

Franklin Pierce Soccer Club

SELECT TEAM PROGRAM PROCEDURES and GUIDELINES

FPSC

A member of Tacoma Pierce County Junior Soccer Association and the Washington State Youth Soccer Association

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FPSC SELECT SOCCER PROCEDURES AND GUIDELINES

I. SELECT TEAM PROGRAM

A. FPSC Select Program

- a. FP-Select will be referred to in this document as FP-Select.
- b. It is the philosophy of FP-Select to develop the opportunity for U-11 and older players to advance in a competitive environment while playing as a member of FP-Select, through the formation of Select Teams within the club structure. The club strives to offer players the opportunity to compete at the highest levels of competitive play, and to prepare players technically and tactically to participate as members of high school, state, and regional teams.

B. FPSC-Select Program Goals

1. Establish a support base of peers and adult volunteers who stress the development of the academic and social skills (communication, discipline and responsibility) necessary for educational achievement and good citizenship.
2. Teach and train players at an advanced level of competition.
3. Identify, recruit, and further the soccer education of the FP-Select coaching staff.
4. Teach sporting-like conduct, physical health, and mental alertness through the game of soccer.
5. Enter the team(s) in a competitive leagues and tournaments designed to enhance and challenge players both individually and as teams.
6. Elevate the profile and image of the FP-Select Program on a local and regional level.
7. Establish programs involving both parents and players designed to enhance the knowledge and enjoyment of soccer in our community.

C. Relationship of Select Teams to FPSC

1. All select coaches, players and parents will comply with the policies of FPSC.
2. All Select teams will be treated as all other teams within the FPSC. Select teams requests will be met as would a non select team.
3. Each team will register (or re-register) with the FPSC registrar each season.
4. Select teams will reimburse FPSC a set fee as decided by the executive board to cover extra fees incurred by the team (Post-Season play, tryouts, etc).
5. The FPSC registrar will verify the select team players and coaches each season, and will collect and assure that each select team pays all fees owed to FPSC.

6. Teams will participate in club funding activities furthering the success of FPSC.

D. FPSC-Select Administration of Select Program and Responsibility

1. The FPSC Executive board oversees the Select Program as part of overall club activities.
 - a. Shall review all Select coaching applications, accept or reject applicants, plus monitor, review, and observe existing coaches.
2. FPSC shall make available to all U-10 and above coaches information on procedures for select teams by January 1st of each year.
 1. Formal applications, qualification information, and procedures (this document) for select coaching shall be made available to any coach upon request to the FPSC via the club website, any FPSC board member, or direct mailing.
 2. The FPSC shall ensure all communications are completed as needed.
 3. FPSC shall notify all head coaches in the targeted age level that a select team is being formed.
3. Application for NEW and RETURNING coaches applying for a position of select coach for a specific age group and gender shall be made to the FPSC no later than **January 31st** of each year.
4. The FPSC shall screen all coaching applicants and insure they have met the minimum head coach requirements.
5. An interview with the FPSC may be scheduled (at the discretion of the Executive Board) for all applicants no later than **February 10th** of each year.
6. The FPSC shall complete the final review of all applicants by **February 25th** of each year.
7. The FPSC shall verbally, email or in writing inform all applicant coaches of their selection recommendations by **February 25th** of each year, regardless of acceptance or rejection.
 1. Any coach, if rejected, must be informed that they may submit written appeals to the FPSC Executive Board.
 2. Any written appeals from coaches must be submitted by **March 1st** and reviewed at the March FPSC board meeting.
8. FPSC Executive Board shall review appeals at the **March FPSC board meeting**.
9. Final determination shall be made of the viability of coaches and team formation within each age group at the February FPSC board meeting.
 - a. Coaching availability does not guarantee that a team will be formed.

- b. Continuing player development at a high level of competition will be primary, but not the only objective in evaluating a select coach.
 - c. A second team in any age group shall be considered if there are sufficient players and it has been determined that a qualified coach is available.
- 10. Timeline**
- a. January 10 ALL FPSC coaches receive ‘Select Team’ information date
 - b. January 31 Potential coaches submit application date
 - c. January 31 All returning submit re-application date
 - d. February Board Mtg. Coaching applicants review/interview date
 - e. February 25 Formal response notification to ‘all’ Coaches by FPSC
 - f. March 1 All appeals must be filed with FPSC
 - g. March 15 Review of coaching applicants submitted appeals
- 11.** Failure to meet the deadlines may delay or eliminate the consideration of the coaching applicant for participation in the program.
- 12.** FPSC will insure that all Select Teams are registered at the appropriate playing level, District-3 and above.

