



Scituate Soccer Club
Guidelines for Team Selection Process

As of August 2016



Scituate Soccer Club

Guidelines for Team Selection Process

The Scituate Soccer Club (SSC) has established the following guidelines for evaluating player talent and creating teams for all age and gender groups.

There are two sets of guidelines:

- ❑ 1st-2nd Grade program and 3rd-4th Grade program (in-town teams)
- ❑ 5th Grade through 12th Grade and older programs (travel teams)

1st-2nd Grade Program and 3rd-4th Grade Program

Most players in 1st through 4th grades are still developing their skills and/or may be new to the game of soccer. The goal at this level is to focus on technical/tactical development and to keep the game fun. Since these age brackets play in a Scituate in-town league, team formation focuses on creating equally skilled teams. Evenly matched teams provide the best competition, keep the players interested, and avoid blow-out games that are not in the best interest of either team.

Coordinators

Each age/gender group is assigned a Coordinator (Boys 1st-2nd, Boys 3rd-4th, Girls 1st-2nd, Girls 3rd-4th) whose responsibilities include: coach selection, team formation, schedule development, collecting player evaluations and communication to coaches throughout the season.

Player Evaluation Process

In both 1st-2nd Grade program and 3rd-4th Grade, Coach Evaluations are used as the primary method of rating individual player skill – SSC does not conduct an official 'tryout' for these age groups.

SSC Evaluation Forms will be given to all coaches toward the beginning of each season, so that the coaches will understand the evaluation criteria and have the opportunity to prepare them during the course of the season. Completed forms are submitted to the Coordinator at the end of the season. The evaluations are tracked and consolidated by the Coordinator to build teams for the next season.

- If the Coordinator is moving to a new age group the following season, the evaluations will be forwarded to incoming Coordinator.
- For those players moving up to the next age group, those evaluations will be provided to that age group's Coordinator.

****Note:** Due to the subjective nature of the evaluations, they are regarded as strictly private and are not communicated or shared outside those who need access to them within the SSC.



Team Selection Process

Each Coordinator forms a Selection Committee comprised of 2-3 coaches that have been actively involved with the players in this group over the previous one or more seasons. This will help ensure that player skill level and other intangibles are factored into each player's team assignment.

- The Coordinator will review the Coach's Evaluations for all players in the age/gender group.
- The Coordinator will then consult with the Selection Committee to identify the top, middle and lower tier players.

- The Coordinator will then spread out the talent by placing the top rated players on separate teams and the lower rated players on separate teams. Then, players with mid-levels skills will be added to teams to round out the talent level.
 - o Where possible, Coordinators should strive to have a mix of players from each age group and elementary school on each team (while also avoiding having too many players from a single age group and school).
 - o The Coordinator will share the preliminary team rosters with the Selection Committee to gain comments and input prior to finalizing.

- For 1st grade players and for players who are new to the program, age and any past playing experience will be used as a guide for placing them on teams.

- At the 1st-2nd and 3rd-4th age levels, the Selection Committee is not mandatory but can be an ideal way to help the Coordinator include all available information to create evenly balanced teams.

5th Grade through 8th Grade Programs

Most players in the 5th grade and older levels have been playing soccer for a few years, but are still developing their technical and tactical skills. The goal at this level continues to focus on technical/tactical skill development and keeping the game fun to play.

Coastal Youth Soccer League - Divisions

Beginning at 5th-6th grade level, all SSC teams compete in the Coastal Youth Soccer League (CYSL). Teams are selected to play within CYSL levels of competition based on ability and overall team strength. CYSL has two divisions that are 'competitive' (i.e., Div. 1 and Div. 2) - these are intended to be best two teams from each Town in the CYSL. The Div. 1 & Div. 2 teams are eligible for the CYSL playoffs and therefore are eligible for the Massachusetts Tournament of Champions (MTOC).

CYSL also has several 'Coastal Divisions' (the exact number of divisions may change each year) in which all teams are intended to be created equally. Coastal Division teams play in a CYSL end of season playoff called the Coastal Cup - however, these teams are not MTOC-eligible.



