



2017 Evaluation Policies

Glossary

British Columbia Soccer Association (BC Soccer) - The provincial association that governs soccer within the province of British Columbia. The BC Soccer runs the BC Premier Soccer League and manages provincial competitions.

Metro/Selects (MSL) - The highest level of non-elite soccer (as defined by BC Soccer). VUFC is not currently allowed to enter teams at this level of play.

BC Premier Soccer League (BCPSL) - An elite level league for U13 to U18 players operated by BC Soccer. BCPSL is one step below the Whitecaps Prospects program and has six Lower Mainland franchises plus one from Vancouver Island and one from the Okanagan.

Vancouver Youth Soccer Association (VYSA) - A member of the British Columbia Soccer Association, the VYSA is the district association that governs soccer within the geographic region in which the Vancouver United Football Club resides and plays. The VYSA offers youth league at various levels for its member clubs.

4 District League (4D) - A league offering competition for boys teams from Vancouver, the North Shore, Burnaby and Richmond. Competition is offered for U11 Gold as well as all U12 to U18 competitions.

B.C. Coastal Girls Soccer League (BCCGSL) - A league offering competition for girls teams from Vancouver to Chilliwack although some age groups may be regionalized. Competition is offered for U12 Gold as well as all U12 to U18 competitions.

Technical Director (TD) - An employee of Vancouver United charged with the management and implementation of technical programs, including player and coach development.

Senior Staff Coaches (SSC) - Experienced, certified and paid coaches hired by Vancouver United to deliver technical programs. SSCs support the delivery of the Academy, the Embedded Coach Program and Pro Coach Sessions as well as coaching education sessions and clinics.

Age Group Coordinator (AGC) - Vancouver United volunteers who coordinate the logistics related to registration, team formation, and scheduling in the respective age groups. AGCs act as liaisons between Vancouver United staff and team officials and parents.

For the sake of expediency, “gold” level soccer will refer to boys Gold 1 and Gold 2 divisions as well as girls Division 1a and 1b unless otherwise noted.

Table of Contents

Glossary	2
New for 2017	4
Preface	5
1. U11 to U14 Evaluation Information	7
a. General Description	7
b. What Level Should My Child Consider Being Evaluated For?	7
i. Gold / Division 1A / 1B	7
ii. Silver / Division 2A / 2B	8
iii. Bronze / Division 3-8	8
c. Pre-Registration for Evaluations	9
d. Gold Player Commitment Letter	10
e. Detailed Evaluation Chronology	10
f. Coach Selection	12
g. Phase 3 Evaluations: On-field Assessments	13
h. Evaluation Criteria	13
i. Phase 4: Team Formation	14
j. Player Notification	15
k. Roles & Responsibilities	16
Technical Director / VanU Technical Staff	16
Age Group Coordinators	16
Evaluators	16
Current Season Coaches	16
Incoming (next season) Coaches	17
Parents	17
Players	17
2. U11-U16 Gold Plus Program	19
a. Spring / Summer	19
b. Regular Season	20
c. Operational Detail	20
3. U15 to U18 Evaluation Process	22
4. Playing Up Policy	22
Table 1: Flow-Chart Showing Movement of Players through Evaluation Process	24

New for 2017

1. Coach Selection (p. 11)

Coach selection should be tied into the club's "Game, Club, Community" ethos

Adding players to rosters after Phase 4 is completed

- Accommodating players who have moved to Vancouver after our Evaluations are finished

2. Ideal roster sizes (p. 14)

3. Adding players to rosters after Phase 4 is complete (p. 15)

Preface: What are Evaluations and why do we have them?

The Evaluation process has one singular goal: to put players on teams that will meet their needs in terms of **developing the abilities required to play the game and develop a love of the game**. As a community based club we achieve our primary objective when we see players stay in the game all the way to U18. To achieve this success, we need commitment from parents, a lot of work by our coaches and the trust that we are all looking out for their best interests of all our players. It is the club's belief that by providing a playing and training environment that accommodates the players' current level of ability and motivation, we stand a better chance of keeping their interest in the game alive. Evaluations are one of the main tools we have to accomplish this.

Evaluations are the process we use to determine the level of play that is most suited to players at this moment in time. We have moved away from calling them "tryouts" for two reasons:

1. The term "tryout" infers that the goal is to try and make a particular team. The club, however, does not view the process this way. Rather, we are strongly convinced that our job is to keep kids playing soccer and the best way to reduce attrition and ensure kids want to continue playing is to challenge them appropriately and find a level of play, each season, 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 the sport. Research has shown that soccer is a game for late developers. By keeping kids playing we ensure not just a positive outlet for recreational players but a patient environment for late bloomers.
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 over-perform in this kind of an environment while others get 'stage fright' and under-perform. 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.

The British Columbia Soccer Association (BC Soccer) has encouraged clubs to move towards 'in-season, year round evaluations', meaning that a multi-pronged approach to team formation is implemented that includes consideration of:

- Staff Coach Reports through the Embedded Coaching Program, VanU Academy, Gold Plus Program, Friday Plus Program and U10 Game Support Program
- Standardized Player Assessment Forms submitted by current coaches
- End of season Evaluation Sessions
- Prospective coaches' input

This approach ensures that the Evaluation period is extended throughout the season to attain a more complete picture of a player's abilities, skills and level of commitment. This approach also provides checks and balances that guard against nepotism, conscious or unconscious, and the occasionally errant opinion of a player, as well as accounting for the fact that different coaches value different aspects of the game more than others.

Multiple sources are involved in the Evaluation process including current team coaches, VUFC staff coaches, and coaches for the team(s) being formed. In so doing, we get several perspectives and are much more likely to make the right decisions regarding player placements.

