

## **Kent Youth Soccer Association Select Program Tryout Policies and Procedures**

### **Tryout Procedure Philosophy**

- Annually conduct advertised tryouts for all returning and new teams, thus allowing players an opportunity to compete for a position on a KYSA Select soccer team.
- All tryouts must be open, fair, transparent, and without bias, the goal being to form teams based on age and gender with players who have similar skills, athleticism, ability, determination and commitment for the expected competitive level of the team.
- Allow players and parents to have the opportunity to make informed decisions.
- KYSA starts with a clean slate each year, recognizing that players develop at different rates and the dedication and commitment to the game can change over time. Parents and players should expect a high level of roster turnover at younger ages as players develop.
- It is KYSA's goal to find a team for every player at every level of play.

### **Select Program Responsibilities**

- It is the intent that coaches are to be selected and approved by the Select Director and VP of Player Development no later than 60 days before the first tryout. The Select Director and VP of Development reserve the right to vary from this policy where necessary (e.g., coaches deciding to go elsewhere or join KYSA, more select level players than spaces on teams, etc). Membership is notified via the KYSA and Kent United websites.
- Conduct informational meetings with perspective parents that explain all options available in the KYSA continuum of soccer. Have coaches attend meetings to answer questions for parents regarding the time commitment and money expectations for their teams (two meetings should be scheduled at approximately 30 and 60 days before the first tryout is scheduled).
- The tryout schedule will be coordinated between the Select Director and appropriate groups within KYSA to ensure a cohesive try-out.
- Tryout schedule is posted to the website and sent to the coaches and evaluators at least 3 weeks prior to the first tryout.
- Tryouts will be publically advertised through appropriate websites, community newspapers, bulletin board, schools, road signs, direct mailings, etc.
- Post team information (coaches, contacts, team handout) and the evaluation criteria for each age via the KYSA and/or Kent United websites prior to the first tryout.
- Secure adequate field space for more than the expected number of players trying out.
- Provide at least two 1.5 hour tryout sessions for every age group.
- Host a pre-tryout meeting with coaching staff to discuss the tryout format, evaluation procedures and ensure all staff is familiar with the KYSA Select tryout policy.
- The Select Director, when necessary, will select a tryout coordinator who will run and/or coordinate tryout sessions for groups, other than his or her own.
- Provide a tryout template that will include age appropriate warm-ups, ball handling drills, small sided games, shooting exercises, goal keeper drills, etc.
- Provide a standardized team handout that presents information on, team budget, schedule, proposed tournaments, player expectations, coach bios and team philosophy. It will be distributed to coaches for use at tryouts and for web publication.
- Provide a standardized tryout evaluation form used by the evaluators to record and report results.
- Provide standardized notification to the coaches (e.g., offer, callback, and referral to alternative programs).
- Provide a parent/player handout to be distributed at tryout check-in that explains the tryout process and selection criteria and have a Select Program Representative (Select Director, VP of Development or proxy) present to answer questions.



- Provide proper registration materials (table, forms, pens and numbered jerseys) and staff for each tryout session.
- Ensure that all Select teams who wish to compete at a select level participate in the open tryout process; otherwise these players will be considered Recreational league players and assigned to Recreational teams.

### **Players Responsibilities**

- No player may participate in the Tryouts unless the Tryout Registration form is properly completed.
- Players must attend at least one tryout session and are encouraged to be at all for proper consideration. If a player is unable to attend any tryout dates, the designated tryout contacts must be notified prior to completion of tryouts for that age group.
- All players must wear socks that cover their shin guards and appropriate footwear.
- All players will be assigned a number that will identify them during the tryout process. This number should be worn at all times during tryouts.
- Players are required to wear clothing that does not identify them with any KYSA Select team or any other soccer team/program.