II. COACHES

A. Application for Select Team Coach

1. Individuals with experience in coaching soccer at a competitive level who are interested in being considered for a select team coaching position are to request an application from the FPSC registrar.
2. New applicants are to submit completed application to the FPSC by *January 31st* of each year.

B. Coaches Qualifications

1. The Head Coach applicant **SHALL BE REQUIRED** to have:
 - a. Been an FPSC coach for a minimum of one season.
 - b. At least 2 years coaching experience in youth or adult soccer, **and/or**
 - c. At least 3 years of adult playing experience since high school or college.
2. Possess a Washington State approved coaching license at the following levels:
 - a. U11-U14 age divisions: E License
 - b. U-15 through U-18 age divisions: D License
3. Comply with FPSC and WSYSA requirements for coach eligibility. Coaches will have completed a Washington state criminal background check as required.

4. Submit a copy of coaching license(s) as attained to the FPSC Registrar to be kept on file.

C. Selection, Evaluation, and Re-Evaluation of Coaches

1. All current or applying select coaches must complete a Select Coaches Application and forward to the FPSC Registrar no later than January 31st of each year for review at the February Board meeting.
2. All returning coaches are required to update their Select Coaches Application for selection each year by January 31st. This will provide an acknowledgement of their intent to coach as well as provide updated information. If there are no changes to the form, this may be noted and forwarded to the FPSC Registrar.
3. New coaches must submit the Select Coaches Application form to the FPSC Registrar for review by the Executive Board.
4. Each qualified applicant shall be afforded an interview with the FPSC Executive Board (if requested by either the applicant or FPSC Executive Board) at the February monthly board meeting following the submittal of the request.
5. The FPSC Executive Board will assess applicants based on the following criteria:
 - a. Coaching experience
 - b. Knowledge of the game
 - c. Relationship to players
 - d. Evidence of sporting-like conduct
 - e. Attitude
 - f. Cooperation with others
 - g. Adherence to FPSC-Select policy and Laws of Soccer
 - h. Understanding and willingness to work within the FPSC Select Team Program
6. Written comments from parents on coach's performance will be accepted by FPSC Executive Board anytime throughout the year and will be used as input to the coach's annual assessment.

D. Coaches Commitment

1. FPSC select team coaches maintain responsibility for all areas of the team.
2. The commitment of each FPSC coach is to each player for the full seasonal year, which begins April 1st of each year and runs through March 31st of the following year.
3. The roles of the select coach are multiple:
 - a. To contribute to the personal development of each child.
 - b. To improve the performance of the player.
 - c. To guide and manage the team so that it achieves and performs at its highest level.

- d. To assure the highest level of play, coaches are expected to continually educate themselves in the techniques and strategies of soccer.
- 4. Coaches are expected to assist in developing the FPSC Select Program through participation in club events.
- 5. The coaches are encouraged to take a full Grade 8 Referee Course and maintain an active license.

E. Dismissal of Coaches

- 1. Rules pertaining to this area are outlined in the FPSC Club Policy documents.

