



AMSA Team Selection and Player Evaluation Process

As an organization we are committed to providing a quality sports experience for our members. Part of this experience is having fair and balanced competition at Local League (LL) levels and fair player selection for Representative (Rep.) teams.

All teams within AMSA will be structured to have between 11 and 14 active players. This number allows a reasonable amount of playing time while also allowing the team to play in case of injury or absence.

When there are more than the required number of players for one team an evaluation is done to rank players through demonstration of skill and suitability for play at that level.

When there will be a Rep. team as well as at least one other team in an age level these evaluations are used as the primary criteria for Rep. team selection.

Evaluation Method

- Core softball skills are evaluated using pre-determined drills. Skills to be evaluated are:
 - Hitting
 - Throwing
 - Grounders
 - Fly balls
 - Agility
- Within each category the players will be scored on several points of emphasis.
- Drills are modelled after Softball Canada recommendations for evaluation.
- The drills will be designed and coordinated by the Director of Player Development.
- Drills will be modified as necessary to suit the level of play being evaluated.
- While competence at the basic skill being evaluated is important, so too is the ability of the player to accept direction and make adjustments. This is a skill in itself which will become part of the evaluation scores. Failure to follow directions can be expected to reflect in those scores.
- Players are expected to always give their best effort and follow directions at evaluations.

Evaluators

- Impartial evaluation is a key component to proper player placement. Whenever possible evaluators are experienced coaches who understand the skills being tested and can make appropriate judgements. AMSA will make an effort to have objective, outside evaluators at all sessions. The ability to do this depends on the support of volunteers.



Evaluation Scoring

- Evaluators should see each player several times through the drill and give a rating following these criteria
 - 1 = rarely executes skill correctly
 - 2 = sometimes executes skill correctly
 - 3 = often executes skill correctly
 - 4 = always executes skill correctly
- After each evaluation session the results for each station are recorded in a spreadsheet to track results. Player development personnel will review the results to look for any irregularities resulting either from errors in data input or biased evaluations. Any time a parent, family member or close relation is evaluating a player those results will be reviewed.
- For each drill all participating players are ranked based on their score. Their ranking compared to the rest of the field will give them a score for that skill. Total scores are averaged for each player across all skills to give a Player Evaluation Rating (PER). All skills have equal weighting.
- All players within an age group are then ranked based on their PER. This ranking is used as the primary basis for Rep. player selection as well as local league team selections.
- The resulting scores of evaluations will be provided on request by any player after the player selection is completed. Requests should be made to the Director of Player Development.

Pitcher and Catcher Evaluation

- Pitchers and catchers have not been previously evaluated by AMSA. With a relatively small number of players at these positions they are all known to the association. Beginning in the 2017 season a systematic process will be implemented to properly assess skills at U12 ages and above.
- **Pitching Skills for evaluation:**
 - Accuracy
 - Speed
 - Fielding Ability
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- **Catching Skills for evaluation:**
 - Receiving
 - Blocking
 - Throwing



Teams

- AMSA will attempt to place players at the most appropriate level of competition for their development and enjoyment of the game.
- Adjustments may be made during the season if it is found that skill level is not appropriate for the current level of play.
- Roster changes will not be made based solely on personal preference toward coaching staff. If there is an issue with coaching staff it should be addressed with the appropriate convenor. If it is then deemed necessary to make a change by the convenor then it may be done.
- AMSA spans 7 age groups. Level is determined by player age as of Jan. 1 of the playing year.

U6 - Learn to Play U8 - Trimate U10 - Mite or Atom	U12 - Squirt (B), Squirt/Lassie(G) U14 - Peewee	U16 - Bantam U18 - Midget
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- If enough players are available and wishing to play Rep. softball AMSA will submit one boys and one girls team for each level from U10 and up. If AMSA Player Development and the coach(es) at one level determine there are enough players ready to play at a competitive level a second team may be added. With our current numbers this will be a very rare occurrence. We are putting significant effort into developing our Local Leagues to provide a productive alternative to the Travel League.
- If not enough girls are available then they may play on the boys team subject to the same evaluation criteria as the boys. Girls may choose to try out for either the boys or girls team or both however they can only be rostered to one Travel Team. It is preferred that girls play on girls teams when available for the benefit of the program growing into the future.

