

Harvard Soccer Club
Team Selection Standards
Key Principles
Version 1.0

Purpose of this document	Provide the key principles for creating teams in the U10 and U12 age groups (both boys and girls) in the Harvard Soccer Club
Who will use this document	This is a summary of the Team Selection Standards for use with the coaches in the Team Selection Meeting.
Team Selection Objectives	As a reminder, the team selection objectives are: <ul style="list-style-type: none">• To have a fair and open process, one that is sustainable through turnover in coordinators and coaches• Form teams where players work well together, have fun, and further develop their soccer skills• Form teams that are competitive (will win some and lose some) within the league/division they are playing in• Balance the needs of both the highly skilled and/or competitive players with the needs of the more recreational players
Confidentiality Requirements	Team selection involves sharing of information provided in coach evaluations about individual players. This information is confidential. This information should only be shared with the age group coordinator, coaches who have evaluated the players and coaches who will be coaching those players in the upcoming season for the sole purpose of creating teams. This information should never be shared with parents and players.

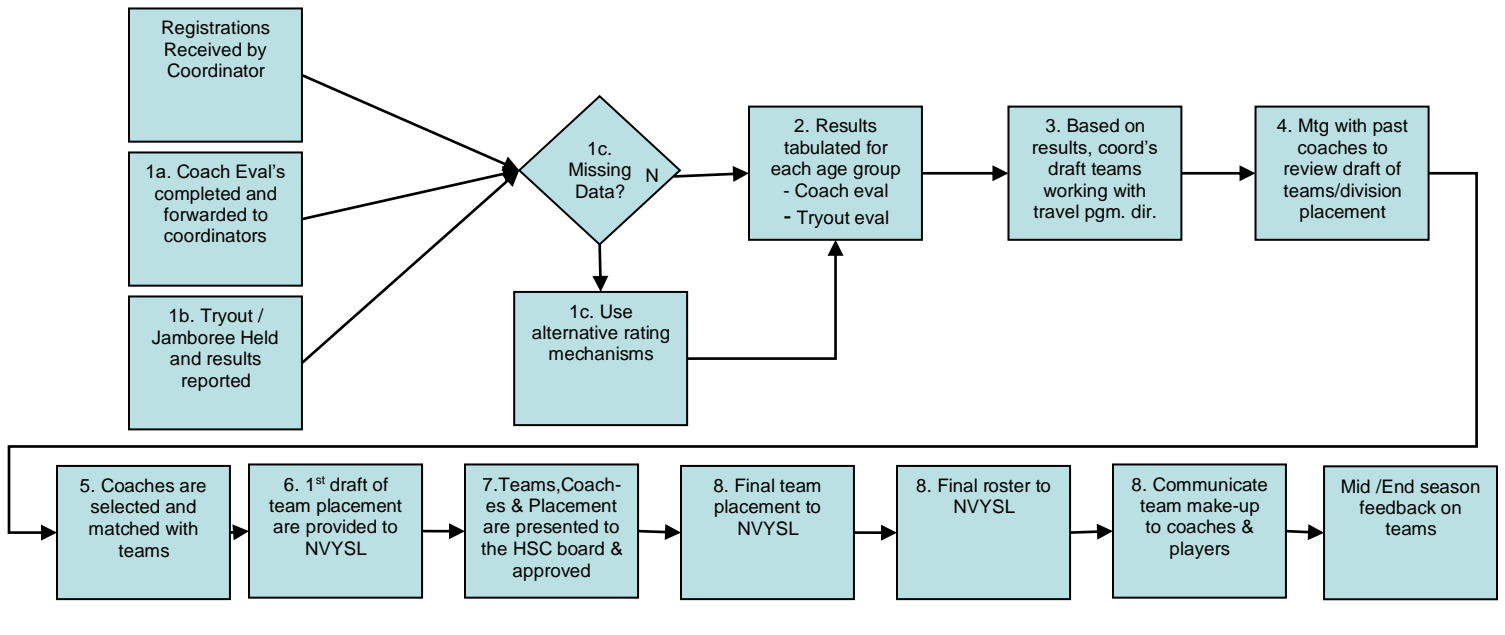
Team Selection Philosophy

The Harvard Soccer Club has goals of creating a fun, learning environment for all kids where they can develop their individual soccer skills, have fun playing soccer and be competitive on the teams for which they play. To this end, we attempt to group players with similar abilities on the same team rather than spreading players of similar ability across many teams. This objective is in line with the NVYSL league and MYSA. NVYSL has multiple divisions ranked in order of ability. Therefore, Harvard Soccer strives to follow the principle of: "On each team, players should have similar abilities, and the range of skills between the top player and bottom player is as narrow as possible." This has proven to provide coaches and kids with the best environment to learn and develop appropriate skills for a given team. In order to achieve this we will follow the guideline of having not more than one skill group variation for skill based teams (e.g. 1's & 2's or 2's & 3's) and no more than 2 skill group variations for balanced teams (e.g. 2's, 3's & 4's or 3's, 4's & 5's).

In order to achieve these objectives and to assure competitive placement of our lower division teams, we will attempt to place an even number of skill based and balanced teams in a given age group. We will use this 50/50 split of skill/balanced teams in order to allow for a good mix of highly skilled teams as well as recreational teams that will have a chance to effectively compete in their respective divisions. In the event there are an odd number of teams, the middle team will be a skill based team and further evaluated based on the details in section 3b.

Once the NVYSL has division placements that are more competitive for our lower division teams, we can move the skill based objective to more than just 50% of our team base. At the same time we will continue to work with the NVYSL and towns with similar philosophies (e.g. Groton) to create competitive and fair lower divisions for our balanced teams to compete within. Over the longer term, we will strive to further develop all of our players through a more comprehensive coach and player development program (currently under development) to raise the collective skill level of the HSC.

