



AYSO Region 92 – PLAYER RATINGS POLICY

Board Approved - November 14, 2016

PURPOSE

The primary purpose of rating players is to evaluate the overall soccer ability of each player in order to support AYSO's Balanced Teams philosophy. Coaches are responsible for supporting this process to ensure all players are rated. Although a player's physical attributes and coordination will change between soccer seasons, an honest assessment of each player's current ability is critical to maintain the integrity of the team formation process. It is imperative that ALL ratings are kept confidential. Players and parents are not to be informed of their own or other player's ratings.

Player ratings will be used for team balancing in the U7 through U14 divisions and as an aid to All Stars selection in the U10, U12 and U14 divisions. Coaches must do the best they can to rate their players in comparison to the other players in the division that they have seen play. At the year-end ratings meeting, coaches will have the opportunity to make adjustments as needed. The goal is to have proper ratings for all players that will be the foundation to forming balanced teams for next season.

PRIOR TO THE SEASON

Players without a Region 92 rating coming in to U8, U10, U12 and U14 divisions in the fall will require an assessment to determine the player's skill level. This includes new players to AYSO, players who did not play in the previous fall season, and players from other Regions.

START OF THE SEASON

Each Division Commissioner will provide their coaches with a single page division roster (listed by team with each player's uniform number and name) after the start of the season. An asterisk will be placed next to the child of each coach. Each coach will use this sheet to familiarize and assist in the assessment of all players at the year-end ratings meeting. This will assist each coach at the ratings meeting by providing familiarity with equal rated players on other teams, provide similar comparisons for the rating of each coach's son or daughter, and provide reference for the All Star team ballot. All coaches are encouraged to assess all players in the division by attending other games during the season using the division roster for reference.

MID-SEASON MEETING (U10 / U12 / U14)

It is required that U10 / U12 / U14 hold mid-season meetings for the Division Commissioner to discuss issues with coaches. The meeting will also provide time for coaches to review various players to watch on each team so as to help formulate a basis for ratings at the end of the year. Each coach should present the top 2-3 players on his/her team as well as the bottom 2-3 players. This will provide coaches with an idea of where players should fall in relation to a final ranking at the end of the year. For a division with 80 players, plan on 90 minutes. Head Coaches and Assistant Coaches are welcome to attend this meeting.

Per the All Stars Policy, any coach in U10 / U12 / U14 that wishes to be considered as the All Star Coach, must submit, in writing, 150 words or less, a statement of interest to the Division Commissioner **before** the Mid-Season Meeting.

END OF YEAR MEETING

Every year, the Region holds mandatory end-of-season Player Ratings meetings in each of the U6 thru U14 Divisions. It is imperative that all head coaches, or designee approved by the Division Commissioner, attend their Division meeting to help reconcile player ratings in support of the AYSO Balanced Team philosophy. The player ratings are the cornerstone to forming balanced teams next season. For U6/U7/U8, meetings should be held prior to December 1st. For U10/U12/U14, meetings **must** be held before November 15th.

The purpose of the Player Ratings meeting is three-fold: (1) to get all coaches together to reconcile the player ratings from each team relative to all players in the Division, (2) to establish the All-Stars candidates pool and to select the “automatic” picks for the Premier team in the U10/U12/U14 divisions and (3) select the All Stars Coach for the Premier Team in the U10/U12/U14 Divisions.

SENSITIVITY OF PLAYER RATINGS

Player ratings are a very sensitive issue and should be considered confidential between the head coaches, the Division Commissioner, Program Commissioner, Coach Administrator and the Regional Commissioner. Player ratings should not be discussed outside of the Ratings Meeting, and all documentation used during the meeting must be collected by the Division Commissioner at the end of the meeting and properly disposed. Copies (including photographs) of ratings are not to be taken. Ratings meetings should not be conducted in a public place where others may see or hear the discussions or player ratings.

RATINGS

Player ratings are used as the baseline to forming balanced teams next season. Ultimately, the Region needs a rating for each player on a scale of 1-10 (no decimal points), with 10 being the best player(s) in the Division. Each Division shall have one or more players rated a 10 and one or more player rated a 1, with a normal (bell-shaped) distribution and an average in the 5 or 6 range. Some teams may have ratings skewed one way or the other, but the entire Division should have a normal distribution.