Representative Team Selection

- Rep. teams will participate in a Travel league operating within a 1.5 hour distance of Ayr. The closest league currently is the South Oxford Softball League. Other options also include North Waterloo, Huron-Perth and Flamborough. Rep. teams can expect to have a minimum of 2 games and 1 practice per week throughout the season.
- Rep. teams will be selected based on demonstration of the required skills as well as an evaluation of suitability to compete at that level.
- The number of full roster players selected for the team will vary depending on the overall number of players within AMSA for that age group. It is necessary to have an appropriate number of players for each team to ensure fair playing time and competitive balance.
- Target Rep. team size is 12 players.
- If the average number of players per team within an age group is greater than 14 then another LL team will be formed. LL teams will then be created with a minimum of 11 players each and the remaining number of players will be allotted to the Rep. team as full roster players. To get the Rep. team up to 12 players some local league players will be invited to participate as affiliated players.





- Team selection will be done jointly by the head coach and the Director of Player Development following the guidelines below:
 - PER results are presented to the coach with the top 20 players ranked
 - Players who have registered for a Rep. team but were unable to make tryouts may be added to the list for consideration. These players must make it known ahead of time to the Director of Player Development to get consideration. Extenuating circumstances (family emergency) can also be a valid cause for consideration. A deserving player should always get consideration.
 - Full time roster spots are filled in order from the PER list although the coach may move players up or down by no more than 2 positions in ranking (ex. for 8 roster spots the coach must pick the top 6 but could choose either 7, 8, 9 or 10 to fill the last spots). Movement must be justified to the Director of Player Personnel based on skill, maturity level or other game/practice related reasons.
 - Any player moved out of a roster spot must be invited as an affiliated player
 - Absentee players not evaluated will be considered based on prior experience however they cannot displace any player who has earned a full time roster spot per criteria above.
 - If the absentee player is deemed to be worthy of a full time roster spot an additional roster spot may be added. The number of affiliated players will not change (full roster goes up to 15 players)
 - Affiliated player selections are again made from the PER list however the coach may now adjust rankings by no more than 3 positions (ex. player 14 could be moved up to 11 or down to 17). All changes must be justified to the Director of Player Development. Players already moved down in full time roster adjustments may not be moved again for affiliated player adjustments.

The purpose of coach adjustments is to allow some discretion on the rankings due to the small sample size in evaluation. Some things such as game awareness and determination may not show up in the evaluations. These things will be important to the team and the coaches can offer feedback in those areas. Personal reasons will not be considered valid unless it can be demonstrated that the selection of that player would be detrimental to the team as a whole.

- Coaches of Rep. teams are encouraged to invite affiliated players to make a total of 14 players.
- When 12 or more Rep. players will be present at a game there should be no affiliated players invited to that game.
- AP's shall be invited to all team practices and development sessions throughout the season. It is expected that they will be treated like any other member of the team for these events.



Local League Team Selection

- All players not committed to a Rep. team will be placed on a LL team.
- LL teams will participate in a league with Ayr, Paris and possibly other local communities with similar skill levels.
- Team selection will be made by the presiding convenor and Director of Player Development.
- Coaches will not have input on the team selection.
- Any concerns about the selections should be brought to the attention of the presiding convenor.
- The goal of team selection is to provide fair competition for all.
- The following elements will be considered in the forming of teams (in order of priority)
 1. Child of head coach
 2. Even distribution of pitching skill
 3. Even distribution of catcher skill
 4. Even distribution of overall evaluation scores
 5. Even distribution of gender
 6. Even distribution of registered assistant coaches
 7. Special requests for family/friend associations (this is done if it does not adversely affect the team selections). It is the policy of AMSA to try to accommodate such requests whenever possible however the integrity of competition will not be compromised to do so.

Our goal is always to give all participants a fun and exciting softball experience. The AMSA board of directors reserves the right to modify these guidelines when deemed in the best interest of the majority of players.