

# **PRINCE WILLIAM SOCCER, INCORPORATED**

## **ALL-STAR PROGRAM POLICIES AND PROCEDURES**

September 20, 2007

1. **Vision:** All-Star tournaments provide an opportunity for House program players with above average skill level and interest in the game to play soccer in a more competitive atmosphere. PWSI players and coaches wishing to participate in All-Star tournaments will follow and support the policies and procedures within this policy letter. This policy replaces any undated or earlier dated policies.

2. **Objectives of All-Stars Tournament Participation:**

- a. Promote cooperation among PWSI's All-Star, House, and Travel program teams by involving coaches, players and teams in crosstraining and activities that encourage fraternization across different skills levels.
- b. Encourage the development of sound principles of soccer play among All-Star team members by introducing players to new coaches, methods of training, and camaraderie with players from other teams.
- c. Promote growth among youth in their appreciation for soccer by exposing them to different clubs, methods of play, and philosophies and style of competition on the field.

3. **Tournament Participation.** PWSI will participate in a minimum of one All-Star tournament per Spring and Fall season of play. The PWSI All-Star Program Director, aka Coordinator, is responsible for ensuring that PWSI All-Star teams are registered in tournaments. Rules and regulations published by tournament sponsors will be reviewed and followed by all coaches; concerns not covered by tournament rules may be supplemented by PWSI guidelines or policies established by the House Commissioner for regular season play if not covered in this policy.

- a. **All-Stars Player Selection:** Players are nominated for consideration as All-Stars by their regular season coaches. All-Stars coaches will view players as they play regular season games and make their decisions about whom they wish to choose from these observations. Tryouts are not allowed.
- b. **All-Stars Coaching Staff Selection:** Coaches volunteer to coach All-Stars teams and a review panel determines which coaches are selected. This process is discussed in greater detail later in this document.
- c. **All-Stars Participation Commitment:** Coaches will train their All-Stars team with at least one practice and one full-length game scrimmage per week. Prior to selecting a player, coaches must insure that players and players' families understand that participation in All-Stars is time-intensive. Attendance at practices and scrimmages leading up to the tournament is considered mandatory and unexcused absences may result in reduce playing time or removal from the team. HOWEVER, All-Stars players are expected to continue to train with their regular season's team until the regular season ends. All-Stars team practice is to be secondary to the commitment to a player's regular season team.

4. **Number of All-Star Teams and Age Groupings:** The All-Star tournament is for age groups U-8 thru U-19. The number of All-Star teams per age group is dependent on several factors, specifically:

- a. **Age Group Eligibility.** All players are strongly encouraged to play at the age group that is appropriate for their birth year and age group. Players that play up during the regular season will make their regular age group teams even more competitive if they play within their normal age group.
  - (1) **Player's Play Up or Play With Decision:** Players that play up during the regular House season may also play up at the higher age group during All-Stars if they wish.
  - (2) **Identifying Play Up Players.** League Directors must identify nominated younger players to the appropriate age group League Director for consideration by their All-Stars coaches.
  - (3) **Reaching Down For Players.** An All-Stars Coach cannot select a player from a regular season younger age group team without the younger age group League Director's permission.