With team and staff coaches participating in evaluations and discussions about player progression we have a very good idea of their appropriate level of play, for some players, not all, before they step on the field at the Phase 3 Evaluation Sessions. However, **these sessions provide an opportunity for parent coaches to see the players and get familiar with those who might be on their team next season**. It is also the best opportunity for players new to VUFC to be evaluated if they want to play at the club next season.

For parents of players coming out of House league we are often asked why we have Evaluations or why we have them for players at the younger age groups. The answer is really down to how youth soccer is governed.

Clubs, like VUFC, belong to Districts. Districts are charged with running all leagues for their member clubs for the U11 to U18 age groups. VUFC is part of the Vancouver Youth Soccer Association (VYSA).

These leagues operate within a structure that is tiered into multiple levels of play by ability. On the boys' side, from U11 to U18 these levels are called Gold (Gold 1 and 2 at some age groups), Silver (usually two levels within silver) and Bronze (again up to three levels depending on the age group). On the girls' side, at U11 these levels are referred to as Gold, Silver A and Silver B. At U12 they are Div 1a, 1b, Silver A and Silver B. From U13 to U18 the levels are Division 1a, 1b, 2a, 2b and Division 3 which is generally divided regionally (eg. Div 3 West). See chart on page 8 for a full summary.

Finally, tiering helps to ensure that players of a similar ability play with and against one another. By U11 there are some very athletic, technically strong players who have been playing the game since they were very young, some having sought professional programming for several years. They are committed to the sport and are on their way to becoming very good players. To put them on the same field of play with and against players playing soccer for the first year and/or who aren't as physically adept yet does not make sense. Neither player will benefit or enjoy the experience. One will not be challenged and may get bored; the other will likely feel marginalized and unable to participate or contribute to the team effort. By offering multiple playing environments, which is really the essence of tiering, we meet the needs of far more players in the hope of fostering a love for the game and continued play.

These procedures have been designed and refined over several years in response to membership requests for more transparent Evaluations overseen by neutral, experienced soccer personnel while respecting the time, knowledge and effort of volunteer parent coaches. I encourage you to talk to your son or daughter more than once about Evaluations to help them to understand what it is and what purpose it serves, especially for those going through it the first time. This policy manual is intended to help you, as a parent, understand the process and to answer the questions your child may have. The more they talk about it, the more it will become normalized and they will just show up ready to enjoy playing soccer when it's time for their on-field Evaluation Sessions.

Lastly, all the information you will need for Evaluations can be found on the club website here:

<http://www.vancouverunitedfc.com/evaluations>

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Vancouver United FC

January 2017

1. U11 to U14 Evaluations Information

a. General Description

The following is a description and chronology for Vancouver United FC player evaluations and team formation for age groups up to U14.

i. In-season Period

Towards the end of the current season the Technical Director (TD) and Senior Staff Coaches (SSC's) will begin to assess each age group's numbers, strength, results etc to develop a plan that will facilitate the Evaluation process for each age group. These efforts are done in consultation with Age Group Coordinators (AGC's), volunteer/parent coaches and the VP's (House League, U11/U12, Boys and Girls) as required. VP's are also Board members.

The final number of gold, silver and bronze teams cannot be 100% decided until late in the process as there will be external factors such as B.C. Soccer Premier League (BCSPL) tryouts, players coming in from outside clubs, and general attrition that will affect the final number of teams at each age group and their levels of play.

ii. Evaluation Information Meetings

There will be a **Coach and Age Group Coordinator Evaluations Information meeting** (please refer to the schedule below) to explain the evaluation process and to address questions and concerns. The TD and SSC's will also go over what the players will be asked to do during the Phase 3 Evaluation Sessions so coaches can familiarize players with them ahead of time.

We also host **Parent Information Meetings** (please refer to the schedule below). This will target parents of players heading into this process for the first time (i.e. parents of 2007 born players), as well as those who have older players but want to learn more about the process.

Here is the meeting schedule. All meetings will take place at the Dunbar Lawn Bowling Club (behind the Dunbar Community Centre) on West 31st Ave, one block west of Dunbar Street:

Date	Meeting topic/age group
Mon Jan 30, 6:00 pm	Info Mtg for 2016-17 U10-13 AGC's and coaches
Mon Jan 30, 7:30 pm	Info for parents of 2005 born players (entering U13)
Mon Feb 6, 6:00 pm	For parents of 2007 born players (entering U11)
Mon Feb 6, 7:30 pm	For parents of 2004-06 born players
Mon, Feb 20, 6:30 pm	Final Evaluation Info Mtg and Q&A (open to all)

b. What level of play should my child consider being evaluated for?

i. Gold players:

Potential gold level players should be able to do the following consistently well, relative to other players their age:

- 1) Control the ball with all parts of their body. [U11 and up]
- 2) Control the ball from a variety of service (i.e. balls arriving in the air, bouncing, on the ground). [U11 and up]
- 3) Strike the ball with both feet and in specific ways that allow them to accurately hit the ball the way they intend to (i.e. to shoot, volley, chip, and pass with intended velocity). [U12 and up]
- 4) Move with the ball under control at speed. [U11 and up]
- 5) Defend with good awareness, patience and technique. [U12 and up]
- 6) Make good, early decisions with the ball that show emerging tactical awareness. [U11 and up]

- 7) Involve teammates in the game rather than doing everything themselves. [U11 and up]
- 8) Have the fitness, speed, coordination, and strength to play at the highest level. [U12 and up]
- 9) Be committed to play and practice on a high level youth team. It is expected that all efforts will be made to attend all games and practices. [U11 and up]

**For players/parents considering playing U11 Gold/U12 Gold 1, please familiarize yourself with the U11/U12 Gold Plus Program outlined in Section G when deciding which level to be evaluated for.*

ii. **Silver players:**

Silver level players may demonstrate some or most of the characteristics above, but may not meet the Gold level requirements as they may still be developing one or more of these components or may not be able to do them consistently or on demand. For example, a Silver player may demonstrate very good ball control and tactical game awareness but has not yet developed the fitness, speed or strength to compete at the Gold level, or vice versa. They may also be able to demonstrate a strong ability in a particular aspect of the game in a drill that has no opposition but then not be able to do the same thing under pressure in a game-like environment. Commitment is also given consideration, however, generally there is less of a commitment than that of the Gold program.

iii. **Bronze players:**

Bronze level players may not meet the Silver level requirements as they may still be developing most of the components outlined above. The time commitment required is one practice per week (60 to 90 minutes) and one game per week. There is a much higher tolerance for accommodating other activities in Bronze and because of this we try to make the rosters on Bronze teams bigger.

