

AYSO Region 678 Evaluation and Draft Procedures

Competitive Program – REVISED JULY, 2009

To ensure a high level of transparency regarding how the drafts in competitive divisions will be run this season, the following guidelines apply to team formations in competitive divisions.

The logic behind these guidelines is the following:

- Teams cannot be truly balanced unless a valid rating system is implemented to determine a skill “rating” for each and every child in the division,
 - Region 678 physically evaluates every single child in each competitive division that DID NOT participate in Region 678 the previous fall season.
 - Region 678 will eliminate moving of players post-draft except where deemed essential.
 - Coaches will be placed on teams DURING the team formation/draft.
 - Coaches will receive the team in which their child is on.
 - Coaches will not be selecting team numbers, thus eliminating the need to move players from team to team to team and ruin the balance of the teams.
- In order to prevent the perception of “indiscretion” or “stacking,” the following has been implemented:
 - All players of the same skill rating are then sorted alphabetically (i.e. – if three players are all rated “50,” they will then sort alphabetically).
 - Every coach is strongly encouraged to attend and assist the New Player Evaluations.
 - Every coach is strongly encouraged to attend the Pre-Draft Meeting to validate the rankings of players, from the strongest to the least skilled.

Player Evaluations:

U10/U12/U14 Divisions:

- 1) With the assistance of the Draft/Player Evaluation Coordinator, Division Coordinators should make every reasonable effort to attain an evaluation rating for ANY AND ALL players. For returning players, those ratings should come from the prior season’s coach’s ratings. For new players, the rating will come by the player attending a scheduled evaluation session with coach evaluators
 - A) In the event that a player is unable to attend scheduled dates, efforts should be made to evaluate the player on a weekday.
 - B) In the unlikely event that this cannot be accommodated, a conversation must be had with a parent regarding the athletic ability and experience of the player.

Evaluation Breakdown and Sorting:

- 1) Once ratings have been placed on the players, the ratings data is input into the data base and compiled into a spreadsheet.
- 2) The players are then sorted in order of the following criteria:
 - a. Olders (second year age group in the division) –
 - i. Highest rated player at top, lowest rated player at bottom,
 - ii. Those with the same rating are sorted alphabetically.
 - b. Youngers (first year age group in the division) –
 - i. Highest rated player at top, lowest rated player at bottom,
 - ii. Those with the same rating are sorted alphabetically.

Coaches' Pre-Draft Meeting:

- 1) Prior to the teams being formed via serpentine draft (or the Open Draft), every coach in the division shall be encouraged to attend a Pre-Draft Meeting. This meeting will focus entirely on evaluating the ratings of the entire pool of players, both returning and new.
 - a. Additional input on Draft or Team Formation night that is pertinent, shall be taken into consideration, but not along the lines of modifying player ratings.
- 2) Players shall be listed by older (2nd year in division) or younger (1st year in division), with ratings, in "Sort" order.
- 3) When the general consensus of the coaches is to modify a rating, the Division Coordinator shall maintain the records for input into the database.
- 4) At the conclusion of the meeting, all written records of ratings must be returned directly to the Division Coordinator.
 - a. As this is sensitive information, please do your part to ensure that this information is held in strict confidence.
- 5) Any changes in ratings will be input into the system for team formation.

Blind Draft Process – U10/U12/U14 divisions (U14 by coaches vote):

The process for the blind draft assumes the following criterion is in place in electronic formation. The Region recommends that divisions utilize the eayso Team Builder functions for all competitive teams that require a blind draft. However, the principles and guidelines for an electronic draft utilizing an Excel spreadsheet or equivalent document still apply.

- All head coaches are identified (i.e.-there is an equal number of coaches for teams),
- All players have been assigned a skill rating,
- Players are sorted by age and skill rating (Highest to lowest rating for olders, then youngers),

- Coaches in the division are identified by a colored cell.
- Siblings are identified by matching colored cells
- Special circumstances are identified by colored cells and comments.
- There are team numbers positions, corresponding to the total number of teams in the division. Coaches will be assigned to a position at the time their child is assigned to a team.