### **Coaches Responsibilities**

- Complete team handout providing the projected team budget, schedule, tournaments, player expectations, coach bios and team philosophy and make it available at least 30 days or by a specified date to the Select Director for posting on KYSA websites and for distribution at tryouts.
- Attend KYSA tryout meetings and adhere to all tryout policies written or discussed.
- Coordinate with the Select Director, or designated tryout coordinator, prior to tryouts to make adjustments, and discuss alterations to the standard tryout format. This must take place prior to the first day of tryouts. In cases where an agreement cannot be reached between the coach and the Select Director will make the final determination.
- Recruiting is NOT permitted. "Recruiting" is defined as "a Coach personally talking to a player or the player's parents and inviting the player to join the team without a tryout". Furthermore, this includes, but is not limited to statements that encourage a player to attend tryouts and refuse all other offers. Any Coach that violates this rule will be subject to discipline actions by KYSA.
- Assemble an evaluation team consisting of themselves, assistants and at least one additional neutral evaluator not assigned to the team and clears this list with the Select Director at least two weeks prior to tryouts.
- Ensure that all members of evaluation team look professional and are wearing clothing that distinguishes them as coaches and evaluators.
- Advise the "evaluation team" of the "roster requirements" (i.e., roster size, number of keepers, number of players at each position, etc.) of the team to be formed.
- Coaches and evaluators may NOT discuss player evaluation scores or team preferences with the player or any other player or parent during or after the tryout process.
- Notify players of offer bids within 48 hours after the second tryout session. If there is a good showing at the first tryout session, the coach can make offers at any time (the selection process should be clearly communicated to the Select Director so it can be relayed to the parents).
- In the case where multiple teams exist, it is the "A" team's responsibility to coordinate with all coaches throughout tryouts to ensure that every player has been contacted after tryouts and teams formed in a timely manner.
- Respect all parents/players decisions.

### **The Tryout and Team Selection Process**

- Players are registered and given a numbered jersey that they will wear for the entire tryout process. Parents are to be given the appropriate paperwork (team information handouts and general tryout procedures).
- The Select Director and coaches are introduced to the parents and players with a brief explanation of the process and evaluation criteria.



- Players are sent with the evaluators and the Select Director and the Head Coach should field any questions from the parents.
- Time at tryouts is precious, maximize the time that players are on the field playing soccer; given the limited field time, players should be evaluated at all times. Evaluators should watch and take notes constantly and coordinate so that between the evaluation team, every player is fairly evaluated.
- For each player observed, the evaluator provides a score and should strive to write a comment.
- Make sure that players get to play more than one position. Try to allow them to play in their preferred position.
- Evaluators provide a player ranking to the Head Coach who will take this ranking and use it as a guide to determine which players will be made offers, called back and/or dismissed.
- Using the player evaluations, the Head Coach will offer positions on the first team, followed by the Head Coach of second team, should one exist, offering positions to players, and so on until all teams have been filled.
- All player offers, callbacks and dismissals will be reported to the tryout registrar before the next tryout and at the conclusion of all tryouts.
- In the case where there are multiple teams, No offers should be given until the first team has completed their team selection or passed on players.
- Selections by the first team will be in a timely manner to give adequate time to the second and/or third teams and to give dismissed players ample opportunity to find another team.
- At the end of the tryout: The head coach should call together all the players and parents and thank the players for their efforts and the parents for bringing them and supporting them.
- The Select Director should then be explicit about what the parents/players should expect next: a letter, a call, etc.
- Explain what the organization of the players on the teams will be: We will have one "A" team, and one "B" team, etc.
- Provide notification to players and ask that all players keep their results to themselves.
- All players will be contacted by phone or email, with a verified receipt, at the conclusion of the tryout process.
- All players who are "cut" (previously played for the coach or team) must be contacted by phone or in person.
- Once teams have been formed, the Head Coach in conjunction with the Select Director and/or the VP of Development will determine the team's level of play. In the event that the team plays in a WYS (Washington Youth Soccer) State League, the level of play will be determined based on the team's CAP (Competitive Analysis Program) score.

### **Adding Players after Tryouts**

- If a Team Coach determines that it is necessary to add players after the completion of tryouts, the following procedure shall be followed:
- The Team Coach shall advise the Select Director of the reasons that he or she believes that players need to be added to the team. If they concur, then the coach shall use the following process:
  - If the player has been assigned to any other team in KYSA, the coach shall not approach the player without the approval of the current coach of the team to whom the player was assigned. Only if such approval is given and confirmed in writing, can the player be contacted. No contact with the parents shall be had over the objection of the coach of the team to whom the player was originally assigned. Prior to contacting the player's parents, the Select Director and the coaches involved must concur. If the player's parents agree to the change, then the player shall be consulted. The Select Director or VP of Development can make exceptions if it is the desire of the parents to pursue a new team.
  - The player(s) can attend up to three team practices or specially scheduled tryout sessions where the player is evaluated by the same criteria as in open tryouts.
  - All players will be notified with an offer or no-offer call or letter.

