

2010 All Star Selection Process

Purpose

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

Objectives

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

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

Responsibilities

The *Player and Coach Agent* shall ensure that this document is relevant and current, and shall serve as Chairman of the *All Star Committee*. The *All Star Committee* shall be responsible for overseeing the execution of the process. The *All Star Committee* shall consist of the Player and Coach Agent, Division Commissioner and Executive board.

Number of Teams

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

| Number of Registered Players in Division | Number of All Star Teams |
|--|--------------------------|
| 61 or less | 1 team |
| 62-123 | 2 teams |
| 124-184 | 3 teams |
| 185 or more | 4 teams |

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

Target Date for Completion: 4th Week of April

Team Formation

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

Player Nomination

- 1) The Division Commissioner shall compile and distribute a list of candidate All Star nominees within the Division. This is to serve as a “watch list” for team managers for scouting purposes prior to the selection meetings. **Target Date for Completion:** 4th week of March
- 2) The Division Commissioner shall ask all Division Managers for All Star Player Nominations. **Target Date for Completion:** 1st week of April
- 3) Division Managers shall generate and submit to the Division Commissioner a set of player nominations from their Team. In generating nominations, Managers must consider the following guidelines:
 - i. **Note:** Nomination does not ensure placement on any All Star Team.
 - ii. **Note:** In determining nominations, Managers **should give players “benefit of the doubt.”** In other words, don’t de-value or exclude potential candidates. Only nominated players are eligible for All Star selection. Players often improve at the end of the season. Also, different Managers may evaluate players differently; however, ideal attributes of an All Star caliber player include:
 - Generally considered to be in the top 25 percent of the players in the league;
 - Routinely exhibits characteristics of a good team player;
 - Puts team success ahead of individual success (teamwork);
 - Competes with honor and respect to the game and to his/her fellow players (sportsmanship); and
 - Works hard to improve abilities and to help the team’s success.
 - iii. **Note:** Experience has shown that almost all Teams have between 2 and 5 legitimate nominees. Nomination of < 2 or > 5 players will be a likely cause for questioning from the All Star Committee.
 - iv. **Note:** Managers must provide a Parent Acknowledgement form to the parents of all players that they wish to nominate. Parents must accept the nomination on behalf of their child by signing and returning the form to the Team Manager. Only players with signed Parent Acknowledgement forms are eligible for nomination.
 - v. **Note:** Managers must inform parents that All Star nomination does not ensure selection to a Team. In doing so, Managers should convey to the parents that they are making the nomination in good faith, but that there are a lot of good players and that the league will use the fairest possible method to select the Teams. Managers

may also communicate that Team rosters will be posted on the website as soon as the Team formation process has been completed.

- vi. **Note:** As a part of the nomination process, Managers must also inform parents of the schedule for the All Star Player Workouts, as well as available information regarding All Star tournament dated (see below)

Target Date for Nomination Completion: 3rd week of April

4) Division Commissioners shall compile and distribute the player nominee information to all Division Managers. **Target Date for Completion:** 5th week of April

Manager Nomination

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

All Manager Candidates **MUST have an application on file** with the league for the active season, and this application **must be approved at the Manager level**. (Note: this does not preclude the selection of Managers who are not active Managers in the season's recreational league play).

Managers shall be selected using a voting process among peers. The initial step in this selection is a nomination process, details of which are as follows:

- 1) The Division Commissioner shall ask all Division Managers for All Star Manager Nominations. (Notes: Managers may nominate themselves or other Managers/coaches as candidates. Manager Candidates from outside the pool of active league Managers/coaches may also apply at this point).

Target Date for Completion: 1st Week of April

- 2) Manager candidates shall submit their completed applications to the Division Commissioner.

Target Date for Completion: 3rd Week of April

- 3) The All Star committee shall rule on all Manager Nominations.

Target Date for Completion: 5th Week of April

Player Workouts

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

Note: Workouts are left as optional in the upper Divisions because the level of experience of Managers is typically much higher, and familiarity with the players is much better than in the lower Divisions.

Note: In Divisions in which player workouts are conducted, player attendance at workout sessions shall be recommended, but not mandatory (i.e. his/her absence from player workouts does not affect his/her eligibility).

Note: In Divisions in which player workouts are conducted, Team Manager/representative attendance at the workout session shall be a required prerequisite for voting in the player placement process (see below).

Note: The workout session is a great opportunity to recognize and reward ALL nominated players. Commissioners and Managers are encouraged to develop a recognition plan (e.g. certificates or other) that will convey a clear congratulatory message to the nominated players.

The detailed process for the player workout is as follows:

- 1) The Player and Coach Agent shall establish a date for All Star Player workouts and shall place this date on the league calendar.

Target Date for Completion: 1st week of February

- 2) The **Player and Coach Agent** shall reserve field times for workout sessions in all Divisions

Target Date for Completion: 3rd week of February

- 3) Division Commissioners shall notify Managers and Coaches of the All Star Workout Date

Target Date for Completion: 1st week of March

- 4) Bronco and Pony Division Managers shall vote to determine whether workouts shall be held

Target Date for Completion: 1st week of April

- 5) Division Commissioners shall coordinate All Star workout plans/schedule with the All Star Committee.

Target Date for Completion: 2nd week of May

- 6) Division Commissioners shall distribute workout group schedules to Managers

Target Date for Completion: 5th week of April

- 7) Managers shall distribute workout group schedules to players

Target Date for Completion: 5th week of April

- 8) Division Commissioners oversee Player Workout

Target Date for Completion: 1st week of May

Team Formation

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

Note: In the voting portion of the selection process, each Team in the recreational Division shall be given one vote

Note: In Divisions in which player workouts are held, Teams that do not have attending Managers/representatives shall not be eligible to vote. Such determination shall be made by the Division Commissioner, and communicated to all managers as well as All Star Committee members.

Note: Team Managers not wishing to participate in the Player and/or Manager Selection process may opt out of participation. In that case, those Teams shall not be eligible to vote. However, all Teams should still be represented at the meeting to represent their nominated players.

Note: To shorten the time required for voting in the meeting, All Team Managers are to come to the meeting with a pre-selected "Top Ten" list. In Divisions in which there are 2 All Star Age tournaments (Pony/Bronco), managers are to come to the meeting with 2 Top Ten Lists, one for each age group. Managers will use these lists to cast their votes during the player selection process (see below), but will have an opportunity to revise their lists after hearing the descriptions of each player's accomplishments at the meeting, prior to casting their votes

Target Date for Completion: 1st week of May

Players and Managers shall be placed onto Teams using a combination of a voting and a selection process. (Note: In establishing this process, the league is asking that all Managers consider the objectives of the All Star process as well as all of the candidates' qualifications in making their selections, and to do so without bias). Details of this process are as follows:

- 1) In the Mustang, Bronco and Pony Division, All-Star nominees will have the opportunity to vote for the 10 in the upper and lower age group. For example, Bronco All-Star nominees will vote for who they believe to be the top 10 players in the Bronco Division. This information will be compiled and count the same as any other teams vote.

Target Date for Completion: May 2nd

- 2) The Division Commissioner shall convene a meeting of all Team Managers/representatives (1 representative per Team only). The other members of the All Star Committee are also requested to attend this meeting. The All Star Committee chair shall be the chairperson for this meeting.

Target Date for Completion: 1st week of May

- 3) In the meeting, the Commissioner shall announce the Teams/representatives that are eligible to vote in the Player Selection Process.
- 4) An eligible player is defined as one who played in at least half the games he was eligible to participate, played the recreational season in the division he was nominated, not older than division level and resides within the eligible CYB Boundaries.
- 5) **Pinto A, Mustang 10U, Bronco 12U, and Pony 14U Team Roster Selection.** The first order of business shall be the selection of the Pinto A, 10U (Mustang), 12U (Bronco) and 14U (Pony) Team rosters.. The steps involved in this are:

- a. The list of all nominees shall be written on a board or projected for all Team Managers/representatives to see.
- b. In alphabetic order by Team name, each Team Manager/representative shall have 1 minute per player to discuss his/her nominees, including questions/answers. Time limits shall be strictly maintained.
 - i. **Note: Player availability SHALL NOT BE DISCUSSED** at this stage and shall not be considered as a basis for voting selection.
- c. At the conclusion of the discussion period, a voting process shall be used to rank the top nominees in each Division.
 - i. Each voting-eligible Manager/representative shall vote by listing a total of 10 players privately on a sheet of paper along with the name of the Team casting the ballot (Managers are strongly encouraged have this “Top 10” list prepared prior to the meeting, but they may make any desired adjustments to their selections prior to submitting their lists to the All Star committee). Other methods to tally votes in a time-efficient manner may be determined by the All Star Committee.
 - ii. Each ballot must include the team name of the representative.
 - iii. A Manager may not vote for a player on their team.
 - iv. As each team submits their selections, the ballots shall be collected and tallied.
 - v. Players shall then be listed on the board/screen in rank order of votes received. Players not receiving votes are not listed.
 - vi. A maximum of 20 (may be less than 20, but not more) players with the highest number of votes shall be eligible for placement on the *Pinto A/10U/12U/14U* team and may sometimes be referred to as the “Top 20 List”.
 - a. **Note:** In the case of a tie, tied players may be listed in random order within the tied group unless the random ordering would affect player placement. If a tie-breaker is needed for any reason (for example, a tie at the 10th or 20th position on the list) the All Star Committee Chairman shall have the discretion to implement an equitable re-voting procedure involving only the tied players.
- d. After the “Top 20” List has been finalized, the *Pinto A/10U/12U/14U* Team Manager shall be selected by a vote of Managers.
 - i. Prior to selection, the Division commissioner shall poll the Manager candidates and determine which of the candidates wishes to be considered for the *Pinto A/10U/12U/14U* Team position. From this polling an “A Team candidates list” shall be developed.
 - ii. Prior to selection, each member of the “*Pinto A/10U/12U/14U* Team Manager Candidates list” shall have (optionally) 3 minutes to discuss their candidacy, followed by up to 3 minutes of questions and answers.

- iii. At the conclusion of this discussion, a vote shall be conducted among the Division Managers/representatives, with one vote per Team present being cast. Voting shall be done by written ballot, handed to the Division Commissioner, and each vote shall be read aloud along with the name of the voting Team. The following methodology shall be used in the case of a tie:
 - a. In the case that not all candidates receive the same number of votes, a second vote shall be conducted among the “tied” candidates.
 - b. In the case that all candidates remain tied following the second vote, a coin toss shall be used to select the *Pinto A/10U/12U/14U* Manager.
- e. After the *Pinto A/10U/12U/14U* Team Manager has been selected, other team managers will be asked to temporarily leave the room (Team Manager, All Star Committee and any assistant coaches/advisors that the Manager selects may also remain), and the *Pinto A/10U/12U/14U* Team roster shall be determined as follows:
 - i. The Top 10 vote getters on the Top 20 List shall automatically be placed onto the roster.
 - a. **Note:** Based upon player availability only, as documented on the Parent Acknowledgement form, the *Pinto A/10U/12U/14U* may, with the approval of the All Star Committee, elect to pass over 1 or more Top 20 Players. In this case, these players will be replaced on the roster with the next vote-getters on the Top 20 list, and these players will be placed back into the general nominee pool.
 - ii. From the remaining players on the Top 20 List, the Team Manager shall then select a total of 2 - 5 additional players to be placed on the roster.
 - a. **Note:** Pony Tournament rules specify a roster size of between 12 and 15 players. Finding playing time for additional players in a competitive tournament can be very challenging and often a frustrating situation for players and parents. Therefore, it is recommended to carry more than 12 players only when deemed necessary for availability reasons (e.g. a player will be unavailable for a 1st round tourney, but available for a 2nd round). The Player and Coach Agent reserves the right to refuse a Manager from selecting more than 12 players for their team if there is not good enough reason to carry more players.

At the completion of this process, the *Pinto A/10U/12U/14U* Team is complete, subject to Final Roster Adjustments discussed below.

- 6) **Mustang 9U/Bronco 11U/Pony 13U Player Roster Selection.** In the Mustang, Bronco and Pony Divisions, the next order of business shall be the selection of the 9U, 11U and 13U Team player rosters respectively. The steps involved in this are the identical procedure used in selecting the *Pinto A/10U/12U/14U* Team as detailed above. At the completion of this process, the Mustang 9U/Bronco 11U/Pony 13U Team is complete, subject to Final Roster Adjustments discussed below

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- a. **Note:** Managers will already have their “Top 10” list prepared prior to the meeting, but may make any desired adjustments to their selections prior to submitting their lists to the All Star committee.

7) **B Team Player Roster Selection – Pinto, Mustang, Bronco and Pony Divisions.** The next order of business shall be the selection of the **B** Team player roster. In the Mustang/Bronco/Pony Divisions, there may be two separate **B** Teams, one comprised solely of 12U/14U and one comprised solely of 11U/13U players. The steps involved in this are the identical procedure used in selecting the **Pinto A/10U/12U/14U/9U/11U/13U** Teams as detailed above. At the completion of this process, the **B** Team is complete, subject to Final Roster Adjustments discussed below

- a. **Note:** Managers will not have their “Top 10” list prepared prior to the meeting, so must prepare these lists at the meeting. To facilitate this, the list of remaining unselected nominated players shall be written on a board or projected for all Team managers/representatives.

8) **C Team Player Roster Selection – Pinto Division.** For the Pinto Division, the next order of business shall be the selection of the **C** Team player rosters. \

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- a. A voting process shall be used to rank the top nominees remaining in each Division.
 - i. Each voting-eligible Manager/representative shall vote by listing a total of 20 players privately on a sheet of paper along with the name of the Team casting the ballot. Managers will not have their “Top 20” list prepared prior to the meeting, so must prepare these lists at the meeting. To facilitate this, the list of remaining unselected nominated players shall be written on a board or projected for all Team managers/representatives.
 - ii. As each team submits their selections, the ballots shall be collected and publicly tallied and read aloud.
 - iii. Players shall then be listed on the board/screen in rank order of votes received. Players not receiving votes are not listed.
 - iv. A list of at least 20 players with the highest number of votes shall be eligible for placement on the B teams and may sometimes be referred to as the “Top 20 List”.

Note: In the case of a tie, tied players may be listed in random order within the tied group unless the random ordering would affect player placement. If a tie-breaker is needed for any reason (for example, a tie at the 20th position on the list) the All Star Committee Chairman shall have the discretion to implement an equitable re-voting procedure involving only the tied players.

- b. After the “Top 20” List has been finalized, the B Team Managers shall be selected by a vote of Managers.
 - i. Prior to selection, the Division commissioner shall poll the Manager candidates and determine which of the candidates wishes to be considered for the two B Team positions. From this polling a “B Team candidates list” shall be developed.

- ii. Prior to selection, each member of the “B Team Manager Candidates list” shall have (optionally) 3 minutes to discuss their candidacy, followed by up to 3 minutes of questions and answers.
- iii. At the conclusion of this discussion, a vote shall be conducted among the Division Managers/representatives, with each Team present voting for two candidates. Voting shall be done by written ballot, handed to the Division Commissioner, and each vote shall be read aloud along with the name of the voting Team. The following methodology shall be used in the case of a tie between the 2nd and 3rd highest vote-getting manager candidates:
 - 1. In the case that not all candidates receive the same number of votes, a second vote shall be conducted among the “tied” candidates.
 - 2. In the case that all candidates remain tied following the second vote, a coin toss shall be used to select the two B team Managers.
- c. After the B Team Managers have been selected, the Pinto/Mustang All Star selection meeting will be adjourned. Following confirmation from the A Team Manager that the A team roster has been finalized (verification of player availability, etc.), a second meeting made up of both B Team managers, the Chairman of the All Star committee and the Division Commissioner will be convened. It should be understood that as part of the confirmation of the A team roster, the A team manager may need to select a player from the B team Top 20 list in order to replace one or more players initially selected to the A team who may be unavailable. In this case, the A team player(s) would fill the B team Top 20 roster position(s) vacated by those player(s) who were moved up to the A team, as described below in Item 7 -“*Final Roster Adjustments.*” . Prior to this meeting, it is strongly recommended that the Division Commissioner verify the availability of the players that were voted to the Top 20 list. At the second meeting, the managers will select the first ten players for their rosters from the Top 20 list, where the manager selecting first would be determined by a coin flip. The managers will then select a minimum of 2 but not more than 5 additional players from the general pool of All Star nominees to complete their team roster. At the completion of this process, the B Teams are complete, subject to Final Roster Adjustments discussed below.

At the conclusion of the selection meeting, the All Star Committee Chairman shall compile and distribute the meeting minutes, including all voting results to the All Star Committee, Division Commissioner, and All Star Managers.

7) **Final Roster Adjustments.** After the conclusion of the All Star player selection meeting, All Star Managers shall have the opportunity to confirm player availability (per the Parent Acknowledgement Forms) and to make required roster changes as a result of a change in the player’s unavailability. Details are as follows:

- 1. The *Pinto A/10U/14U/12U* Team Manager may submit roster changes, in writing, to the All Star Committee Chairman. Any player additions must be selected from the original Top 20 list.

- a. Note: Roster changes MUST be accompanied by written rationale including documentation from the parent describing the player's availability or other unique situation, and are subject to the approval of the All Star Committee Chairman.

Target Date for Completion: 24 Hours (maximum) after completion of Team Formation meeting (in the case of the Pinto/Mustang B teams, the target date will be 24 hours after completion of the second selection meeting). At this time, the All Star Committee Chairman shall compile the changes and distribute the revised roster(s) to the All Star Committee and All Star Managers.

2. Roster changes to the **B** Teams shall follow the same procedure specified above.

Coach and Business Manager Selections

After completion of the final player rosters, Team Managers shall have a period of 1 week to select an Assistant Coach and Business Manager. Managers shall notify the All Star Committee of their selections in writing.

Target Date for Completion: 1 week after receipt of final player roster from the All Star Committee Chairman.

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

All Star Committee Chairman's Discretion

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