



**ASSOCIATION SOCCER
CHÂTEAUGUAY**



Player Selection Process

A player selection guide based on values and principles

Approved by the Board on 2024

Introduction



Table of Contents

- **Introduction**
- Glossary of Terms
- An Approach to Player Selection
- Evaluation Process—Overview
- **Evaluation Process**
- Pre-Evaluation Period
- Evaluation Periods
- Evaluation Criteria
- Player Selection Process
- Player Development Guide
- Winning vs. Development Objectives
- True Sport—Because Good Sport can make a great difference
- **Appendices**
- Appendix 1—Coach Application Form
- Appendix 2—Coach Evaluation Form

The **Chateauguay Soccer Association's (ASC)** mission is to *provide a competitive soccer experience that inspires excellence, promotes good health, develops character and builds strong relationships that strengthen our community. We recognize a broad range of abilities and commitment among our athletes. We strive to provide age-appropriate instruction and competition within the constraints of time and resources.*

The **ASC** does not discriminate on the basis of gender, race, sexual orientation, national origin or religious affiliations. We seek to place athletes, with similar needs and objectively assessed abilities, together to maximize their enjoyment and development.

In the right environment, sport comes closer than almost any other cultural activity in delivering equal opportunity for all. This environment – one that is fair, safe and open to everyone – creates a sport experience that will teach the right lessons and will celebrate physical and ethical achievements. This is what we know as good sport. It is with this intent that we are committed to a fun and fair environment that develops self-confidence and leadership skills. This commitment begins with our Coach Selection Process and continues with our Player Selection Process.

Our coaches teach skills and strategy, and also contribute to building character in youth. Although competition and the desire to win is an important element of any sport, when good sport is sacrificed for winning at all costs, the sport, the athletes, the coaches and the community lose something special. The future of our sport lies with a great coaching staff and, as such, we are committed to recruiting, developing and mentoring the best coaches available to ensure they deliver programming that is fair, safe and open to everyone.

To achieve these goals, the **Chateauguay Soccer Association** is committed to creating an atmosphere where our sport principles work in balance with one another at all times. Our objectives are:

- To develop soccer skills and teach athletes how to compete to the best of their abilities (**Go For It**);
- To develop sportsmanship, fair play, pride and achievement through involvement in soccer (**Play Fair**);
- To teach athletes, coaches and parents the importance of respecting all those who come to play including respect for teammates, coaches, opponents, referees and officials (**Respect Others**);
- To provide a competitive sport experience that is enjoyable and rewarding for the athletes (**Keep It Fun**);
- To ensure that the athletes are developed in a way that promotes and protects their safety and wellbeing (**Stay Healthy**);
- To create opportunities for everyone to play regardless of ability, gender, race, sexual orientation, national origin or religious affiliations (**Include Everyone**);
- To foster an understanding among our athletes that their community supports their soccer dreams and the importance therefore of behaving as positive role models and in ways that contribute to improving the quality of life in their community (**Give Back**).

We welcome you to join us on this journey

*The term **tryout** is not used for two reasons:

1. It infers that the goal is to try and make a particular team rather than the ultimate goal of keeping kids in sport by challenging them appropriately and finding a level of play that suits their abilities, their commitment level and their social needs. Players who play on teams that exceed their technical abilities, speed and desired level of commitment are much more likely to have a negative experience and leave the sport. While kids may be upset in the short term if they have not made a 'higher level' team, it is generally a safer bet that in the long run it will facilitate their continued love of, and participation in sport.

2. The term tryout also infers that team selection is based solely on how well players do in evaluated, on-field sessions. This methodology is becoming obsolete. Some players may overperform in this kind of an environment while others get 'stage fright' and underperform. Too often, this process does not provide an accurate picture of a player's overall capabilities. As such, 'tryouts' can result in unbalanced and skewed team formations.



Glossary of Terms

Board of Directors (BOD): A transparent and unbiased body of elected or appointed members who jointly oversee the activities of a sport organization. The duties of the BOD are set by the organization's bylaws. These members understand their legal and fiduciary responsibilities, exercise due diligence that is consistent with their duty of care, are familiar with the club's activities and are fully informed of the financial status of the club.

Technical Director Selection Committee (TDSC): A committee representing the BOD who recommends Technical Director (TD) candidates to be interviewed by the BOD in a consistent, fair, transparent way using a standardized approach that is free of conflict of interest and executive interference.