Older Players in the Division:

- Working from top to bottom on an Excel document, the highest rated player and the lowest rated player are placed onto team #1 at the far left. The second highest rated player and the second lowest rated player are placed onto team #2. The third highest rated player and the third lowest rated are placed onto team #3.
- This pattern is continued until all teams have their first two players.
- This completes “Round 1.”
- “Round 2” starts in reverse order from where the first two rounds ended – from the top and bottom -- with the last team (highest number) first and proceeds until team #1 have their third and fourth players .
- “Round 3” starts with team #1 and proceeds as indicated above, until the team with the highest number has third fifth and sixth players.
 - i. This is the basis for the “Serpentine Draft,” as the players are placed in a serpentine fashion.
 - ii. Being that the draft is serpentine in nature, typically the last coach to select in the odd numbered rounds for the Olders shall be the first coach to select in the even numbered rounds, and vice versa for the Youngers.
- When the end of a round is complete and there are not enough players remaining to complete another round, the remaining players will not be placed on a team until the end of the draft.

It is imperative that only one head coach be placed on any particular team. To this end, following is the process for achieving this:

- 1) As the draft evolves, the first coach that goes onto a team remains on that team. All other coaches that may (by means of the serpentine nature) fall on that same particular team will be “de-serpentine” so that every team has a coach.
 - A) When this situation presents itself, the formation process is temporarily suspended until the coach (thus, the player of the coach) is placed onto a team,
 - i) In keeping with the direction the draft was currently moving in that particular round, the coach (and second player) will be placed on the NEXT AVAILABLE TEAM THAT HAS NO COACH. This may be the next team in order, or possibly a few teams down the line if coaches are assigned to the teams that follow.
 - ii) Once accomplished, the team formation process resumes with the next set of players going to the team when the formation process was suspended (from 1A).

- iii) The formation process continues, keeping in mind that when the team that jumped the sequential order is “skipped” if necessary as the draft continues so that team does not receive an additional player in a given round or has too many players placed onto that team.

Younger Players in a division:

The same process that was taken for the older players takes place for the younger, WITH THE EXCEPTION that the formation process is handled in reverse order. Instead of the highest and lowest rated players being added to team #1, they will be added to the team with the highest number and the serpentine format moves toward the team with the lowest number (thus, team #1 has the highest rated “older” player, while the team with the highest number has the highest rated “younger” player).

Undistributed Players:

Unless there were exactly enough players to finish an entire round of older players AND younger players, there will be a small stack of players left to be distributed. Other than coaches that may in this stack, these players WILL NOT be placed on a team until such a time as the special circumstances players are taken care of.

If a coach remains in the “undistributed” players, follow the following process to assure that every team has a coach.

- 1) Locate the team (or teams) that are missing a coach,
- 2) Identify a player on the team that can be “traded” for the coach based on the following criteria:
 - A) If the coaches’ son/daughter is an older player, you must ONLY trade for an older player. Likewise, if the coaches’ son/daughter is a younger player, you must ONLY trade for a younger player.
 - B) The trade should only be made for a “like” player. Identify the player in the correct playing year (older or younger) that is rated closest to the rating of the coaches’ player.
- 3) Place the coach on the team, and remove the “traded” player from the team and place in with the undistributed players.

Special Circumstances:

Upon occasion, special circumstances will need to be dealt with prior to the finalization of the teams. Included in these, are:

- Siblings that must be placed on the same team,
- Assistant Coaches (only when approved by Region Administration),

- In the event that a division has more coaches available than teams, certain measures may be taken to “allow” coaches to work together on a team, PROVIDED that the two players involved DO NOT upset the “balance” of the team.
 - Should it be deemed that the team would be “out of balance” if the players are together, those particular coaches will not be placed on the same team.
 - A statistical average of team ratings may be used to aid in identifying balance discrepancies.
- 1) Should a player need to be moved to another team for special circumstances, the following guidelines MUST be firmly adhered to:
 - A) The teams involved are identified,
 - B) The teams are evaluated by the Team Formation Coordinator AND the Division Coordinator,
 - C) A proper “trade” is searched for and identified,
 - i) All scenarios must be looked at with players possibly going both directions. Older player of like rating for older player of like rating, or younger player of like rating for younger player of like rating.
 - ii) It is imperative that when this process takes place, the team that is losing a player MUST NOT BE WEAKENED. Should we need to deal with special circumstances, the identified player should be the player with a rating equal to or HIGHER than the player he/she will be replacing.

Undistributed Players and Team Finalization:

In order to distribute the Undistributed Players, a simple process is followed.

