



2017 Exhibit 04-
Skills
Assessment.docx

HERSHEY LITTLE LEAGUE POLICY & PROCEDURES – *Skills Evaluations & Player Drafts*

Last Rev. Date: 2/6/17 Revision #1

Origination Date: 12/31/13

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1.0 Purpose

This Exhibit provides a Standard Operating Procedure (SOP) and process instructional guidance for conducting player skill evaluations and drafts. The purpose of the tryout-skill evaluation is to allow the coaches to assess player skills.

2.0 Scope

Skill Assessments provide the information the coaches need to perform an objective draft in support of league parity. HLL re-drafts teams each year and players are not assigned to teams for multiple years.

Tryouts and drafts are performed at the following levels:

- Minors
- Majors
- Teeners
- Suburban
- Sr Teeners (only if more than 1 team)
- Legion

Senior Teeners typically does not have a tryout or draft. Players that elect not to tryout for Suburban or Legion or are not selected by those teams are, by default, on the Senior Teeners team. If there are enough players for multiple Senior Teener teams, then a tryout and draft will be held to produce parity (there will not be a select Sr Teener team).

3.0 Responsibilities

The HLL Baseball Operations Committee is responsible for the overall schedule, assessment framework and facility management.

The Commissioners are responsible for organizational management and implementation of the skill evaluations and Drafts. Commissioners will distribute and review this Exhibit with the Division Coaches and direct them to the copy posted on the HLL website prior each season.

4.0 Forms Used

4.1 Form 1

4.2 Form 2

5.0 Procedure

5.1 **Schedule** - Select assessment dates, facility location and publish on the webpage based on the following:

- Minors and Majors:
 - Schedule within the first two weeks of March
- Teeners
 - Teener A, B and C shall be schedule no later than Third Saturday in April
- Legion
 - Legion shall be scheduled no later than Fourth Saturday in April.



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- Skill Evaluation Day – below are recommendations for the Skill Evaluation process** Meet with coaches prior to evaluation and explain process. Handout “Evaluation Rating Sheet” to each coach.
- Have each player labeled with number (same as number on evaluation sheet)
- Have the players throw and take a lap to warm-up
- Explain evaluation process to the players.
- Line players up and ask them the following questions:
 - Who routinely pitched last year?
 - Who routinely caught last year?
 - Who is registered for another sport this season?
 - Who will play that sport first INSTEAD of baseball?
 - Who was an all-star last year?
 - Who is playing travel baseball?
- Evaluation:
 - In-fielding and Throwing
 - Place players between 3rd and shortstop
 - Hit 3 grounders and have them throw to a coach/older player at first.
 - Rotate through all players
 - Out-fielding and Throwing
 - Place players in right center
 - Hit 3 fly balls and have them throw to third hitting a cutoff.
 - Rotate through all players
 - Hitting:
 - Place all players in Cage/Field (keeping 3 or 4 ready to hit)
 - Pitch 5-8 pitches to each player
- Player drafts will commence within 5 days from Assessments.

5.2 Draft

The Division Commissioner shall run the draft.

5.2.1 Prior to Draft Night

- Schedule a meeting room
- Hold the draft within 5 days of the tryout
- Commissioner should monitor tryouts, solicit input from the coaches, then slot the coaches sons/daughters prior to draft night based on their judgement. All coaches should be notified of the slotted positions prior to draft night.
- How many Coaches can be together for draft night?
 - No more than 2 coaches (avoids stacking teams)
 - No exceptions to this rule unless it clearly does not stack a team and then only with approval from the Vice President of Baseball Operations.



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5.3 Draft Night:

- The following individuals shall attend the draft:
 - Commissioner
 - At least one other person on the Board
 - Coaches
- Handout the attached Draft Sheets to all coaches
- Slot the coach's children and write them on the draft sheets
- Make known any parent requests.
 - Honor any "don't place my child with that coach or player" requests. Prior to assessments, parents may request that their child not play for a certain coach for extreme and unusual circumstances. The request should be submitted to the commissioner and state the reason for consideration by the Baseball Operations committee. If it is determined that the request is for personal preference, convenience, or competitive reasons, the committee should not honor the request. After the assessments have occurred, no parent requests will be considered.
 - If a parent requests a specific coach/team, make that known; however, that player should only be placed on a team if coaches generally agree that it will not stack the team and should only be considered in extreme circumstances.
- If a team(s) has coaches whose players are two top draft picks, those teams shall be assigned the highest number team (Team 8, 9, or 10).
- Assign weakest teams the lowest team number (1,, 2, 3, etc). If many are equal then draw team numbers from a hat.
- Order of the draft shall be team 1 though team 10.
- If a team has a coach's player slotted in a round, then they do not pick in the round.
- If a team selects a player that has a sibling in the draft, the other sibling shall be slotted by consensus and the team does not pick in the round where the sibling is slotted.
- Draft order proceeds by team number (1 first and 10 last):
 - If a team has a player slotted in a round, then they do not pick
 - Once a team is "on the clock" they have 3 mins to select a player.
 - The last team selecting at the END of the round gets 2 picks and the draft wraps backward. For example:
1-> 2-> 3->4->5 -> 5->4->3->2->1 -> 1->2....
- The above is a general guide. To ensure parity, at the end of each round the Commissioner and Coaches will assess parity and modify the order of the next round as needed.

Commissioners shall retain a copy of the Player Assessments and Draft documents.

5.4 After Draft Night:

- Commissioners and IT leader will load Team Rosters to the Website
- Coaches will contact each player to inform him or her of their team assignment.
- Coaches prior to the first practice OR at the first practices, Coaches shall have a parents meeting to communicate expectations and Parent Code of Conduct.

All HLL assessment and draft information in considered CONFIDENTIAL and the sole property of HLL.



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6.0 References

Little League International®

Hershey Little League Constitution


7.0 Related Procedures

8.0 Records

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9.0 Approval and Revision History

1 WRITTEN BY:

	2/26/17	_____	_____
Signature	Date	Signature	Date
Title HLL President		Title	

2 APPROVED BY:

This document should be reviewed upon completion of the initial draft by competent HLL Board Executive Members.

HLL MANAGEMENT:

HLL Board Representatives:

	2/26/17		2/26/17
Signature	Date	Signature	Date
Title		Title	

Management signature signifies that the plan has been approved by the Hershey Little League Board of Directors and Management. Signature means that management has accepted responsibility for content and will ensure necessary resources are available to allow staff to comply with the plan.



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Revision History

Revision No.	Description of Change	Page #	Date
1	Original issue		2009
2	Updated & Reformatted		
3			