III. TEAMS

A. Team Formation

- 1. An FPSC Select Team may be formed only through submittal of the appropriate documentation, which includes the Select Team Application and the Select Coach Application forms, to the FPSC Registrar for review and approval by the FPSC Executive Board.
- 2. Team configuration for U-12 and above shall be as detailed :
 - a. Tryout evaluation by points top 12 players
 - b. Coaches elect by choice 1 player minimum / 4 player(s) maximum
 - c. Maximum team 16 players. Approval of the FPSC Executive Board required for roster more than 16 players.
- 3. Team configuration for U-11 shall be as detailed:
 - a. Tryout evaluation by points top 9 players
 - b. Coaches elect by choice 1 player minimum / 3 player(s) maximum
 - c. Maximum team 12 players. Approval of the FPSC Executive Board required for roster more than 12 players
- 4. Teams are formed for one playing season as defined by WSYSA and disbanded at the end of the season, thus all players formerly on a team must re-qualify at tryouts to participate in successive years.
- 5. Each age group has a limited number of players from which select teams can be formed. Additional factors to be considered include:
 - a. Player talent available at the competitive level.
 - b. Coaching talent available at the competitive level.
- 6. When more than one team is formed in an age group, teams are to be formed as “RED” and “WHITE” teams. Player selection and placement will first take place for the ‘RED’ team, followed by placement of players on the ‘WHITE’ team.
- 7. If two or more coaches wish to coach Select Teams in the same age group, the FPSC Executive Board will choose who is to coach the Select “RED” level, and, if there are sufficient players, who will coach at the Select “WHITE” level, by appropriate qualifications review.

8. Any team, which previously competed for another club, and is seeking to become an FPSC Select Team, must:
 - a. Obtain written clearance from that club.
 - b. Have FPSC Executive Board and the FPSC approval.
 - c. Ensure all coaching and team requirements are met and submitted in writing to the FPSC.

B. Team Requirements

1. Each Select Team must have at least one approved, licensed, and experienced coach.
2. Each Select Team must have a designated representative who will act as its representative with the Club.
3. Each Select Team must designate at least one assistant coach and are encouraged to assign a Team Manager.
 - a. Names and addresses of all team staff are to be submitted as part of the Select Team Application and kept current.
 - b. All team staff will have completed a Washington state criminal background check.
4. Each Select Team shall provide the Club with a complete player roster at the beginning of the seasonal year, when a team is formed, and whenever there is a change in roster.
5. Each Team is responsible for its internal governance.
6. Team management may be administered by the coach, delegated to a team manager, or delegated to any number of individuals associated with the team.
7. Each team is required to attend a minimum of three tournaments through the year.
 - a. State Cup at their skill level - Mandatory (Championship, Challenge, or Commissioners).
 - b. Two (2) tournaments minimum determined by coaching staff – Mandatory.
8. Team uniforms must stay within the FPSC colors: red, white, black, any combination.

IV. Selection Process

A. Player Selection Process

1. The objective is to ensure a fair and equitable selection that will give each player the opportunity to play at a level of competition that they are capable.
2. Selection of players for an FP-Select Soccer Team is on a try-out basis.
3. Tryouts are open to all age-appropriate FPSC players within the age group as well as other players registered within WSYSA the previous year. Players who did not participate with a WSYSA sponsored team the previous year must obtain approval and insurance prior to participating in the tryouts.

4. Tryouts will be scheduled in the latter part of March to early April based on dates set by WSYSA which coincide with the completion of State Cup play. Based on this schedule players will have the opportunity for placement in the FPSC recreational program.
5. Potential players for a team will be notified of tryouts by:
 - a. Mailing of tryout information to ALL players registered in the age group previously as part of FPSC and TPCJSA.
 - b. Public notice announcements such as direct mailings, the E-Mails, website postings and handouts to all FPSC coaches will be used as notification.
6. All age groups with more than one team are required to hold joint tryouts unless otherwise agreed by all coaches in the age group and approved by the FPSC Executive Board.
7. Each age group will have a minimum of four, and a maximum of eight evaluators, which will consist of minimum two (2) FPSC coaches (District or higher league participation or equivalent experience) and a minimum of two outside evaluators (non coach or board members). An FPSC Executive Board Member must be present as an observer at each tryout.
8. The head coach *may* participate in the selection of all evaluators.
9. All evaluators must be qualified through experience as a coach, player or instructor to objectively evaluate skills as defined (section V.B), and neutral in respect to individual player's preference.
10. The Head Coach's job is to ensure a smooth flow of the actual tryout event.
 - a. The Head Coach may or may not perform evaluations; it is at their discretion.
11. FPSC teams shall use a ranking system to evaluate all players. (see Section V.B)
 - a. An objective scoring system will be used to rank player skills. Players shall be ranked using a 1-5 point system, 5 points the highest attainable score in each area and 1 point for the lowest.
 - b. Total points from the evaluators shall be accumulated, averaged and ranked numerically for all players at the conclusion of each tryout. (see Section V.B).
 - c. At the conclusion of the tryouts, evaluators will document the numerical ranking for all players accumulated during the tryouts. The evaluators will submit the top thirteen (13) players as prospective members of the team based on overall rankings the final day of tryouts. The head coach will complete the team roster with either discretionary selection, which need not agree with the final evaluator's rankings, or through selection based on additional rankings. If necessary, the family member of the head coach or

coaches may be part of the discretionary selections, unless selected in the top thirteen picks.

12. Team configuration shall be as follows:
 - a. Tryout evaluation by top points ranking 11 players
 - b. Coaches discretionary selections 1 player minimum / 4 player(s) maximum
 - c. A minimum of fourteen (14) players must be selected for each team during the tryout process. If fourteen (14) players do not attend the formal tryouts, or if in the opinion of the overall evaluating committee (evaluators and coaches), there are not enough qualified players available to form a competitive team, the selection process for that team can be held open past the formal end of tryout date with the approval of the FPSC Executive Board.
13. The selection process shall be fair and equitable to all players.
14. At the coaches' discretion, they may elect to NOT roster a maximum of two (2) players of the top eleven (11) point positions based on non-soccer skill issues, including perceived attitude or commitment issues.
 - a. Written justification for this action must be submitted to the FPSC Executive Board.
15. A player trying-out for a position on an older age group team *must* be in the top thirteen (11) by ranking to be selected to participate on any one team.
 - a. A player may only play up one (1) year.
 - b. No more than three (3) players may play up on any one team.
16. Copies of the final ranked players shall be provided to the FPSC Registrar.
17. Player attitude and parental support must be considered, and the coach may include these components to assist in making selections.
18. Roster selections within an age group are made based on the above guidelines, and are subject to review by the FPSC Executive Board if requested.
19. Team selections will be finalized by the Head Coach and submitted to the FPSC Registrar.
20. It is the Head Coach's responsibility to **contact all players attending the tryout within four (4) days of tryout completion** and team roster completed to inform players of the outcome of their efforts.

B. Returning Players

1. All returning players are required to attend tryouts for the upcoming season.

2. Current players are judged by their game performance and are either re-selected by their coach or are recommended to other teams.

C. Tryout Dates

1. Official FPSC-Select Team(s) tryouts may be scheduled immediately after State Cup competition as determined by WSYSA and TPCJSA.
2. The coach **MUST** submit the final team roster no later than four (4) days after the tryout completion.

V. FPSC Select Tryout Procedures

A. Tryout Format

1. FPSC Responsibilities

- a. Coaches should prepare themselves well in advance in order to have a successful tryout. FPSC and coaches responsibilities and tasks are outlined below.
- b. Inform expected applicants via previously described methods of exact date, time and location of all tryouts.
- c. Expected number of players based on advanced return of registration flyers.
- d. Provide the location and equipment necessary to hold tryouts.
 1. Field
 2. Balls and Cones
 3. Pinneys for group drills
- e. Create Player Number Identification sheets
 1. One per player, attach with safety pins
 2. Attached to shorts, at right thigh
 3. Should be waterproof
 4. Must be seen easily by evaluators (suggest ~ 6 to 8 inches square)
- f. Have a pre-tryout statement for players and parents and describe briefly:
 1. FP-Select Goals
 2. Basic outline of what the tryout process will consist of including what to expect once tryouts are complete.
- g. Create copies of appropriate forms for tryouts.
 1. On-Site registration forms
 2. Player evaluation forms
 3. Tryout informational sheet

