



## 2018-19 TRAVEL TRY-OUT SELECTION PROCEDURES

Travel Basketball Try-outs can be a stressful time for players and families, and many have questions regarding how the process works. The goal of this document is to outline the procedures and criteria by which the Masco Youth Basketball (MYB) Board chooses and assembles the Travel Teams, so that players + families can understand the steps in the process.

Please know that the Board spends dozens of hours, each and every year, debating the best way to select teams, and planning/executing the Try-out process. We understand and acknowledge that every potential Tryout strategy/process has its upsides as well as its downsides. **There are no perfect Try-outs.** For instance, a try-out process heavily weighted with past Coach experience/input, has the potential downside of a large degree of individual bias. Conversely, a try-out process with solely independent evaluators potentially wastes the huge resource of past-season in-game experience/performance. (And there are several other trade-offs to consider.) The MYB Board believes that the procedures/strategies described below comprise the best blend of minimizing selector bias, while also taking advantage of the knowledge bank from prior years' experience.

### Our Process:

1. **The Try-outs.** The Try-outs are held over two separate sessions for each age/gender group (two nights ensure players who have one "off" night have a chance to be "on" the 2<sup>nd</sup> night). There are multiple evaluators for each age/gender group. No evaluator is allowed to participate in an age/gender group if they have a child (or grandchild) participating in that Group. The Travel Director manages and runs the Try-out. At the end of the Try-out, the group of independent evaluators provides a recommendation for each player's team placement. That recommendation is highly valued/weighted, but it is not the only piece of information used when assembling teams.
2. **Prior Coach Evaluations.** At the end of each year, the Head Coach is asked to rank each player on the team, as well as provide a brief description of each player's strengths, weaknesses, commitment and attitude. Head Coaches are asked to provide specific detail regarding players that might a) try-out well but not perform well in game situations, or b) try-out poorly but are especially effective in game situations. The Travel and Program Directors then layer this feedback on-top of the Try-out placement recommendations. The prior coach

evaluations are not weighted as highly as the Try-out recommendations (except in cases where players are injured and cannot fully participate in try-outs), but they are still a significant driver of the final roster decisions. (Note: Prior IM Coach Evaluations are considered for 5<sup>th</sup> Graders, but they are weighted far less.)

3. Team Make-up. Finally, the Travel Director, Program Director, and New Head Coach ensure each team has a balanced roster. Each team needs a reasonable distribution of guards and forwards/centers. Teams need players that can dribble, some that can defend, some that can rebound, etc. This aspect plays an important but small part of the final roster selection, as only players “on the bubble” may be moved up or down to balance the final roster.

Please understand, again, that **no try-out process is perfect.** The MYB Board believes that by following the procedures and strategies outlined above, the MYB team selection process is reasonably fair and just.

Finally, an important note regarding selection of Head Coaches. The MYB Board asks that parents interested in being considered as a Head Coach identify themselves during the sign-up process. If you did not do that, and are interested in being considered as a Head Coach for your child’s team, please let the Travel Director know ASAP. All parents who express interest in being considered as a Head Coach get a phone interview by the Travel Director. The Travel Director presents his/her recommendations to the entire MYB Board, and the entire Board votes on the final selection. In most cases, Head Coaches are selected after Try-outs end, but before Rosters are finalized.

Head Coaches select either one or two Assistant Coaches.

Respectfully,

Joe Vella, Program Director

Matt O’Brien, Boys Travel Director

Jason Morris, Girls Travel Director

Jim Locke, Girls Travel Director

Brad Trull, Boys IM Director

Michael Williams, Girls IM Director

Mark Walker, Training Co-Director

Mark Teller, Training Co-Director

Steve Amyouny, Equipment Coordinator

Mike Theriault, Facilities Coordinator