- 1) The ratings for each team are summed,
- 2) The undistributed players are sorted by player rating only, regardless of age,
- 3) The team with the lowest total rating receives the players with the highest rating available, regardless of age. The team with the second lowest total rating receives the player with the second highest rating available, regardless of age. This process continues until all players have been distributed.

Each coaches’ team IS the team in which his/her son/daughter is on.

Open Draft Process (U14, U16, and U19 divisions)

The process for the open draft assumes the following:

- All head coaches are identified (i.e.-there is an equal number of coaches for teams),
- All players have been assigned a skill rating,
- Players are sorted by age and skill rating (1 through 80),
- Siblings have been identified so that each set will be drafted to the same team,

- Approved Assistant Coaches are identified so that each child will be drafted to the same team
- Special circumstances are identified so that each can be accommodated through the draft.

Pre-Draft Meeting:

1. Prior to the teams being formed (or the Open Draft), every coach in the division shall be encouraged to attend a Pre-Draft Meeting. This meeting will focus entirely on evaluating the ratings of the entire pool of players, both returning and new,
 - A. Particular attention should be paid to the positions and commitments outside of AYSO soccer,
2. Additional input on Draft or Team Formation night that is pertinent (such as players dropping, injuries, or club commitments), shall be taken into consideration, but not along the lines of modifying player ratings.
3. Players shall be listed by older or younger, with ratings, in “Sort” order.
4. When the general consensus of the coaches is to modify a rating, the Division Coordinator shall maintain the records for input into the database.
5. At the conclusion of the meeting, all written records of ratings must be returned directly to the Division Coordinator.
6. As this is sensitive information, please do your part to ensure that this information is held in strict confidence.
7. Any changes in ratings will be input into the system for the draft.

Draft Order Determination:

At the Pre-Draft Meeting, each coach shall randomly select a “Draft Position Chip” which will indicate his/her draft position when drafting “olders” in the division. When drafting the “youngers” in the division, the order will invert (with #10 selecting first, and #1 selecting last).

U14/16/19 Draft Procedure (and U16/19 by coaches vote):

- Older players in the division shall be drafted first. Younger players in the division shall be drafted last. Draft position #1 selects first in the first round of the older players. Draft position #10 (or the highest number) shall select first in the first round of the younger players.
- Players will be “on the board” (or written document or a chart), so that NO LESS THAN 1.25 or highest equivalent of the numbers of players in a given round (i.e. how many teams we are forming) are available at any given time.
- The coach in draft position #1 selects a player from available players,
- As one player comes “off the board” the next available player is put “on the board” and is available for draft,
- The selection continues until every coach has selected a first round player,

- Being that the draft is serpentine in nature, the last coach to select in the odd numbered rounds for the Olders shall be the first coach to select in the even numbered rounds, and vice versa when the draft continues to the Youngers.
- The draft of older players shall continue until there are not enough players remaining to complete a round. In that case, the players shall be taken off the table for distribution at the end of the draft.
- The draft shall resume, working with the younger players in the opposite order of the older player draft.
- The draft of younger players shall continue until there are not enough players remaining to complete a round. In that case, the players shall be taken off the table for distribution at the end of the draft.
- Older players in the division shall be drafted first. Younger players in the division shall be drafted last. Draft position #1 selects first in the first round of the older players. Draft position #10 (or the highest number) shall select first in the first round of the younger players.
- Players will be “on the board” (or written document or a chart), so that NO LESS THAN 1.25 or highest equivalent of the numbers of players in a given round (i.e. how many teams we are forming) are available at any given time.
- The coach in draft position #1 selects a player from available players,
- As one player comes “off the board” the next available player is put “on the board” and is available for draft,
- The selection continues until every coach has selected a first round player,
- Being that the draft is serpentine in nature, the last coach to select in the odd numbered rounds for the Olders shall be the first coach to select in the even numbered rounds, and vice versa when the draft continues to the Youngers.
- The draft of older players shall continue until there are not enough players remaining to complete a round. In that case, the players shall be taken off the table for distribution at the end of the draft.
- The draft shall resume, working with the younger players in the opposite order of the older player draft.
- The draft of younger players shall continue until there are not enough players remaining to complete a round. In that case, the players shall be taken off the table for distribution at the end of the draft.

Coaches’ Children and Protected Assistant Coaches’ Children:

The following shall constitute the guidelines for dealing with which round a coaches’ or assistant coaches’ player shall be selected.