Technical Director (TD): A paid, full-time or part-time position responsible for managing the sport's operations, including but not limited to coach selection, athlete/player evaluation and athlete/player development. This position is also referred to as **Club Head Coach (HC)** or **Director of Coaching (DOC)**.

Coach Selection Committee (CSC): A four to six-member committee established to select coaches in a consistent, fair, transparent way using a standardized approach that is free of conflicts of interest and executive interference. This committee develops, reviews and implements an annual application and nomination process and is responsible for evaluating and assessing coach performance.

Athlete/Player Selection Committee (A/PSC): A two-to-four-member committee established to select athletes/players for teams at all levels of play in a consistent, fair, transparent way using a standardized approach that is free of conflict of interest and executive interference by coordinating coaches and a pool of independent evaluators for the evaluation period.

Independent Pool of Evaluators (IPE): A group of coaches selected from the current pool of club coaches to conduct independent evaluations of athletes within a specific age group using the same criteria as the club coaches. The IPE is determined by the TD.

Director of Competition: A member of the BOD appointed to support technical programs and the implementation of **Long-Term Athlete Development (LTAD)**. The Director of Competition serves as the Chair of the Technical Committee (if applicable) and is the liaison between the TD and the BOD.

***Assessments and Evaluations:** A consistent, fair and transparent process that identifies the level of play that is most suited to players **at this moment in time** in order to place them on an appropriate team that is best suited to their abilities, level of commitment and social needs. Assessment periods are generally used in the **Learn to Train** stage and evaluations are more prevalent in the **Train-to-Train** stages and older.

Winning vs Development Objectives

Good sport will never be sacrificed for winning at all costs. The ASC will use the following guidelines aimed at making player development a priority.

Winning At All Costs	ASC Player Development
If the more physically advanced players can guarantee a win, their behaviour and practice attendance are seen as less important than their performance.	Everyone is held to the same standard and given equal opportunity. Effort and behaviour on and off the field of play are key selection factors.
Underdeveloped, younger and less skilled players are forgotten.	Everyone has the right to play, regardless of physique and ability.
The focus on tactics is overemphasized.	Players can gain tactical experience in games.
Players must obey the coach's orders because winning is the only thing that matters.	A participatory environment is encouraged. The focus is less about winning, and more about improving performance.
Winning only happens when players are taught to be dishonest, create traps and deceive opponents and referees.	Win or lose, players are taught the values of sportsmanship, honesty and respect for rules.
Players do as the coach's game plan says, without any room for improvisation.	Improvisation, creativity and imagination from the players is encouraged by the coach.
Players specialize in their roles prematurely.	Coaches give the players the opportunity to experience different positions.
Some players aren't provided with opportunities to play.	Everyone plays, regardless of ability.
Physical skill is overemphasized because these factors get results most quickly.	Players gain coordination and the ability to play under different conditions when they are exposed to various competitions each season.
Younger players are prematurely exposed to competition that is not age-appropriate.	Younger players are exposed to age-appropriate competition (i.e. 5 vs. 5 for 6 yr. olds), which makes for a more efficient learning environment.
In the interest of winning, training relies primarily on traditional methods of teaching.	In the interest of understanding the game and making fewer mistakes, training emphasizes the discovery of skills and capacities in simplified games.
Everything connected to the sport is valued over the individual. Dubious behaviour is frequently accepted.	Priority is given to personal development through sport. Sport is regarded as "training for life".

Soccer Canada's Long-Term Athlete Development (LTAD) is a multi-stage training, competition and recovery pathway guiding an individual's experience in sport and physical activity from infancy through all phases of adulthood.

LTAD is a framework for developmentally appropriate programs that increase participation and optimize performance. LTAD uses a holistic approach that considers mental, cognitive and emotional development combined with physical development, ensuring each athlete develops as a complete person.

The seven stages of LTAD are Active Start, FUNdamentals, Learn to Train, Train to Train, Train to Compete, Train to Win and Active for Life. The first three stages combined form the **physical literacy** base upon which the **excellence stream** (Train to Train, Train to Compete and Train to Win) and lifelong engagement in physical activity (Active for Life) are built.

True Sport - Because good sport can make a difference

True Sport is... designed to give people the inspiration and means to leverage the many benefits of sport to instill character in our kids, strengthen our communities and increase our opportunities for excellence. It exists to not only create the right conditions for people to promote good sport in their community, but also to identify and connect with others looking to do the same.

Why True Sport... At the heart of True Sport is the belief that good sport can make a great difference. Good sport – sport that is values based and principle driven – often happens on its own; but too often it does not. True Sport exists to help individuals, communities and organizations make certain that good sport happens by design.

