



## The Pawcatuck Little League Manager Selection Policy

### **Scope**

The Manager Selection Policy applies to all individuals affiliated with PLL, and complements but does not replace The Pawcatuck Little League Bylaws, The Little League Baseball Official Regulations and Playing Rules, PLL Code of Conduct, PLL Volunteer Agreement, and PLL Facilities Use Guidelines. The Policy governs manager selection for Babe Ruth Baseball; Boys Majors and Minors 2 Baseball; Majors, Junior and Senior Girls Softball; but not Minors 1 Boys, Minors Girls Softball, or T-Ball.

**Bylaws:** The Pawcatuck Little League (*PLL*) Bylaws state:

#### ARTICLE XI – MANAGER AND COACHES

Section 1. Team Managers and Coaches for Babe Ruth Baseball; Boys Majors and Minors 2 Baseball; Majors, Junior and Senior Girls Softball shall be nominated annually by the their respective League Director, and be approved by the Board of Directors (See The PLL Manager Selection Policy). Managers shall be responsible for their actions on the field. In addition, Babe Ruth and Majors Managers are responsible for the selection of their teams in accordance with established draft procedures of the Rules and Regulations of Little League Baseball, Incorporated, unless there are two (2) or less teams in a division. Minor Managers 1 and the individual Minors teams shall be determined by the Minor's Director(s). It is desirable that the managers and coaches be fathers/mothers family members of a player on the team.

When determining a Manager, factors to be considered include, but are not necessarily limited to:

1. Previous managerial or coaching experience.
  2. Past performance (e.g. substantiated letters of complaint, disciplinary actions by the Board of Directors, game ejections) in positions of similar responsibility.
  3. Knowledge of the game, Little League rules, and Little League philosophies.
  4. Willingness to support the Pawcatuck Little League and promote the philosophies of Little League Baseball.
  5. Prior service does NOT guarantee re-appoint.
- a. It shall be the responsibility of each Manager to select their own coach and/or coaches and submit the name of each coach, or coaches, to the President respective League Director for appointment and approval by the Board of Directors.
  - b. In the event a Manager's vacancy occurs during the current playing season, a new Manager shall be appointed by the President and approved by the Board of Directors to finish the current season.
  - c. All Managers, Coaches, and league volunteers are required to submit to a background check, fingerprinting, and Megan's Law search, in accordance with Little League Rules and Regulations



**Policy** The PLL will conduct manager selection as follows

1. League Directors assemble and propose a slate of candidates for Board consideration that lists incumbents and openings at a Fall Board meeting. The Board reviews slates, and confirms returning managers and openings.  
*[Note: for the 2012 season, PLL will communicate the Policy to incumbent managers and establish that all managers must “reapply”, so every slot is a nomination for consideration by the Board. In subsequent years, incumbent’s performance can be reviewed and positions reconfirmed in the fall]*
2. Throughout the year, League Directors seek nominees for open manager positions: see **Recruiting**, below.
3. League Directors have each nominee submit the PLL Manager Candidate template (see Appendix A) to provide consistent format for Board review. Nominees complete the template, acknowledge Code of Conduct obligations and sign.
4. Slates for open manager positions will be reviewed and voted at a Winter Board meeting

**Recruiting**

1. As managers retire when their boy or girl moves to the next level of play, qualified assistants (with younger players on the team) will be encouraged to apply for the position. This preferred option helps assure continuity.
2. If a qualified assistant does not want to pursue the manager's position, qualified Minors managers (with boys or girls likely move up to the majors) will be encouraged to apply.
3. If necessary, the PLL may choose to advertise in local media and by word of mouth
4. League Directors will advertise open positions in the fall and close the application process by year end.
5. The slate of new managers, aided by the Nomination Form, will be considered by the Board at a Winter Board meeting
6. New managers are named and notified prior to the league start up and tryouts.
7. Selection consideration
  - a. Previous volunteer experience as a coach in the Majors and/or manager/coach in the Minors.
  - b. Proven commitment through previous volunteer work.
  - c. Significant baseball experience to run a team and skills to teach players.
  - d. Ability to control 12 players during practices and games.
  - e. Responsibility to properly watch players until they are all picked up by parents after practices and game.
  - f. Commitment and ability to attend **all** practices/games.
  - g. Manager's experience as a player when he was young if significant



- h. Diplomatic personality to interact with league officials and parents.
- i. Subject to passing background check as for all PLL volunteers

### **Tournament Teams**

**Bylaws:** The Pawcatuck Little League (PLL) Bylaws state:

#### ARTICLE XII – General Selection of All-Star/Tournament Team Representatives

- d. Subject to appointment by the President and approval by the Board of Directors, the All-Star/Tournament managers shall be nominated by the respective League Director (See The PLL Manager Selection Policy). Subject to appointment by the President and approval by the Board of Directors, the All-Star Tournament managers shall select the coach(s) from the remaining current season's managers/coaches.

**Policy** Team managers and coaches will make their interest known to their respective League Directors in the course of the regular season. If the Manager Selection Nomination Form has not previously been submitted for the current year, then they must do so to be considered for the Tournament Manager position. The following process will be followed:

- The League Director maintains the manager performance check list that tracks contribution to the PLL based on volunteerism and behavior (Appendix B)
- The League Director develops an initial slate of qualified candidates
- The League Director calls a manager meeting. League managers vote for top three managers for each tournament division.
- A final slate, made up of three candidates as voted by managers, for each division, is presented to the PLL Board by the League Director
- At a Special Board meeting, the date of which is to be determined depending on end-of-season and tournament timelines, League Directors will present the slate of managers for each team. Board vote will confirm the appointment.
- Tournament managers choose coaches and other volunteers (scorer, announcer, tournament director).



## APPENDIX A

### **Manager Selection Nomination Form**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone Number(s): \_\_\_\_\_

Children in PLL (list)    Age    League    Team

List Previous Manager or Coaching Experience (PLL and other, baseball and other) / years

List Previous Volunteer work (non-coaching, PLL and other) / years

Highest level of organized baseball played / year:

List three references / phone (people who know you as a manager or coach)

### **Expectations for Managers and Coaches** (Ref: PLL Code of Conduct)

As stated in the PLL Code of Conduct, expectations for managers and coaches are:

1. I will promote good sportsmanship, teach good baseball skills, and have fun in the process.
2. I will not (in word or deed) overemphasize the value and importance of winning.
3. I will respect the coaches, players and spectators of the opposing team before, during and after the game, win or lose.
4. I will maintain control of my emotions and avoid actions, language and gestures that may be interpreted as hostile or humiliating.
5. I realize, accept and will practice the principle that a team's reputation is built not only on its playing ability, but also on its sportsmanship, courtesy and manner.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_



## Appendix B

### Pawcatuck Little League Manager/Coach Checklist

Team \_\_\_\_\_ Manager \_\_\_\_\_

Attend Coaches Meeting Yes\_\_\_ No\_\_\_

Attend/Provide support for 1<sup>st</sup> Field Maintenance Day Yes\_\_\_ No\_\_\_

Attend/Provide support for 2nd Field Maintenance Day Yes\_\_\_ No\_\_\_

Support Team concession stand duty (Twice if required) Yes\_\_\_ No\_\_\_

Support Team umpire schedule Yes\_\_\_ No\_\_\_

Support field/press box duties for practices and games Yes\_\_\_ No\_\_\_

Issues with Team, Coaches or Parents Yes\_\_\_ No\_\_\_

(i.e. Follow league polices, and code of conduct)

Board validated written complaint and action taken Yes\_\_\_ No\_\_\_ N/A\_\_\_

If "Yes" to any above, please explain:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_