- All “on the board” players shall remain in “ratings order” on the draft table, with the highest rated player on the left, the lowest rated “available player” on the right. As players are selected, all available players are moved to the left and the next highest rated player is added to the right.
- When a coaches’ player is “on the board” he or she MUST take that player UNLESS there are a sufficient number of higher rated players available so that the draft can

travel to the end of the current round and back to the coach without the player being taken by ratings order. (A full round plus 1)

- The same principle applies to all other special circumstances (i.e. – protected assistant coaches, siblings, and other special circumstances).

Remaining players to be placed:

ALL players that remain at the end of each draft session (older and/or younger) shall be placed in alphabetical order. In the order of draft position, each coach shall be handed their 14th player, regardless of playing age (older or younger).

U16/19 Optional Draft Considerations & Variances (by coaches vote):

- The Region recognizes that U16 and U19 divisions are considered somewhat unique in nature and circumstances may vary year by year. And the Region recognizes the need to allow reasonable deviation from the draft process ONLY if it does not adversely affect the successful balancing of teams.
Among the considerations are:
 - The Region recognizes that many players may be playing at a high school level above their age/grade level and therefore will petition to “play up.” Those requests will be considered if it does not adversely impact the division (i.e. the division is full with age appropriate players). These players will be considered youngers in any variation of the draft, regardless of ability.
 - The Region recognizes that some players are of working, driving age or even legal adult age and therefore may have responsibilities that may limit their participation and impact the team. In such cases, where this is known prior to the draft, all coaches must be advised that drafting such player(s) is a “buyer beware” proposition and therefore they may be passed over in the round they are “on the board” and drafted in a lower round by a coach willing to take on the potential risk. Note: The registered player will be placed on a team by draft’s end.
 - The Region recognizes that circumstances may exist in which a player for various reasons WILL NOT play for a certain coach or CAN NOT co-exist with a certain player, the player/family must notify the Upper Division Coordinator and Regional Commissioner in writing with specified reason prior to the draft and coaches will be advised of this request. It will be up to the coaches to honor the request. If the request is not honored, the player has the option of playing regardless or being placed on the waitlist and will be placed on the NEXT DIFFERENT team that has an open roster spot.
 - Finally, the Region recognizes that many players have had a long history in our region and by this age and maturity level have forged strong relationships with coaches and fellow players, over many seasons of core, postseason and tournament play. In keeping with national guidelines, the competitive and social element of team play, and given that these divisions have limited enrollment (often three or less teams) the Region will allow coaches to designate the players they wish to have on their team, regardless of age, provided that all coaches have equal opportunity to do the same. This is only permissible when there is 100% agreement

of that division's coaches and with the Regional Commissioner's approval. If an agreement is reached, and based on the number of players remaining, it is recommended that the remainder of the team formation follows one of two scenarios:

1. If it is determined there is a sufficient number of youngers and older, formation process will proceed with those players "earmarked" AND selected in the appropriate round they would have appeared "on the board" as detailed in the U14/16/19 Draft Procedure above.

2. If it is determined there are a limited number of youngers and older, the players will be ranked by skill regardless of age, and the coaches will select players in a serpentine format consistent with standard draft procedures.

NOTE: If a consensus among coaches cannot be reached on any issue, then the draft will revert completely to the U14/16/19 Standard Draft Procedure or go to a full Blind Draft process either through eayso or electronic format.

- The basis of permitting such draft variations can be found in the AYSO Reference Book, under the **Team Formation** section:

"Now that each player has a rating number, a method for team formation must be decided. There are many methods, but usually a variation of one of the following two methods is used:

1. *Each coach is allowed to select his/her own team by picking players one at a time in a predetermined order. (The order can be decided by drawing lots for position.) If the coach has a son or daughter, then this player is selected during a certain round. It is a good idea to decide which round individually, depending upon the ability or rating of these players.*

This system has an advantage because each coach knows their selections and can have other reasons for making a selection than a player's rating alone. The main disadvantage is that some coaches do a very fine job of selecting a team, while others fail miserably for one reason or another. This can create a very unbalanced situation.

It is also recognized that coaching ability varies considerably, so even with meticulous balancing some teams will bypass other teams in skill and overall performance.

ONCE THE DRAFT BEGINS, THERE SHALL BE ABSOLUTELY NO TRADING OF PLAYERS FROM TEAM TO TEAM. PLEASE DO NOT MAKE ANY ATTEMPT AT TRADING PLAYERS, FOR ANY REASON!