



***COCHRANE MINOR SOCCER (CMS) ASSOCIATION***

***COMPETITIVE EVALUATION POLICY***

## Competitive Evaluation(s) Policy & Guideline Applications and Schedules

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## **1. Introduction**

### **1.1. Overview**

Evaluations may be required for all age/gender groups within the competitive league to determine placement of players on teams within their age/gender group and the placement of teams within the age/gender groups set by Calgary Minor Soccer Association (CMSA). CMS will determine the evaluations to be held upon completion of registrations.

The evaluation process is based on both Technical and Game Skills that will determine the placement of the players. The level of individual athleticism that can be monitored throughout the process and players are assessed at all levels of play. The sessions will be structured to provide for the assessment of individual and team skills through set drills and game scenarios. This process will eventually sort the players in their age/gender group from the highest to lowest skill levels exhibited at the time of evaluations.

Teams are selected based on the final ranking of the evaluation process. Team roster size and number of teams will be dependant on possible Team placement within CMSA.

### **1.2. Purpose of This Policy**

The purpose of this evaluation policy is to provide an objective base from which to sort the players by their skill levels displayed during evaluations and to place the players and teams at a level where they will be competitive.

## **2. CMS Competitive Evaluation Policy**

### **2.1. Overview**

In order to provide players with the best possible development environment, they should be playing with and against players of similar ability on a regular basis. In order to group players by ability, they must be evaluated. CMS will evaluate players and select teams based on a combination of Technical and Game Skill Evaluations. The process is designed to be as thorough, accurate and fair as possible. As described in more detail below, it is important to emphasize that the Evaluation is the first and primary determinant of a player's team placement. This puts all players on an equal footing and gives each player a "clean slate" opportunity to demonstrate their abilities in an unbiased and thorough evaluation process involving all players in the age/gender group.

### **2.2. Evaluations**

- Evaluations are held in advance of the Indoor and Outdoor seasons for each age/gender group
- Players are evaluated by volunteers with a good knowledge of the game.
- Evaluators may or may not be coaches who also train some of the players being evaluated
- No player parents of the same age/gender category are involved in the evaluation process
- Players are evaluated for technique, fitness/ athleticism, attitude, decision-making and discipline on a scale of 1 to 5.

### **2.3. Importance of Evaluations**

Evaluations are the first and most important determinant of a player's team placement. A minimum of two (2) opportunities for evaluations will be assigned to each age/gender group. Any player wanting to maximize their chances of making the team of their choice is required to participate in all Evaluation sessions. A player who misses all evaluations will NOT be considered for a competitive team (other than in the case of serious illness or injury).

### **2.4. Season Evaluations**

Coaches may have an opportunity to evaluate each player on their team each season using identical evaluation forms to ensure consistency and comparability across teams. Players are evaluated for technique, fitness/ athleticism, attitude, decision-making and discipline on a scale of 1 to 5. The coach also has the option of providing brief comments about each player. Season evaluations from previous seasons may be used to augment evaluations.

### **2.5. Team Selection Process**

- The CMS Board collates the Season and Evaluation data for each age/gender group.
- Players are initially ranked by evaluation scores and grouped into preliminary groups. The Season Evaluations of all “borderline” players (those near the cutoff lines) are carefully reviewed.
- The “borderline” players’ rankings are then adjusted, when appropriate, to create revised team groups.
- In some cases, the proposed team selection is then discussed with the relevant coach.
- Coach input may result in adjustments to the final team selection
- Team selections are then finalized by consensus of the VP Competitive, Technical Director and/or President.

## **2.6. Effectiveness of Selection Process**

- CMS will strive to ensure that this process, though not perfect, will generate accurate placement of players.
- Over the course of evaluations, it is very rare that a player fails to play at their “true” playing level (be that level weak, average or strong).
- Despite the extensive nature of the evaluation process, it remains difficult (by definition) to make reliable distinctions between players with very similar abilities.

## **2.7. Mistakes and Differences in Perception**

Despite all reasonable efforts to make fair and good decisions, some mistakes may be made when evaluating players. In addition, there will inevitably be differences between some parents’ perception of their child’s ability and the perceptions of the evaluators and/or coaches. CMS fully understands that differences in perception can create disappointment and frustration on the part of the players and parents affected.

However, CMS is committed to providing a quality soccer opportunity for all players, regardless of which team they are selected for (i.e., professional skill training, appropriate game competition, etc.). Thus, disappointing decisions need not derail a committed, enthusiastic soccer player’s development. To stay on track, however, it is critical that the player and parents do their best to stay positive and take advantage of the opportunities they have to improve over the year so that they are well positioned to “succeed” at the following season’s evaluations.

## **3. Team Selection Process**

### **3.1. Overview**

For the purposes of team selections and placement of teams within specific divisions of CMSA, CMS will conduct player evaluations for the Competitive (indoor and outdoor) soccer programs. All registrants wishing to play within the CMS Competitive programs must participate in the scheduled evaluations at their age/gender level. Registrants unable to attend the evaluations will not be permitted to evaluate at a later date.

### **3.2. Fees**

Players who have registered but who have not paid for, or made alternate arrangements, for their registration fees will not be allowed to participate in evaluations.

### **3.3. Purpose**

The purpose of evaluations is to understand the level of skill of registrants, as compared to their peers in the same age/gender group.

### **3.4. Registrant Requirements**

- All registrants are required to be fully registered and fees paid in full with CMS prior to their being invited to evaluations.
- All registrants are required to be evaluated within their appropriate age/gender group prior to being considered for play-up to an older age/gender group.
- A registrants’ placement from a previous season will in no way exclude the registrant from any part of this policy, nor does it preclude the outcome of the evaluations.

- Evaluation times, dates and length of the evaluation periods will be determined by the evaluation team for each age/gender category.
- Indoor and Outdoor evaluations will have a minimum of two (2) evaluations per age/gender group. This will be based on the number of registrants in a particular age/gender category.
- A maximum of thirty (30) players can be evaluated during a single evaluation period, if there are more registrants in a particular age/gender group, more evaluation periods will be set-up to account for the large number of registrants being evaluated.
- Announcements of final team rosters will be made following the completion of all evaluations of all age/gender categories.
- Age/gender categories that do not have sufficient players to form a team with the qualified number of players, may be invited to evaluate with the next older age/gender category and their age/gender evaluation can apply

### **3.5. Registrant Qualification**

Any players not registered with CMS will not be permitted to evaluate at any level, inclusive at the U18 level of the Cochrane Rangers.

### **3.6. Evaluating Up to Next Level**

All players interested in evaluating at a higher age/gender level, must also attend all evaluations at their registered age/gender category. *Please refer to CMS Competitive Play-up Policy for details.*

### **3.7. Evaluations Team**

An evaluation team will be assembled by the VP Competitive and the Technical Director in conjunction with the President of CMS.

#### **3.7.1. Evaluations Team Requirements**

- The evaluation team will consist of a minimum of three (3) on field persons and three (3) spectator positions. If there are fewer than ten (10) registrants the Evaluations Team numbers may be reduced accordingly.
- CMS will provide direction on the purposes of the evaluation prior to the evaluation occurring for an age/gender group.
- The evaluators chosen should have knowledge of the rules and technical aspects of soccer, sound coaching principles, and/or competitive sport experience and must not pose a conflict of interest, as per the CMS Conflict of Interest Policy.
- All decisions made during the evaluation process will be considered final.
- Evaluations Team members must not be of the same age/gender that their child will be evaluating for.
- Evaluators will be the same for their assigned evaluations for the duration.

### **3.8. Appeals**

Individuals wishing to appeal the outcome of evaluations may do so in writing to the VP Competitive after 24-hours and within 72-hours following the announcement of team selections, through the use of the Appeals Document. If they feel their concerns have not been addressed adequately, they may then appeal to the CMS Grievance Committee (CMS By-Laws Article VIII).

### **3.9. CMS Team Structures**

CMS Competitive league teams play within the CMSA and are bound by the rules set forth by CMSA.

#### **3.9.1. Team Placements**

- Team placements will be based on the skill level during evaluations and will be registered with CMSA accordingly.
- Age/gender categories being registered in a Premiere Division (Tier III, II & I) will consist of no less than sixteen (16) and no more than twenty (20) players.
- If an age/gender category is not registered at a Premiere Division, the team will be registered at the "Competitive A" category.

- There will not be a second team if a Premier level team has been registered with CMSA and there are fewer than 30 (thirty) total registrants.
- If there are twenty-eight (28) or more registrants at an age/gender level, and they have not been evaluated to qualify at the Premier Division, CMS will divide the teams with equal numbers registering both teams as 'Competitive A'.
- The split teams will be named Team 1 and Team 2.
- The players ranking the most skilled after evaluations will be placed on Team 1.

### **3.9.2. Team Sizes**

#### **3.9.2.1. Maximum Number of Players**

The number of players registered to a team is dependant on the rules set forth by CMSA and is subject to change seasonally. CMS undertakes that a maximum number of players carried by each team from U10 to U16 may contain up to twenty (20) players at any one time in a season. However, CMSA rules of play may dictate that only eighteen (18) players may be dressed or play in a game at a single outing. Tournaments, Provincials, Inter Cities, etc each have their own number of allowable dressed players. Teams registering in Tournaments, Provincials and/or Inter Cities, or any other venue, are subject to the rules set forth by that governing body. CMS will continue to support the applicable rules of play and any will support any disciplinary actions set by these governing bodies against teams not adhering to them.

#### **3.9.2.2. Outdoor program**

'Competitive A' and Premier teams will not be registered with fewer than the required numbers per age/gender category.

- U10 = ten (10) players
- U12 = fourteen (14) players (number to change to eleven (11) for the 2009 Outdoor season)
- U12 Premier = sixteen (16) players (number to change to fourteen (14) for the 2009 Outdoor season)
- U14 = fourteen (14) players
- U14 Premier = sixteen (16) players
- U16 = sixteen (16) players
- U16 Premier = sixteen (16) players

#### **3.9.2.3. Indoor Program**

Teams will not be registered with fewer than twelve (12) players in all age/gender categories (U10 to U16).

### **3.10. Mid-Season Entrants**

There will be no mid-season entrants permitted except for the purposes of increasing the number of players on a team, or as a result of one of the following situations;

- A currently registered player quits the team.
- A currently registered player is removed from the team for disciplinary reasons.

#### **3.10.1. Mid-Season Entrant Qualification**

Should a situation arise, a coach can, upon prior approval of the VP Competitive, Technical Director and/or President, make arrangements, after evaluations have closed, to add full-time players that were not evaluated, or who were eliminated during the evaluation process to the team. **This will only be done to augment the number of players on a team and will follow the guidelines as set forth;**

- A new registrant enters the lowest tiered team if that team has available space.
  - If the higher tiered team is in need of players, or has available space, an evaluated player will be considered to enter the next higher tiered team. The highest evaluated player(s) will be considered first.

- If both teams are equally tiered the new registrant will be assigned to the team with the fewest players.
- If both teams are equal, the new registrant will be assessed at practice by the coaches of both teams and will be assigned based on the comments of the coaches.

### **3.11. Registrant Evaluation Dress Code**

- Comfortable short-sleeved shirt (mesh or see through fabrics, bare midribs, tight fitting, plunging necklines, bare backs and visible undergarments are not acceptable)
- Soccer shorts (shorts must meet standards of length that are modest and appropriate)
- Soccer socks
- Proper footwear
- Shin pads (shin pads must be covered by appropriate soccer socks)

## **4. Evaluation Criteria**

### **4.1. Overview**

As part of the evaluations, there will be two (2) Game Skills components for the Indoor and Outdoor, one (1) (two for indoor) one-hour 6v6 short field (two for indoor) and one (1) one-hour 11v11 full field scrimmage (age appropriate, outdoor only) Game Skills evaluations sessions for every registrant.

Players will need to warm up and cool down on their own before and after each session. CMS will make best efforts to hold the Outdoor Game Skills for both sessions outdoors. Field availability and weather will be the final determining factors of these sessions.

#### **4.1.1. Evaluation Criterion**

Players will be evaluated on:

- Technique – ball control/first touch/ability to pass and move
- Tactics – athlete's ability to understand the game
- Fitness – athlete's stamina and speed
- Attitude – desire of the athlete to be a team player
- Decision making – ability to make decisions under pressure
- At each session, the player will be evaluated for discipline – listening and following instructions, reaction to success and failure, interaction with other players, etc.

#### **4.1.2. Goalkeeper**

For those players who wish to tryout for the goalkeeper position, there may be separate goalkeeper evaluations. This is dependant upon the number of keepers requesting this position versus the number required. Goalkeepers must complete both portions of the evaluations. Their placement would also be based on the goalkeeper assessment results.

#### **4.1.3. Skill Levels Evaluated**

- Technical
- Game Situation
- Running with Ball
- Speed (With & Without Ball)
- Pivoting With Ball
- Ball Control
- Shooting
- Goal Keeper
- Offense
- Defense
- Keeper

### **4.2. Technical**

The technical portion of the evaluations will consist of the Illinois Agility Test, the 10 meter and 20 meter Sprint, and the Jump Test.

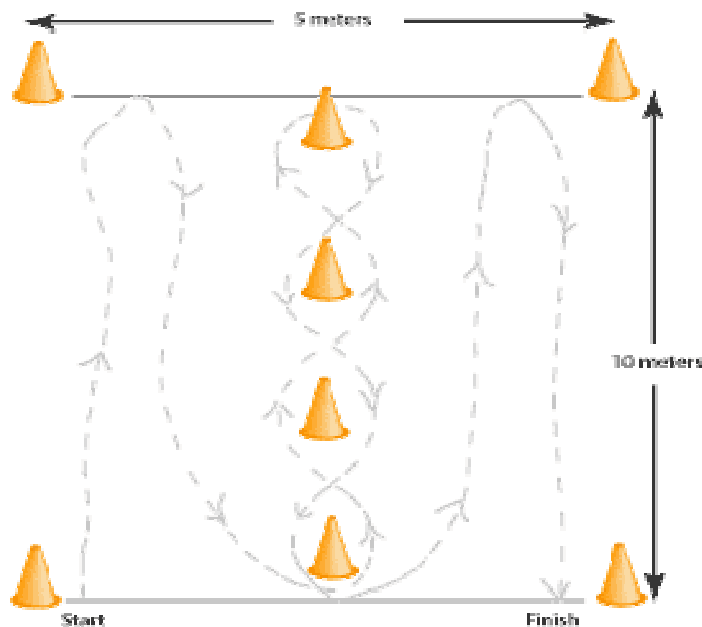
### 4.2.1. Illinois Agility Test

To undertake this test, Evaluators will require the following resources:

- Flat surface (track, pitch, gymnasium, etc.)
- 8 cones
- Stop watch
- Assistant

#### The Illinois course

The length of the course is 10 meters and the width (distance between the start and finish points) is 5 meters. Four (4) cones can be used to mark the start, finish and the two turning points. Each cone in the centre is spaced 3.3 meters apart.



#### How to conduct the test

The Illinois Agility Test is conducted as follows:

- The athlete lies face down on the floor at the start point
- On the assistant's command the athlete jumps to his/her feet and negotiates the course around the cones to the finish
- The assistant records the total time taken from their command to the athlete completing the course.

#### Analysis

Analysis of the result is by comparing it with the results of previous tests. It is expected that, with appropriate training between each test, the analysis would indicate an improvement.

#### Performance Assessment - Normative data for the Illinois Agility Run Test

The following are national norms for U18's.

Gender	Excellent	Above Average	Average	Below Average	Poor
Male	<15.2 secs	15.2 - 16.1 secs	16.2 - 18.1 secs	18.2 - 18.3 secs	>18.3 secs
Female	<17.0 secs	17.0 - 17.9 secs	18.0 - 21.7 secs	21.8 - 23.0 secs	>23.0 secs

## Reliability

Reliability would depend upon how strict the test is conducted and the individual's level of motivation in performing the test.

### 4.2.2. 10-Meter Sprint

Speed off the mark is an important physical attribute that a soccer player possesses. During the course of a game, a player is required to make a lot of short distance sprints.

#### How to conduct the test.

The players will sprint over a distance of 10-meters two times. The best time of the two will be the counted time.

### 4.2.3. 20-Meter Sprint

The 20-meter sprint is suitable for measuring a player's rate of acceleration.

#### How to conduct the test.

The players will sprint over a distance of 20 meters two times. The best time of the two will be the counted time.

### 4.2.4. Vertical Jump Test (Sergeant Jump)

**Equipment required:** measuring tape or marked wall, chalk or tape for marking wall.

**Description / Procedure:** the athlete stands side on to a wall and reaches up with the hand closest to the wall. Keeping the feet flat on the ground, the point of the fingertips is marked or recorded. This is called the standing reach. The athlete then stands away from the wall, and jumps vertically as high as possible using both arms and legs to assist in projecting the body upwards. Attempt to touch the wall at the highest point of the jump. The difference in distance between the standing reach height and the jump height is the score. The best of three attempts is recorded.

**Scoring:** The difference in distance between the standing reach and the highest of the three (3) jumps recorded as the score in distance. The table below provides a ranking scale for adult athletes, and will give a general idea of what is a good score.



Rating	Males (cm)	Females (cm)
Excellent	>70	>60
Very Good	61-70	51-60
Above Average	51-60	41-50
Average	41-50	31-40
Below Average	31-40	21-30
Poor	21-30	11-20
Very Poor	<21	<11

## 4.3. Game Skills (Scrimmages)

### 4.3.1. Overview

Teams with a similar number of players and skill levels (as determined by the Technical portion of the evaluations) will play in a game situation. Players will be assessed on their game sense as

per section 4.1.1. Players are encouraged to rotate through all the positions so the evaluators can get a sense of the player's abilities in each scenario (position).

#### **4.3.2. 6v6**

The 6v6 format will be the same for Indoor and Outdoor. Indoor will utilize the full pitch for both sessions. Outdoor evaluations will use a small size ( $\frac{1}{2}$  standard fields) for the 6v6. Players are to be evaluated on their technique, tactics, fitness, positioning, and decision-making

#### **4.3.3. Full Pitch 11v11 (Outdoor only; age/gender appropriate)**

U14-U18 will be an 11v11 format and will be a full pitch try out. The U10 evaluation will be a 6v6 format. The 8v8 format will be introduced for the 2009 Outdoor competitive season for the U12 divisions. Players will be evaluated on their technique, tactics, fitness, positioning, and decision-making.

### **5. Evaluations Teams**

#### **5.1. Overview**

The following instructions are meant as a guideline for each individual evaluator. Copies of the instructions should be provided to each evaluator at the time of the evaluations. The Technical evaluations will be run indoors' for both Indoor and Outdoor seasons. Players will be evaluated on all aspects of soccer.

#### **5.2. Team Sizes**

##### **5.2.1. Technical (Indoor & Outdoor)**

The Technical portion of the evaluations will consist of no less than three (3) on field evaluators and no less than four (4) spectator evaluators.

##### **5.2.2. Game Skills / Scrimmage**

###### **5.2.2.1. Indoor**

The indoor game skills/scrimmage portion of the evaluations will consist of no less than two (2) in box evaluators and no less than three (3) spectator evaluators.

###### **5.2.2.2. Outdoor**

The outdoor game skills/scrimmage portion will consist of no less than six (6) on field evaluators.

#### **5.3. Evaluator Instructions**

- Evaluators are to sign up for a division(s) that their son/daughter will not be participating in. This will avoid any conflict of interest.
- Evaluators should make themselves available to evaluate all the sessions within the division they signed up for. This will provide the best consistency.
- Evaluators will not share scores/times with players or parents, they will not compare scores with other evaluators, they will evaluate the entire session, and are able to ask for specific players if necessary.
- Evaluators are to ask for a re-run if necessary (this is the choice of the evaluator not the player).
- Evaluator's should use the chart provided as a scoring guide. The numerical score is not as important as the ranking within the entire age/gender group (not just the group on the pitch). The scores should be spread out to provide more separation (it may be difficult to separate U10 from U16 strictly on the scoring chart, avoid a lot of 2.1 – 3.2's, a 4.5 can be assigned to the best player and a 1.0 to the worst player and rank the other players in between. The goal is to have the players in their age/gender group ranked from most skilled to least skilled.
- Assign scores to one decimal point.
- All evaluators (including field evaluators) in the Technical and Game Skills evaluations must assign scores.
- Evaluators need to be consistent.
- During Technical sessions the players are divided alphabetically. During the game skills/scrimmages the players will be divided closer to their skill levels.

- Defense, forward and goal-keepers are all evaluated and ranked together; the score assigned should reflect the skills displayed for the particular position.

#### 5.4. Evaluation Criteria

##### 5.4.1. Technical

Technical Scoring	
5	Great starts, great speed, great acceleration, good tight turns around pylons
4	Good starts, good speed, good acceleration, reasonably tight turns around pylons.
3	Fair starts, fair speed, fair acceleration, average turns around pylons
2	Fairly slow starts, fairly slow speed, some acceleration, wide turns around pylons
1	Very slow starts, very slow speed, very slow to no acceleration, very wide turns around pylons.

##### 5.4.2. Game Skills

Technique	
5	Fast and agile runner, controls the ball with ease, heads up, great balance, hard and accurate shots and passes, uses field and teammates well, great positioning.
4	Good runner, good control of the ball, good balance, heads up most of the time, hard shots, good accurate passing, good use of field.
3	Average runner, does not accelerate well, around 50% passing and shooting accuracy, reasonable hard passes and shots, head down.
2	Reasonable runner, less than 50% passing and shooting accuracy, head down, poor control of the ball, weak passes and shots.
1	Poor runner, does not touch the ball often, rarely passes the ball, very unstable and unsure.
Offensive Skills	
5	Gets free easily, uses open field effectively, very aggressive toward the ball, controls the play, creates scoring opportunities, shoots from outside the (eighteen yard box) or (high slot area), supports teammates well, great crosses of the ball with great ease and great accuracy.
4	Finds open areas, fairly aggressive towards the ball, likes to have the ball, creates scoring chances, shoots from the (eighteen yard box) or (high slot area), good crosses of the ball with good ease and good accuracy.
3	Fairly involved in the play, good support of teammates, has some trouble controlling the ball but likes to have it, okay crosses of the ball with okay ease and okay

	accuracy.
2	Low key player, sometimes gets involved in the play, sometimes goes for the ball, rarely has the ball, poor crosses of the ball with poor ease and poor accuracy.
1	Very passive player, floats, does not go after the ball, shies away from the play, cannot cross the ball
<b>Defensive Skills</b>	
5	Covers opponents well, aggressive, great positioning, helps teammates in trouble, keeps body between ball and goal, great ball checking.
4	Fairly aggressive, wants the ball, covers opponents well, good positioning while defending, good ball checker.
3	Fairly involved, gives up on play easily, attempts to keep ball away from goal.
2	Somewhat involved, makes an attempt to defend, poor ball checking abilities, poor positioning while defending.
1	Passive, always behind the play, waits for ball to come to him/her.
<b>Tactical Skills</b>	
5	Understands the game extremely well, sees the entire pitch very well, gets into the appropriate position very easily, great knowledge of all positions.
4	Understands the game well, sees the entire pitch well, gets into the appropriate position easily, good knowledge of all positions
3	Understands the game okay, sees the entire pitch okay, gets into the appropriate position sometimes, okay knowledge of all positions
2	Has some understanding of the game, sees some of the pitch, has troubles getting into the appropriate position, some knowledge of positions.
1	Has little understanding of the game, sees only the pitch around their position, cannot get into the appropriate position, little to no knowledge of any positions
<b>Body Contact Skills</b>	
5	Very involved, good stance and balance, clean body contact, gains possession of the ball.
4	Involved, solid stance and balance, clean body contact, usually gains possession of the ball.
3	Fairly involved, loses balance during contact, not in control, sometimes gain control of the ball.

2	Low involvement, loses balance during contact, shies away from contact, no gain of ball control.
1	No involvement shies away from contact.

#### **5.4.3. Instructional**

The players may run through a select number of instructional drills to determine their level of ability to take direction. The instructional portion of the evaluations should be age/gender appropriate and at the discretion of the evaluator and/or selected coaches (i.e., large number of players at equal skill levels, determining the final team selections between tied scores).

#### **5.4.4. Optional Testing**

In addition to the standard evaluations, and at the discretion of the Technical Director, VP Competitive, the President and/or the coaches, players may be additionally evaluated using the Optional On-Field, Off-Field and Optional Technical Skills testing as set forth by CMS. The optional testing portion of the evaluations should be age/gender appropriate and be utilized to assess a team's placement at a higher Division (i.e. Premier Tier I, II or III).

### **6. Meeting Schedules**

- VP Competitive, Technical Director and/or President, establish Evaluators
  - Meeting will determine the number of evaluators required.
- Evaluators Meeting
  - Evaluator's requirements and handouts to be discussed.
- Team Selections
  - Meeting with the VP Competitive, Technical Director and/or President to review results of evaluations.
    - Teams to be selected
    - Coaches to be selected.
- Coaches Meeting
  - To be held prior to season commencement and immediately after team selection.

### **7. Miscellaneous and Links (*Please refer to CMS Website @ [www.932kick.com](http://www.932kick.com)*)**

#### **7.1. Competitive Play-up Policy**

#### **7.2. Codes of Conduct**

##### **7.2.1. Coach**

##### **7.2.2. Player Code of Conduct**

##### **7.2.3. Parent Code of Conduct**

#### **7.3. CMS Conflict of Interest Policy**

#### **7.4. CMS Grievance Committee (CMS By-Laws Article VIII).**

#### **7.5. Addressing Concerns/Objections**

#### **7.6. Requirements, Enforcement, and Expectation**

#### **7.7. Continuous Improvement**

#### **7.8. Appeals Document**

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