreports)
 - In-Season & End of Season Evaluation Sessions
 - Prospective coaches input

This approach ensures that the Evaluation period is extended throughout the season to attain a more complete 'picture' of a player's abilities, skills and level of commitment. This approach also provides checks and balances that guard against nepotism (conscious or unconscious), and the occasionally errant opinion of a player, as well as accounting for the fact that different coaches value different aspects of the game more than others. Multiple sources are involved in the Evaluation process including current team coaches, ASA staff coaches, independent evaluators and coaches for the team(s) being formed. In so doing, we get several perspectives and are much more likely to make the right decisions regarding player placements. With team and staff coaches participating in evaluations and discussions about player progression we have a very good idea of their appropriate level of play, for some players, not all, before they step on the field at the Phase 4 Evaluation Sessions.

However, these sessions provide an opportunity for parent coaches to see the players and get familiar with those who might be on their team next season. It is also the best opportunity for players new to ASA to be evaluated if they want to play at the club next season.

For parents of players graduating out of Grassroots II – Discoveries, we are often asked why we have Evaluations or why we have them for players at the younger age groups. The answer is really down to how youth soccer is governed. Clubs, like ASA, belong to Districts. ASA is part of the Fraser Valley District - Fraser Valley Youth Soccer Association (FVYSA). The FVYSA is responsible for organizing and scheduling of games for the U9 & U10 Development teams (Prospects), as well as, U11 & U12 Recreation divisions. The FVYSA submits (forwards) all the other respective Club teams into various other Leagues, who are charged with producing & running all schedules for the U11 & U12 Competitive teams and all levels of teams for the U13-U18 age groups.

These leagues operate within a structure that is tiered into multiple levels of play by ability.

The leagues in which the ASA teams are placed are as follows;

Age Group	Division	League	Governing Body	Game Format
U9 & U10 Boys & Girls	Development (Prospects)	FVYSA	FVYSA	U9 – 6v6 U10 – 7v7
U11 & U12 Boys & Girls	Div4 Recreation	FVYSA	FVYSA	8v8
U11 & U12 Boys	Div1	5 District	5 District Board of Directors	8v8
	Div2			
U11 Girls	Div1	Tri-Cities	Tri-Cities Board of Directors	8v8
	Div2			
U12 Girls	Div1	BC Coastal Girls Soccer League	BCCGSL Board of Directors	8v8
	Div2			
U13 – U18 Boys	Div1	5 District	5 District Board of Directors	11 v 11
	Div2			
	Div3			
	Div4			
U13 – U18 Girls	Div1	BC Coastal Girls Soccer League	BCCGSL Board of Directors	11 v 11
	Div2			
	Div3			

Finally, tiering helps to ensure that players of a similar ability play with and against one another. By U11 there are some very athletic, technically strong players who have been playing the game since they were very young, some having sought professional programming for several years. They are committed to the sport and are on their way to becoming very good players. To put them on the same field of play with and against players playing soccer for the first year and/or who aren't as physically adept yet does not make sense. Neither player will benefit or enjoy the experience. One will not be challenged and may get bored; the other will likely feel marginalized and unable to participate or contribute to the team effort. By offering multiple playing environments, which is really the essence of tiering, we meet the needs of far more players in the hope of fostering a love for the game and continued play.

Parents are encouraged to talk to your son or daughter more than once about Evaluations to help them to understand what it is and what purpose it serves, especially for those going through it for the first time. This policy manual is intended to help you, as a parent, to understand the process and to answer the questions your child may have. The more they talk about it, the more it will become normalized and they will just show up ready to enjoy playing soccer when it's time for their on-field evaluation sessions.

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U11 – U16 Evaluation Information

a. General Description

The following is a description and chronology for the Abbotsford Soccer Association player evaluations and team formation for age groups U11 - U16.