Ratings create separation of player groups for the purposes of team formation. For example, coaches should be satisfied that any player rated a 6 is essentially equivalent to any other player rated a 6. There is no ordering of players within each numerical grouping. Ratings for the bottom players in the Division are just as important as ratings for the top players in the Division because those players on both extremes may have a significant impact on their team the following season.

Players that regularly (more than 40% of the season) played Goalkeeper may be given a separate Goalkeeper rating for use in the All Stars selection process (U10/U12/U14 only).

PRIOR TO THE MEETING

Division Commissioners will need to select a date and time that all Head Coaches, the Division Commissioner and designated Board Member can attend. A great tool to quickly determine availability of numerous people is www.Doodle.com. For U10 and above, plan on a 3-hour meeting for 80 players in a division.

The Division Commissioner shall send to each Head Coach the Player Ratings Worksheet (excel format). Coaches will need to complete the rating sheet for their team and return it to the Division Commissioner (in the same format – excel – with no changes to the order of columns). The Division Commissioner will prepare a master rating list that includes the compiled ratings from all teams in the division for use at the meeting. The Rating worksheet should have, at a minimum, the below information.

Suggestion is to use one of the submitted worksheets, and re-name it with using the following naming convention: YEAR_DIVISION_Master Ratings.xls. Once you have re-named the file, add a new column "A" and label it Head Coach Name. Insert the name of the Head Coach of the team you just re-named. Now, all of the following information is available by copying and pasting each team worksheet into your master.

- Uniform #
- Last Name
- First Name
- League Age
- Coach Rating
- Scoring
- Goal Keeping %
- GK Rating
- Comments
- **ADD: Player's Final Rating**

Any other columns can be hidden on the final worksheet after all teams have been compiled. Do not enter a rating for the head coaches' children (or assistant coaches in attendance at the meeting). Leave those cells blank even if the coach provided a rating. Sort the worksheet by rating from highest to lowest – the Head Coach's children should sort to the bottom of the page with no ranking.

The Division Commissioner shall also prepare the following documents prior to the meeting and have ample copies available:

- Coaches Child Rating Form
- Coaches Child Cumulative Rating Form (only one copy needed for Division Commissioner)
- All Stars Ballot (U10/U12/U14 Only)
- All Stars Coach Ballot (U10/U12/U14 Only)
- All Stars Coach Statements (U10/U12/U14 Only)

CONDUCTING THE MEETING

Only head coaches are allowed to attend the Player Ratings meeting. If a head coach cannot attend, a certified assistant coach may attend only with the Division Commissioner's advance approval. A designated Region 92 Board Member will also be in attendance.

Meetings work best if the Division Commissioner can make adjustments to player ratings during the discussion directly on an Excel spreadsheet (the master spreadsheet described above) – the Region **can make a computer and projector available for the meeting**, if necessary. If you have access to a laptop with excel and a computer projector that is preferred. With most large screen TVs, an HDMI cable can plug directly into a home TV and a laptop.

Respectful discussion is encouraged, but be aware of time constraints so the meeting is not rushed to conclusion before all ratings can be reviewed and reconciled with all of the coaches in attendance.

RATING OF COACH'S CHILD

The rating for the head coach's child is not included on the master list per the above. Instead, the son(s) or daughter(s) of each head coach will be rated by blind ballot. Following the agreement of ratings for all other players, each coach will receive a ballot containing the names of each child of each coach (including their own).

Each coach is encouraged to provide a recommended rating and rationale for his or her own child for discussion during this portion of the meeting. The ballot should be provided to all coaches prior to discussion so they can note their rating preference as each child is discussed.

Each coach will indicate their rating for each player on the list, consistent with the other players on the ratings grid.

The Division Commissioner will then review the ballots to determine the "common ground" or area for discussion. For example, if there are 10 teams and the ratings for a coach's child comes back with (1) 9, (1) 8, (4) 7's, (3) 6's and (1) 5, then there should be discussion between the coaches of 7 vs. 6 as the child's final rating. The Division Commissioner may conduct another blind ballot for that player if consensus is not reached during further discussion. If the blind ballot shows a majority rating, the Division Commissioner will announce that rating. The Division Commissioner will break a tie.

The Coaches Player Cumulative Rating Form should be used by the Division Commissioner to assist in this process.