Divisional formats

Age Group	Division	League	Governing Body	Game Format
U11 Boys	Gold	4 District League	4 District Board	8 a-side
	Silver	VYSA League	VYSA	
	Bronze			
U11 Girls	Gold	VYSA League - teams from Vancouver, West Van & Burnaby	VYSA	8 a-side
	Silver A and B			
U12 Boys	Gold 1, 2	4 District League	4 District Board	8 a-side
	Silver 1, 2			
	Bronze 1, 2, 3			
U12 Girls	Div 1A, 1B	BC Coastal Girls Soccer League	BCCGSL Board	8 a-side
	Silver A	VYSA League	VYSA	
	Silver B			
U13 - U18 Boys	Gold 1, 2	4 Districts League	4 Districts Board	11 a-side
	Silver 1, 2			
	Bronze 1, 2, 3			
U13 - U18 Girls	Division 1A & 1B	BC Coastal Girls League	BCCGSL Board	11 a-side
	Division 2A & 2B			
	Division 3 (generally tiered by geography)			

c. Pre-registration for Phase 3 Evaluations

Phase 3 of the Evaluations is the on-field sessions at the end, or near the end, of the current season. These are run by VUFC senior staff coaches who score and rank players in a variety of small-sided games.

All players wanting to play gold or silver level soccer next season must **pre-register online for Phase 3 Evaluations**. It is essential that players are registered at least one week before their first on-field evaluation session.

WHAT DOES THE EVALUATION FEE COVER?

The fee covers costs related to all phases of Vancouver United FC's evaluation process and ensures our ability to implement evaluations that are objective, consistent and informed using suitable facilities. This includes the cost of independent evaluators at Phase 1 and 3, administration related to the Evaluations and staff coach work through the season on Evaluations at training and games.

To recoup costs, we charge a \$20 fee for all U11-14 Evaluations. There is no charge for U15 to U18 Evaluations that require just one on field sessions with staff coaches. Evaluations that require more than one are subject to a registration fee.

Players can find the link to register for Phase 3 on the club website here:
<http://www.vancouverunitedfc.com/evaluations>

This is the URL for the Evaluations page on the VUFC website. Age group coordinators will also send the link to team coaches/managers by email once all Evaluations info for 2017 is up. You will find the link to register for Phase 3 on this page when registration is open.

If you wish to play Bronze level soccer next season please register online for the 2017-18 season and select the box saying you plan to play Bronze next season. You DO NOT need to attend Phase 3 of the evaluations; an AGC will place you on a Bronze team but the pre-registration really helps AGC's in forming and affiliating Bronze teams as they must be submitted to the District in early June and rosters must have a minimum number of players as well as at least one confirmed team official.

d. Gold Player Commitment Letter

Players trying for Gold will be required to adhere to the Gold Player Commitment letter that will be on the online registration for Phase 3. It is important that players realize that **playing on a Gold team is a considerable commitment**. Coaches will expect players to be motivated to develop and attendance at games and training will be monitored. Failure to adhere to the Gold Player Commitment could result in substantially reduced playing time and will definitely jeopardize continued play at the gold level the following season. Players choosing to accept a spot on a Gold team should not do so lightly. Please give it careful thought before committing.

WANT TO PLAY U11 & U12 GOLD?

Please familiarize yourself with the information relating to our Gold Plus Program under Section G and the commitment involved before registering for Gold evaluations.

Players who specify that they want to be evaluated as a goalkeeper must similarly agree that, if selected, they will play at least half of each game in goal. The registration form for Phase 3 will ask if players wish to be considered a full time or part time keeper. Goalies at U12 and under must also be able to demonstrate some ability to play other positions at the level they are being evaluated for or close to it. This will be taken into consideration but will not necessarily be the deciding factor when teams are formed.

e. Detailed Evaluation Chronology

It is important to understand and remember that VUFC Evaluations consist of **four phases** and that team formation is not simply a function of how players perform at the end of season on-field evaluation sessions. The club, in keeping with BC Soccer policy, is committed to ongoing, in-season evaluations. Here is a quick description of each phase:

Phase 1: VUFC staff coach in-season notes and player reports

Phase 2: Current team coach Player Assessments (*submitted to TD; shared only on a need to know basis at Phase 4 during the Team Formation Meeting; not distributed electronically*)

Phase 3: End of season on field evaluations by independent evaluators

Phase 4: Team Formation Meeting led by TD and/or senior staff coaches with incoming team coaches

Mid-January:

- Parents who have questions relating to the strengths and/or weaknesses of their child **should be consulting with their coach around this time**. This is the appropriate person and time to ask as this is when coaches are working with players two or three times a week at practices and games and can therefore give constructive feedback.

NOTE: Phase 3 is not designed to provide individual feedback. It provides a ranking of players to assist in team formation. Therefore please do not ask for such feedback from the TD, staff coaches during or after Phase 3.

Late January/Early February:

- Age Group Coordinators will forward a link to the online Player Assessment Form (Phase 2) to coaches. Coaches must fill out the Player Assessment Form for each player on their team by the date specified. Coaches will consult with their players to identify the level they want to be considered for next season (Gold, Silver or Bronze). All information will be submitted on the Player Assessment Form.