Towards the end of the current season the Technical Director (TD) and Senior Staff Coaches (SSC's) will begin to assess each age group's numbers, strength, results etc, and develop a strategic plan that will facilitate the Evaluation process for each age group. These efforts are done in consultation with the parent volunteer coaches. The final number of Divisional teams cannot be 100% decided until late in the process as there may be external factors such as B.C. Soccer Premier League (BCSPL) and Metro/Selects (MSL) players coming in from outside clubs and general attrition that will affect the final number of teams at each age group and their levels of play.

b. Detailed Evaluation Chronology

It is important to understand and remember that the ASA Player Evaluations is a multi-step process and that team formation is not simply a function of how players perform at the end of season, on-field evaluation sessions. The club, in keeping with BCSA policy, is committed to on going, in-season evaluations.

Here is a quick overview of each step/phase involved in the process:

Phase 1: ASA staff coach in-season notes and player reports.

Phase 2: In-season, on-field evaluations by Staff Coaches and independent evaluators.

Phase 3: Current team coach End of Season Report, submitted to TD (shared only on a need to know basis at the Team Formation Meeting and not distributed electronically).

Phase 4: End of Season, on-field evaluations by Staff Coaches & independent evaluators.

Phase 5: Team Formation Meeting led by TD and/or senior staff coaches with incoming team coaches.

Phase	Time-line	Responsible	Notes
Phase 1	On-going	Staff Coaches	Each Technical visit and/or Game visit
Phase 2	Nov - Jan	Staff Coaches & Independent Evaluators	Field availability/weather conditions may affect scheduling.
Phase 3	Feb/Mar	Current Team Coach	Only to TD
Phase 4	Apr-May	Staff Coaches & Independent Evaluators	
Phase 5	Jun - Jly	TD/Staff Coaches & incoming Team Coach	

Mid-season Feedback - Zoomreports

Current team coaches will be tasked with providing each player with a mid-season (Dec) review of performance. These review/feedback reports will be sent electronically to each player (Prospects & Divisional teams) via our purchased program – Zoomreports.

These reports will focus on the main pillars of development (Tech/Tac/Phys/Psycho-Social) and are designed to highlight key areas for each player and to provide guidance on current standards of performance.

c. Player Expectations & Competencies

i. Division 1 players:

Potential Division one level players should be able to do the following consistently well, relative to other players their age:

1. *Control the ball with all parts of their body. [U11 and up]*
2. *Control the ball from a variety of service (i.e. balls arriving in the air, bouncing, on the ground). [U11 and up]*
3. *Strike the ball with both feet and in specific ways that allow them to accurately hit the ball the way they intend to (i.e. to shoot, volley, chip and pass with intended velocity). [U12 and up]*
4. *Move with the ball under control at speed. [U11 and up]*
5. *Defend with good awareness, patience and technique. [U12 and up]*
6. *Make good, early decisions with the ball that show emerging tactical awareness. [U11 and up]*
7. *Involve teammates in the game rather than doing everything themselves. [U11 and up]*
8. *Have the fitness, speed, coordination and strength to play at the highest level. [U12 and up]*
9. *Be committed to play and practice on a high-level youth team. It is expected that all efforts will be made to attend all games and practices. [U11 and up]*

ii. Division 2 players:

Division two level players may demonstrate some or most of the characteristics above, but may not meet the Div1 level requirements as they may still be developing one or more of these components or may not be able to do them consistently or on demand. For example, a Div2 player may demonstrate very good ball control and tactical game awareness but has not yet developed the fitness, speed or strength to compete at the higher level, or vice versa. They may also be able to demonstrate a strong ability in a particular aspect of the game in a drill that has no opposition but then not be able to do the same thing under pressure in a game-like environment. Commitment is also given consideration, however, generally there is less of a commitment than that of the Div1 program.

iii. Division 3 & 4 players:

Division Three & Four level players may not meet the Div2 level requirements, as they may still be developing most of the components outlined above. There is a much higher tolerance for accommodating other activities in Div3/Div4 and because of this we try to make the rosters on these teams bigger.

NOTE: If you only wish to play Div3 or Div4 level soccer for the next season, you do not need to attend the Phase 4 - End of season evaluations. However, we would encourage you to register for the next fall season as early as possible. This will be a tremendous help to the administration of teams with the ASA and will go along way to securing your spot for placement.

d. Player Rating System

The following is an outline of the numerical Player Rating System that will be used to rate players, as part of their overall evaluation. This rating system will be used for the Phase 4 End of Season – “Final Evaluation”.