People know what good sport looks like. They feel the buzz of excitement. They witness the camaraderie among children of all shapes and sizes. And they see the group dynamics of sport – and the competition that's associated with it – bring individual behaviour, conduct and ethics continually into play.

True Sport recognizes that while good sport gives our kids joy, it also gives them opportunities to learn about themselves, about interacting with others and about the achievements and disappointments that are a natural part of life. True Sport seeks to help people across Canada to consistently create sport experiences that will teach the right lessons, celebrating physical and ethical achievements.

When good sport turns bad... Every child deserves the opportunity to experience sport that is pure, joyful and true. Every parent wants to see their child take part in sport that helps them discover their potential, teaches them to work well with others and compels them to be the best they can be. Whether we're playing, coaching or just watching, we all know that when sport is good, it has a positive impact on us all.

But when sport becomes solely about winning, it turns bad. It becomes the premeditated check into the end boards. It becomes the calculated decision to sit less talented kids on the bench. It becomes the abusive coach, the argumentative parent, the bullying kid and the kid who drops out of sport prematurely because it stopped being fun.

Competition and the desire to win are an important element of sport and what distinguishes it from pure exercise. However, when good sport is sacrificed for winning at all costs, we lose something special. But we don't have to; True Sport can help our kids and our communities have the kind of sport experience they deserve and Canadians desire.

By promoting sport at its best — sport that is fair, excellent, inclusive, and fun — communities seize an opportunity to model positive values to citizens of all ages. When sport facilities are welcoming and safe, people feel good about sharing public space. When the contributions of volunteers, officials, coaches, and organizers are valued, people feel good about sharing their time and talent with their community. When ethical conduct is championed on the field, rink, and court, it reinforces honesty and respect in the classroom, in the workplace, and on the street.

Good sport can make a great difference... True Sport is not in the business of getting individuals to believe in the power and value of sport. They already believe. What they need, and what they have been asking for in ever-greater numbers, is a way to influence their sports community to safeguard and promote good sport. It is as if parents, coaches, officials and supporters lack the equipment to participate in a competition where the prize is the future of good sport. True Sport wants to give them that equipment.

True Sport is seeking to give individuals and communities the capacity to act on their positive beliefs about what good sport can do. We seek to instill character in our children, strengthen our communities and spur the healthy competition that makes athletes perform to the very highest standards. Taken together, these three areas create a powerful foundation from which good sport can be developed and thrive.

True Sport Principles

True Sport is dedicated to the notion that good sport can make a great difference. It is our mission to deliver programs and initiatives that:

- Enable participants, parents, coaches and officials to articulate and act upon their deeply held belief in the virtues of good sport.
- Enable participants, parents, coaches and officials to identify with others holding similar values.
- Create a fair, safe and open atmosphere where good sport can grow stronger through inclusive competition at all levels.

To achieve these goals, we promote the following True Sport Principles, which Canadians believe represent a good sport experience. For sport to be truly good and have the opportunity to make the greatest difference, all seven of these principles need to be in play at all times, working in perfect balance with one another.

Go For It

Rise to the challenge – always strive for excellence. Discover how good you can be.

Play Fair

Play honestly – obey both the letter and spirit of the rules. Winning is only meaningful when competition is fair.

Respect Others

Show respect for everyone involved in creating your sporting experience, both on and off the field. Win with dignity and lose with grace.

Keep It Fun

Find the joy in sport. Keep a positive attitude both on and off the field.

Stay Healthy

Place physical and mental health above all other considerations – avoid unsafe activities. Respect your body and keep in shape.

Include Everyone

Share sport with others. Ensure everyone has a place to play.

Give Back

Find ways to show your appreciation for the community that supports your sport and helps make it possible

Our Approach to Player Selection

The ultimate goal of this player selection process is to provide players with the best possible experience in an environment where they can grow as athletes and people. This process helps to identify the level of play that is most suited to players at this moment in time.

It is important to recognize that the **Chateauguy Soccer Associations'** goal is to keep players in the game and to ensure they have a good sport experience. The best way to do so is to find a level of play that suits their abilities, desired level of commitment and social needs.

Children develop physically, emotionally and mentally at different rates and this needs to be taken into consideration when placing them on a team. Players who play on teams that exceed their technical abilities, speed and desired level of commitment are more likely to have a negative experience and leave the sport. While players (and parents) may be upset in the short term if they are not placed on a team at their desired level, in the long run, it will facilitate their continued love of, and participation in, the sport if they play with others of a similar ability.