Team Selection – High Level Process



- 1) Player assessment and skill rating – Players will be assessed through two primary methods - coaches evaluation and the tryout evaluation.
- 2) Overall skill rating assignment - An overall skill rating is assigned to each player by a formula averaging coaches ratings and jamboree ratings and considering age group differences
- 3) Draft of team size & number – Depending on the completeness of the registration data, a draft of the number, initial grouping and placement of teams is prepared before the coaches evaluation meeting and discussed for input.
 - a) U10 maximum roster size per NVYSL by-laws is 11 (12 with a waiver). A sound number is 10, but in some cases can be pushed to 9 for teams with strong, committed players. U12 maximum roster size per NVYSL by-laws is 18 for MTOC and Ncup divisions; 19 for Rec division. A sound number is 16, but can be pushed to 14 for teams with strong, committed players, especially in the Spring season.
 - b) The number of skill based and mixed teams will be 50%. In the event there are an odd number of teams, the middle team will be a skill based team. If it is determined that with the middle team being skilled, the balanced teams cannot be competitive in the lowest division, we will work the NVYSL and neighboring towns to modify/create a lower division that can support these teams. If this is not possible, this middle team should be considered as a balanced team as long as it doesn't conflict with the guideline of skill group variation (see d).
 - c) Skill based teams shouldn't have any players that are more than one skill rating apart (e.g. 1's & 2's, 2's & 3's) and the balanced teams shouldn't have any players that are more than 2 skill ratings apart (e.g. no 2's & 5's or 1's & 4's).
 - d) Initial Division assignment of the teams is estimated based on past experience and with an objective to make all teams equally competitive in the division they play (.500 record)
- 4) Coach/Coordinator review session - The coordinator and travel program director will then facilitate a review session with all of the coaches that have coached the players that season. The goal is to validate and adjust the team ranking information based on the data developed by the coordinator. If time allows and the appropriate information is available, estimates of team size and initial placement in NVYSL should be reviewed. Coaches who wish to coach one of the teams should provide feedback as to their interest in this meeting if they haven't done so already.
- 5) Initial coach selection - Coaches will be selected based on interest and in the case where more coaches are available than required, coaches will be selected by training credentials and previous relative experience. If not enough coaches are available, additional work will be required to recruit them.
- 6) Draft of teams to NVYSL - After the meeting the teams, coaches and placement will be finalized as all registration data becomes complete and any necessary discussions are held with coaches, NVYSL and the board. Draft teams and placement will be provided to the NVYSL
- 7) Board Approval - Once a draft of the teams is developed, the coaches have been strawmodeled and initial placement is assigned, the teams will need to be approved by the board. This will be reviewed at the board meeting held before the NVYSL deadline for team submission.
- 8) Communication – Rosters are then finalized with NVYSL and teams are then communicated to coaches and then players.