

Policy No 003 Premiership Team Program



SUBJECT: PREMIERSHIP TEAM PROGRAM

Adopted 2001

Revised January 2002

Revised April 2003

Revised January 2005

Revised April 12th, 2005

Revised December 20th, 2005

Revised December 4th, 2006

Revised December 12th, 2007

Revised December 1st, 2008

Table of Contents

	<u>Page</u>
Section One: Premiership Team Program	1
1.1 Definition of A Premiership Team	
1.2 Program Philosophy	
1.3 Team Goals	
1.4 Playing Time	
1.5 Timelines	
1.6 Responsibilities	2
Section Two: Coaching	
2.1 Head Coach Selection	
2.2 Certification	
2.3 Assistant Coaches and Managers	
2.4 Coach Development	3
2.5 Code of Conduct	
2.6 Screening	
2.7 Coach/Manager Discipline	
2.8 Coach Evaluation	
Section Three: Finances	
3.1 General	
3.2 Coach Expenses	
3.3 Allowable Coach Travel Expenses	4
3.4 Payment of Expenses	
Section Four: Player Selection	
4.1 Player Eligibility	
4.2 Underage Players	
4.3 Selection/Rosters	
4.4 Selection Criteria	5
Section Five: Conduct	
5.1 Parental Responsibility	
5.2 Code of Conduct	
5.3 Discipline	6
Section Six : Coach's Agreement	
Section Seven : Micro & Mini	
Appendix: FDSA Sample Selection Criteria	7

Policy No 003 Premiership Team Program

Section One: The Premiership Team Program

1.1 Definition of A Premiership Team

A Premiership Team is a team of players selected through an open try-out process who train and compete under the direction of a qualified coaching staff selected by the FDSA and run according to the approved Premiership Team Policy and Guidelines.

1.2 Program Philosophy

The Premiership Team Program exists to develop all team members as soccer players and as individuals by providing them with a positive experience on a team which strives to reach its full playing potential.

1.3 Team Goals

- ◆ To teach or reinforce values such as good sportsmanship, teamwork, hard work, fulfilling responsibilities.
- ◆ To inspire individuals to continue to play soccer
- ◆ To develop individuals who demonstrate confidence in themselves on and off the field
- ◆ To improve the technical, tactical, physical and psychological skills of individuals
- ◆ To improve team performance throughout the season, peaking at the end.
- ◆ To earn the respect of our opponents
- ◆ To earn the respect of officials and our tournament hosts
- ◆ To develop an excellent team spirit/esprit de corps
- ◆ To develop positive relationships between coaches and players; and coaches and parents.

1.4 Playing Time

Coaches will attempt to provide all players selected with the playing time they require to advance the goals of the program (player development, team development, etc.). It is acknowledged that this is the competitive team program and that equal time is not always appropriate and that some players will get more playing time than others.

All players selected to participate in a tournament must be given reasonable playing time. A tournament does not include the provincial championships.

1.5 Timelines

November 30 th	Advertisements will be placed to recruit Premiership team coaches.
January 31 st	Team head coaches will be selected.
March	Director of Premiership will hold a coaches meeting to review program outline, practice and league schedules.
March	FDSA will hold a Parent Information Meeting with coaches available for group discussion. Meeting will run through the Premiership Team Program, and establish tournament schedules, league play and practice schedules for each team.
March	Try-outs will be advertised at least 7 days prior to commencing. All players must be registered before trying out.
May*	All team selections will be announced.

*Exact date TBD each year, but usually by or before the third week of May

Policy No 003 Premiership Team Program

1.6 Responsibilities

Item	DIRECTOR	FDSA (Board)	Team (Coaches/Manager)	West RTD (new column)
Coach Selection	*	*		*
Assistant Coach Selection	*		*	
Coach Evaluation	*			*
Policy Development	*	*		
Scheduling				
◆ Tournaments	*		*	
◆ League Play	*	*		
◆ Practices			*	
◆ Exhibition Games			*	
◆ Unscheduled Practices			*	
Developing Team Selection Criteria	*		*	*
Fund Raising				
◆ Team Finances			*	
◆ Financial Management			*	
◆ Program Sponsorship		*		
* All fundraising must be approved by ED.				
Player Discipline				
◆ Minor infractions			*	
◆ Major Infractions	*	*		
Coach/Manager/Parent Discipline	*	*		
Athlete and Team Development			*	*

Section Two: Coaching

2.1 Head Coach Selection

The FDSA shall advertise publicly and hold an open competition for each Premiership Team Head Coaching position every year.