At these age levels, putting players with similar ability on the same team provides the best competition, keeps the players developing and limits players being placed on teams that are inappropriate for their skill level (which can frustrate the player and his/her teammates alike).

Coordinators

Each age/gender group is assigned a Coordinator (Boys 5th-6th, Boys 7th-8th, Girls 5th-6th, Girls 7th-8th) whose responsibilities include: coach identification, team formation, collecting player evaluations and communication between coaches and the Board/League Rep.

Player Evaluation Process

In the 5th grade and older levels, players are evaluated and rated based on a number of sources, including:

- Coaches Evaluations: Each season, all coaches are required to complete individual evaluations for each player; these include information about the player's technical and tactical skill level as well as intangibles such as attitude, commitment, effort, and coachability. To avoid any potential conflict of interest, Head Coaches are not allowed to provide an evaluation of their own child – preferably, that will be done by an assistant coach.
- Tryout Evaluations: Each year, SSC runs player evaluation sessions by age and gender. Evaluations from these sessions are completed by SSC volunteers (typically in conjunction with an independent soccer organization such as Mass Youth Soccer, Challenger Soccer, etc.). To avoid any potential conflict of interest, volunteer evaluators are not allowed to evaluate an age/gender group if they have a child in that group (unless approved by the SS Board). These evaluations utilize a player rating system that ranks all players from highest skill/ability level to the lowest.
- Goalies: Soccer goalies possess a unique skill set and are identified and rated separately.

****Note:** Due to the subjective nature of the evaluations, all evaluations are regarded as strictly private and are not communicated or shared outside those who need access to them within the SSC.

Team Selection Process

Each Coordinator must form a Selection Committee comprised of 2-4 coaches that have been actively involved with the players in this group over the previous one or more seasons. The Coordinator must provide the names of those on the Selection Committee to the SSC Board. Coaching candidates are allowed to be members of the Selection Committee.

The Coordinator and Selection Committee will create teams as follows:

1. Meet to review the Coaches Evaluations and Tryout Evaluations of each and every player
2. Combine all players within an age group into a single pool (i.e., combine 7th and 8th graders & combine 5th and 6th graders)
3. Determine the top, middle and lower tier players within each of those groups - utilizing all evaluation data and discussions/input from Coordinators/coaches. [Note: the fact that a player is on an 'elite or



premier' club team, etc should be de-emphasized to the extent possible; SSC should be making player placement decisions not a for-profit club team.]

4. Create a Div. 1 team consisting of the top rated players from the combined grade groups, i.e.:
 - a. The top-rated players from 5th and 6th Grades will be placed on the Div. 1 team for both Boys and Girls (generally 13-14 players per team)
 - b. The top-rated players from 7th and 8th Grades will be placed on the Div. 1 team for both Boys and Girls (generally 16-18 players per team)

5. Create a Div. 2 team consisting of the top rated players from the combined grade groups, i.e.:
 - a. The next best players from 5th and 6th Grades will be placed on the Div. 2 team for both Boys and Girls (therefore, the next best 13-14 players per team)
 - b. The next best players from 7th and 8th Grades will be placed on the Div. 2 team for both Boys and Girls (therefore, the next best 16-18 players per team)

Note: There is no specific formula to determine the make-up of the Div. 1 & 2 teams other than striving to create the best overall 'teams' to represent Scituate Soccer Club in each Division. To achieve that, for example, a team can have all 6th graders or only a few 6th graders and more 5th graders. Players may be on the Div. 1 team one year but not make it the next year. Generally, the Coaches Evaluations should be given more weight because they are developed by Coaches watching the players over the course of a full season vs. 75 minutes at a tryout. Because the Tryout Evaluations are from objective third-parties, they can be used as an additional piece of data or even a tie-breaker in the event where a difficult decision must be made. Coordinators will also ensure that each roster has all positions covered - this factor can also be a *consideration* for selecting a specific player who may not have been at the top of the player ratings.

6. Create the Coastal Division teams by evenly distributing the talent among them. These teams should consist of players from both grade levels – i.e., teams consisting of both 7th and 8th graders and 5th and 6th graders.