- (4) **Reach Down Exception:** Any younger player not notified for selection within their age group by midnight on the Sunday following the seventh regularly scheduled game of the season can choose to accept a position on an older age group team as long as it does not take a position away from an older player at the higher age group.
    - b. **Number of Teams Per Age Group:** The League Director of each age group will recommend how many teams they believe their league can support. Each age group per gender should be able to support a minimum of one team, if not two teams. The All-Star Program Director will review the recommendation and make the final determination. There is no maximum number of teams that represent “too many” if there are coaches and players willing to take on the challenge of competing within their age group.
    - c. **Advanced Teams:** On rare occasions there may be a group of players that exceed the expectations and the play capabilities of even “A” division teams within an age group. If there exists a group of truly advanced players then a League Director may request the formation of one Advanced All-Stars team.
      - (1) This Advanced Team will play at the next highest age group.
      - (2) The League Director must submit a written statement to the All-Stars Tournament Director that formation of an Advanced Tournament Team does not in any way hinder the formation of a competitive “A” division team to play in the regular age bracket.
      - (3) Team member selection will follow the same process as all other All-Stars teams. The Advanced Team will precede the “A” team in selecting its players according to the same formula that all All-Stars teams must follow (See Section 8).
    - d. Tournament rules may limit the number of teams allowed per club, or the ability to play up.
5. **All-Stars Program Management.** An All-Star Program Director, aka All-Stars Program Coordinator, as selected by the Vice President, Operations, and with authority as defined within PWSI Bylaws Article and Section 8.16, will represent interests of the All-Star program. Any PWSI member may serve as the All-Star Program Director. The duties and responsibilities of the All-Star Program Director shall include, but not be limited to:
  - a. Personally, or through designated representatives, represent PWSI to All-Star tournaments.
  - b. Answer all inquiries or complaints regarding the All-Star program in a timely manner.
  - c. Perform or delegate the following duties:
    - (1) Update and provide All-Star packets to include All-Star checklist, All-Star coaches’ application, All-Star publicity form, and All-Star After Action Report form to all coaches in coaches’ packets.
    - (2) Convene a panel comprised of the Recreational Coaching Director and the House Commissioner to select All-Stars team coaches.
    - (3) Publish a complete list of selected All-Star coaches and phone numbers in a timely manner.
    - (4) Coordinate with tournament hosts and PWSI to ensure the registration of PWSI teams at tournaments and obtain and distribute all necessary information about the tournament.
    - (5) Have meetings with All-Star coaches to review status of the program and provide all information necessary to All-Star coaches as it becomes available.
    - (6) Decide the player fee for the tournament and ensure collection of those fees from each All-Star team.
    - (7) Collect and approve initial All-Star rosters for eligibility and age.
    - (8) Have Registrar approve and sign final All-Star rosters and player cards. Maintain copy of roster and player cards at the clubhouse.
    - (9) Insure All-Star uniforms and patches are ordered and distributed.
    - (10) Direct All-Star coaches to complete an After Action Report using the format provided. Collect and review those reports for any necessary actions. Provide a consolidated After Action Report to the Board of Directors within two weeks of completion of the tournament.
    - (11) Provide by age and gender a list of All-Stars players to the House Commissioner and to League Directors for their consideration when assigning players to teams in the following season. It is a reality

of the sport that some All-Stars coaches use their position to recruit players, whether passively or actively, to their next regular season team.

**STRONGLY RECOMMENDED:** Regardless of whether a player requests their former All-Stars coach, if they did not play for that coach in the *prior* regular season then they should not be assigned to their All-Stars coach's *next* regular season team.

**#11 is for the Good of the Sport:** Winning is fun, and it is a natural tendency among players to seek out fun and winning coaches. Winning also attracts parents that think that winning coaches are good for their kids. Since All-Stars coaches get to pick the best-of-the-best players, more often than not it is a coach's ability to pick players, rather than to be exceptional coaches in the short time given them, that allows them to win.

Allowing All-Stars players to join the team of their former All-Stars coaches should be closely examined by League Directors. This practice can create a competitive imbalance among PWSI teams in a normal season House environment, and is not good for the growth of soccer as a sport-of-choice among the larger body of youth players if powerhouse teams emerge that steamroll over their peers.

## 6. All-Stars Coaching Staff Selection.

### a. Self-Nomination & Nomination.

- (1) Coaches desiring to coach an All-Stars team must fill out an application and submit it to the League Director of the age and gender group that they wish to coach. Coaches may self-nominate themselves. PWSI coaching and League Director staff should also seek out and encourage coaches to consider coaching an All-Star team. All coaches must submit an application to be considered for a team.
- (2) League Directors are to review each application and will make a recommendation to the All-Star Program Director to accept or to not accept an applicant as an All-Star coach. Any recommendation to not accept a coach **MUST** be accompanied by a written explanation of why that decision was made.