The following Criteria will be used in the selection of the Premiership Team Coach:

- a) Coaching qualifications (CSA certification, coaching experience, playing experience, individual distinctions, and awards, etc.)
- b) Evaluations from previous coaching positions with FDSA
- c) The results of the interview process.

2.2 Certification

Premiership Team Coaches must have at least the CSA Senior course. Applicants who do not meet this criteria may be awarded a Premiership Team with the understanding that they obtain the training as soon as possible. The Selection Committee reserves the right to verify certification with Soccer NB. It is also recommended that at least one member of the team staff have First Aid training.

2.3 Assistant Coaches and Managers

Assistant coaches shall be chosen by the coach in consultation with the director of Premiership soccer. The head coach shall be responsible for appointing a team manager. Once these choices have been made, the names shall be sent to the Board for approval. For girls' teams, at least one of the coaches or the manager shall be female and for the boys' team, at least one shall be male.

Policy No 003 Premiership Team Program

2.4 Coach Development

The FDSA will consider supporting the development of all coaches active within its system. Coaches may make application for assistance to the FDSA Premiership Director who shall bring a recommendation for financial support to the board if deemed desirable.

2.5 Code of Conduct

Coaches and managers must read and sign the FDSA Coach's Agreement in section 6 of this policy prior to the season beginning.

2.6 Screening

The FDSA shall take all measures necessary to protect the safety of its players. The FDSA reserves the right to run police checks on all coaching candidates and to employ other screening tools where appropriate.

2.7 Coach/Manager Discipline

Any serious violations of this policy or any other Code of Conduct adopted by the FDSA must be reported to the Executive Director or the Director of Premiership Soccer who shall then investigate and take all appropriate actions including passing responsibility on to the Discipline Committee if warranted.

2.8 Coach Evaluation

All players and parents shall be asked to complete an on-line survey to evaluate their team's coaches at the season's end. The Premiership Director shall then review the evaluations and prepare a summary of the evaluation to be provided to coaches individually and to be kept on file to assist with future coach selection.

Section Three: **Finances**

3.1 General

- 3.1.1 A budget for each Premiership team program shall be developed by the Team in consultation with the parents.
- 3.1.2 All fundraising must be ethically sound and have received prior approval of the FDSA (see Fundraising Policy and forms). If there is any uncertainty, the team manager must contact the FDSA Executive Director for approval before the activity commences.
- 3.1.3 All team sponsorship shall be organized by the FDSA, rather than by individual teams.
- 3.1.4 Teams must ensure that the personal finances of a player do not prevent him or her from full participation on the team. Teams can work with the FDSA Executive Director to find ways of making this possible.
- 3.1.5 Any funds raised by the team may be used by the team towards the objective of providing a quality soccer program.
- 3.1.6 Any funds unspent at the end of the season shall be:
 - entrusted to the FDSA for the following season at which time it shall be divided equally between the team that raised it (e.g. Under 14 girls) and the team to which players have graduated (e.g. Under 16 girls) or,
 - Donated to the FDSA's Nationals Travel Account, or
 - Donated to the KidSport account through Sport New Brunswick.

3.2 Coach Expenses

Parents play a key role in the success of the Premiership Team program. Fundraising, managing, transporting kids, supporting and coaching are all important roles often assumed by parents. A team effort is required both on and off the field.

- 3.2.1 The FDSA shall pay a stipend to the head coach of premiership teams, such amount to be decided upon from time to time by the Board and paid to the coach in two installments (one at the start of the season and one at the end), and drawn from the fees paid by the premiership players.
- 3.2.2 The Team shall limit the payment of expenses to one head coach and one assistant coach, or two co-coaches for each team. Coaches receiving support must be making a significant contribution of time and effort to the team.
- 3.2.1 Coaches who have a child playing on the team he/she is coaching shall have their expenses paid, but may, if they so wish, donate them back to the team.

