

**BROOKLYN PARK TRAVELING  
Fast Pitch Softball (BPTFPS)  
January 2015**

**COACH & TEAM SELECTION POLICIES**

- I. Traveling team coaches and player selection process policy.
- II. Age level traveling teams (will be reviewed annually)
  - i) This policy addresses the number of teams at the traveling level that the organization will sponsor at each age level.
  - ii) 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.
  - iii) This policy outlines the selection and removal process of coaches.
  - iv) This policy outlines the process of player evaluation and criteria for forming teams.
- III. The league will sponsor and support teams at each of the levels listed below on an equitable basis. The league would prefer to have one at least (1) "A" team at each of the age levels. However, skill level will also play a factor ultimately in what levels all teams will play at.
  - i) 10 U
  - ii) 12 U
  - iii) 14 U + 1 Shock team if skill level allows
  - iv) 16 U or 1 Shock team if skill level allows

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. 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) The Executive Board must agree there are enough players available for filling out any additional team(s).
  - (b) The ability level is judged to be at a level such that these players could compete at or near traveling/club levels.
  - (c) There is enough parent support, including available coaches.
  - (d) 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 our traveling teams. The designated coaches (determine by BPTFPS's Coaching Selection process) will attend and help with the tryouts and the activities performed during tryouts. If BPTFPS has an outside group evaluate, the coaches need to be present but will not participate in the activities.
  - B. The evaluation committee will select the top 16 candidates from the tryout pool. These 16 candidates will form the "A" team pool. The top 7 girls will be *placed* on the "A" team with the remaining candidates considered "The Bubble".
    - (a) The "A" coach will only be shown the candidates pool that he will be allowed to choose from and in their numerical ranking, i.e. 1-18 or 1-21. If a pitcher and/or a catcher are

added to the pool, their actual rankings will be stated, i.e. if the top pitcher ranks at 29, she will be shown with a rank of 29.

- (b) 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.)
  - (c) The coach can challenge any candidate on any grounds, and eliminate the player from the team. This challenge must be approved by the Executive Board. The coach is allowed one challenge for any of the top seven (7) players and two (2) from the "Bubble" pool. However, if the coach challenges a player, the next player in rank will move up to fill the vacancy, the coach does not choose who fills the vacancy
- C. The "A" coach will then select from "The Bubble" pool enough to fill the remaining spots to for the "A" team. (Maximum 12 players)
  - D. Once the "A" team has been established, all remaining players will be pooled together and coaches will have a lottery to decide remaining "B" teams. At the coach's discretion, teams may choose to move down to "C" level, but not up to "A" level.
  - D. Teams cannot have more than two pitchers and one catcher rostered on their team. Unless, there are enough for each team to have a minimum of two designated pitchers and one designated catcher. If there are not enough pitchers and catchers, possible candidates will be tabled at that time.
  - E. Any players not trying out for either level would need to notify the Executive Board of their reasons why they could not make the tryouts and petitioned to be placed on a team. At the discretion of the Executive Board, the player will be placed on a team. If the player has in the past demonstrated the skills to make the "A" team, the player *can* be placed in the "A" pool, but not into the top 7.
  - F. 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.
- G. All coaching candidates will be interviewed during the same time period.
- H. 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 FASTPITCH LEAGUE, INC.**

**President:** \_\_\_\_\_ **Date** \_\_\_\_\_

**Vice President:** \_\_\_\_\_ **Date** \_\_\_\_\_

**Secretary:** \_\_\_\_\_ **Date** \_\_\_\_\_

**Treasurer:** \_\_\_\_\_ **Date** \_\_\_\_\_

**Director-at-Large:** \_\_\_\_\_ **Date** \_\_\_\_\_