### b. Selection Process.

The All-Star Program Director in conjunction with the Recreational Coaching Director and the House Commissioner conducts selection of the All-Star coaches via a vote. The All-Star Program Director will notify the selected coaches in accordance within the timeline established, and will also notify all non-selectees. No reason will be given to the coaches for either selection or non-selection. Coach selection is to be completed no later than the Thursday before the fifth regularly scheduled game of the season. If any member of the selection panel, or a designated representative, are unable to meet and to complete selection of All-Star coaches within the established timeline then the remaining members will select coaches.

### c. Disqualification Pending Appeal.

If a coach receives either a red or a yellow card, or is ejected from a game, during the current season or during a prior season game then they are automatically disqualified from being considered as an All-Star coach. However, they may appeal to the House Commissioner. The House Commissioner may choose to investigate the circumstances of the incident and recommend that the coach still be considered as an All-Stars coach. The House Commissioner can waive the disqualification.

### d. Disqualification During The Actual Tournament.

If a coach is yellow or red carded during a game, or ejected from a game, then they are automatically relieved as a coach. The Assistant Coach, or Team Manager if there is no Assistant Coach, will immediately assume duties as Head Coach and is responsible for contacting the All-Stars Tournament Director immediately to investigate the incident and to ensure that the team is capable of successfully completing the tournament. The All-Stars Tournament Director may reinstate the coach, or not.

## 7. All-Stars Player Nomination.

### a. Selection Objective:

The All-Stars program provides PWSI players with the opportunity to play a higher level of soccer against other All-Stars teams. Selected players should be picked because they have a skill level higher than most of their peers when playing one or more positions.

**b. Player Selection Procedures.**

- (1) Within 48 hours after completing the third regularly scheduled game of the season, coaches must nominate those players that they believe can competitively play one or more positions.
- (2) Coaches will nominate as many players as are deserving of consideration for the All-Stars program. At least one player from each team should be nominated. It is realized that the 48-hours-after-third-game nomination rule gives coaches a limited timeframe in which to evaluate players for the nomination. This is not the optimal situation; however, it is necessary due to the time constraints on the club in ordering uniforms and submitting tournament applications.
- (3) Before nominating a player, a coach will contact the PARENT of the player to determine if the parent is willing to take on the commitment of All-Star practices during and following the season and for the tournament itself, the payment of a tournament fee, and for the cost of a uniform, if necessary. If the parent shows a reluctance to commit to the intensity of the practice schedule and the cost of the tournament, that parent's child should not be nominated.
- (4) House coaches are NOT to notify a player of nomination for the All-Stars program. Coaches are to instruct parents that they should NOT notify their child of their nomination; players may sometimes play less well if they believe that their performance makes or breaks their chance to be selected. Coaches should also inform parents that nomination does not mean that their child will be automatically selected to play on an All-Stars team; players are chosen for specific team positions and there sometimes can be more players than the positions that they are qualified for.
- (5) House Coaches will submit the following information to their League Directors: full name of player, birth date, jersey number, and a list of positions that their player excels at playing. Each position is to be ranked as being at an "A", "B" or "C" level of play. Ranking are always subjective and an All-Stars Coach will decide for themselves as to what level of play they believe that a player can perform.

"A" level indicates that few players are better at playing a specific position.

"B" level indicates that this is a good solid player and dependable performer, but there are better.

"C" level indicates that the player has skills and potential, but is not always a predictable performer.

- (6) League Directors will provide the All-Stars Tournament Director with their list of nominated players in alphabetical order with all of the information requested in the preceding paragraph. This is to be provided within five days after the third regularly scheduled game. This list can always be amended.
- (7) The All-Star Program Director will verify with the Registrar the eligibility and age of nominated players and return the approved list to the League Director. Coaches may then begin team selection.