NOTE: This decision is not binding at this point in the process. When completing the online evaluation registration, players may change their target level, however, getting an early indication helps us plan for how many players we will have at each on field session.

- Links to the online Intent to Coach Forms will be distributed to coaches. A deadline for applying will be provided at this time. Coach selection is open to anyone to apply each season.

NOTE: As a community based organization, VUFC tries to encourage co-coaching/collaborative coaching efforts as much as possible. This may take the form of fostering a co-coach situation for teams where competition to coach exists or by endorsing a coach/assistant coach(es) scenario presented by two or more coaches who wish to work together. Coaches wishing to present such arrangements should try to do so at this time.*

- An information meeting will be held for AGC's and coaches in age groups where U11 to U14 evaluations are being run. At this time, all duties for the evaluations will be assigned and described (see Roles and Responsibilities page) and examples of the types of activities the players will be put through will be discussed. At this meeting, AGCs and coaches will have the opportunity to ask any questions and address concerns. There will also be a meeting for parents new to the Evaluation process. See the meeting schedule in Section 1a.
- All players wanting to play **Gold or Silver level soccer** next season will be required to pre-register online for Evaluations. The online registration system will be open by mid-February. Age group coordinators will also distribute the registration link to team coaches/manager by email once the link is open. See **Pre-registration for Evaluations** under Section 1c for more details.

**When deciding which team/level (Gold, Silver, Bronze) you intend to coach, try to estimate the level your son/daughter is most suited for playing (see section A for guidance on playing levels). All coaching appointments are subject to confirmation by the independent evaluators and TD during evaluations. Therefore, if you choose a level your child is not selected for, we are able to make adjustments then. For example, if you are scheduled to coach a Silver team and the evaluations reveal that your son/daughter is more suited for the Gold level, they will be offered a spot on the Gold team and we will find another coach for the Silver team. You will be considered to coach the gold team. All of this is assuming that you only intend to Coach a team with your child on it.*

Where there is competition for coaching positions for any team a Coach Selection Committee may be formed. The Coach Selection Committee will include the TD as well as one or more other club representative(s) nominated by the Club in consultation with the TD. The Committee may interview and choose the coach(es) or just choose after going through the applications at a meeting. In the event that there is no consensus amongst the Coach Selection Committee, the final decision will rest with the TD. Ideally all coaching positions should be filled as early as possible. Prospective coaches of Gold and Silver teams will be identified before evaluations and confirmed during the Gold/Silver Evaluations when it becomes apparent which level their child, if applicable, is most likely to end up playing. Where there is competition for coaching positions for Silver teams the Club will place coaches as per the process outlined above for Gold coaches.

NOTE: If you wish to play Bronze level soccer next season you do not need to attend Phase 3 evaluations. However we would like you to register for the 2017-18 season as early as possible and select the Bronze team option. This will be a tremendous help to AGC's charged with forming and affiliating bronze teams with the VYSA.

- All Evaluation session dates will be finalized and published on the club website. These will be based on the total number of Evaluations being run, access to fields and estimated number of players per evaluation session. These will be subject to change as some circumstances are beyond the clubs' control (such as field closures). All attempts will be made to set evaluation dates and locations as early as possible. These will be posted on the Evaluations page of the club website and communicated through the Age Group Coordinators.

NOTE: Please be patient and flexible and accept that last minute changes are a possibility. Check the website just before your scheduled Evaluation date to make sure there have not been any changes to dates, times or fields.

Late February to late May

On-field Evaluation Sessions (Phase 3) begin.

f. Coach Selection

As part of the club's commitment to community and volunteers, parent coaches in good standing that have current experience within an age group from the past season that spans back at least one more season will be given priority over non-parent volunteer coaches and other parent coaches to coach at the level their child is assessed to be at.

Moreover, coach selection will be tied into the club's "Game, Club, Community" ethos using these criteria.

Game:

- Do coaches support game formats at U9/10? Do they support the endorsed style of play in divisional soccer?
- Do coaches support the club's curriculum and use the practice plans provided to guide them through that curriculum?
- Do they make sure players experience all positions and roles on the team at the younger ages?
- Have they taken the appropriate, mandatory LTPD courses for the age they are coaching?

Club:

- Do coaches support and adhere to club policies, initiatives and programs?
- Do they abide by playing time policy?
- Do they work with staff as they deliver programs like Embedded Coaching and Friday Plus?
- Do coaches attend club meetings relevant for their age group and team?

Community:

- Are coaches supportive of our referees before, during and after games?
- Do they make legitimate attempts to mitigate blowouts, particularly at younger ages?
- Do they create an inclusive environment on their team where players feel valued and want to continue playing?
- Do coaches have the ability and willingness to deal with parent concerns?

g. Phase 3 Evaluations: On-field Assessments

Evaluation Flow Chart

Please refer to the *Evaluation Flow Chart (Table 1 at the end of this document)* to help determine which parts of Phase 3 your child needs to attend.

- Once posted, review the Evaluation Session schedule to determine when your child needs to attend.
- For age groups that have been tiered from the season before (i.e. U11 moving into U12 and up) players who have played Gold that season will proceed directly to Gold Sessions. Stronger silver players may also be directed to Part B based on in-season evaluations from team coaches and/or staff coaches.

NOTE: An invitation to any Phase 3 Session does not mean that a player is ensured placement on a team at that level as all players participating will be objectively looked at for placement into next season's teams, not just returning players.

- All players not selected for a gold/silver team during the Phase 3 Sessions will either be directed to the sessions for the next level down or be selected for that level directly.
- Silver Sessions are scheduled to be two sessions. Two may or may not be necessary, depending on the age group, total number of players, anticipated number of Silver teams in the age group and assessment data gathered in previous phases. In these cases, there will only be one Silver Session.

NOTE: U13 and U14 Gold/Silver Evaluations will occur after BCSPL and/or Metro Evaluations. Dates may not be known until after the initial Phase 3 schedule is posted but will be posted as soon as they are known.

