



## Carlsbad Youth Baseball 2025 All Star Selection Process

### Purpose

The purpose of this document is to define the process that CYB shall use for the selection of All Star Managers, Coaches and Players.

### Objectives

In defining the process to be used for All Star Selection, The Board of Directors has identified the following high level objectives for the All Star process:

- 1) To provide recognition for those coaches and players who have clearly demonstrated a high level of skill, performance, effort and sportsmanship during the recreational season.
- 2) To form Teams that will be excellent representatives of CYB and the city of Carlsbad, in terms of competitive success, behavior, and sportsmanship.
- 3) To ensure that the Code of Conduct is modeled in all aspects of the All Star process, including selection events as well as communications with players and parents.

### Responsibilities

The *Player and Coach Agent* shall ensure that this document is relevant and current, and shall serve as Chairman of the *All Star Committee*. The *All Star Committee* shall be responsible for overseeing the execution of the process. The *All Star Committee* shall consist of the Player and Coach Agent, Division Commissioner and Executive board member(s). The Player and Coach Agent may choose to include additional members to the selection committee as deemed necessary such as: Chief Umpire of the league, senior level coaches within the community, individuals with professional level coaching experience, previous All Star Managers, etc.

### Number of Teams

The number of All Star Teams to be formed per Division shall be determined based on the number of registered players in accordance with the following guidelines:

#### Number of Registered Players in Division Number of All Star Teams

61 or less	1 team
62-123	2 teams
124-184	3 teams
185 or more	4 teams

The number of teams presented in the above table is considered to be a default value. The Executive Board, in consultation with the Division Commissioners, can vote to over-ride the default values presented above.

### The Overall Team Formation Process and Steps

Placement of Players and Managers onto Teams shall consist of 4 steps: 1) Player Nomination, 2) Manager Nomination and Selection, 3) Player Workout, and 4) Team Formation. Each of these steps is discussed in detail below.



## Carlsbad Youth Baseball 2025 All Star Selection Process

### Player Nomination

- 1) The Division Commissioner shall ask all Division Managers for All Star Player Nominations and to submit players using a provided “grading tool” which will be reviewed and used to invite nominated players to a midseason assessment workout(s). All players submitted into the “grading tool” will also be required to have completed a Parent Acknowledgement form.
- 2) **Target Date for Completion:** By Sunday of the 4<sup>th</sup> week of the regular game season, managers and All-Star Selection Committee will notify nominees and the league of the mid-season assessment/workout date for planning purposes.
  - a. Division Managers shall generate and submit to the Division Commissioner a set of player nominations from their Team. In generating nominations, Managers must consider the following guidelines: 4 total players (2 per age group) with a 5<sup>th</sup> exception on Player Agent Approval. \*Shetland will nominate 4 per team with exception up to 6 on Player Agent approval.
    - i. **Note:** Nomination does not ensure placement on any All-Star Team
    - ii. **Note:** In determining nominations, Managers **should give players “benefit of the doubt.”** In other words, don’t de-value or exclude potential candidates. Only nominated players are eligible for All Star selection. Also, different Managers may evaluate players differently; however, ideal attributes of an All-Star caliber player include:
      1. Generally considered to be in the top 25 percent of the players in the league.
      2. Routinely exhibits characteristics of a good team player;
      3. Puts team success ahead of individual success (teamwork);
      4. Competes with honor and respect to the game and to his/her fellow players (***SPORTSMANSHIP!***); and
      5. Works hard to improve abilities and to help the team’s success.
    - iii. **Note:** Managers must provide a Parent Acknowledgement form to the parents of all players that they wish to nominate. Parents must accept the nomination and be able to participate in the practice/tournament dates on behalf of their child by signing and returning the form to the Team Manager. Only players with signed Parent Acknowledgement forms are eligible for nomination.
    - iv. **Note:** Managers must inform parents that All Star nomination does not ensure selection to a Team. In doing so, Managers should convey to the parents that they are making the nomination in good faith, but that there are a lot of good players and that the league will use the fairest possible method to select the Teams. Managers may also communicate that Team rosters will be posted on the website as soon as the Team formation process has been completed.
    - v. **Note:** As a part of the nomination process, Managers must also inform parents of the schedule for the All Star Player Workouts, as well as available information regarding All Star tournaments which will be targeted as “important and key pre-All Star tournaments) which will require their attendance. **Target Date for Nomination Completion:** By Sunday of the 4<sup>th</sup> week of the regular game season



## Carlsbad Youth Baseball 2025 All Star Selection Process

### Manager Nomination

Selection of Team Managers is recognized as a critical component of the All Star process, because the Managers will play key roles in Team formation, competitive success, and representation of the league at All Star Events.