**8. All-Stars Team Selection**

- a. League Directors will provide approved nomination lists to the All-Star coaches before the *fifth* house game of the season.
- b. All-Stars Coaches are to make their desired player selection choices from observation of the player in action, conferring with the player's coach or other coaches, and possibly even from consulting peer players; i.e., "who would you choose to play position X if you were the coach?".
- c. There are to be no tryouts of players prior to selection, or after selection.
- d. Player selections are not limited to only those nominated. All-Star coaches may select any registered PWSI House player as long as the player's parents agree to participate in the All-Stars program.
- e. After the All-Star coach has observed and evaluated all nominees, the coach will meet with the League Director to finalize the player selection process. League Directors are to convene some form of final player selection meeting among their All-Star coaches between the sixth and seventh regularly scheduled game of the season. Team selection must be completed no later than the Monday following the *seventh* regularly scheduled house game.

- f. PWSI has a mandatory method of All-Stars team member selection. Alternative methods of team player selection must be approved by the All-Stars Program Director.
- g. **Selecting “A” Coaches.** An “A” coach should be the coach that the League Director believes is most capable of bringing together the more competitive players quickest into a cohesive, competitive team. If the League Director does not believe that there is one coach more deserving of this description than others, or is unwilling to make this decision, then they are to select their “A” coach via a coin toss beginning with the two coaches whose name are closest to the beginning of the alphabet. All remaining coaches will be “B” coaches or “C” coaches. “C” coaches should be those coaches willing to lead a team just to gain experience in coaching All-Stars. If there are two or more coaches in either the “B” or “C” category (unlikely but it has happened) then a coin toss will also decide which gets to choose team members first.
- h. Team member selection will use the method below.

**PWSI’s Standard Method For Selecting All-Stars Team Members:**

- (1) Allow the “A” team to pick one-half of their maximum rostered players first.
- (2) Allow the “B” team to pick one-half of their maximum rostered players next.
- (3) The “A” and “B” team will then pick two players at a time from the “A” and “B” player lists until their roster is full or a coach declines to accept more than a given number of players on their team. If a coach declines to accept more players then the other team can complete their roster selection.
- (4) The “C” list players are off limits to the “A” and “B” coaches unless the “C” coach is allowed to participate in the same fashion as to the “A” and “B” coaches in selecting their team: picking one-half of their maximum rostered players and then selecting players two at a time. The “C” coach would select their one-half roster before the “A” and “B” begin their two at a time selection. If the “C” coach is allowed to use this method then they can also select from the “A” and “B” lists. Otherwise the “C” coach begins team player selection once the “A” and “B” have completed their rosters and can pick from any category of unselected player.
- (5) Where there are more than two teams in the same A, B or C category then a coin toss determines who begins selection within the category and who follows next.

Age Group	U8	U9	U10	U11	U12	U13	U14	U15	U16	U19
1 <sup>st</sup> Round Selectable Players	5	6	6	7	7	9	9	9	9	9
Max Players/Roster	10	12	12	14	14	18	18	18	18	18

- i. There are no protected players. All players, except for the coach’s child, is selectable by another coach.
- j. An All-Stars team is limited in how many players can be selected from a coach’s regular season team. This amount varies by age group. The maximum amount of players is limited to one-half of the number of players allowed on the playing field plus two. Odd numbers of players are not rounded up.

4v4 Games	5v5 Games	6v6 Games	7v7 Games	8v8 Games	11v11 Games
4	4	5	5	6	7

- k. Where there are less than six teams in an age and gender group then a coach can select additional players from their regular season team equal to one player for every team less than six that does not exist in the league. For example: if there are three U19B teams during the regular season, not six, then a regular season coach coaching All-Stars can roster a maximum of 10 players (7 allowed + 1 each for each team less than six that does not exist during the regular season) from their regular season team without requesting a waiver from the All-Stars Tournament Director.
- l. The final roster will be submitted to the All-Star Program Director/Registrar for review by the Monday that follows the seventh regularly scheduled game. Only after the final roster has been reviewed and approved, will the All-Star coach notify players who were selected.

