

**BROOKLYN PARK TRAVELING
Fast Pitch Softball (BPTFPS)
January 2012**

COACH & TEAM SELECTION POLICIES

- I. Travel team coaches and player selection process policy.
- II. Age level traveling teams.
 - A. This policy addresses the number of teams at the traveling level that the organization will sponsor at each age level.
 - B. This policy outlines the rules and regulations that will govern the requirements that must be met to sponsor additional traveling teams at any grade or age level.
 - C. This policy outlines the selection and removal process of coaches.
- III. The league will sponsor and support on an equitable basis one at least (1) "A" team at each of the following age levels for girls.
 - A. 10 U
 - B. 12 U
 - C. 14U
 - D. 16 U

Additional teams may be considered at the discretion of the Executive Board.

- IV. The league may sponsor and support "B" or "C" teams from any of the age levels listed in Article III under the following conditions. Any exceptions would be considered on an individual basis.
 - A. Formal approval must be made by the League Executive Board of Directors on behalf of the general league membership. Approval must be renewed before each season.
 - A.1. The Executive Board must agree there are enough players available for filling out an additional team(s).
 - A.2. The ability level is judged to be at a level such that these players could compete at or near traveling levels.
 - A.3. There is enough parent support, including available coaches.
 - A.4. Rights and privileges for both "A", "B" and "C" teams shall be equitable as to equipment, uniforms, league access, etc.
- V. Player Tryouts/Player Pools:
 - A. The evaluation committee will evaluate all candidates trying out for travel teams. The designated coaches (determine by BPTFPS's Coaching Selection process) will attend and help with the tryouts and the activities performed during tryouts.
 - B. The evaluation committee will select the top 18 candidates from the tryout pool. These 18 candidates will form the "A" team pool.
 - B.1. Pitcher and catcher evaluations will be separate from general evaluations. The top two (2) pitchers and top catcher will be added to the "A" pool (regardless of their general evaluation score.)
 - B.2. All candidates in this pool will be on the "A" or "B" team unless "challenged" by a coach (B.2.)

- B.3. The coach can challenge any candidate because of grounds, and eliminate the player from the team. This challenge must be approved by the Executive Board.
- C. The "A" coach will then select from the player pool a maximum of twelve (12) players for the "A" team.*
 - C.1. All players from the "A" team pool not selected for the "A" team will be placed on the "B" team with candidates to fill out "B" roster and then players ranked 19+, if enough will fill out the "C" team.
- D. The evaluation committee and the "A" team coach(s) will select the "B" player pool, which will consist of the next eighteen (18) best players available, which will include the players from the "A" team pool that are part of the "B" team roster.
 - D.1. Prior to completion of the "B" team selection, a "B" Team coach must be identified / selected.
 - D.2. The "A" team coach and the "B" team coach will then select a maximum of twelve (12) players to fill out the "B" team roster.*
 - D.3. "B" team candidates may be required to attend additional tryout sessions prior to final team selection.
- E. Any players dropping or not trying out for either travel team would automatically be placed on a "house" team or cut from the program. Players selected for "A" travel teams must play "A" or be placed on a "house" team or be cut from the program.
- F. The Executive Board will determine from recommendations if there are enough candidates for "B" or "C" teams at any level of play.
- G. All candidates are required to attend a tryout session to qualify for the team. Any exceptions must be approved by the Executive board.
- H. Each player must be contacted within seventy-two (72) hours from the end of the last tryout session, by direct communication from the head coach, as to their status, with instructions as to what to do.

*Exception: if a coach wants to increase the number of players on a team due to a tryout circumstance a request must have Executive Board approval.

VI. Coaches Selection Process:

- A. Application: Any person wishing to be considered for a coaching position must complete an application, take required training, and must agree to a criminal background check. **All** coaches, including returning coaches, must apply every year to be considered.
- B. "A" Team Coach Selection: The "A" team Head Coach will be selected through a two-phase process. The President will appoint an evaluation/selection committee that will interview all applicants for the Head Coach position. The selection committee will then recommend the candidate for the coaching position. The Executive Board will make the final selection.

One "A" team coach will be appointed at the lowest grade level and be expected to be Head Coach through the highest grade level that is sponsored by the league. BPTFPS expects that the selected Head Coach will be willing to commit to a full 4 years as Head Coach -- this is to maintain a core level or high level of continuity for the league at each grade / age level. However, each year, all Coaches will be subject to review and must re-apply for the Head Coach position for the following year. At the Board of Directors and / or its appointee's sole discretion, the appointment of Head Coach may be changed on a year to year basis. Complaints will be considered through the Complaint Process (VII. below).

- C. "B" and "C" Team Coach Selection: The "B" and "C" team coach will be selected through a two-phase process. The President will appoint an evaluation/selection committee that will

interview all applicants for the coach(s) position. The selection committee will then recommend the candidate(s) for the coaching position. The Executive Board will make the final selection.

At the end of each year, all "B" and "C" Teams are effectively disbanded and the player tryout pool for the subsequent year will encompass all registered players for each particular grade level.

Finally, since the "B" and "C" team is effectively disbanded at the end of each season, an individual's appointment as a "B" and "C" team coach shall in no way prejudice the player selection process in subsequent years. That is, the child(ren) of any "B" and "C" team coach shall have the same opportunity to make the "A" team as any other candidate. If a "B" and "C" team coaching vacancy occurs after the "A" team is selected, the Executive Board shall appoint a "B" team coach.

- D. All assistant coaching positions become vacant at the end of each season for all teams.
- E. All coaching candidates will be interviewed during the same time period.
- F. All Coaches will be allowed to pick their assistant coaches, with a limit of 2 assistant coaches and a manager. (A maximum of three (3) coaches are allowed in the dugout during games.)

VII. Complaint Process:

- A. The League recognizes the importance of having a process for members' complaints to be heard. At the same time, the League recognizes the importance of supporting its coaches in the many and varied decisions they are required to make.
- B. Member Survey. The Executive Board will develop and administer a survey of all League programs to gauge opinion regarding league operations, facilities, equipment, coaches, etc. The results will be summarized and used to assist in improving the League's product.
- C. Player/Parent Concerns. The League is open to all member questions. Any player/parent concerns should first be discussed with the coach. If the player/parent is not satisfied with the outcome, they should approach the BPTFPS Board. If a satisfactory outcome is still not reached, the player/parent may wish to file a formal complaint with the BPAA Executive Board.
- D. The President will review the Member Surveys and discuss constructively with each coach.
- E. Formal Complaints. All formal complaints must be submitted in writing to the attention of the President. The formal complaint will be reviewed by the President and communicated to the entire board. If the complaint involves the President, the Vice President will review the complaint. The President will temporarily appoint a replacement for any member of the Board who has a conflict of interest. The Board will act on all formal complaints referred to it by the President.

Final disposition of the complaint will be rendered by the general membership (who have voting privileges) if the coach against whom the complaint is filed so chooses, or with Executive Board Approval. To avoid a conflict of interest, all members involved in the matter are ineligible to vote. Any disciplinary action should be progressive, with removal of a coach only considered for the most serious or repeat offenders. Coaches will not be put in a position of defending judgmental decisions or choices.

VIII. Policy

All traveling teams, at all sponsored levels, must abide by League Policy. Any deviation from League Policy would void their membership in the league. Reinstatement must be recommended by the Executive Board and approved by the voting membership. The "B" program at each age level would have to be approved each year along with the guidelines spelled out in this document.

All players must provide birth certificates, picture ID to prove age. All parents and players must sign the commitment statements prior to the start of evaluations and tryouts. League equipment and uniforms can only be used for league-approved functions.

All equipment must be turned into the equipment manager within two (2) weeks of the end of the playing season complete and clean.

BROOKLYN PARK TRAVELING BASKETBALL LEAGUE, INC.

President: _____ **Date** _____

Vice President: _____ **Date** _____

Secretary: _____ **Date** _____

Treasurer: _____ **Date** _____

Director-at-Large: _____ **Date** _____