



2019 Evaluation Policies

Glossary

British Columbia Soccer Association (BC Soccer) – The provincial association that governs soccer within the province of British Columbia. The BC Soccer runs the BC Premier Soccer League and manages provincial competitions.

BC Soccer Premier League (BCSPL) – An elite level league for U13 to U18 players operated by BC Soccer. BCSPL is one step below the Whitecaps Residency program and has six Lower Mainland franchises plus one from Vancouver Island and one from the Okanagan.

Vancouver Youth Soccer Association (VYSA) – A member of the British Columbia Soccer Association, the VYSA is the district association that governs soccer within the geographic region in which the Vancouver United Football Club resides and plays. The VYSA offers youth league at various levels for its member clubs.

BC Coastal Soccer League (BCCSL) – A league offering competition for boys and girls teams from Whistler to Chilliwack for U11 to U18 players. The divisions will be Metro, Div 1, Div 2 and Div 3.

Technical Director (TD) – An employee of Vancouver United charged with the management and implementation of technical programs, including player and coach development.

Technical Lead (TL) – Contracted positions, reporting to the TD, charged with the management and implementation of technical programs, including player and coach development.

Age Group Coordinator (AGC) – Vancouver United volunteers who coordinate the logistics related to registration, team formation, and scheduling in the respective age groups. AGCs act as liaisons between Vancouver United staff and team officials and parents.

Table of Contents

Glossary	2	
New for 2019	4	
Preface	5	
1. U11 to U14 Evaluation Information	7	
a. General Description	7	
b. What Level Should My Child Consider Being Evaluated For?	7	
1. Division 1	7	
2. Division 2	8	
3. Division 3	8	
4. Divisional Formats	9	
c. Pre-Registration for Evaluations	9	
d. Metro/Div 1 Player Commitment Letter	10	10
e. Detailed Evaluation Chronology	10	
f. Coach Selection	12	
g. Phase 3 Evaluations: On-field Assessments	13	
h. Evaluation Criteria	13	
i. Phase 4: Team Formation	14	
j. Player Notifications	15	
k. Roles & Responsibilities	16	
Technical Director / VanU Technical Staff	16	
Age Group Coordinators	16	
Evaluators	16	
Current Season Coaches	17	
Incoming (next season) Coaches	17	
Parents	17	
Players	18	
2. U11-U14 Gold Plus Program	19	
a. Spring / Summer	19	
b. Regular Season	20	
c. Operational Detail	20	
3. U15 to U18 Evaluation Process	21	
4. Playing Up Policy	22	
Table 1: Flow-Chart Showing Movement of Players through Evaluation Process	23	

New for 2019

At the time of publication, the names of league divisions and who will have access to them is still to be determined by BCCSL and VYSA. Any changes to access will result in necessary updates to this document. It is anticipated that BCCSL will run four divisions at U13 to U18. These will be Metro, Div 1, Div 2 and Div 3. This document will use these division names.

1. Once coaches are selected for our teams they will have substantial input on the number of players on their team but the club, via the TD will have final say on roster sizes both at the Team Formation Meetings and then through the spring/summer and into the regular season.
2. Players arriving into Vancouver once teams have been selected will be placed to the best of our ability. For most age groups and levels this will likely mean this will not happen until either close to the start of the season or once the season has started. There will be no rebate on registration fees, including any 'Early Bird' options, for players placed on teams on or before September 30 due to the considerable amount of work by both administrative and technical staff to individually assess, place and register players once teams affiliation forms have gone into the District.
3. No player requiring an International Transfer Certificate (ITC) will be registered, assessed or placed on a team until the family has completed the process and provided the approved form to the VUFC Registrar. Note that VUFC has no role in this process and families have full responsibility for its completion. We have posted information on the ITC here: <https://vancouverunitedfc.com/en-ca/vancouver-united-home/registration/international-transfer-certificate>

Preface: What are Evaluations and why do we have them?

The Evaluation process has one singular goal: to put players on teams that will meet their needs in terms of **developing the abilities required to play the game and develop a love of the game**. As a community based club we achieve our primary objective when we see players stay in the game all the way to U18. To achieve this success, we need commitment from parents, a lot of work by our parent and staff coaches and the trust that we are all looking out for the best interests of the players. It is the club's belief that by providing a playing and training environment that accommodates the players' current level of ability and motivation, we stand a better chance of keeping their interest in the game alive. Evaluations are one of the main tools we have to accomplish this.

Evaluations are the process we use to determine the level of play that is most suited to players at this moment in time. We have moved away from calling them "tryouts" for two reasons:

1. The term "tryout" infers that the goal is to try and make a particular team. The club, however, does not view the process this way. Rather, we are strongly convinced that our job is to keep kids playing soccer and the best way to reduce attrition and ensure kids want to continue playing is to challenge them appropriately and find a level of play, each season, that suits their abilities, their commitment level and their social needs. Players who play on teams that exceed their technical abilities, speed and desired level of commitment are much more likely to have a negative experience and leave the sport. While kids may be upset in the short term if they have not made a 'higher level' team, it is generally a safer bet that in the long run it will facilitate their continued love of and participation in the sport. Research has shown that soccer is a game for late developers. By keeping kids playing we ensure not just a positive outlet for recreational players but a patient environment for late bloomers.
2. The term "tryout" also infers that team selection is based solely on how well players do in evaluated, on-field sessions. This methodology is becoming obsolete. Some players may over-perform in this kind of an environment while others get 'stage fright' and under-perform. Too often, this process does not provide an accurate picture of a player's overall capabilities. As such, 'tryouts' can result in unbalanced and skewed team formations.

BC Soccer has encouraged clubs to move towards 'in-season, year round evaluations', meaning that a multi-pronged approach to team formation is implemented that includes consideration of:

- Staff Coach Reports through Game Evaluations, VanU Academy, Gold Plus Program, Friday Plus Program and/or U10 Game Support Program
- Standardized Player Assessment Forms submitted by current coaches
- End of season Evaluation Sessions
- Prospective coaches' input

This approach ensures that the Evaluation period is extended throughout the season to attain a more complete picture of a player's abilities, skills and level of commitment. This approach also provides checks and balances that guard against nepotism, conscious or unconscious, and the occasionally errant opinion on a player, as well as accounting for the fact that different coaches value different aspects of the game more than others.

Multiple sources are involved in the Evaluation process including current team coaches, VUFC staff coaches, and coaches for the team(s) being formed. In so doing, we get several perspectives and are much more likely to make the right decisions regarding player placements.

With team and staff coaches participating in evaluations and discussions about player progression we have a very good idea of their appropriate level of play, for some players, not all, before they step on the field at the Phase 3 Evaluation Sessions. However, **these sessions provide an opportunity for parent coaches to see the players and get familiar with those who might be on their team next season**. It is also the best opportunity for players new to VUFC to be evaluated if they want to play at the club next season.

For parents of players coming out of House league we are often asked why we have Evaluations or why we have them for players at the younger age groups. The answer is really down to how youth soccer is governed. Clubs, like VUFC, belong to Districts. Districts are charged with running all leagues for their member clubs for the U11 to U18 age groups. VUFC is part of the Vancouver Youth Soccer Association (VYSA).

These leagues operate within a structure that is tiered into multiple levels of play by ability. See chart on page 9 for a full summary on these levels at each age.

Finally, tiering helps to ensure that players of a similar ability play with and against one another. By U11 there are some very athletic, technically strong players who have been playing the game since they were very young. Some having sought professional programming for several years. They are committed to the sport and some are on their way to becoming very good players. To put them on the same field of play with and against players playing their first season of soccer and/or with those who aren't as physically adept yet does not make sense. Neither player will benefit or enjoy the experience. One will not be challenged and may get bored; the other will likely feel marginalized and unable to participate or contribute to the team effort. By offering multiple playing environments, which is really the essence of tiering, we meet the needs of far more players in the hope of fostering a love for the game and continued play.

Soccer is a sport for late developers. If we don't engage and keep kids playing at levels that work for them then they will likely quit and will never have a chance to develop to their full potential.

These procedures have been designed and refined over several years in response to membership requests for more transparent Evaluations overseen by neutral, experienced soccer personnel while respecting the time, knowledge and effort of volunteer parent coaches. I encourage you to talk to your son or daughter more than once about Evaluations to help them to understand what it is and what purpose it serves, especially for those going through it the first time. This policy manual is intended to help you, as a parent, understand the process and to answer the questions your child may have. The more they talk about it, the more it will become normalized and they will just show up ready to enjoy playing soccer when it's time for their on-field Evaluation Sessions.

Lastly, all the information you will need for Evaluations can be found on the club website here:

<http://www.vancouverunitedfc.com/evaluations>

Gregor Young
Executive Director
Vancouver United FC

January 2019

1. U11 to U14 Evaluations Information

a. General Description

The following is a description and chronology for Vancouver United FC player evaluations and team formation for age groups up to U14.

i. In-season Period

Towards the end of the current season the Technical Director (TD) and Technical Leads (TL's) will begin to assess each age group's numbers, strength, results etc to develop a plan that will facilitate the Evaluation process for each age group. These efforts are done in consultation with Age Group Coordinators (AGC's), volunteer/parent coaches and the VP's (House League, U11/U12, Boys and Girls) as required. VP's are also Board members.

The final number of Metro, Div 1, 2 and 3 teams cannot be 100% decided until late in the process as there will be external factors such as B.C. Soccer Premier League (BCSPL) and Metro tryouts, players coming in from outside clubs, and general attrition that may affect the final number of teams at each age group and their levels of play.

ii. Evaluation Information Meetings

There will be a **Coach and Age Group Coordinator Evaluations Information meeting** (please refer to the schedule below) to explain the evaluation process and to address questions and concerns. The TD and ADT's will also go over what the players will be asked to do during the Phase 3 Evaluation Sessions so coaches can familiarize players with them ahead of time.

We also host **Parent Information Meetings** (please refer to the schedule below). This will target parents of players heading into this process for the first time (i.e. parents of 2008 born players), as well as those who have older players but want to learn more about the process.

Here is the meeting schedule. All meetings will take place at the Dunbar Lawn Bowling Club (behind the Dunbar Community Centre) on West 31st Ave, one block west of Dunbar Street:

Date	Meeting topic/age group
Mon Jan 28, 6:00 pm	Info mtg for 2017-18 U10-13 AGC's and coaches
Mon Jan 28, 7:30 pm	Info mtg for parents of 2007 born players (entering U13)
Mon Feb 4, 6:00 pm	Info mtg for parents of 2009 born players (entering U11)
Mon Feb 4, 7:30 pm	Info mtg for parents of 2006-08 born players
Wed, Feb 20, 6:30 pm	Final Evaluation Info mtg and Q&A (open to all)

b. What level of play should my child consider being evaluated for?

i. Metro/Div 1 players:

Potential Metro/Div 1 level players should be able to do the following consistently well, relative to other players their age:

- 1) Control the ball with all parts of their body. [U11 and up]
- 2) Control the ball from a variety of service (i.e. balls arriving in the air, bouncing, on the ground). [U11 and up]
- 3) Strike the ball with both feet and in specific ways that allow them to accurately hit the ball the way they intend to (i.e. to shoot, volley, chip, and pass with intended velocity). [U12 and up]

- 4) Move with the ball under control at speed. [U11 and up]
- 5) Defend with good awareness, patience and technique. [U12 and up]
- 6) Make good, early decisions with the ball that show emerging tactical awareness. [U11 and up]
- 7) Involve teammates in the game rather than doing everything themselves. [U11 and up]
- 8) Have the fitness, speed, coordination, and strength to play at the highest level. [U12 and up]
- 9) Be committed to play and practice on a high level youth team. It is expected that efforts will be made to attend all games and practices. [U11 and up]

**For players/parents considering playing U11 Div 1/U12 Div 1, please familiarize yourself with the U11/U12 Gold Plus Program outlined in Section G when deciding which level to be evaluated for.*

ii. Div 2 players:

Div 2 level players may demonstrate some or most of the characteristics above, but may not meet the Metro/Div 1 level requirements as they may still be developing one or more of these components or may not be able to do them consistently or on demand. For example, a Div 2 player may demonstrate very good ball control and tactical game awareness but has not yet developed the fitness, speed or strength to compete at the Metro/Div 1 level, or vice versa. They may also be able to demonstrate a strong ability in a particular aspect of the game in a drill that has no opposition but then not be able to do the same thing under pressure in a game-like environment. Commitment is also given consideration, however, generally there is less of a commitment than that of the Metro/Div 1 program.

iii. Div 3 players:

Div 3 level players may not meet the Div 2 level requirements as they may still be developing most of the components outlined above. The time commitment required is one practice per week (60 to 90 minutes) and one game per week. There is a much higher tolerance for accommodating other activities in Div 3 and because of this we try to make the rosters on Div 3 teams bigger.

Divisional formats

Age Group	Division	League	Governing Body	Game Format
U11 & U12 Boys	Div 1	BCCSL	BCCSL	8 a side
	Div 2			
	Div 3	VYSA	VYSA	
U11 & U12 Girls	Div 1	BCCSL	BCCSL	8 a side
	Div 2			
	Div 3	VYSA	VYSA	
U13-18 Boys	Metro	BCCSL	BCCSL	11 a side
	Div 1			
	Div 2			
	Div 3			
U13-18 Girls	Metro	BCCSL	BCCSL	11 a side
	Div 1			
	Div 2			
	Div 3			

c. Pre-registration for Phase 3 Evaluations

Phase 3 of the Evaluations is the on-field sessions at the end, or near the end, of the current season. These are run by VUFC senior staff coaches who score and rank players in a variety of small-sided games.

All players wanting to play Metro, Div 1 or 2 level soccer next season must **pre-register online for Phase 3 Evaluations**. It is essential that players are registered at least one week before their first on-field evaluation session.

Please note that while you can select that you would like to be considered for Metro, Div 1 or 2, if you played at a lower level than the one you are requesting this season your selection will be treated as a request and scores from Phase 1 and 2 will be used to ascertain whether an invite will be extended to attend the Phase 3 sessions you have requested.

For players in U10, a more liberal use of invitations is utilized given the players are coming from a non-tiered level of play and its the players first year participating in Evaluations but Phase 1 and 2 scores will still be used to send invites to players to come to Div 1 and Div 2 Phase 3 sessions.

WHAT DOES THE EVALUATION FEE COVER?

The fee covers costs related to all phases of Vancouver United FC's evaluation process and ensures our ability to implement evaluations that are objective, consistent and informed using suitable facilities. This includes the cost of independent evaluators at Phase 1 and 3, administration related to the Evaluations and staff coach work through the season on Evaluations at training and games.

To recoup costs, we charge a \$20 fee for all U11-14 Evaluations. There is no charge for U15 to U18 Evaluations that require just one on field sessions with staff coaches. Evaluations that require more than one are subject to a registration fee.

Players can find the link to register for Phase 3 on the club website here:

<http://www.vancouverunitedfc.com/evaluations>

This is the URL for the Evaluations page on the VUFC website. Age group coordinators will also send the link to team coaches/managers by email once all Evaluations info for 2019 is up. You will find the link to register for Phase 3 on this page when registration is open.

If you wish to play Div 3 level soccer next season please register online for the 2019-20 season and select the box saying you plan to play Div 3 next season. You DO NOT need to register or attend Phase 3 of the evaluations; an AGC will place you on a Div 3 team but the pre-registration really helps AGC's in forming and affiliating Div 3 teams as they must be submitted to the District in June/July and rosters must have a minimum number of players as well as at least one confirmed team official.

d. Metro/Div 1 Player Commitment Letter

Players trying for Metro/Div 1 will be required to adhere to the Metro/Metro/Div 1 Player Commitment letter that will be on the online registration for Phase 3. It is important that players realize that **playing on a Metro/Div 1 team is a considerable commitment**. Coaches will expect players to be motivated to develop and attendance at games and training will be monitored. A player's inability to adhere to the Metro/Div 1 Player Commitment in the spring may result in players being removed from the Metro/Div 1 roster. Players choosing to accept a spot in the U11 and U12 Div 1 team pools in March should not do so lightly. Please give it careful thought before committing.

WANT TO PLAY U11 & U12 Div 1?

Please familiarize yourself with the information relating to our Gold Plus Program under Section G and the commitment involved before registering for Div 1 evaluations. **More info on the Gold Plus Program is available here:** <https://vancouverunitedfc.com/en-ca/academy-camps/gold-plus-program/program-information>

Players who specify that they want to be evaluated as a goalkeeper must similarly agree that, if selected, they will play at least half of each game in goal. The registration form for Phase 3 will ask if players wish to be considered a full time or part time keeper. Goalies at U12 and under must also be able to demonstrate some ability to play other positions at the level they are being evaluated for or close to it. This will be taken into consideration but will not necessarily be the deciding factor when teams are formed.

e. Detailed Evaluation Chronology

It is important to understand and remember that VUFC Evaluations consist of **four phases** and that team formation is not simply a function of how players perform at the end of season on-field evaluation sessions. The club, in keeping with BC Soccer policy, is committed to ongoing, in-season evaluations. Here is a quick description of each phase:

Phase 1: VUFC staff coach in-season notes and player reports

Phase 2: Current team coach Player Assessments (*submitted to TD; shared only on a need to know basis at Phase 4 during the Team Formation Meeting; not distributed electronically*)

Phase 3: End of season on field evaluations by independent evaluators

Phase 4: Team Formation Meeting led by TD and/or senior staff coaches with incoming team coaches

Mid-January:

- Parents who have questions relating to the strengths and/or weaknesses of their child should be consulting with their team coach around this time. This is the best time to ask as coaches have had several months working with the players and can therefore give constructive feedback.

NOTE: Phase 3 is not designed to provide individual feedback. It provides a ranking of players to assist in team formation. Therefore please do not ask for such feedback from the TD or staff coaches during or after Phase 3.

Late January/Early February:

- The TD or AGC will forward a link to the online Player Assessment Form (Phase 2) to coaches. Coaches must fill out the Player Assessment Form for each player on their team by the date specified. Coaches will consult with their players' parents to identify the level they want to be considered for next season (Metro/Div 1, 2 or 3). All information will be submitted on the Player Assessment Form. This is a critical part of the Evaluation Process.

NOTE: This decision is not binding at this point in the process. When completing the online evaluation registration, players may change their target level, however, getting an early indication helps us plan for how many players we will have at each on field session.

- Links to the online Intent to Coach Forms will be distributed to coaches. A deadline for applying will be provided at this time. Coach selection is open to anyone to apply each season. Our Coach Selection Policies are available here: http://vancouverunitedfc.com/images/StaffContent/Evaluations/VUFC_Coach_Selection.pdf

NOTE: As a community based organization, VUFC tries to encourage co-coaching/collaborative coaching efforts as much as possible. This may take the form of fostering a co-coach situation for teams where competition to coach exists or by endorsing a coach/assistant coach(es) scenario presented by two or more coaches who wish to work together. Coaches wishing to present such arrangements should try to do so at this time.*

- An information meeting will be held for AGC's and coaches in age groups where U11 to U14 evaluations are being run. At this time, all duties for the evaluations will be assigned and described (see Roles and Responsibilities page) and examples of the types of activities the players will be put through will be discussed. At this meeting, AGCs and coaches will have the opportunity to ask any questions and address concerns. There will also be a meeting for parents new to the Evaluation process. See the meeting schedule in Section 1a.
- All players wanting to play Metro/Div 1 or 2 level soccer next season will be required to pre-register online for Evaluations. The online registration system will be open by mid-February. Age group coordinators will also distribute the registration link to team coaches/manager by email once the link is open. See **Pre-registration for Evaluations** under Section 1c for more details.

**When deciding which team/level (Metro/Div 1, 2 or 3) you intend to coach, try to estimate the level your son/daughter is most suited for playing (see section A for guidance on playing levels). All coaching appointments are subject to confirmation by the independent evaluators and TD during evaluations. Therefore, if you choose a level your child is not selected for, we are able to make adjustments then. For example, if you are scheduled to coach a Div 2 team and the evaluations reveal that your son/daughter is more suited for the Metro/Div 1 level, they will be offered a spot on the Metro/Div 1 team and we will find another coach for the Div 2 team. You will be considered to coach the Metro/Div 1 team. All of this is assuming that you only intend to Coach a team with your child on it.*

*Where there is competition for coaching positions the TD will consult with relevant people at the Club and will make the final. Ideally all coaching positions should be filled as early as possible. **Prospective coaches of Metro/Div 1 and 2 teams will be identified before evaluations and***

confirmed during the Metro/Div 1/2 Evaluations when it becomes apparent which level their child, if applicable, is most likely to end up playing. Where there is competition for coaching positions for Div 2 teams the Club will place coaches as per the process outlined above for Metro/Div 1 coaches.

NOTE: If you wish to play Div 3 level soccer next season you do not need to attend Phase 3 evaluations. However we would like you to register for the 2019-20 season as early as possible and select the Div 3 team option. This will be a tremendous help to AGC's charged with forming and affiliating Div 3 teams with the VYSA.

- All Evaluation session dates will be finalized and published on the club website. These will be subject to change as some circumstances are beyond the clubs' control (such as field closures). All attempts will be made to set evaluation dates and locations as early as possible. These will be posted on the Evaluations page of the club website and communicated through the Age Group Coordinators. Please be patient and flexible and accept that last minute changes are a possibility. Check the website just before your scheduled Evaluation date to make sure there have not been any changes to dates, times or fields.

Late February to late May

On-field Evaluation Sessions (Phase 3) begin.

f. Coach Selection

As part of the club's commitment to community and volunteers, parent coaches in good standing that have current experience within an age group from the past season that spans back at least one more season will be given priority over non-parent volunteer coaches and other parent coaches to coach at the level their child is assessed to be at.

Moreover, coach selection will be tied into the club's "Game, Club, Community" ethos using these criteria.

Game:

- Do coaches support game formats at U9/10? Do they support the endorsed style of play in divisional soccer?
- Do coaches support the club's curriculum and use the practice plans provided to guide them through that curriculum?
- Do they make sure players experience all positions and roles on the team at the younger ages?
- Have they taken the appropriate, mandatory LTPD courses for the age they are coaching?

Club:

- Do coaches support and adhere to club policies, initiatives and programs?
- Do they abide by playing time policy?
- Do they work with staff as they deliver programs like VanU Team Support (VTS) and Friday Plus?
- Do coaches attend club meetings relevant for their age group and team?
- Is their Criminal Record Check (CRC) up to date and provided to the Club?

Community:

- Are coaches supportive of our referees before, during and after games?

- Are coaches supportive and respectful of the other coaches and team officials on their team
- Do they make legitimate attempts to mitigate blowouts, particularly at younger ages?
- Do they create an inclusive environment on their team where players feel valued and want to continue playing?
- Do coaches have the ability and willingness to deal with parent concerns?

g. Phase 3 Evaluations: On-field Assessments

Evaluation Flow Chart

Please refer to the ***Evaluation Flow Chart (Table 1 at the end of this document)*** to help determine which parts of Phase 3 your child needs to attend.

- Once posted, review the Evaluation Session schedule to determine when your child needs to attend.
- For age groups that have been tiered from the season before (i.e. U11 moving into U12 and up) players who have played Metro/Div 1 that season will proceed directly to Metro/Div 1 Sessions. Stronger Div 2 players may also be directed to Part B based on in-season evaluations from team coaches and/or staff coaches.

NOTE: *An invitation to any Phase 3 Session does not mean that a player is ensured placement on a team at that level as all players participating will be objectively looked at for placement into next season's teams, not just returning players.*

- All players not selected for Metro/Div 1/2 teams during Phase 3 Sessions will either be directed to the sessions for the next level down or a small number may be selected for that level directly if the TD feels we have enough info to do so.
- Div 2 Sessions are scheduled to be two sessions. Two may or may not be necessary, depending on the age group, total number of players, anticipated number of Div 2 teams in the age group and assessment data gathered in previous phases. In these cases, there will only be one Div 2 Session.

NOTE: U13 and U14 Metro/Div 1 and 2 Evaluations will occur after BCSP and/or Metro Evaluations. Dates may not be known until after the initial Phase 3 schedule is posted but will be posted as soon as they are known.

- The results from each part of Phase 3 will be posted online with clear direction of next steps. Players will be notified by email when the results have been posted online. Please note that players now have to register and pay their fees within 72 hours of accepting their spot on a team.

h. Phase 3 Evaluation Criteria

Note: Different scoring systems may be used depending on the number of players attending an evaluation. For example while the descriptive categories may be used evaluators may simply score players as Metro/Div 1, 2 or 3 in some cases; particularly older age groups.

For most Phase 3 sessions, players will be evaluated on a scale of 1 to 10 where 1 is low and 10 is high.

Evaluators are encouraged to use the full spectrum of marks available to them so as to allow for a ranking that will better differentiate between players.

9-10 - Absolutely superior, *relative to others*, in terms of first touch, striking the ball, vision, decisions. May also be physically dominant in terms of speed, strength and work rate. Show great understanding of basic tactical elements of the game (shape, attacking principles, defending principles). Can control ball with all parts of body, can strike the ball in a variety of ways. Can make an early decision that is appropriate for the circumstance and quickly employ the correct skill in an effective, constructive manner. A score of 10 is reserved for the top 1 or 2 players overall.

7-8 - Technically excellent and physically capable, *relative to others*, of handling expected speed and work rate. Easily good enough for team trying out for. Skills are sufficient to ensure they will consistently control and strike the ball in a way that will help team maintain possession, create scoring chances or deny scoring chances. Strength and speed are commensurate with this level of play and player is committed to accepting coaching and becoming a better player.

5-6 - Strong basic skills but perhaps deficient in one or two areas *relative to others*. Can control the ball, make an early decision and act on it consistently. Mobile and aware of what is happening around them. Will likely be a bubble player with players having a 6.0 average being much more likely to be placed on a lower level rather than the one being evaluated for.

3-4 - Does not have skill set necessary for this level *relative to others*. Cannot control most passes directed to them. Does not strike the ball properly. Has difficulty with balls delivered in the air and cannot provide service in the air. Consistently relinquishes possession of the ball and has little ability to regain possession. Lacks pace, strength and has limited work rate. Tends to only become active in proximity to the ball.

1-2 - Should be directed to Div 3.

Station Description

Stations at Phase 3 will be determined by the TD who will base the decision on the age group and level of the evaluations as well as the total number of players expected to attend the evaluation. Stations will be different types of small-sided games. There will be some opportunity for the coach(es) of the teams the players are being evaluated for to request a particular station to evaluate players at.

i. Phase 4: Team Formation Meeting

- Once Phase 3 Metro/Div 1 or 2 Evaluation Sessions are complete, the Team Formation Meeting occurs. These meetings allow those involved in the evaluation process to go over observations and data from Phase 1, 2 and 3 that will help the coaches and TD decide on final team composition. This meeting will finalize team rosters for the next season.
- The team formation process is a lengthy but co-operative effort with the TD, staff coaches and team coaches. The process will involve the creation of teams from a smaller list of players that must be placed on the team being formed (based on TD and TL opinion using data from Phase 1, 2 and 3) and a longer secondary list of players for whom more discussion is required by all parties at the meeting.

In the event more than one team is formed to compete at the same level, the same process will apply but every effort will be made to ensure relative parity between these teams with the TD continuing to ensure fair player placement. The TD will guide this process and ensure all relevant factors are considered and respected by the coaches.

Note: Board members attend Phase 4 Team Formation Meetings to ensure that proper policies and procedures are followed and all players registered for that age group are being considered for the teams being selected.

Ideal roster sizes

Unless coaches can demonstrate a past history of success with smaller roster sizes, teams shall be formed with the following ideal roster sizes in mind:

U11-12:

Div 1: 12 players

Div 2: 13 players

Div 3: 14 players

U13-18:

Metro/Div 1: 16 players minimum

Div 2: 17 players minimum

Div 3: 18 players minimum; 19-20 for U17 and U18 teams

NOTE: All final team rosters must be approved by the TD.

NOTE: Should the degree of co-operation expected not materialize, the TD will reserve the option to switch to a draft system to form teams when multiple teams are being formed at the same level (i.e. this is not applicable when only one team will be formed in any particular level).

j. Player Notifications

- Once all 4 phases of the Evaluation Process are complete, parents will be given direction by email on how to access the team rosters.

Players must confirm/accept their spot on the team within 48 hours of the information being posted.

Information on confirming your child's spot, generally by phoning/emailing the team coach, will be communicated to all families. Players must then register and pay their 2018-19 fees within an additional 24 hours. If this is problematic for financial reasons, please contact the club registrar who will look at solution with you discretely.

- **Parents are not to contact the TD, Evaluators or AGC's regarding results of evaluations.** The Phase 3 (on-field evaluations) sessions are rankings and not individualized assessments. There are no notes on specific players compiled. All questions regarding *the process* must be submitted by email to the TD *after you are sure your question or concern is not already addressed in this Evaluation Package.* **The TD will only answer questions or concerns about the processes used at evaluations and not inquiries related to player placement or player performance. Also, emails/calls with questions that can be answered by information contained in this document may not receive a response. Do not contact any other VUFC staff coaches AGC's or Board members regarding Evaluations questions.**

NOTE: Each year there are players, for very good reasons, who are unable to attend Phase 3 Sessions. Sometimes this is due to injury or a player has moved to the area in the off season. These will be handled on a case by case basis by the TD but for current VUFC players we should have enough information to fairly place you using information from the other three phases. Players in this situation though should be directed to the TD for consultation. Placement on teams, for players who missed the Evaluations and/or are new to the club, will be at the discretion of the TD and dictated primarily by the club's interests. Coaches should not have these players come out to training sessions for their newly selected teams, or games, unless directed to do so.

Adding players to rosters after Phase 4

At Phase 4, all team rosters will include up to 4 players on an alternate list (unpublished) in the event that spaces open up. As these will be players who have already been evaluated, they will be able to be added to rosters with no further evaluation necessary at any point. Coaches will NOT be able to reach beyond this list of alternates to take other players.

Players arriving at the club once rosters have been set will not be considered until:

- They have completed the ITC process
- After September 1st (to allow for players on the alternate list to be put onto rosters first as needed)

Administration of new players being added to rosters will be handled by Academy and Operations Coordinator. Technical aspects of placement to be taken care of jointly by TD and TL's.

k. Roles and Responsibilities

Technical Director (to be assisted by Asst Technical Directors as needed):

- Update information for Evaluation Policies and get Board approval for substantive changes
- Update all online Evaluation materials including Phase 3 dates, Phase 3 registration form, Coach application forms, staff coach evaluation forms, related admin materials, posting of final rosters
- Collate Intent to Coach forms. Carry out coach selection process for teams and/or levels with multiple applicants. Work with others to place coaches with various team/levels as we move throughout the Evaluation process
- Collate Player Assessment Forms completed by team coaches for Phase 2 scores
- Assign staff coaches to evaluate players and teams throughout the season
- Run Evaluation Information Meetings for AGC's, coaches and parents
- Evaluation logistics (i.e. format, times, locations, equipment, evaluators, stations, etc.)
- Ensure master registration list is brought to each evaluation session
- Managed Phase 3 sessions to ensure they run efficiently. Primary concern beyond logistics is to finalize number of teams being selected for each age group/level, finalize coach selection where possible.
- Serve as an evaluator when feasible and/or necessary
- Finalize all coaches for the teams being selected.
- Collect any/all evaluator scores and observations and ensure they are compiled for use at Team Formation Meeting
- Lead Team Formation Meeting and endorse final team rosters
- Ensure finalized team rosters are posted to the club website in a timely, accurate manner

VUFC Admin staff:

- At Phase 3 (on-field assessments): Coordinate on-site registrations for players that didn't register online. Remind them they need to register after the session if they want to receive communication related to the evaluation session.

- At Phase 3 (on-field assessments): Ensure each player has a numbered bib and record that bib number on supplied sheet.
- Forward Evaluation Session information and reminders (at least one week prior) to age group coordinators so they can inform coaches and team officials with instructions to pass on the information to their players and parents.
- Remind parents to stay off the field during Phase 3 sessions.
- Collate Phase 3 scores after each session.

Age Group Coordinators:

- Attend Information Meetings.
- Liaise with other coaches to ensure every player has been placed on a team.
- Be aware of players new to the club (or soccer in general) and players who have chosen not to attend the Evaluations when forming Div 3 teams.
- A key goal is to ensure team viability and that all players in Vancouver have a team to play. This work may extend into the summer months.

Evaluators:

- Evaluate players according to standards provided.
- Ensure correct input of player bib numbers on Evaluation sheet.
- Hand in completed, legible signed evaluation sheets to TD or ATD at end of each evaluation session.
- Respect players' privacy by refraining from communicating any information or opinions relating to evaluation format and/or player performances to any parents or other bystanders.
- Do not coach players at Phase 3 sessions. Observe and record only.
- Use neutral language in all comments to players and parents regarding performance at sessions.

Current season's coaches:

- Complete online Player Assessment forms within the designated timelines.
- Complete Coach Application for next season if you plan to return as a coach
- Attend Evaluation Information Meeting.
- Notify players of evaluation dates/locations and relay evaluation policies information.
- Consult with players and/or their parents about the level they want to be evaluated for and provide guidance, as necessary, based on their knowledge of players' ability.
- Be prepared to help warm players up while TD and Independent Evaluators get session set up.
- Help with logistics during evaluations including managing subs during small-sided games and helping players rotate through stations.
- Do not coach players at Phase 3 sessions. Observe and record only.
- Remain neutral in comments made to players during the session and support all players equally, not just the ones from your team.
- Those coaching next season should take notes on players; particularly ones you are not familiar with
- May be asked to contribute, in person or by phone, to Team Formation Meeting to provide additional insights.
- Familiarize yourself with Evaluations Policies, and be main point of contact to answer parent/player inquiries leading up to evaluations.

Incoming Coaches (next season)*:

- Attend Evaluation Information Meeting.
- Attend all evaluation sessions for your team, assist with the evaluation process as required and ensure you see all players over the course of the evaluations.
- Bring list of desired players to Team Formation Meeting along with notes/opinions on other players. These will be compared with Evaluator observations and completed end of season Player Assessment Forms from last season's coaches in consultation with the TD.
- Accept confirmations from team members once roster is posted and advise the TD of player confirmations.

**If you also coached this current season, consider these as being in addition to the duties listed in "Current Season's Coach"*

Parents:

- Familiarize yourself with all the information in this package and discuss it with your child. As a family, decide whether your child wants to participate in Phase 3 and, if so, for which level. Players who opt not to register for Phase 3 will be placed on a Div 3 team once they have registered for the following season. ***For players/parents considering playing U11 or U12 Div 1, please familiarize yourself with the Gold Plus Program outlined in Section G when deciding which level to be evaluated for.***
- Consult with your child's team coach if you are unsure which level your child should be evaluated for.
- Based on that consultation and knowing what your child can realistically commit to, register your child for the appropriate evaluation well in advance.
- Remember that requesting a higher level Phase 3 session than you played this season is treated as a request that will be weighed against Phase 1 and 2 data. You will be notified if your request has been accepted and your child invited to the session they asked for.
- Ensure your child arrives on time and with the appropriate equipment (boots, shin pads, jacket, soccer clothing water, etc). It would also be a good idea to refresh your child's memory on how the Phase 3 Sessions are structured so they are not surprised or overwhelmed when they arrive.
- Respect the work of the volunteers and evaluators, and allow them to do their work without unnecessary intrusion. ***Parents will be asked to stay behind the fence of the field being used*** to allow evaluators and coaches to talk candidly and to keep the evaluation area as clear as possible for players and evaluation staff.
- Regularly check for updated Phase 3 information including dates, times, locations and results throughout the process. At the end of the last Phase 3 session, check online to see which team your child has been placed on. **Players are expected to confirm/accept their spot on the team within 48 hours of the information being posted.** Information about how to confirm your child's spot, generally by emailing the team coach, will be provided online at the time of posting.
- Do NOT contact the TD, Evaluators, age group coordinators or team coaches regarding results of Phase 3 sessions or final rosters. There are no written notes on specific players compiled at Phase 3. All questions regarding the process must be submitted by email to the TD ***after you are sure your question or concern is not addressed already in this Evaluation Package.*** **The TD will only answer questions or concerns about the processes used at evaluations and not inquiries related to player placement or player performance. Also, emails/calls with questions that can be answered by information contained in this document may not receive a response.**

Players:

- Arrive at the Phase 3 sessions ready to listen to instructions.
- Players may be asked to play several different positions in small-sided games.
- Some players may play more than other at Phase 3. This is almost always intentional as we may need more time to get a score for some players
- Understand that the goal of the Evaluations is to find the ideal playing level for them so that they can enjoy the game and develop as much as possible.
- Remember that Phase 3 sessions are different from regular training sessions. They will not be 'coached'. The drills and/or small-sided games won't be stopped so coaching points can be made.
- Arrive at the sessions dressed to play soccer with the appropriate footwear for the surface (usually artificial turf).

2. U11-14 and Gold Plus Programs

All players/parents who wish to be considered for a or Gold Plus team next season must familiarize themselves with the expectations and commitment required as outlined in this document.

- The club now views its U11-12 Gold Plus program as a two year continuous program and as a result will only, with few exceptions*, select players to their U12 Boys and Girls Div 1 teams from Vancouver area players that played at VUFC in the 2018-19 season.
 - Given the commitment to development the club has made at U11-12 it is logical to expect that players who have been exposed to the plan and curriculum at U11 should be the pool that is used to continue this program with our top level teams at U12.
 - This also respects the commitment that our U11 players at the club have made to their teams in the various programs offered at this age many of whom have trained three times per week.
 - Players who played at other clubs in 2018-19 are eligible for all other VUFC teams at all levels. VUFC has always prided itself on fair and open evaluations for all players and will continue to. This is the only program that is being treated as a two-year project.
 - Players who did not play in Vancouver at all in the 2018-19 season will be treated on a case by case basis.
- All U11 and U12 boys and girls Div 1 teams will train three times per week as set out below.
- Through the evaluation process VUFC will select players for this age/level that are highly committed to soccer and meet the technical/tactical requirements of elite players (i.e. approximately 10-20% of the top players in each age group).
- The objective of the U11-U12 Gold Plus program is to prepare players for the elite level programs that begin at U13 such as the Whitecaps Residency Program and BCSPL. The BCSPL is a province-wide elite soccer league.
- The objective of the U13 - U14 program is to provide an environment for players who want a developmental environment that is more demanding than a normal team environment. This may be so they can challenge for spots on elite teams in the future or just a personal preference over other levels of play.
- U13 - U14 Gold Plus teams will regularly seek Metro level competition in tournaments, exhibition games and BC Coastal Cup play.

a. **Spring/Summer Commitment, Schedule, Objectives**

March/April

- Gold Plus teams formed; players asked to commit and register.

April/May/June

- U11-13 Gold Plus teams follow the approved program.

July/August (optional for players/coaches)

- At their individual discretion, U11/U12 Div 1 coaches conduct **optional** training sessions or exhibition games through summer.**

**The Club will only consider adding non VUFC players to U12 Div 1 teams in extenuating circumstances or when it is in the club's interest (ie. a player moves away over the summer and a team is in clear need of a player)*

***Teams are encouraged to run these collectively as an age group to lighten coaching responsibility and to ensure viable training groups at each age/gender given that numbers will be lower during the summer. Players are not to be pressured to play. Their participation over the summer is entirely voluntary*

b. Regular Season Commitment (September to March), Schedule, Objectives*

- One game per week on Saturdays (Boys) or Sundays (Girls) in accordance with the relevant league schedule,
- Training as per the description of the Gold Plus Program (varies by age group)
- Train as a team as part of the VUFC Academy on Mondays, twelve weeks in the fall and eight weeks in January and February. Participation in the Academy for U13 Gold Plus is mandatory in the fall but will be optional in the winter. There must be a minimum of 12 players to register for optional Academy offerings to run.
- Academy for U14 Gold Plus teams is optional. There is no Academy option for U15 and U16 Gold Plus teams but opt-in programming of some kind on a user pay basis may be offered.
- Two practices per week where they will work with their teams and occasionally as a mixed group under the guidance of a VUFC senior staff coach. This will facilitate:
 - VUFC coaches getting to know each other making it more feasible for them to work together in future years
 - VUFC coaches getting to know players on the other VUFC teams
 - Curriculum adherence at these age groups so all our players are getting coached in the same style of play and receiving age-appropriate tactical guidance
 - Ongoing coach development by working with a VUFC staff coach
 - Scouting for the elite level of play that begins at U13 (Whitecaps Prospects/BCSPL) in a uniform and transparent manner guided by the VUFC Technical Staff. This is done more efficiently when we can have all of our best players in one location.

c. Other Operational Details

Potential coaches will be informed that to be considered as a coach for these teams they need to be available on the nights chosen for the collective practices and they need to agree to coach in accordance with VUFC policies relating to code of conduct as well as within the U11-12 Gold Plus Program.

Players selected will pay a non-refundable registration fee that will also serve as their acceptance of a spot on the team. Fees for Div 1 level soccer at U11/U12 will include VUFC Academy fees for fall and winter.

** Subject to minor, Board approved programming changes*

NOTE: Accompanying the registration form will be a revised commitment clause that makes it clear that attendance at the weekly training sessions is not optional and non medical absences will result in immediate reductions in playing time. The club expects a full commitment to our U11/U12 Gold Plus Program.

Players selected to the boys and girls U12 Div 1 teams going forward must agree to declare if they are playing any other high level sport or activity that demands a commitment that will conflict or even potentially conflict with playing soccer at this level. We have tried, and continue to try, to work with other sports to try to facilitate players being able to play two sports but this is still a work in progress. If the demands of playing two high level sports proves too much the players family will be engaged in a conversation to resolve the issue. This could also involve coaches/staff at the players' second sport and/or movement to a level of play that requires less of a commitment.

Those playing U11 Div 1, while still being expected to fully honour the commitment to soccer will be given the opportunity to try to accommodate both soccer and other commitments. If U11 players are found to have missed a meaningful numbers of soccer practices and/or games due to other commitments, it will play a critical role in determining their placement on U12 Div 1 teams.

This commitment starts with the spring component of the program.

3. U15 and up Evaluation Process:

Evaluations for U15 and older teams will be scheduled once Metro teams complete their team formation process. The club expects that all team formations between U15 and U18 to be carried out co-operatively and in the spirit of ensuring as many players are accommodated on the teams being offered at each age group. Evaluations will be coach driven and club managed in a fair and equitable manner in accordance with the following:

1. VUFC will host a pre-evaluation meeting for each age group to discuss potential challenges and solutions, team viability for the following season, identification of players who could potentially play at a different level and to establish parameters for the evaluation process. The parameters identified during the meeting will be distributed, in writing, to all coaches in the respective age groups prior to the start of evaluations. At least one representative from each team is expected to attend the pre-evaluation meeting for their respective age group.
2. Independent evaluators will be used at all required U15 to U18 Phase 3 sessions. The TD, one of the TL's and/or a senior VUFC staff coach are available to assist to the degree that is necessary as determined at the pre-evaluation age group meeting or as required at any point in the evaluation process.
3. Teams needing more than one Phase 3 Evaluation Sessions must have their players register online and pay a fee commensurate with recovery of the costs for field bookings and/or independent evaluators in advance of the sessions if there is going to be more than one on-field sessions required.
4. The club will set the dates for all Phase 3 sessions required by U15-U18 teams.

Team rosters must be reviewed and approved by the TD prior to notice being sent to players even if a team has not run Phase 3 Evaluation sessions. All coaches in the respective age groups will have the opportunity to review rosters prior to them being published. In the event that coaches in an age group cannot agree on the number of teams to be formed and/or the levels those teams should play at, the final decision will be left with the TD.

4. Playing Up Policy

Divisional Playing Up Policy

A player wishing to play up must try out for the highest level team in the older age group, and be in the top 1/3 of the skill/playing level for that team.

- A request to play up must be made **in writing, by email to that age group coordinator, at least two weeks prior to the published Evaluation dates for the age group the player wishes to join**. The request will be evaluated by a committee that could consist of some or all of the following people: the affected age group coordinators, the Divisional Coordinator and the TD.

No underage player can register for a team until approval is given by the TD. This will be strictly adhered to. Please note the following exceptions and factors that the committee may consider in reaching a decision:

- Where a player who is playing in a non-tiered (ie. House) environment is seeking to play up a year that is tiered, refer to the House League Playing Up Policy (below), the playing up policy will be less restrictive.
- There are no teams available for the player in his/her age level.
- A team in the older age group requires additional players to be viable and there are not enough players in that age group.
- The player's social maturity, motivation, commitment, physical maturity and abilities must be equivalent to the other players on the team to which he/she is seeking placement.
- The parents must be fully informed of the player's options and the pros and cons of each option.
- The evaluation committee may consult with the age group coordinator and the coaches for the player's own age category.

NOTE: Coaches should not recruit underage players. Underage players should not be invited to annual evaluations. However, if under-age players wish to attend evaluation sessions, we will not deny access if they have followed the criteria described above.

House League Playing Up Policy

Vancouver United FC strongly encourages all its players to play in their natural age group. Any House League players wishing to play up an age group must submit a request by email to be evaluated by the TD or Assistant TD by February 8.

All requests must be preceded by a discussion with the player's current coach and that coach must agree that the request is worth pursuing.

Factors that will be considered in granting or denying a request Will the player:

- Have their development stunted if they plays in his/her natural age group?
- Have the ability to physically compete with the players in the older age group?
- Will there be negative ramifications on the team/age group that the player is leaving or that the player is requesting to join?
- All requests to play up a year for the 2019/20 season need to be completed by **February 8**.
- Staff coaches can suggest that the TD or ATD consider a player be moved up mid-season. These are the only mid-season requests will not be considered.

For any player who is playing in an un-tiered environment (i.e. U10 and younger) and is seeking to play up at U11, the playing up policy will be less restrictive but players must still apply in writing (to the TD) by February 8. In this circumstance, the underage player must be in the top 10% of all players in their natural age group as defined by the player's coach and the TD. If this requirement is met then the player will be permitted to register for evaluations for the older age group but the player must be ranked high enough to qualify for one of the U11 teams based on their Phase 3 evaluation scores relative to the other, older players and based on the Divisional Playing Up Policy (see above).

Table 1: Evaluation Flow Chart - U11 to U14
Phase 3 Div 1 & 2 Sessions and Phase 4 Team Formation meetings

Which Phase is for you?

Q: Did you play Div 1 or Gold this past season?

A: Start at the Div 1 sessions unless you want to play Div 2 or 3 next season. If you want to play Div 2 then go to the Div 2 sessions. If you want to play Div 3 you do not need to attend any Phase 3 sessions. Just register for next season and select Div 3 when asked.

Q: Did you play Div 2 or 3 (Silver or Bronze) this past season and want to play Div 1 or 2 this season?

A: You must get an invite to the level you have requested. This is based on your Phase 1 and 2 scores. If you played Div 2 (Silver) and want to play Div 2 next season attend the Div 2 Phase 3 sessions.

Q: Want to play Div 3 next season?

A: You do not need to attend any Phase 3 sessions. Register for next season and select Div 3 when asked.

Div 1 Phase 3 Sessions

- 2 days*; players attend both
- Previous season Div 1/Gold players attend plus invitees from Div 2/Silver and Div 3/ Bronze



Div 1 Phase 4 Team Formation Mtg

- Results posted online
- Players confirm spot on team within 48 hrs and register within 72
- End of Evaluations for players who are selected and register for Div 1
- *Players not selected for Div 1 must attend Div 2 Phase 3 sessions*



Div 2 Phase 3 Sessions

- 2 days*; players attend both
- Previous season Div 2 players attend plus invitees from Div 3 and any others who attended Div 1 Phase 3 sessions and were not selected for a Div 1 team



Div 2 Phase 4 Team Formation Mtg

- Results posted online
- Players confirm spot on team within 48 hrs and register within 72
- End of Evaluations for players who are selected and register for Div 2
- Players not selected for Div 2 must register to be placed on a Div 3 team

*Occasionally, but rarely, a third Phase 3 session is required