2. Coaches Responsibilities

- a. Define the tryout plan

- b.** Define the tryout station layout, flow pattern, and timeframes
 - 1. Identify registration location
 - 2. Identify location of each tryout station and required support equipment
 - 3. Identify location of first aid station
 - 4. Identify locations where parents and spectators must remain to minimize interference with the tryout proceedings
- c.** Identify Evaluators
 - 1. Confirm assistance
 - 2. Notify tryout times and location
 - 3. Prior to tryouts, meet with evaluators to discuss tryouts, specific testing stations, and ensure team goals are understood.
- d.** Identify and assign volunteers to:
 - 1. Assist in preparing field (no sooner than the Saturday prior to the first tryout).
 - 2. Set up and take down registration tables and materials.
 - 3. Register players.
 - 4. Assign player numbers.
 - 5. Hand out player number identification sheets and safety pins.
- e.** Insure supply of pens, pencils, evaluation forms, and other supplies are ready.
- f.** Oversee tryouts.
- g.** Have post-event statement ready that will:
 - 1. Thank everyone for attending.
 - 2. Define when all players will be notified.
 - 3. Distribute handouts regarding the team's plans for the year, player responsibilities and cost to parents.
- h.** Defined location and time for immediate post-meeting with evaluators.
- i.** Finalize player evaluation summary and turn into the FPSC.
- j.** Finalize Team Roster and turn into FPSC Board by the appropriate dates.

B. Evaluation of Player Ability

- 1. Technical Ability Guidelines
 - a. Passing accuracy, distance and pace
 - b. Kicking technique
 - c. Ball control
 - d. Dribbling
 - e. Individual moves

- f.** Shooting power and accuracy
 - g.** Heading (to clear or score)
 - h.** Tackling the ball
 - i.** Quickness of execution
 - j.** Quality of first touch
 - k.** Ability to bend or curve lofted balls
 - l.** Shielding opponent away from the ball
- 2. Tactical Knowledge Guidelines**
- a.** Vision – sees field of play
 - b.** Choice of penetration vs. possession passes
 - c.** Knowing when to dribble and when not to
 - d.** Decision making before the ball arrives
 - e.** Support of the player with the ball
 - f.** Position off the ball in support of attack
 - g.** Transition play (offensive to defensive, switch)
 - h.** Knowing when to shoot
 - i.** Sense of field width
 - j.** Communication with teammates
 - k.** Anticipation
 - l.** 1 v 1 defend/delay
 - m.** Defensive posture (aggressive, passive)
 - n.** Knowledge of individual/group tactics in defense
 - o.** Knowledge of individual/group tactics in offense
 - p.** Timing – being at the right place at the right time
- 3. Physical Ability Guidelines**
- a.** Speed
 - b.** Stamina
 - c.** Quickness
 - d.** Coordination
 - e.** Ability to withstand physical demands
- 4. Attitude**
- a.** Aggressiveness, takes initiative on field
 - b.** Work rate and level of effort
 - c.** Mental toughness
 - d.** Communication with teammates
 - e.** Reaction after losing a ball
 - f.** Reaction to instruction or coaching
 - g.** Dealing with losses or setbacks
- 5. Player Ratings**
- a.** 5 Point Rating
 - 1. This player shows exceptional technical skill and understanding of the game.
 - 2. Is able to consistently beat other players in a one on one situation and can hold the ball under pressure.
 - 3. Defend and attacks with equal ease.

4. Passes the ball with very high accuracy and understands positioning.
 5. Shoots with power and accuracy.
 6. Is an exceptional athlete and has great speed and/or stamina.
- b. 4 Point Rating**
1. This player demonstrates a high level of soccer skill but may not be as strong in one or more areas listed in the 5-Point Rating.
 2. This player has demonstrated very strong fundamentals and a good knowledge of the game.
 3. Shows strength both in possession of the ball and defending.
 4. Strong 1 v 1 player, exceptional team player.
 5. Is well suited for this level of play.
- c. 3 Point Rating**
1. This player is a good candidate for competitive soccer at this age level.
 2. They have demonstrated strong skills and (or) knowledge of the game, but still developing skills in particular areas.
 3. Can demonstrate their ability to compete with other players at this age and skill level and contribute.
- d. 2 Point Rating**
1. This player has demonstrated basic soccer skills but not exhibited enough strength in any of the areas of play. They have not yet developed the level of soccer skills needed for this level of competition and are not well suited for this level of play.
 2. However, they do possess an above average athletic ability and show the attitude necessary to advance in soccer and may be selected as a developmental player.
- e. 1 Point Rating**
1. This player does not exhibit the skill level or athletic ability necessary to compete at a select level of competition and is more suited towards recreational play.
 2. These players should be thanked for participating in the tryouts and be encouraged to participate again.