Policy No 003 Premiership Team Program

3.3 Allowable Coach Travel Expenses

3.3.1 Mileage

Where a coach uses his/her own vehicle to travel to tournaments outside of the City, the Team shall reimburse the coach: **Note: Reimbursement will be based on government rate**

The Team shall only pay expenses for one vehicle per team.

3.3.2 Meals

Where a coach must eat out of the City, the following expenses will be paid:

Breakfast: \$ 6.00; Lunch: \$ 7.00; Dinner: \$12.00

3.3.3 Accommodations

Where an overnight stay is reasonable, the FDSA team shall only provide support for one double room unless the coaches are of the opposite sex. (If coaches wish to room separately, they may split the support in this area). Support will be provided at the amount of the **designated Tournament hotel rate**, or if no rooms are available at the designated tournament hotel, the coach shall be reimbursed at the rate paid for a room where most of his/her players stayed. Coaches who stay with friends or relatives shall not be reimbursed for accommodations.

3.4 Payment of Expenses

The Team shall reimburse the coach for out of pocket expenses within 14 days.

Section 4: Player Selection

4.1 Player Eligibility

4.1.1 Premiership Team Coaches shall not hold training sessions prior to the beginning of the official try-outs. This is to ensure that every player has a similar chance to make an impression and be selected.

4.1.2 Try-outs shall begin in April and end in May.

4.2 Underage Players

It is the Board's intent to form premiership teams that are as strong as possible, and to provide a challenging program at all age groups and levels. Therefore, in the normal course of events, all youth players will play within their correct age group. Only in exceptional circumstances will a player play in a higher age group if they are deemed to be in the top 11. Every team has a best player and it does not follow that the best player will play above his or her age group. The Coach along with the Premiership Director and the Technical Director (if applicable), reserves the right to decide whether an underage player plays above his or her age group, based upon the information provided to it, taking into consideration the best interest of the player and the best interest of the teams.

4.2.1 A player may try out for a premiership team one age class above her/his own age category.

4.2.2 An underage player must identify him or herself to the FDSA office on registration, and must complete the "Intent to Try Out as an Underage Player" form prior to try-outs.

4.2.3 Underage players will be evaluated and selected under one of the following categories:

- a) **Underage players where there is no premiership team available for the age group (i.e. 10 years of age and under).** For the 12U Premiership team, these underage players will try out, be evaluated and be selected based on the same criteria as regular 12U players (see section b below). Players in this category **only** may also try out for the Division I team if available.

4.3 Selection/Rosters/Appeals

4.3.1 Premiership Team coaches shall be able to select a maximum of 20 players in the U14-U18 and a maximum of 15 players in the U12 age group unless special approval is obtained from the FDSA Board.

4.3.2 Team selection shall be communicated to players immediately upon being made and in a fashion that demonstrates sensitivity.

4.3.3 Where numbers do not warrant a Division I team, a coach may designate an additional 6 players as members of the practice squad.

4.3.4 These players may practice with the team, but may only participate in tournaments in the absence of a team member.

4.3.5 Where a vacancy occurs on a team with no practice squad, if the spot is to be filled, the coach **MUST** fill that vacancy from the Division I team, if such exists, in consultation with the Premiership Director and the

Policy No 003 Premiership Team Program

coach of the Division I Team. The Premiership Coach can make a request for a player(s) or a specific position to the Division I Coach. In turn, the Division I Coach is then responsible for providing a list of three (3) names (minimum) from which the Premiership Coach can select a player. In the event there are two (2) Division I teams at this age level, the Premiership Coach must first approach the Division I Coach with no game on the date in question.