- m. Once a roster has been approved by the All-Star Program Director, no changes will be made without the program director's approval.
- n. **Alternates.** The All-Stars Tournament Director will maintain a list of players desiring or nominated to play. Should a team lose a player then it should look to the players on the List of Alternates for a possible replacement. Should a suitable player not be available from the List of Alternates then a coach may recruit an eligible player from other House teams. The List of Alternates will be provided to the Recreational Soccer Coordinator, to the House Commissioner, to League Directors, and to all All-Stars coaches so that they know who is available should a player dropout or withdraw due to injury.

9. **Player Participation.**

- a. All players selected for the All-Star program are to be treated fairly and equally. While it is recognized that the level of play is more competitive than regular house play, it is also recognized that participation in the All-Star program is a significant investment of time and money for each family. All players will receive field play time equal to a minimum of one half of the duration per each tournament game.
- b. Players and their families are responsible for sharing in the cost of the team's tournament fee and the cost of purchase or replacement of the All-Stars Tournament uniform. Should a player withdraw for any reason other than injury then there should be no expectation of a refund of these monies. However, it may be possible that some or all of the monies paid can be refunded if the player is replaced and/or if the All-Stars uniform has not been worn or damaged.
- c. If it is necessary to reduce the playing time for a player, the All-Star coach will consult with the parent(s) of the child involved and explain the reasons for reduction. When playing time is curtailed, this will be reported in the coach's After Action Report. Curtailment of playing time is limited to the following circumstances:
  - (1) Player injury
  - (2) Issuance of yellow or red card to a player. Yellow carded players are to be taken off the field at the next opportunity and another player played in their place. Red carded players are to be removed from the field immediately and will not be replaced for that game (unless tournament rules state otherwise) and are not to play in the next game.
  - (3) Failure to attend practices or scrimmages.
  - (4) Disruptive conduct.

**IMPORTANT:** Failure of an All-Stars coach to play all players a minimum of one half per game, without cause, will result in the relief of that coach and may disqualify them from coaching All-Stars in the following season.

10. **All-Star Uniforms.** The PWSI All-Star team uniform policy is as follows:

- a. All PWSI All-Star players will wear the Nike All-Stars uniform (jersey/shorts/socks) at all tournaments.
- b. All-Stars uniforms are meant to be worn for many seasons so players should be encouraged to get a slightly larger uniform than they would normally wear if they are in their peak growth years. PWSI will work to minimize the need to change uniforms; only one uniform style change has occurred since 2000, and older uniforms continued in use and some players still wear the older version even today.
- c. Sweatshirts or sweatpants may be worn for cool weather play. The jersey must be worn on the outside of sweatshirts or coldweather undergarments. Sweatpants, if permitted, must be worn under the shorts. All cool weather clothes must match the color of the jersey and/or shorts.
- d. Headgear, to include bandanas or "doo rags", are prohibited.
- e. Deviations from the above stated policy must be approved by the All-Stars Program Director.

11. **Publicity.** All-Star coaches will collect game statistics. The tournament results for each team will be submitted to the All-Stars Program Director for publication. Coaches, or their designated representative, should ensure that each team member is mentioned in at least one of the write-ups. Teams are encouraged to take photos of their teams and of them receiving any award. Please provide copies with the team After-Action Report.

12. **Injury Report.** If a player is injured during a practice for All-Stars or in an All-Star game then an injury report form must be filled out and turned in to the All-Stars Program Director or to the clubhouse. If a player is hurt to a

degree that requires medical attention during a tournament game then notify the All-Stars Program Director immediately.

13. **After Action.** After Action Reports are required from each coach, not later than one week following the completion of the tournament. These reports should outline the results of all games, list the name of any player receiving a yellow or red card and the cause for the carding, and include general observations and suggestions about how PWSI's preparation for the tournament, or the tournament was conducted, could have been better.

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