The **Chateauguy Soccer Association's** Approach to Player Selection is designed to promote excellence and to inspire and develop all athletes in a way that is consistent with the Chateauguy Soccer Association's objectives. Furthermore, we are committed to developing a soccer club for the entire community that supports and develops all players fairly.

Evaluation Process - Overview

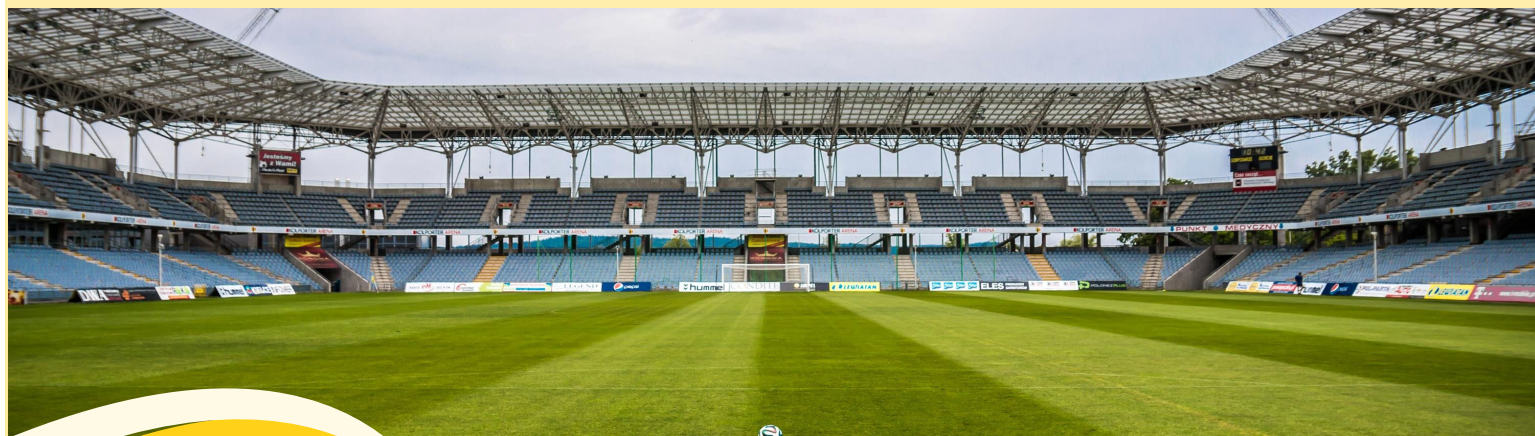
The **Chateauguy Soccer Association** evaluates athletes in two phases to ensure they are placed on a team or in a program that is suited to both their abilities and level of commitment.

Phase one: Athletes are evaluated at the **end of season** when they are at their peak, allowing evaluators and coaches to get a general sense of where athletes may be placed for the following season. In some cases, there may be evidence that supports confirming the placement of an athlete after the end of season evaluation period.

Phase two: Athletes are assessed for whichever level they wish within a **<7-14>** day window to demonstrate their physical and technical abilities.

Chateauguy Soccer Association is responsible for developing and approving club guidelines in relation to evaluation criteria/athlete development and their implementation. This ensures that athletes are assessed based on age-appropriate club curriculum developed in accordance with **Soccer Canada** Guidelines and Long-Term Athlete Development. The criteria will include assessing an athlete's competency in the following areas:

Technical-Tactical | Social-Emotional | Physical | Psychological-Mental



Evaluation Process - Overview, *Continued* from previous page,

The weighting of each criterion shall be determined by the **Athlete/Player Selection Committee (A/PSC)**.

This process requires all coaches from every level, and their assistants, to work together throughout the evaluation period:

- Evaluations by **all coaches** count throughout the assessment period;
- All coaches are required to participate in every evaluation session for their respective age group;
- A Technical Assistant will be identified by the **A/PSC** to lead the evaluation sessions under guidelines provided by the **A/PSC**.

Evaluation Process - Pre-Evaluation Period

1. **Age Group Meeting:** Current coaches for the age group, the Technical Director, and independent pool of evaluators (if possible) meet to:

- Discuss potential challenges and solutions to team formation and player selection within the age group;
- Review coach viability for the following season;
- Review team viability/appointments and levels of competition for the following season;
- Discuss and agree upon parameters for the evaluation process:
 - ⇒ A schedule, including pre-evaluation meetings, evaluation sessions, ranking meeting(s), communication timelines, review day, etc.;
 - ⇒ Identify coaches who will lead evaluation sessions, participate in review day, lead communications, and represent coaches/evaluators in the appeal process;
 - ⇒ Discuss and agree upon age-appropriate evaluation curriculum; and
 - ⇒ Review evaluation criteria and proposed weighting.