- 4.3.6 Likewise, if a vacancy exists on a Premiership team where no Division I team exists, or the vacancy occurs on a Division I team, that position may be filled by a player from the same age group in the Division II league in consultation with the Premiership Director.
 - 4.3.7 All players have the right to appeal their non-selection to a team.
 - 4.3.8 All appeals must be made in writing and submitted to the FDSA office within 48 hours of the decision being made.
 - 4.3.9 The FDSA's Policy No. 10: Appeals, shall be used to govern the appeal process. Copies are available from FDSA board members.
- 4.4 Selection Criteria
- 4.4.1 All head coaches shall receive the "FDSA Selection Criteria" (attached) which will assist them in the selection of players to the team.
 - 4.4.2 The Selection Criteria shall be presented to coaches for their input at the FDSA Premiership Team coaches meeting prior to April.
 - 4.4.3 The endorsed player Selection Criteria will be included in the "Premiership Team Player Information Kit" provided to all players at the beginning of the selection process.

Section 5: Conduct

The FDSA, its teams, coaches, parents and others associated with it deserve to be respected and treated hospitably. The reputation of our Association is very important to achieving this goal. To help ensure that this is the case, the Association must police itself to ensure that those associated with it behave in the very best way at all times. Behaviors which do not conform to the expected standards will be dealt with, and seen to be dealt with.

5.1 Parental Responsibility

- 5.1.1 Parents are responsible for their children at all times off the field.
- 5.1.2 Parents must make every effort to accompany their children to away games and tournaments. If they are unable to do so, they must make appropriate arrangements with another parent who shall then be responsible for their child. The making of such arrangements is not the responsibility of the coach, the manager or the FDSA.

5.2 Code of Conduct

- 5.2.1 The FDSA has adopted Soccer New Brunswick's Risk Management Guide as its foundation document and accepts the various Codes of Conduct delineated for all participants and parents. All coaches should receive this document, review it and plan to discuss its content with their teams. As all team members will be expected to adhere to the code of conduct, all team members must be familiar with it.

5.3 Discipline

- 5.3.1 Minor infractions to the Code of Conduct shall be dealt with by the coaching team, preferably involving parental input where it involves a player.
- 5.3.2 Serious infractions of the Code of Conduct shall be dealt with by the FDSA Discipline Committee, who shall follow the Discipline Policy (No. 009).
- 5.3.3 On-field disciplinary issues (red and yellow cards) shall be dealt with in conformance with FDSA, Soccer New Brunswick and tournament guidelines, whichever is the more severe.
- 5.3.4 Team staff is responsible for completing the FDSA Discipline forms and handing them in to the Executive Director whenever serious misconduct occurs.



Section 6: Coach's Agreement

6.1

Policy No 003 Premiership Team Program

I, _____, Coach of _____.

(Name, please print)

(Team)

have read and agree to abide by all policies of the FDSA, in particular Policy No. 003 (Premiership Teams) and Policy No. 009 (Discipline), and understand that failing to comply with these policies could lead to the termination of my coaching responsibilities with the FDSA.

(Signature)

(Date)

Section 7: Micro and Mini Skills

7.1 It is the expectation of the Premiership & Division I Programs to give back to the Division II Recreation program by collaborating with the volunteer coaches in an effort to provide mentoring opportunities for the younger children.

Policy No 003 Premiership Team Program

FDSA SELECTION CRITERIA

PLAYER: _____ TEAM: _____

COACH: _____ DATE: _____

<u>Psychological</u>	<u>Score out of 10</u>	<u>Physiological</u>	<u>Score out of 10</u>
Commitment		Quickness	
Enthusiasm		Power	
Team Player		Endurance	
Cooperation		Flexibility	
Mental Toughness		Balance	
Coachability		Durability	
Concentration		Fitness Capabilities	
TOTAL:		TOTAL:	
Comments:		Comments:	
<u>Technical</u>	<u>Score out of 10</u>	<u>Tactical</u>	<u>Score out of 10</u>
Receiving the ball		Attacking Play	
Passing		Defensive Play	
Shooting		Decisions on the ball	
Dribbling		Decisions off the ball	
Long balls		Game Sense	
Defending		Awareness of role	
Heading		Strategic Awareness	
TOTAL:		TOTAL:	
Comments:		Comments:	

Intangibles score out of 20:

TOTAL SCORE OUT OF 300: