

**Capital Lacrosse Club
Tryout and Team Formation Policy
(Approved by the Board of Directors on April 19, 2017 and revised August 14, 2018)**

Goals

- Success on the field - CLC Blue teams to be recognized as the best teams in the country, and CLC Orange teams to be the best in the region.
- Increased competition and player development is a point of emphasis for the club.
- All CLC players who want to play in college are recruited.
- Implement measures to remove perceived bias from tryout/team selection process:
 - 1) Board members shall not participate in or attempt to influence the tryout or team formation process or outcomes.
 - 2) CLC coaches that have daughters in the program shall not evaluate or be involved in team selection decisions for their daughters' age group.
- Responsiveness to our members: Solicit anonymous feedback 2x per year via survey monkey questionnaire to gather feedback regarding the coaches, staff and board. Results shall be reviewed by the Executive Dir. and Executive Committee for action.
- Coach and Player Development - Coaches shall remain with a team for all three years. However, CLC shall monitor overall satisfaction, performance and fit with the team. The Exec. Dir may make changes in the coaching staff if necessary and beneficial to the team, coach, and club.

Objectives

- Players may indicate preferred position during registration and tryouts, but any offer to make the club may allow the selection committee to change the player's specific position to create the strongest team. The player will be notified before accepting her club invitation.
- CLC and the coaches may change player positions in-game and in-season.
- Team size will be 20 or 21 **which shall be based on the ability and quality of players.**
- All players subject to movement up or down to Blue or Orange based on annual tryout and ongoing assessment.
- The Executive Director has the authority to move players based on performance throughout the year. However, it is expected that any changes during the season shall be the exception rather than the rule. Non-tryout-based changes (up or down) shall generally occur after the completion of the fall season and after consultation with coaches, Exec Dir. shall notify the President and confirm that the process has been followed.
- CLC will publicize recruiting results as soon after NLI day as possible that includes player, commitment and CLC Team (Blue/Orange) so that players/parents can see the success we have with recruiting on both teams.

Tryout and Re-assessment Frequency

- Open tryout annually, all players subject to a tryout each year.
- Tryouts held in August.
- Team placement will be completed no later than September 15th.
- Throughout the year the coaches and Executive Director will monitor player development. In the rare event that a consensus is reached to support player movement during the year (Orange to Blue, Blue to Orange or Removal from the Club), the coaches and Executive Director will consult

and make that determination. The Executive Director shall notify the CLC President of the decision and rationale.

Principles

- Exceptional performance and improvement should be rewarded by movement upward season to season or year to year if warranted.
- Lack of attendance, effort or substandard performance likewise shall impact a player's ability to remain on a team or with the club.
- Coaches will strive for equal playing time for all players. However, lack of effort, selfish play, and substandard performance (not player ability) may impact a player's playing time. Coaches have the authority to use playing time as a tool to keep players focused and contributing to individual and team goals. In advancing tournaments, coaches may use discretion to maximize the team's opportunity to win in the playoff round.
- Careful consideration shall be taken regarding reassigning a player to a new team. Considerations include: potential impact to the player's recruiting status, the impact to the gaining and losing teams, and other factors.

Evaluators and Observers

- Current CLC coaches are the primary evaluators.
- Outside evaluators are allowed, but must have advanced-level girls' lacrosse coaching experience or college-level playing experience (subject to the recusal of parent/HS coaches for their players).
- The Executive Director and Recruiting Manager shall observe the conduct of the tryouts (subject to recusal standards - no child in the process).
- CLC coaches and staff members shall be the principal evaluators. Limited use of outside evaluators is permitted.

Tryout and Team Formation Method

- Exec. Dir develops a blind tryout plan and submits it to the President for approval.
- The conditioning/fitness test counts in scoring.
- Each evaluator must score players fairly, independently and confidentially. There is to be no discussion between evaluators regarding individual scores or players during the evaluations.
- Scores shall be turned in to Executive Director immediately following the tryout session/stations. The Executive Dir or a designated assistant shall compile the scores.
- Players (by number only) are ranked in order of their scores. The list must remain confidential and must not be released to anyone prior to the team selection meeting.
- A selection committee shall be assigned for each CLC age group consisting of the 4 current year coaches (2 head and 2 assistant), 2 prior year coaches if available (in the event coaches are not available, the Executive Director gets one vote for every absent coach described above.)
- The Executive Director shall present the results (and scoring sheets if requested) to the selection committee for review. The committee shall review the results of the initial evaluation and determine the players to be invited to join the club for that season. For all returning players, names shall be associated with each number, and the committee shall factor the evaluation scores as well as prior year performance, and other subjective factors. Players in good standing are not automatically retained but shall be given the benefit of the doubt in all cases for close evaluations. A returning player will be retained unless they are clearly not performing to the level expected of a Capital Lacrosse Club player.

- For the freshman team, the committee shall select approximately 50 players using a blind tryout method (the actual number each year shall be determined by the committee based upon initial tryout results). The committee shall consider the scores and comments from the tryout without consideration of name. Those players will be invited back to a final selection practice (to be held a few days later). Following this practice, the committee will endeavor to select the top 40-42 players to receive an offer to join Capital. Selection is subject to ability and quality standards as noted above. These players shall be asked to pay their 1st year dues and return for further team placement.
- The selected players shall participate in team formation practices, and a team selection meeting shall be convened by the selection committee. At this stage, the committee shall be narrowed to current year coaches and the Executive Director to determine team placement for all players. If there is not an agreement, then the committee shall vote on the placement of each player in question with each coach getting one vote. In the event of a tie for a player, the Executive Director shall be the deciding vote. The Executive Director is final arbiter of team selection.
- In the event a CLC coach is a parent of one of the players in that age group, **that coach shall not participate in the team formation process for the age group.**
- The team selection meeting shall be attended by all members of the selection committee in that year, the Executive Director and the Recruiting Manager if available. Only the current year coaches and Executive Director may vote.
- Discussions regarding team selection should not take place outside of the team selection meeting.
- Results of the team selection process shall be certified by the Executive Director as valid and shall be presented to the President with confirmation that the process has been conducted in accordance with the approved tryout and team formation policy.
- The Recruiting Manager shall serve in the role of the Executive Director if necessary (if the Executive Director is not present or available.)

Decision Authority

- The Executive Director has the decision authority on the conduct of tryouts and team placement for players.

Verification

- The Executive Director and CLC Board President shall ensure the process outlined in this document has been followed.