- The results from each part of Phase 3 will be posted online with clear direction of next steps. Players will be notified by email when the results have been posted online. Please note that players now have to register and pay their fees within 72 hours of accepting their spot on a team.

h. Phase 3 Evaluation Criteria

Note: Different scoring systems may be used depending on the number of players attending an evaluation. For example while the descriptive categories may be used evaluators may simply score players as gold, silver or bronze in some cases; particularly older age groups.

For most Phase 3 sessions, players will be evaluated on a scale of 1 to 10 where 1 is low and 10 is high. Evaluators are encouraged to use the full spectrum of marks available to them so as to allow for a ranking that will better differentiate between players.

9-10 - Absolutely superior, *relative to others*, in terms of first touch, striking the ball, vision, decisions. May also be physically dominant in terms of speed, strength and work rate. Show great understanding of basic tactical elements of the game (shape, attacking principles, defending principles). Can control ball with all parts of body, can strike the ball in a variety of ways. Can make an early decision that is appropriate for the circumstance and quickly employ the correct skill in an effective, constructive manner. A score of 10 is reserved for the top 1 or 2 players overall.

7-8 - Technically excellent and physically capable, *relative to others*, of handling expected speed and work rate. Easily good enough for team trying out for. Skills are sufficient to ensure they will consistently control

and strike the ball in a way that will help team maintain possession, create scoring chances or deny scoring chances. Strength and speed are commensurate with this level of play and player is committed to accepting coaching and becoming a better player.

5-6 - 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 6.0 average being much more likely to be placed on a lower level rather than the one being evaluated for.

3-4 - Does not have skill set necessary for this level *relative to others*. Cannot control most passes directed to them. Does not strike the ball properly. Has difficulty with balls delivered in the air and cannot provide service in the air. 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.

1-2 - Should be directed to Bronze/Div 3.

Station Description

Stations at Phase 3 will be determined by the TD who will base the decision on the age group and level of the evaluations as well as the total number of players expected to attend the evaluation. Stations will be different types of small-sided games. There will be some opportunity for the coach(es) of the teams the players are being evaluated for to request a particular station to evaluate players at.

i. Phase 4: Team Formation Meeting

Ideal roster sizes

Unless coaches can demonstrate a past history of success with smaller roster sizes, teams shall be formed with the following ideal roster sizes in mind:

Gold/Div 1: 16 players minimum

Silver/Div 2: 17 players minimum

Bronze/Div 3: 18 players minimum; 19 or 20 for U17 and U18 teams

NOTE: All final team rosters must be endorsed by the TD.

- Once Phase 3 Gold or Silver Evaluation Sessions are complete, the Team Formation Meeting occurs. These meetings allow those involved in the evaluation process to go over observations and other secondary information sources, such as previous coach evaluation forms and/or in season assessments that will help the coaches and TD decide on final team composition. As needed, coaches from the previous season will be invited to contribute (for both Gold and Silver teams) either in person or by phone to help guide the process, particularly on 'bubble' players. This meeting will finalize team rosters for the next season.
- The team formation process is a lengthy but co-operative effort with the TD, SSCs and team coaches. The process will involve the creation of teams from a smaller list of players that must be placed on the team being formed (based on TD and SSC opinion using data from Phase 1, 2 and 3) and a longer secondary list of players for whom more discussion is required by all parties at the meeting.

In the event more than one team is formed to compete at the same level, the same process will apply but every effort will be made to ensure relative parity between these teams with the TD continuing to ensure fair player placement. The TD will guide this process and ensure all relevant factors are considered and respected by the coaches.

NOTE: Should the degree of co-operation expected not materialize, the TD will reserve the option to switch to a draft system to form teams when multiple teams are being formed at the same level (i.e. this is not applicable when only one team will be formed in any particular level).

j. Player Notifications

- Once all 4 phases of the Evaluation Process are complete, parents will be given direction by email on how to access the team rosters.

Players must confirm/accept their spot on the team within 48 hours of the information being posted. Information on confirming your child's spot, generally by phoning/emailing the team coach, will be communicated to all families. Players must then register and pay their 2017-18 fees within an additional 24 hours. If this is problematic for financial reasons, please contact the club registrar who will look at solution with you discretely.

- **Parents are not to contact the TD, Evaluators or AGC's regarding results of evaluations.** The Phase 3 (on-field evaluations) sessions are rankings and not individualized assessments. There are no notes on specific players compiled. All questions regarding *the process* must be submitted by email to the TD *after you are sure your question or concern is not already addressed in this Evaluation Package.* The TD will only answer questions or concerns about the processes used at evaluations and not inquiries related to player placement or player performance. Also, emails/calls with questions that can be answered by information contained in this document may not receive a response. Do not contact any other VUFC staff coaches AGC's or Board members regarding Evaluations questions.

NOTE: Each year there are players, for very good reasons, who are unable to attend Phase 3 Sessions. Sometimes this is due to injury or a player has moved to the area in the off season. These will be handled on a case by case basis by the TD but for current VUFC players we should have enough information to fairly place you using information from the other three phases. Players in this situation though should be directed to the TD for consultation. Placement on teams, for players who missed the Evaluations and/or are new to the club, will be at the discretion of the TD and dictated primarily by the club's interests. Coaches should not have these players come out to training sessions for their newly selected teams, or games, unless directed to do so.

Adding players to rosters after Phase 4

At Phase 4, all team rosters will include 3 players on an alternate list (unpublished) in the event that spaces open up. As these will be players who have already been evaluated, they will be able to be added to rosters with no further evaluation necessary at any point. Coaches will NOT be able to reach beyond this list of alternates to take other players.

Players arriving at the club once rosters have been set will not be considered until:

- They have completed the ITC process
- After September 15th (to allow for players on the alternate list to be put onto rosters first as needed)

Administration of new players being added to rosters will be handled by Academy and Operations Coordinator. Technical aspects of placement to be taken care of jointly by Technical Director and Assistant Technical Directors.

k. Roles and Responsibilities

Technical Director (to be assisted by Asst Technical Directors as needed):

- Update information for Evaluation Policies and get Board approval for substantive changes
- Update all online Evaluation materials including Phase 3 dates, Phase 3 registration form, Coach application forms, staff coach evaluation forms, related admin materials, posting of final rosters
- Collate Intent to Coach forms. Carry out coach selection process for teams and/or levels with multiple applicants. Work with others to place coaches with various team/levels as we move throughout the Evaluation process
- Collate Player Assessment Forms completed by team coaches for Phase 2 scores
- Assign staff coaches to evaluate players and teams throughout the season
- Run Evaluation Information Meetings for AGC's, coaches and parents
- Evaluation logistics (i.e. format, times, locations, equipment, evaluators, stations, etc.)
- Bring master registration list to each evaluation sessions
- Managed Phase 3 sessions to ensure they run efficiently. Primary concern beyond logistics is to finalize number of teams being selected for each age group/level, finalize coach selection where possible.
- Serve as an evaluator when feasible and/or necessary
- Finalize all coaches for the teams being selected.
- Collect any/all evaluator scores and observations and ensure they are compiled for use at Team Formation Meeting
- Lead Team Formation Meeting and endorse final team rosters
- Ensure finalized team rosters are posted to the club website in a timely, accurate manner

VUFC Admin staff:

- At Phase 3 (on-field assessments): Coordinate on-site registrations for players that didn't register online. Remind them they need to register after the session if they want to receive communication related to the evaluation session.
- At Phase 3 (on-field assessments): Ensure each player has a numbered bib and record that bib number on supplied sheet.
- Forward Evaluation Session information and reminders (at least one week prior) to age group coordinators so they can inform coaches and team officials with instructions to pass on the information to their players and parents.
- Remind parents to stay off the field during Phase 3 sessions.
- Collate Phase 3 scores after each session.

Age Group Coordinators:

- Attend Information Meetings.
- Liaise with other coaches to ensure every player has been placed on a team.
- Be aware of players new to the club (or soccer in general) and players who have chosen not to attend the Evaluations when forming Bronze teams.
- A key goal is to ensure team viability and that all players in Vancouver have a team to play. This work may extend into the summer months.

Evaluators:

- Evaluate players according to standards provided.
- Ensure correct input of player bib numbers on Evaluation sheet.
- Hand in completed, legible signed evaluation sheets to TD or SSC at end of each evaluation session.
- Respect players' privacy by refraining from communicating any information or opinions relating to evaluation format and/or player performances to any parents or other bystanders.
- Do not coach players at Phase 3 sessions. Observe and record only.
- Use neutral language in all comments to players and parents regarding performance at sessions.

Current season's coaches:

- Complete online Player Assessment forms within the designated timelines.
- Complete Coach Application for next season if you plan to return as a coach
- Attend Evaluation Information Meeting.
- Notify players of evaluation dates/locations and relay evaluation policies information.
- Consult with players about the level they want to be evaluated for and provide guidance, as necessary, based on their knowledge of players' ability.

- Be prepared to help warm players up while TD and Independent Evaluators get session set up.
- Help with logistics during evaluations including managing subs during small-sided games and helping players rotate through stations.
- Do not coach players at Phase 3 sessions. Observe and record only.
- Remain neutral in comments made to players during the session and support all players equally, not just the ones from your team.
- Those coaching next season should take notes on players; particularly ones you are not familiar with
- May be asked to contribute, in person or by phone, to Team Formation Meeting to provide additional insights.
- Familiarize yourself with Evaluations Policies, and be main point of contact to answer parent/player inquiries leading up to evaluations.

Incoming Coaches (next season)*:

- Attend Evaluation Information Meeting.
- Attend all evaluation sessions for your team, assist with the evaluation process as required and ensure you see all players over the course of the evaluations.
- Bring list of desired players to Team Formation Meeting along with notes/opinions on other players. These will be compared with Evaluator observations and completed end of season Player Assessment Forms from last season's coaches in consultation with the TD.
- Accept confirmations from team members once roster is posted and advise the TD of player confirmations.

**If you also coached this current season, consider these as being in addition to the duties listed in "Current Season's Coach"*

Parents:

- Familiarize yourself with all the information in this package and discuss it with your child. As a family, decide whether your child wants to participate in Phase 3 and, if so, for which level. Players who opt not to register for Phase 3 will be placed on a Bronze team once they have registered for the following season. ***For players/parents considering playing U11 Gold/U12 Gold 1, please familiarize yourself with the Gold Plus Program outlined in Section G when deciding which level to be evaluated for.***
- Consult with your child's team coach if you are unsure which level your child should be evaluated for.
- Based on that consultation and knowing what your child can realistically commit to, register your child for the appropriate evaluation well in advance.
- Ensure your child arrives on time and with the appropriate equipment (boots, shin pads, jacket, soccer clothing water, etc). It would also be a good idea to refresh your child's memory on how the Phase 3 Sessions are structured so they are not surprised or overwhelmed when they arrive.
- Respect the work of the volunteers and evaluators, and allow them to do their work without unnecessary intrusion. Parents will be asked to stay behind the fence of the field being used to allow evaluators and coaches to talk candidly and to keep the evaluation area as clear as possible for players and evaluation staff.
- Regularly check for updated Phase 3 information including dates, times, locations and results throughout the process. At the end of the last Phase 3 session, check online to see which team your child has been placed on. **Players are expected to confirm/accept their spot on the team within 48 hours of the information being posted.** Information about how to confirm your child's spot, generally by emailing the team coach, will be provided online at the time of posting.
- Do NOT contact the TD, Evaluators, age group coordinators or team coaches regarding results of Phase 3 sessions or final rosters. There are no written notes on specific players compiled at Phase 3. All questions regarding the process must be submitted by email to the TD after you are sure your question or concern is not addressed already in this Evaluation Package. **The TD will only answer questions or concerns about the processes used at evaluations and not inquiries related to player placement or player performance. Also, emails/calls with questions that can be answered by information contained in this document may not receive a response.**

Players:

- Arrive at the Phase 3 sessions ready to listen to instructions.
- Players may be asked to play several different positions in small-sided games.