2. ***Evaluation Information Meetings:** To be led by the TD. Parents and coaches are invited to learn more about the evaluation process, schedule, and criteria providing an opportunity outside of the evaluation period to address questions and concerns.

** It is recommended that evaluators be given an area designated as an inquiry-free zone during evaluations to focus on player assessments. A staff or volunteer should be available on-site to address questions and concerns about the process – not decisions and outcomes. The Review/Appeal process is in place to address questions and concerns related to decisions and outcomes.*

Player Development Guide

Player evaluation can be one of the most difficult tasks for a Soccer Association to deal with. It can also be the foundation for which an association is built upon. The ultimate goal of this process is to **provide players with the best possible experience in an environment where they can grow as soccer players and young people.**

- The level of success that an association enjoys from the player evaluation process will not result primarily from the use of this document. Associations must ensure that they are **managing the local situation to make the process as transparent** as possible. Evaluator objectivity, clear and concise lines of communication, effectively run sessions, definitive roles and a succinct reflection and feedback mechanism will all play a vital role in developing and building an effective player evaluation process.
- Player evaluation and placement, like player development, is a process - **effective management of the process** will make a young players experience in soccer a more positive one.
- Having a solid player evaluation process in place can help make the process much easier. Not only will it give the association a **reference point in dealing with parents**, it will also give you and your coaches a starting point to **determine where your players are at skill wise**, thus beginning the process of utilizing the various programs to educate parents, and coaches, on the importance of developing skills.
- The process needs to be considered: **fair, consistent, with a standardized approach**, with a **developmental focus** and **effective parent communication**
- **A well-defined process includes:** selection policy, selection camp meeting, selection criteria, timeline for selection, selection interviews, players' rights.
- Through clear and concise communication, well-planned sessions, and evaluator objectivity, every player will receive a **fair and meaningful evaluation**
- Another key point is to **post the criteria** of what the evaluators are looking for so that parents can see what the players are being judged on. These criteria must be clearly defined, objectively assessed and justifiable.
- Releasing players: individual meetings, invite questions, redirect players, leave on a positive note, **avoid public announcements**
- Provide a fair, consistent and comprehensive evaluation that will result in **players participating at a level that is based upon their skill level** when comparing them to athletes of the same age and category.



Evaluation Period

Phase 1 – End-of-Season Player Evaluations

Rationale:

- Players are at their peak
- Coincides with the re-appointment of coaches
 - ⇒ Exposes and introduces players to new coaches
 - ⇒ Allows for year-round programming
- Reduces the volume of pre-season evaluations
 - ⇒ Fewer players to evaluate
 - ⇒ Allows more time for player feedback
 - ⇒ Establishes standards for players to aspire to.

Format:

- Three games, mixed pool of players, evaluation fee of **\$30**
- Primarily determines the players at the highest level in each age group
- Up to a maximum percentage of players selected
 - ⇒ To be determined on roster sizes, age and stage of development
 - ⇒ Each age group will have different needs
 - ⇒ Needs to be determined by the **A/PSC** and subsequently recommended to the Board of Directors
 - ⇒ Children of coaches and executives shall be independently assessed by the **A/PSC**

Phase 2 - Pre-Season Player Evaluations

Process:

- Allow players to be evaluated for the level of their choice
- Evaluation period – seven to ten days, beginning as early as possible and avoiding major holiday weekends, when possible
- Stagger evaluations within club
 - ⇒ Largest age group first (in quantity),
 - ⇒ Youngest first
- Process is pre-approved by **Technical Director**
- Process is monitored by the **A/PSC**
- Coaches identified by the **A/PSC** lead individual sessions, based on club guidelines
- Coaches of each age group are responsible for managing player rankings
 - ⇒ Up to three independent evaluators for each age group, assigned by the **PSC**
 - ⇒ Up to three head coaches at each age group, or a coach representing each team
 - ⇒ “Ranking Meeting” with all evaluators and coaches before team selections occurs
 - After first selection period (3-4 sessions), all evaluators meet together to discuss the players and provide constructive feedback
 - Coaches do not evaluate their own children but listen to the marks of all assessors

Evaluation Period

Format (for a three-tier age level):

Day 1:

