

## Region 58 All Star Coach and Player Selection Guidelines

The following guidelines shall be followed in selecting the Region 58 All Star coaches and players.

### I. All Star Head Coach

It is the purpose of these Guidelines to help select the best head coach for the All Star team for each respective competitive division (defined as divisions U10, U12, U14), based on the eligible candidates, and after considering and weighing all of the various factors set forth below.

#### A. Selection Method

1. Selection Committee: Each competitive division shall have an All Star Coach Selection Committee consisting of the Commissioner, the Division Manager of the specific division, and a third member who shall be selected by the Commissioner from among the Assistant Commissioner(s), the Regional Coach Administrator, or such other Board member as the Commissioner believes appropriate under the circumstances. It shall be the objective of each Selection Committee to reach a consensus on each All Star coach. However, the Commissioner shall have the discretion to select the All Star coach in the event that a consensus cannot be reached. In the event that the Commissioner has a child in any competitive division, then the Commissioner shall designate which other member of the Selection Committee shall have the discretion to select the All Star coach in that specific division in the event that a consensus cannot be reached.
2. Straw Vote of Division Coaches: In the U12 and U14 divisions, the Division Manager may (but is not required to) take a confidential straw vote of the coaches to see who the coaches would elect as All Star head coach. This vote shall be non-binding and advisory only. Due to the size of the U10 divisions, no straw vote shall be taken.
3. The Selection Committee shall select an All Star head coach from one of the eligible candidates in each respective division after considering and weighing the relevant factors.

#### B. Eligibility:

1. All coaches who (a) served as head coaches during the current regular season in the competitive division in which they seek to coach the All Star team; (b) are AYSO Certified to coach in that division; (c) either have a child in that division who is eligible to be selected to the All Star team, or do not have a child in that division whom they seek to be placed on the All Star team; and (d) sign the Coach Commitment Letter referenced in paragraph 3 below, are eligible to be selected as the All Star head coach in that division.

2. In the event that there are no eligible qualified candidates among those who served as head coach in a specific competitive division during the regular season (a) AYSO assistant coaches who are AYSO certified in that specific competitive division; and (b) coaches from other competitive divisions who are also AYSO certified in that specific competitive division, shall be eligible to be the All Star head coach of that specific competitive division.

3. Each All Star head coach shall be required to sign a letter agreement confirming his/her commitment, as well as acknowledging and agreeing to perform the several responsibilities of the All Star head coach. A sample All Star Head Coach Commitment Letter is attached as Exhibit A.

#### C. Factors To Be Considered/Not Considered

The following factors shall be considered and weighed in making the All Star head coach decision. Because coach selection is by its nature a subjective decision making process, the Selection Committee members shall determine how much weight to give any particular factor.

1. AYSO Philosophies (Positive Coaching, Good Sportsmanship, Everybody Plays);
2. Role Model/Good Representative of Region 58 (e.g. respect for opposing teams);
3. Ability to facilitate a great post season experience for the players;
4. Knowledge of game (e.g. Laws, Spirit, Tactical, Strategic);
5. Ability to communicate with/teach players;
6. Organizational abilities (e.g. enter tournaments, obtain referees, control parents);
7. Volunteer level (e.g. Active Board member; other extraordinary volunteerism);
8. Temperament/Demeanor with players/others (i.e. screamer, yeller, complainer);
9. Past Discipline issues (e.g. referee send offs,  $\frac{3}{4}$  rule violations, league suspensions);
10. Any other non-prohibited factors which the Selection Committee believes are appropriate under the circumstances.

The following factors shall not be considered:

- a. Whether the candidate has a child in the division;

- b. Whether the candidate has a successful season won-lost record;
- c. Whether the candidate previously coached an All Star team that went Club;
- d. Whether the candidate was the head coach of the division All Star team the prior year, unless all other things are equal between two candidates in which case the candidate who did not coach the prior year may be given preference;
- e. Whether the All Star Eligible child of the candidate is likely or unlikely to be voted a Consensus All Star;

D. Assistant Coach

The Selection Committee may, in its sole and reasonable discretion, decide to assign a head coach candidate who is not selected as the head coach to be the assistant coach on the All Star team.

E. Commissioner's Authority

Notwithstanding anything set forth above to the contrary, the Commissioner has the authority, in his/her sole and reasonable discretion, to determine that a coach shall not be eligible to be the All Star head coach (typically because of prior misconduct). Similarly the Commissioner also has the authority, in his/her sole and reasonable discretion, to determine that a person not otherwise eligible to be the All Star head coach, shall be eligible (typically because of the unquestioned ability and qualifications of the non-eligible person). The Commissioner should use this authority only in limited circumstances, and he/she shall fully explain to the Selection Committee for the specific division the reasons for his/her actions.

II. All Star Player Selection

A. Eligibility

1. All players who (a) have played in at least ½ of all current league season games (excluding playoff games), with the player needing to play at least ¾ of a game in order to qualify as having played in that game; (b) are listed on the All Star ballot created from the ratings decided at the year end coaches meeting in each of the competitive divisions (U10, U12, U14); and (c) sign (along with their parents) the Player and Parent Commitment Letter referenced in paragraph 2 below, are eligible to be selected to their respective division's All Star Team.

2. Each All Star player and their parents shall be required to sign a letter agreement confirming his/her commitment to the All Star team, as well as acknowledging and agreeing to the requirements of All Star players and parents. A sample All Star Player and Parent Commitment Letter is attached as Exhibit B.

B. Year End Coaches Meeting/Player Ratings/All Star Player Selection

1. The Year End Coaches Meeting shall be scheduled by the Division Manager of each competitive division to occur in November or December of each

year. During the meeting, the coaches, with guidance from the Commissioner, the Assistant Commissioner, and/or the Division Manager shall discuss the ratings for each player in the division above a certain level, typically 3.50 and above (although the exact rating cutoff will fluctuate depending of the number of players in the division and the number of higher rated players in any one season).