FINAL REVIEW OF PLAYER RATINGS

The Division Commissioner will then re-sort the master rating list by the final rating column, which now includes final ratings for all players in the division. Coaches will review the ratings one final time to ensure that players were properly grouped with the correct rating (for example, are all of the players listed as “8’s” really “8’s” or does one or more of them fall into the “7” or “9” grouping?)

After the meeting, the Division Commissioner will forward the finalized ratings grid with all players in the Division to the respective Program Coordinator. The ratings will be input into the Region’s player database in eAYSO for use the next season for team balancing and formation. All ratings documentation used during the meeting must be collected by the Division Commissioner and properly disposed of to protect the privacy of the players and the sensitivity of the data. Coaches should refrain from further discussion about player ratings outside of the Ratings Meeting.

FOR U10 / U12 / U14 DIVISIONS ONLY

ALL STARS SELECTION - PREMIERE

At the completion of the Player Ratings portion of the meeting, the U10/U12/U14 Divisions should progress to the All Stars Selection stage. Division Commissioners and Coaches should all be familiar with the All Stars Selection guideline posted on the Region 92 website.

ALL STARS CANDIDATES

Upon completion of the Player Ratings meeting the Division Commissioner will establish the All Stars candidates pool based on the formula described in the All Stars Selection guidelines. Players that received a separate Goalkeeper rating that is within the rating required and ties will be included in the pool based on that Goalkeeper rating. For example, if a player has a regular rating of a 6 and a Goalkeeper rating of a 7 and the pool includes all players rated a 7 or higher, then that player is included in the pool based on their goalkeeper rating.

ALL STARS PLAYER VOTING

The Division Commissioner will distribute ballots to all Head Coaches in attendance. The All Stars Pool will be made visible to the coaches showing player names and ratings at a minimum (ratings are included as reference for the coaches from the previous ratings discussion). Coaches may vote for up to the maximum number of automatic selections on the All Stars roster (U10 is 8, U12 is 9, and U14 is 11). Coaches have to vote for the maximum number of candidates. The Division Commissioner will collect all ballots and review them to ensure votes were not cast for more than the maximum number on the roster, only one vote was cast for each player listed on the ballot, and that only All Star Eligible players received votes.

The Division Commissioner and an independent third party designated by the Regional Commissioner will tally the votes and determine the results. The players that were voted to be Automatic Selections **will not** be disclosed to the coaches. Again, coaches are asked not to discuss or speculate as to which All Stars candidates were selected.

ALL STARS COACH VOTING

At the conclusion of the Automatic Picks, the Division Commissioner will distribute the Statements of Interest for each All Stars Coach who expressed interest (these were submitted prior to the Mid-Season Meeting). Each coach will have 3 minutes to discuss his / her qualifications. At the end of the 3 minutes, questions may be asked by anyone in attendance.

After all coaches have spoken and all questions have been answered, the Division Commissioner will distribute the All Stars Coach Ballot to all coaches in attendance. Ties will be broken in accordance with the policy. After ballots are received and counted, the Head Coach will be announced. The All Stars Head Coach (and any Asst. Coaches selected later) is subject to the approval of the Regional Commissioner.

At this point, the coaches are dismissed except for the All Stars coach. Again, the Division Commissioner will not disclose the results of the Automatic Picks to the other coaches. Coaches are asked not to discuss or speculate as to which All Stars candidates were selected. The results of the All Stars Automatic Selections as well as the number of votes cast for other players will be provided to the All Stars coach as a reference for selecting the “coach picks.” All coach picks must be made from the list of eligible candidates in accordance with the All Stars Policy.

COACH SELECTIONS

The All Stars coach is encouraged to identify the “coach selections” as soon as possible (within 3 days) and notify the Division Commissioner and the Regional Commissioner so that commitment letters can be sent to the candidates. Coach picks must be selected from the eligible candidates list. No players are to be notified of their All Stars selection until the commitment letters have sent and a reasonable amount of time has passed for the letters to be received. Players that are unable to commit to the All Stars team may be replaced with an additional coach pick from the eligible candidates list. Coaches are strongly encouraged to take the maximum roster of players.

ALL STARS SELECTION - SELECT

The selection of players and coaches for the Select All Stars Team will be conducted in accordance with the All Stars Policy. This is not part of the Player Ratings’ meeting.