This rating system will differ slightly based on age, design of programs and level of competition. Scoring decisions are made based on the standard of player that is participating at the various ASA on-field Evaluation/Assessment Sessions.

e. Evaluation Categories

CATEGORY	SCORE	CRITERIA
Attacking (ATT)	5	Player is extremely skilled and confident in taking on players 1v1. The player is a dominant attacking player. Player displays a strong ability to create scoring chances for his/her team and/or is a highly skilled finisher around goal.
	4	Player has strong 1v1 attacking capabilities and is a strong attacking presence in the game. Player shows an ability create and score goals.
	3	Player has average attacking skills, but struggles to create attacking opportunities with and without the ball.
	2	Player is unable to identify attacking opportunities in 1v1, unit and team attacking situations. Player does not possess the skill to be an effective attacking player.
	1	Player does not possess 1v1 attacking skills and does not look to get involved in unit/team attacking.
Defending (DEF)	5	Player is very strong and intense in 1v1 defending situations and is hard for opponents to get by. He/she understands how to defend in units and as a team.
	4	Player is strong in 1v1 defending situations and is hard for opponents to get by. He/she has a good understanding of how to defend in units and, as a team.
	3	Player possesses average 1v1 defending ability and shows a satisfactory understanding of when/how to defend in units and as a team.
	2	Player is weak in 1v1 defending situations, but occasionally wins 1v1 battles. Player shows a poor understanding of his/her role in unit and team defending.
	1	Player is very weak in 1v1 defending situations and does not understand his/her role in team defending.
Technique (TECH)	5	Player demonstrates the ability to pass, receive and control the ball with BOTH sides of the body and on multiple surfaces of the body. Can control ball with all parts of body, can strike the ball in a variety of ways.
	4	Player has a high ability level in all basic techniques and can perform all techniques under pressure. At times, player lacks the confidence to use the skills under pressure.
	3	Player is technically competent and has an average set of skills. Player is not afraid to use some advanced techniques and is comfortable, under pressure.
	2	Player possesses poor technique and is most likely only comfortable / competent on one side of his/her body.
	1	Very poor technique and is uncomfortable on the ball.
Game Awareness (GA)	5	Player displays a high level of competence and understanding of attacking and defending principles and is aware of the best options when in possession of the ball. Player is very active in the game and wants to be involved.
	4	Player has a good understanding of attacking and defending principles and is always involved in the play.
	3	Player is able to anticipate most situations in the game and tries to get involved.
	2	Player is seldom in the "right place" and struggles to keep up with the game.
	1	Player looks "lost" in the game and does not recognize when and how to support attacking and defending situations.
Competitiveness / Presence (C/P)	5	Player is very active within the game and has a "hunger" to compete and win the ball. Player is strong going into tackles and does not shy away.
	4	Player is very active in the game and gets involved in all 1v1 battles on most occasions.
	3	Player is active in the game, but his/her work rate and involvement does not stand out.
	2	Player gets involved in battles, but is reluctant to go in strong.
	1	Player is not involved in the game and prefers to be on the periphery.

f. Under 13 - Under 16 Player Ratings

Players are rated by numerical scores ranging from 5 (high) to 1 (low). Half marks are NOT given.

The "final player score" in the rating system is to determine the level/tier (of play) to which each player is suited. The "final player score" should be consistent with the average of the scores attained by each individual player under the five (5) evaluation categories.

Scoring decisions are to be made based on the standard of play and on the level of the player(s) that are participating at the Final Evaluations.

FINAL PLAYER SCORE	CRITERIA
5	Player is superior to others and is one of the strongest overall players at the age group evaluations. This player will automatically be placed onto the highest level team.
4	Player is very strong compared to others and is a very good candidate to be placed onto a competitive Div1/Div2 team.
3	Player is average to above average and may be considered for the Div2 level of play. Player may possess a high ability with some skill(s), but lacks in several.
2	Player does not have the skill set necessary for the Competitive level of play, relative to others. With a perceived good attitude towards learning & training player this player will be considered for a Div3/Div4 team.
1	Player is not close to the Competitive level of play and is best guided towards the Recreational level of play.

g. Under 11 – Under 12 Player Ratings

Scores range from 3 (high) to 1 (low). Half marks are NOT given.

SCORE	CATEGORY/PROGRAM	DESCRIPTION
3	U11/U12 - Selects	Superior, relative to others in the same age group, in terms of technique with the ball and decision-making within the game. The player is physically and mentally dominant in games (speed, strength, determination, competitiveness etc..). Reserved for the top player's in the age group.
2	U11/U12 - Divisional	Technically sound and physically capable, relative to others in the age group. The player's skills are sufficient to ensure they will consistently control, receive and pass the ball in a way that will help team maintain possession. Strength, speed, determination and competitiveness are adequate for this level of play. Is a player that is very close to being at the Selects level.
1	U11/U12 - Street Soccer	Does not possess the skill set necessary for the "Divisional" or "Select" levels of play, relative to others in the age group. The player lacks the ability to execute most techniques at a consistent and proficient level. The player displays a below average understanding of the game and does not display a level of physical fitness, speed, strength, determination or competitiveness for play at a higher level.

h. Incoming Coaches (Following Season)

- Attend all evaluation sessions for our age group.
- Assist with evaluation process as required.
- Ensure you see all players over the course of the evaluations.
- Bring a list of desired players to the Team Formation Meeting (with notes/opinions on other players). These will be compared with Evaluator observations and completed end of season Player Assessment Forms from last season's coaches in consultation with the TD.
- Accept confirmations from team members once roster is posted and advise the TD of player confirmations.

Team Formation & Player Notification

a. General Description

Following the Phase 4 Final Evaluation (and having documented all player ratings), a 'Team Formation' meeting will take place, to select the players that will make up each team within the age/gender group. This meeting will be attended by the following people:

1. Club TD
2. Staff Evaluators (min 2)
3. Appointed Team Head Coaches within the age group

The following process will be strictly followed in forming the teams:

1. All Player 'final scores' will be disclosed.
2. Players will be ranked based on scoring (average score will pool the players).
3. The top 10 players will be placed on the 1st team of the respective age/gender group.
4. A pool of "Rep level" players will be created for selection to roster spots. These roster spots will be decided by the team coaching staff with input from the Technical Director and Staff Evaluators.
5. An appointed Team Head Coach will have the first choice of selecting any players in the Rep player pool whom he/she had coached in the previous season, or would wish to add to their roster.
6. Information from the past season Head Coach Player Assessments and the Staff Coach assessments may be used at this time, for additional information and background on players.
7. A final roster will be created.

b. Notification of Selection / Non-Selection

Initial team listing & player placements will be created & posted to the club web site – www.abbotsfordsoccer.com

Selected players will be contacted by the appointed Team Head Coach. Once all selected players have been contacted and have accepted positions on the team, the final roster will be posted on the Club web site.

Players not selected to a Div1/Div2 team, will be placed on a Recreational (Div3/Div4) level team and will receive notification from the appointed Team Head Coach or, the Technical Director, if no Team Coach is in place at that time.

It is understood that all players attending Phase 4 evaluation sessions for their age/gender group do so with the intention of accepting a spot on a Div1/Div2 team if selected.

c. Accepting / Declining a Roster Spot

Players who are notified of selection to a Div1/Div2 Team must either accept or decline the spot immediately. All players and parents should understand the following policies prior attending the Phase 4: End of Season Evaluations:

1. If any selected player declines to play on the Rep team (Div1/Div2) that they were chosen to, the appointed Team Head Coach must resort to the first player on the alternate player list.
2. If any selected player declines to play on the ASA Rep team (Div1/Div2), that they are chosen for, in order to play for another Rep team, that player must appeal to the Technical Director within 24hrs, in order for considerations to be made.

Playing Up Policy

The Abbotsford Soccer Association fully supports the philosophy of continuing to place all players at a level of play that will challenge, test and encourage development. For instances when this might involve a player being considered for a place within an older age group, the ASA will follow the 'Playing Up' policy of the governing Provincial body of BC Soccer.