- Goal of levels 1 and 2 is to establish top <36-45> players for the pool representing the two highest tiers of play
- Tier 3 (lowest level) players not required, but could be invited to be a reservist if needed (Appendix 1 provides notification template)

Day 2:

- To divide top <17> players for tier 1 and the next <17> players for tier 2

Day 3: Release process begins

- Standard Club Letter of Acceptance/Status (Appendix 1) is sent to players to identify status
- Send the Player Evaluation Form (Appendix 2) to the player at their request

Day 4: Review day with coaches and players/parents

- A central location should be booked to accommodate the club's need for privacy
- Allow for a 24-hour appeal process to the player selection committee

Appeal Session

- A central location should be booked to accommodate the club's need for privacy
- A fee of **\$20** to cover time and expenses to be applied
- All key figures are expected to be available (coaches, A/PSC, Technical Directors)
- If appeals occur outside of this timeframe, an additional fee of **\$30** will be applied

Evaluation Criteria

An age-appropriate evaluation curriculum of drills, activities and games will be established for each age group based on guidelines established by the A/PSC. Players will be ranked according to their performance in four key areas.

Players will be evaluated on a scale of 1 to 5 where 1 is the lowest and 5 is the highest possible ranking.

Technical - Tactical and Physical Criteria:

(5) Absolutely superior relative to others in terms of soccer specific skills. Physically dominant in terms of speed, strength and work rate. Shows great understanding of basic tactical elements of the game. Can make early decisions that are appropriate for the circumstance and quickly employ the correct skill in an effective, constructive manner. **A score 5 is reserved for the top one or two players.**

(4) Technically excellent and physically capable of handling expected speed and work rate, relative to others. Easily good enough for the team they are being evaluated for. Skills are sufficient to ensure they will consistently control the ball and make passes that will help the team maintain possession, create or deny scoring chances. Strength and speed are commensurate with this level of play and the player is open to feedback and committed to becoming a better player.

(3) Strong basic skills but perhaps deficient in one or two areas, relative to others. Can control the ball make an early decision and act on it consistently. Mobile and aware of what is happening around them. Will likely be a bubble player with players having a 3.0 average being more likely to be placed on tier 2 teams rather than tier 1.

(2) Does not have the skillset necessary for this level, relative to others. Cannot control most passes directed to them or consistently control the ball in movement. Does not pass or shoot properly. Consistently relinquishes possession of the ball and has little ability to regain possession. Lacks pace, strength and has limited work rate. Tends to only become active in proximity to the ball.

(1) Should be directed to tier 3 level of play. (Recreational Soccer)

Character Criteria (Social - Emotional and Psychological - Mental):

(5) Possesses superior leadership skills and is respectful to his/her surrounding peers and environment. Goes out of his/her way to include everyone and makes it a priority to form connections with others. Shows great mental toughness and is not affected by distractions. Team captains usually receive a score of 5 in their character assessments.

(4) Demonstrates strong communication skills and is very coachable. Consistently respectful and willing to learn. Committed to building relationships with others.

(3) Liked by teammates, but does not possess the skills to be a leader. Shows signs of mental toughness, but has no desire to improve and work on the mental aspects of the game.

(2) Has limited interaction with teammates and is not coachable. Lacks responsibility and has a negative behaviour most of the time. There may be other factors affecting a score of 2 and they should be addressed with a conversation between the coach and player.

(1) Does not possess the character that is fit for a team environment. There may be other factors affecting a score of 1 and they should be addressed with a conversation between the coach and player.

Conclusion - Player Selection Process

Because good sport can make a great difference, the **Chateauguay Soccer Association** is committed to creating a sport experience that is fair, safe and open; one that brings out the best in everyone involved in the game, that helps athletes discover their potential and compels them to be the best they can be, both physically and ethically. In doing so, we not only strengthen the character of our athletes, and increase opportunities for excellence, but also strengthen our community as a whole.

By creating an appropriate development path for our players, avoiding a win-at-all-cost mentality and embracing and balancing the True Sport Principles, the **Chateauguay Soccer Association** will make a great difference by providing a good sport experience for all.

The following research and initiatives have contributed to the development of the **Chateauguay Soccer Association's** Player Selection Process:

- Soccer Canada Player Development Guide
- Winning versus Development Objectives (Horst Wein)
- Four Corner Development Model (OSA)
- Impact of Long-Term Athlete Development (LTAD)
- The Quebec Soccer Federation
- True Sport Principles

The Board and the Technical Staff of the Association Soccer Chateauguay are committed to the Player Selection Process and the guidelines contained here-in.