2. The ratings for coaches children in the U12 and U14 divisions shall be not be determined in the first instance by the head coach, as are the ratings of all other players on the coaches team. Instead, ratings for coaches children shall be determined by the collective decision of the other coaches in the division, based on a confidential ratings submission to be coordinated by the Division Manager, which ratings may be modified at a follow up discussion at the coaches meeting. As to the U10 division, the rating of coaches kids shall be determined by the senior AYSO personnel assisting with U10 player ratings, which ratings may be modified at a follow up discussion at the coaches meeting. The decision to discuss the coaches' children inside or outside the presence of the affected coach shall be determined by the Commissioner, the Assistant Commissioner and/or the Division Manager at the time of the coaches meeting based on the specific circumstances of each meeting.

3. Once all player ratings in each division have been completed, the Commissioner, Assistant Commissioner, and/or Division Manager shall select a ratings break point at which all Eligible second year players at and above the break point shall be placed on the All Star ballot for that specific division, and at which all Eligible first year players at and above the break point shall be placed on the All Star ballot for that specific division. Once the ratings break point has been established for the second year players, the equivalent ratings break point should be found for the first year players (e.g. if the second year player ratings break point is 4.00, then the ratings break point for the first year players should be that which is equivalent to a 4.00 older player). In most cases it will be a higher rating (e.g. a 4.50 younger player will be deemed the equivalent of a 4.00 older player). The specific ratings break points will vary with the skill level of the older and younger players in each division.

4. The total number of players on the All Star ballot should generally be between 1 ½ to 2 times the number of players to be selected on the All Star team (e.g. if there is a 12 player roster, there should be between 18-24 players on the All Star ballot). In the case of U10 where there are A and B All Star teams, the A team shall be picked first from the All Star ballot. Once all of the A team players have been picked, then the B team shall be picked from the remaining players on the same All Star ballot.

5. All eligible players obtaining a specified number of coach votes shall be deemed Consensus Players and be named to the All Star team. In the event that the number of Consensus Players is less than the total number of players allowed on the roster, the All Star head coach shall be entitled to fill out the roster from players appearing on the All Star ballot as his/her Discretionary Pick Players. The number of votes necessary to constitute a Consensus Player shall vary with the circumstances of the specific division, but in general shall be somewhere between 60% - 80% of the number of total coach votes cast. The preference is to have no

less than 75% Consensus Players per team with the balance of the team comprised of Discretionary Pick Players.

### C. Factors

The following factors, in addition to ratings, may be considered by coaches in voting for All Star players, and by the All Star head coach in selecting Discretionary Pick Players:

1. Game and practice attendance during league season;
2. Attitude issues of player (e.g. with teammates; coaches; referees; opposing players);
3. Misconduct on field during season (e.g. yellow or red cards/violent conduct);
4. Difficult parents;
5. First or second year player;
6. Other commitment issues (e.g. other sports or interests).

### D. Announcement of All Star Players

1. The All Star players shall be announced on the day after the conclusion of Region 58 playoffs. The All Star coach shall be announced on the same day although he/she may be informed shortly before then on a confidential basis so that he/can can consider Discretionary Pick Players.
2. Should a player decline to play on the All Star team, he/she shall not be eligible to play for a tournament team unless (a) the player is declining in order to play on a tournament team with a sibling who did not get selected for the All Star team; (b) the player is declining because he/she cannot make the time commitment required for the All Star team; or (c) the player is declining for some other reason deemed adequate by the Commissioner to ensure that it is not a subterfuge to avoid playing for the All Star coach and choosing to play for the tournament coach.

### E. Commissioner's Authority

Notwithstanding anything set forth above to the contrary, the Commissioner has the authority, in his/her sole and reasonable discretion, to determine that a person shall not be eligible to be on the All Star team (typically because of prior misconduct of the player and/or parent(s)). Similarly the Commissioner also has the authority, in his/her sole and reasonable discretion, to determine that a person not otherwise eligible, shall be eligible to play on the All Star team (typically because an All Star caliber player was injured during the season and missed playing in the required number of games). The Commissioner should use this authority only in limited circumstances, and he/she shall fully explain to the Selection Committee for the specific division the reasons for his/her actions.

### III. Tournament Teams

A. Tournament teams shall be formed in each competitive division shortly after the conclusion of Region 58 playoffs and the announcement of the respective division's All Star team(s). Coach selection shall be made by the Selection Committee using the same guidelines set forth herein for All Star coach selection. The tournament team players shall largely be left to the selection of the head coach from among the remaining highly rated players in the division, with consideration also being given to those lesser rated players evidencing a strong commitment and desire to play throughout the entirety of the tournament season. In those cases where there is more than one tournament team in a division, the Commissioner, Assistant Commissioner and/or Division Manager shall coordinate an equitable allocation of players between the teams. In all cases, appropriate guidance in player selection shall be given when deemed necessary by the Commissioner.

B. Tournament team head coaches and players will be expected to sign Commitment Letters similar to their All Star counterparts.

C. In the event that the All Star team is short players for a tournament, and the tournament team is not playing in an AYSO sponsored tournament, the All Star coach may request the tournament coach to loan one or more players to the All Star team for that tournament only. The same request may be made when the tournament team is short and the All Star team is not playing. This is of course subject to the willingness of the loaned player to play. However, where both teams have a tournament, the Commissioner must be consulted before any request for a loan can be made, and barring compelling circumstances, no loan will be approved if the lending coach objects.

IV. The Commissioner has the authority to make any decision necessary in the best interests of the Region in the event of omission, ambiguity or error in these Guidelines.