All Manager Candidates **MUST have an application on file** with the league for the active season, and this application **must be approved at the Manager level**. (Note: this does not preclude the selection of Managers who are not active Managers in the season's recreational league play). Managers shall be selected by the Allstar committee (made up by representatives listed above). The initial step in this selection is a nomination process, details of which are as follows:

- 1) The Division Commissioner shall ask all Division Managers for All Star Manager Nominations. (Notes: Manager may nominate themselves or other Managers/coaches as candidates. Manager Candidates from outside the pool of active league Managers/coaches may also apply at this point). **Target Date for Completion:** By the first week of practices applications will be sent to all coaches and submissions will end/close by the end of first week of regular season games
- 2) Manager candidates shall submit their completed applications to the Division Commissioner. **Target Date for Completion:** By the first week of practices applications will be sent to all coaches and submissions will end/close by the end of first week of regular season games. The All Star committee shall rule on all Manager Nominations. **Target Date for Completion:** Week after mid-season assessments, 6<sup>th</sup> week of the season (mid-season assessment target – 5<sup>th</sup> week (Sunday).
- 3) Manager selection shall be made the week following mid-season Allstar nominee assessment/workout. Allstar committee shall convene this week to determine manager of “A” team.
- 4) If any division is to form a second or third (“B” or “C” team) for a given All Star season, the “B” and “C” team manager will be determined after the “A” team is manager is selected.
  - i. Note: Timing and determination for “B”/”C” team manager and “B”/”C” team formation (player selection) may have small variances between divisions based on “A” team manager selection and “A” team formation.

### Player Workouts

Player workouts shall be held as a method to provide all prospective All-Star Managers with a venue in which to increase familiarity with and do basic skills assessment of nominated players. Workout sessions shall be held in Pinto, Mustang, and (optionally) Bronco and Pony Divisions. In the Bronco and Pony Divisions, the decision of whether to hold a workout shall be made by the All-Star Committee and only with a unanimous vote.

- **Note:** Workouts are left as optional in the upper Divisions because the level of experience of Managers is typically much higher, and familiarity with the players is much better than in the lower Divisions.
- **Note:** In Divisions in which player workouts are conducted, player attendance at workout sessions shall be recommended, but not mandatory (i.e. his/her absence from player workouts does not affect his/her eligibility).
- **Note:** The workout session is a great opportunity to recognize and reward ALL nominated players.
- **Note:** Prospective All-Star Managers will be encouraged to capture and collect player assessment



## Carlsbad Youth Baseball 2025 All Star Selection Process

notes from player workout and shall serve as an additional data point for player selection in addition to observing during practice and live games.

- Commissioners and Managers are encouraged to develop a recognition plan (e.g. certificates or other) that will convey a clear congratulatory message to all nominated players.

The detailed process for the player workout is as follows:

- 1) The Player and Coach Agent shall establish a date for All Star Player workouts and shall place this date on the league calendar. **Target Date for Completion:** 1st week of February
- 2) The **Player and Coach Agent** shall reserve field times for workout sessions in all Divisions **Target Date for Completion:** 1st week of February
- 3) Division Commissioners shall notify Managers and Coaches of the All Star Workout Date **Target Date for Completion:** 1st week of March 4) Bronco and Pony Division Managers shall vote to determine whether workouts shall be held **Target Date for Completion**
- 4) Division Commissioners (or Player Agent) shall coordinate All Star workout plans/schedule with the All-Star Committee. **Target Date for Completion:** 1<sup>st</sup> week March
- 5) Managers shall distribute workout group schedules to players **Target Date for Completion:** 5th week of April (Player Agent and Managers shall distribute work-out schedule(s) week prior to work-out)

### Team Formation

A meeting shall be held in each Division for the purpose of placement of Players and Managers onto Team rosters for all Division All Star Teams.

- 1) **A Team Player Roster Selection (Upper Divisions and Pinto)**
  - a. Players shall be placed onto Teams using a selection process in partnership with all members of the All-Star Committee and as reviewed during the selection “interview” process, the reviewed list of “top 15” players from the player assessment/workout will be used as a guide and foundation for player selection. (**Note:** In establishing this process, the league is asking that all Managers consider the objectives of the All-Star process as well as all of the candidates’ qualifications in making their selections, and to do so without bias).
  - b. Guidance and input will be provided to Managers and the spirit of the collaboration and partnership between Managers and All-Star Committee is to support the overall objectives of the league and proper Team Formation.
  - c. An eligible player is defined as one who played in at least half the games he was eligible to participate, played the recreational season in the division he was nominated, not older than division level and resides within the eligible CYB Boundaries. Commitment to All Star tournaments over club team tournaments is a critical component and will be a factor in player eligibility/selection
  - d. Participation in “important and key” pre-All-Star tournaments is also a critical component and will be considered as a factor in player eligibility/selection.
  - e. Note: Pony Tournament rules specify a roster size of between 12 and 15 players. Finding playing time for additional players in a competitive tournament can be very challenging and often a frustrating situation for players and parents. Therefore, it is recommended to carry more than 12 players only when deemed necessary for availability reasons (e.g. a player will be unavailable for a 1st round tourney, but available for a 2nd round). The



## Carlsbad Youth Baseball 2025 All Star Selection Process

Player and Coach Agent reserves the right to refuse a Manager from selecting more than 12 players for their team if there is not good enough reason to carry more players.

- 2) **B Team Player Roster Selection – (Upper Divisions and Pinto)**
  - a. Similar to A Team player roster selection, players shall be placed onto Teams using a selection process in partnership with all members of the All-Star Committee including Manager from A Team and as reviewed during the selection “interview” process the reviewed list of “top 15” players from the player assessment/workout will be used as a guide and foundation for player selection. (Note: In establishing this process, the league is asking that all Managers consider the objectives of the All-Star process as well as all of the candidates’ qualifications in making their selections, and to do so without bias).
  - b. Guidance and input will be provided to Managers and the spirit of the collaboration and partnership between Managers and All-Star Committee is to support the overall objectives of the league and purity of Team Formation. All Star Committee will also provide notes and information from assessment/workout to ensure B Team player selection also supports the objectives and proper Team Formation.
  - c. If a player has documented conflicts and those conflicts are cited in the Parent Acknowledgment that they are unable to attend or provide full commitment to Pre-All Star tournaments and official Pony Tournament, the All Star Committee will review and determine if individual player is able to become member of B Team prior to B Team Player Selection.
- 3) **C Team Player Roster Selection – Pinto Division.** For the Pinto Division, if a C team will be formed, similar steps will be taken to mirror the B Team player roster selection.
- 4) **Final Roster Adjustments.** After the conclusion of the All-Star player selection meeting, All Star Managers shall have the opportunity to confirm player availability (per the Parent Acknowledgement Forms) and to make required roster changes as a result of a change in the player’s unavailability. Details are as follows:

Note: Roster changes MUST be accompanied by written rationale including documentation from the parent describing the player’s availability or other unique situation and are subject to the approval of the All Star Committee Chairman. **Target Date for Completion:** 2-3 weeks prior to conclusion of regular season

**Shetland Division:** Due to the nature of team formation in the Shetland division for regular season play (i.e. no regular season draft and a best efforts approach to buddy requests), the nomination of players for Allstars is expanded. (regular season managers shall nominate up to 4 with an expanded up to 6 per team at player agent discretion. Managers are to comply with best efforts to nominate players that are top 25% playing ability in the division). Team formation will be a collaboration between the AS Team Manager, Player Agent and AS committee, including Division Commissioner.

### **Coach and Business Manager Selections**

After completion of the final player rosters, Team Managers shall have a period of 1 week to select an Assistant Coach and Business Manager. Managers shall notify the All Star Committee of their selections in writing. **Target Date for Completion:** 1 week after receipt of final player roster from the All Star Committee Chairman.

- i. Note: All Assistant Coaches MUST have a coach’s application on file with the league for the active season, and this application must be approved at the coach level. (Note: this does not preclude the selection of individuals who are not active Managers in the season’s recreational league play).



## Carlsbad Youth Baseball 2025 All Star Selection Process

### All Star Committee Chairman’s Discretion

In the event of ambiguity, unforeseen circumstances, or disputes, the All Star Committee Chairman shall have the discretion and authority to implement any procedures that are necessary to carry out the spirit of this document.

NOTE: To serve as a template and general “flow” of the entire process, below is the 2025 framework and dates that each portion of the process will take place. School spring break(s) and yearly calendar fluctuations will occur and therefore this should serve as guidance and not an absolute timeline. The sequencing is important and should not deviate.

Feb							
S	M	T	W	Th	F	S	
						1	1st - First Practices Begin
2	3	4	5	6	7	8	8th - send commissioners the manager applications and post updated AS rules/process onto website along with the player assessment date of March 30th
9	10	11	12	13	14	15	
16	17	18	19	20	21	22	
23	24	25	26	27	28		
March							
S	M	T	W	Th	F	S	
						1	1st - First Games Begin
2	3	4	5	6	7	8	8th - all manager applications must be submitted (due first week of games)
9	10	11	12	13	14	15	Conduct manager interviews during weeks leading up to assessment/workout
16	17	18	19	20	21	22	
23	24	25	26	27	28	29	23rd - Player Nominations due with signed Parent Acknowledgement Form
30	31						30th - Player Assessment/Workout (all nominated players) 31st - "A" Head Managers Announced
April							
S	M	T	W	Th	F	S	
		1	2	3	4	5	1st - "A" team formed and "B" team coach selected and "B" team formed
6	7	8	9	10	11	12	7th - All selected players are notified (during week of Spring Break)
13	14	15	16	17	18	19	14th & 15th Uniform Fittings ---- 19th uniforms ordered
20	21	22	23	24	25	26	26th - Final Regular Season Games
27	28	29	30				