Overall, this process utilizes the extensive time and effort that Coordinators and Coaches invest with our players over the course of a season, or in many cases, several seasons. The Coordinators and Coaches are in the best position to know an individual player's strengths, weaknesses, personality, and other coaching intangibles that go into making a successful team. Intangibles that may not be evident during skill based evaluation/tryout, such as commitment, attendance at games and practices, and being a supportive team member, should also be considered by the Selection Committee.

9th Grade through 12th Grade (and older) Programs



Team creation for High School age groups (9th-10th grade & 11th-12th grade) should follow a similar process to the 5th-6th and 7th-8th grade travel teams. Historically, the number of players in these age brackets is lower and team creation is less complicated.

Other Key Points:

1. Div. 1 & Div. 2 Team Coach Selection

Selection of coaches for Div. 1 and Div. 2 teams for all age groups and genders will be made after the team players have been selected. Head Coaches or Assistant Coaches will not be allowed to volunteer in advance in order to get their child on the Div. 1 or Div. 2 team. (In rare instances, if there is no other coaching option available, the SSC Board may allow an exception to this rule.)

2. Requests to Play Together

In certain instances, the Coordinators will consider requests for individuals to play together, however, such requests will not be considered for the Div. 1 & Div. 2 teams. Only parental requests for siblings to play together or other extenuating circumstances will be considered - to accommodate such requests, this may mean that a higher quality player would be required to 'play-down' rather than a lower quality player 'playing up'. Requests to play with friends or for specific coaches cannot be considered for the Div. 1 & Div. 2 teams.

3. Birthday Cut-Off Date

Starting in Fall 2016, the age cutoff dates have changed, please see the SSC website for more information.

4. "Playing Up" by Age

- a. SSC does not allow players to "play up", (i.e. play in the division above their grade based age group). Players will be assigned to teams in their correct age/grade group and should attend try-outs for their correct age group.

5. "Playing Down" by Age

- a. Players who are older for their grade (i.e., players with birthdays that put them in an older age group) will need to play in their proper age groups. Coastal Youth Soccer League age bracket rules do not allow for players to play below their proper age division, regardless of their grade in school.



SSC Player Evaluation Form:

Youth Soccer Player Evaluation

DUE DATE: MAY 26, 2010

Team Summary

SEASON/TEAM (i.e. Spring 2010)	AGE LEVEL (U-X)	TEAM NAME	GIRLS/BOYS	COACH (Evaluator)	CYSL Div (A, B)
Spring 2011	U-10		Boys		

Instructions

1. **PLAYER RATING:** Rate each player skills from 5-1 relative to other players on their team. The "Score" is computed as an average of the scores entered. Refer to attached sheet for skill descriptions.
 5=Proficient; 4=Competent; 3=Average; 2=Developing; 1=Beginning
2. **TEAM RANKING:** Rank each player against each other, from 1 (best) to N (number of players on team). The rank does NOT need to align with sorted average scores. No half values (i.e. 1.5) and no players with 3.
3. **COMMENT:** Provide constructive comments and recommendations for each player. If applicable, please note player's goalie skills.

PLAYER NAME	Last	First	Age	TECHNICAL SKILLS				TACTICAL/GAME SITUATIONS		PHYSICAL		COMMITMENT TO TEAM		SCORE (Average)	RANK WITHIN TEAM	COMMENTS & RECOMMENDATIONS (Position or skill strengths; development opportunity; coachability; etc.)
				Dribbling / Ball Control / First Touch	Passing	Shooting / Crossing	Tackling / Defending	Decision Making	Positioning	Speed / First to ball	Fitness / Stamina	Attitude / Effort / Passion	Focus / Attendance			
1	Beckham	David	U10	4	2	5	3	2	2	2	2	2	3.0	3		
2	Messi	Lionel	U10	5	5	3	2	3	2	1	4	3.3	1			
3	Ronaldo	Cristiano	U10	5	4	2	2	2	5	1	3.2	2				
4																
5																
6																
7																
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9																
10																
11																