Any players who are being considered for potentially playing up an age group should meet the following guidelines for selection;

Technical Ability

A player must demonstrate a high degree of individual skill which must be transferable to competitive match situations. In addition, a player's individual skill must meet or excel the technical abilities of other participating players within the age group the player wishes to participate.

Physical Ability

A player must surpass other players within their age group in physical strength, technical skill and speed, and have the ability to blend in with players of the intended age group.

Mental Ability

Player must surpass other players within their age group in game awareness and general knowledge of the game. To include the mental strength that will be necessary when dealing with older and physically superior opponents.

Social Ability

Player must be able to interact with players within the intended age group on and off the field (games, dressing room, training and social gatherings).

Playing Time Policy

It is required that teams implement a *minimum* playing time policy for those participating under age players. This policy should be subject to the discretion of the coaching staff as it pertains to the health, safety and eligibility (code of conduct) of the individual player.

This is not an equal play policy but a minimum playing policy which should reflect a minimum of 50% play over the duration of the entire season and not just one match/game.

****Important Note:**

It will be incumbent on any/all ASA Coaches to first contact the Technical Director, before any player is approached with an offer to play up. Any coach found to be approaching players without first discussing this with the Club Technical Director, may face discipline action.

Parent & Player Expectations

a. Parents Expectations

Parents should familiarize themselves with all Rep (Div1/Div2) team formation policies & procedures and discuss it with any of their children, who will be attending the Phase 4: End of Season Evaluations. Together, a decision should be made as to whether the child wants to participate in the Evaluations. Players who opt not to attend, will be placed on a Rec team (Div3/Div4), should they register for the following season.

At the Phase 4 Evaluations, it is the parents' job to ensure the players arrive on time and with the appropriate equipment they will need (boots, shin pads, jacket, water etc). It would also be a good idea to refresh their child's memory, as to what the Phase 4 End of Season Evaluations will look like.

Parents must also respect the work of the volunteers and evaluators and allow them to do their work without unnecessary intrusion. Parents will be asked to keep to the perimeter of the field(s) being used, to allow evaluators and coaches to talk candidly and to keep the evaluation area as clear as possible for players and evaluation staff.

Parents are not to enter the field, or speak to any evaluator or coach, during the time the evaluations are taking place. All evaluation information is confidential.

If your child is chosen for a place on a Rep team (Div1/Div2), it will be incumbent on the parents to register their player within 3 days of notification (if they are not already registered).

b. Players Expectations

Players are expected to come to the Phase 4 Evaluations ready to listen to instructions and should be aware that it is NOT a regular training session. Occasionally, they may spend more time than usual waiting for their turn to play. They may also be asked to play in several different positions during small-sided games and/or match play scenarios.

Players should know that the goal of the Evaluations is to find the ideal playing level for them, so that they can enjoy the game and develop as much as possible.

Players should also remember that the Evaluations are different from their regular training sessions. They will not be 'coached.' The practices and small-sided games will not be stopped and no coaching points will be made. The purpose is to evaluate their ability.

New Players

Any new player wishing to join our club will be allowed to do so, by first completing an on-line ***New Divisional Player Evaluation Request Form.***

U17 & U18 Evaluations

Typically, players/teams within these age groups have 'rolled over' into the following season, given they are seen to 'set' within their technical development and that for many players at this stage, one of the main 'attractions' in continuing to play, is to be with friends and a familiar coach.

For players entering the U17 & U18 age divisions for the following season, the ASA Technical Director, in consultation with the Technical Committee and current Team Head Coaches, will determine if a Phase 4 End of Season Evaluation is required or not.

Teams may generally be formed following a discussion with the appointed Team Head Coach and the players concerned.

If a Phase 4 End of Season Evaluation session is required, the TD will arrange for and set the dates for any/all sessions.

The following procedures will be arranged in a fair and equitable manner:

- Independent evaluators will be used for all sessions.
- All players attending for Evaluation must be registered to play for the following Fall season. This includes registration fee paid in full (or non-refundable deposit submitted).
- Appointed Team Head Coaches will be consulted prior to rosters being confirmed.