- Some players may play more than other at Phase 3. This is almost always intentional as we may need more time to get a score for some players
- Understand that the goal of the Evaluations is to find the ideal playing level for them so that they can enjoy the game and develop as much as possible.
- Remember that Phase 3 sessions are different from regular training sessions. They will not be 'coached'. The drills and/or small-sided games won't be stopped so coaching points can be made.
- Arrive at the sessions dressed to play soccer with the appropriate footwear for the surface (usually artificial turf).

2. U11-U16 and Gold Plus Programs

All players/parents who wish to be considered for a or Gold Plus team next season must familiarize themselves with the expectations and commitment required as outlined in this document.

- The club now views its U11-12 Gold Plus program as a two year continuous program and as a result will only select players to their U12 Boys Gold 1 and U12 Girls Div 1a teams from Vancouver area players that played at VUFC in the 2016-17 season.
 - Given the commitment to development the club has made at U11-12 it is logical to expect that players who have been exposed to the plan and curriculum at U11 should be the pool that is used to continue this program with our top level teams at U12.
 - This also respects the commitment that our U11 players at the club have made to their teams in the various programs offered at this age many of whom have trained three times per week.
 - Players who played at other clubs in 2016-17 are eligible for all other VUFC teams at all levels. VUFC has always prided itself on fair and open evaluations for all players and will continue to. This is the only program that is being treated as a two-year project.
 - Players who did not play in Vancouver at all in the 2016-17 season will be treated on a case by case basis.
- All U11 Gold and U12 boys and girls Gold 1/Div 1A teams* will train three times per week as set out below.
- Through the evaluation process VUFC will select players for this age/level that are highly committed to soccer and meet the technical/tactical requirements of elite players (i.e. approximately 10-20% of the top players in each age group).
- The objective of the U11-U12 program is to prepare players for the elite level programs that begin at U13 such as Whitecaps Prospects Program and BC SPL. The BC SPL is a province-wide elite soccer league.
- The objective of the U13 - U16 program is to provide an environment for players who want a developmental environment that is more demanding than a normal team environment. This may be so they can challenge for spots on elite teams in the future or just a personal preference over other levels of play.
- U13-U16 Gold Plus teams will regularly seek Metro level competition in tournaments, exhibition games and BC Soccer Cup play and will be the pool of players that are brought up on Intra-Club Permits to assist teams as necessary.

a. **Spring/Summer Commitment, Schedule, Objectives**

March/April

- Gold Plus teams formed; players asked to commit and register.

April/May/June

- U11-12 Gold Plus teams run a collective age group practice once per week under supervision of VUFC staff coach. These practices are curriculum driven with all coaches working from a prescribed practice plan. Attendance at these sessions is mandatory. Additional teams practices may be organized by team coaches but must be considered optional to respect players' ability to participate in other spring sports.
- U11-U13 Teams participate in VUFC Spring Game Series and one regional tournament on the May long weekend. Decisions on other regional tournaments will be left up to the teams but advice and assistance from staff is readily available.
- Vancouver United Academy Spring Phase is available to all players. The Spring Academy will be optional for all Gold Plus players.

July/August (optional for players/coaches)

- At their individual discretion, U11/U12 Gold coaches conduct **optional** training sessions or exhibition games through summer.*

**NOTE: teams are encouraged to run these collectively as an age group to lighten coaching responsibility and to ensure viable training groups at each age/gender given that numbers will be lower during the summer. Players are not to be pressured to play. Their participation over the summer is entirely voluntary*

b. Regular Season Commitment (September to March), Schedule, Objectives

- One game per week on Saturdays (Boys) or Sundays (Girls) in accordance with the relevant league schedule,
- Training as per the description of the Gold Plus Program (varies by age group)
- Train as part of the VUFC Academy on Mondays, twelve weeks in the fall and eight consecutive weeks in January and February. Participation in the Academy will be optional for U12 Gold 2 players but Gold 2 players who register will train with the U11/U12 Gold Academy unless enough register (minimum 8) to allow them to train as their own group. U12 Gold 2 players will train only 2 times per week if they opt out of the Academy training.
- Academy for U13 Gold Plus is mandatory in the fall and optional in the winter.
- Academy for U14 Gold Plus teams is optional. There is no Academy option for U15 and U16 Gold Plus teams but opt-in programming of some kind on a user pay basis will be offered.
- Two practices per week where they will work with their teams and occasionally as a mixed group under the guidance of a VUFC senior staff coach. This will facilitate:
 - VUFC coaches getting to know each other making it more feasible for them to work together in future years
 - VUFC coaches getting to know players on the other VUFC teams
 - Curriculum adherence at these age groups so all our players are getting coached in the same style of play and receiving age-appropriate tactical guidance
 - Ongoing coach development by working with a VUFC staff coach
 - Scouting for the elite level of play that begins at U13 (Whitecaps Prospects/BCSPL) in a uniform and transparent manner guided by the VUFC Technical Staff. This is done more efficiently when we can have all of our best players in one location.

c. Other Operational Details

Potential coaches will be informed that to be considered as a coach for these teams they need to be available on the nights chosen for the collective practices and they need to agree to coach in accordance with VUFC policies relating to code of conduct as well as within the U11-12 Gold Plus Program.

Players selected will pay a non-refundable registration fee that will also serve as their acceptance of a spot on the team. Fees for Gold level soccer at U11/U12 will include VUFC Academy fees for fall and winter, except for U12 Gold 2 players who may opt out of the Academy component.

NOTE: Accompanying the registration form will be a revised commitment clause that makes it clear that attendance at the weekly training sessions is not optional and non medical absences will result in immediate reductions in playing time. It must be made clear that the club will not accept anything less than a full commitment to our U11/U12 Gold Plus Program.

We have determined from experience that players are generally unable to fully honour the commitment to this program if they are playing another high-level sport, including rep hockey or elite basketball or gymnastics for example. For this reason, the Board of Directors has decided that players selected to the boys and girls U12 Gold 1 teams going forward must agree to declare if they are playing any other high level sport or activity that demands a commitment that will conflict or even potentially conflict with playing soccer at this level. We are working with Thunderbirds Hockey to try to facilitate players being able to play both hockey and soccer but this is not guaranteed at the time of writing. Players who are registered in any such program when they accept their place on a U12 Gold 1 team should consider their position conditional upon being able to honour the required commitment. If the demands of playing two high level sports proves too much they will be asked to either put soccer first or be removed from the team and put at a level that requires less of a time commitment.

Those playing U11 Gold, while still being expected to fully honour the commitment to soccer will be given the opportunity to try to accommodate both soccer and other commitments. If U11 players are found to have missed a meaningful numbers of soccer practices and/or games due to other commitments, it will play a critical role in determining their placement on U12 Gold teams.

This commitment starts with the spring component of the program.

3. U15 and up Evaluation Process:

(revised January 2017)

Evaluations for U15 and older teams will be scheduled once level teams at VUFC and/or other clubs complete their team formation process. The club expects that all team formations between U15 and U18 to be carried out co-operatively and in the spirit of ensuring as many players are accommodated on the teams being offered at each age group. Evaluations will be coach driven and club managed in a fair and equitable manner in accordance with the following:

1. VanU will host a pre-evaluation meeting for each age group to discuss potential challenges and solutions, team viability for the following season, identification of players who could potentially play at a different level and to establish parameters for the evaluation process. The parameters identified during the meeting will be distributed, in writing, to all coaches in the respective age groups prior to the start of evaluations. At least one representative from each team is expected to attend the pre-evaluation meeting for their respective age group.
2. Independent evaluators will be used at all required U15 to U18 Phase 3 sessions this year. The TD, Divisional Head Coach and/or other VUFC staff coaches are available to assist to the degree that is necessary as determined at the pre-evaluation age group meeting or as required at any point in the evaluation process.
3. Teams needing Phase 3 Evaluation Sessions must have their players register online and pay a fee commensurate with recovery of the costs for field bookings and/or independent evaluators in advance of the sessions if there is going to be more than one on-field sessions required.
4. The club will set the dates for all Phase 3 sessions required by U15-U18 teams.

Team rosters must be reviewed and approved by VanU's technical staff prior to notice being sent to players even if a team has not run Phase 3 Evaluation sessions. All coaches in the respective age groups will have the opportunity to review rosters prior to them being published.

4. Playing Up Policy

Divisional Playing Up Policy

A player wishing to play up must try out for the highest level team in the older age group, and be in the top 1/3 of the skill/playing level for that team.

- A request to play up must be made **in writing, by email to that age group coordinator, at least two weeks prior to the published Evaluation dates for the age group the player wishes to join**. The request will be evaluated by a committee that could consist of some or all of the following people: the affected age group coordinators, the Divisional Coordinator and the TD who will make a recommendation to the VUFC Board of Directors.

No underage player can register for a team until approval is given by the VUFC Board of Directors. This will be strictly adhered to. Please note the following exceptions and factors that the committee may consider in reaching a decision:

- Where a player who is playing in a non-tiered environment is seeking to play up a year that is tiered, refer to the House League Playing Up Policy (below), the playing up policy will be less restrictive.
- There are no teams available for the player in his/her age level.
- A team in the older age group requires additional players to be viable and there are not enough players in that age group.
- The player's social maturity, motivation, commitment, physical maturity and abilities must be equivalent to the other players on the team to which he/she is seeking placement.
- The parents must be fully informed of the player's options and the pros and cons of each option.
- The evaluation committee may consult with the age group coordinator and the coaches for the player's own age category.

NOTE: Coaches should not recruit underage players. Underage players should not be invited to annual evaluations. However, if under-age players wish to attend evaluation sessions, we will not deny access if they have followed the criteria described above.

House League Playing Up Policy

Vancouver United FC strongly encourages all its players to play in their natural age group. Any House League players wishing to play up an age group must submit a request by email to be evaluated by the TD or a Senior Staff Coach by February 8.

All requests must be preceded by a discussion with the player's current coach and that coach must agree that the request is worth pursuing.

Factors that will be considered in granting or denying a request:

- Will the player requesting the move have his/her development stunted if he/she plays in his/her natural age group?
- Does the player requesting the move have the ability to physically compete with the players in the older age group?
- Will there be negative ramifications on the team/age group that the player is leaving or that the player is requesting to join?
- All requests to play up a year for the 2017/18 season need to be completed by **February 8**.
- Staff coaches can suggest that the TD or SSC consider a player be moved up mid-season. These are the only mid-season requests will not be considered.

For any player who is playing in an un-tiered environment (i.e. U10 and younger) and is seeking to play up at U11, the playing up policy will be less restrictive but players must still apply in writing (to the TD) by February 8. In this circumstance, the underage player must be in the top 10% of all players in their natural age group as defined by the player's coach and the TD. If this requirement is met then the player will be permitted to register for evaluations for the older age group but the player must be ranked high enough to qualify for one of the U11 teams based on their Phase 3 evaluation scores relative to the other, older players and based on the Divisional Playing Up Policy (see above).

F. Evaluation Flow Chart Path – U11 to U14

Phase 3 Gold & Silver Sessions and Phase 4: Team formation meetings

