

HFC United Soccer Player Evaluations & Team Formation

I. PLAYER EVALUATIONS

A. Player Evaluations – General Information

1. Cost: A non-refundable fee per player/per age group is required (if you try out for more than one team, a Player Evaluation fee for EACH age group is necessary).
2. Player Evaluation fee refund policy: Player Evaluation fees are non-refundable Exception - if HFC cancels Player Evaluations, full Player Evaluation fees will be refunded.
3. Player Evaluations registration vs club registration: Player Evaluations registration and club registration are two separate events. Registering for Player Evaluations allows player to participate in the process that is used to select higher level team rosters. Registering for Player Evaluations DOES NOT register a player to play for HFC, but only for the Player Evaluation event.

B. Player Evaluations – Format

1. Check-in: All players must check in at the registration table, sign and be issued a numbered Player Evaluation vest.
2. Duration: Player Evaluations will be held for 60-120 minutes and will involve several individual and team activities.
3. What is being assessed? Sessions will be divided into skills assessment and game play activities. Players will be scored on individual skill and technique as well as overall team play and awareness, along with athletic attributes like speed, strength and agility.

C. Player Evaluations – the HFC philosophy

1. “Open” Player Evaluations: Anyone can try out for HFC. Teams are formed annually on a merit basis and players are not guaranteed a spot just because they played the previous season. “Open” Player Evaluations mean open to all who are eligible and register, to both new and current players.
2. Our goal in the Player Evaluation process: We believe that placing a player at the appropriate playing level is key to their overall development.
3. Fairness and transparency: HFC is committed to having a team formation procedure in place that allows for equal opportunity for all players. Assessors may be brought in from outside the club, or may be experienced members of HFC. Assessors are carefully selected by the Directors or Coaching. Although no Player Evaluation process is perfect, we believe that

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we are giving each player an equal opportunity to make a team, where the environment, conditions and assessors are the same for all participants.

D. Players Missing Player Evaluations

1. General Player Evaluation rules: HFC considers Player Evaluations to be the most critical element in team formation. We understand that there might be occasions when it is physically impossible to participate in a Player Evaluations session. Examples would be a serious injury or illness. HFC will make an effort to assess players in these circumstances, but ALL players who want to make the higher-level team are expected to attend all scheduled sessions.

E. Trying out for an older age level team:

1. When is this appropriate? Players are permitted to try out for older age level teams (C2 and higher), players who want to try out for an upper age team may want to consult with the DOC or Travel Director for advice on their decision if needed. Playup players must also try out for their current age team in the event they don't make the older age team. Players can play up one age level.
2. Player Evaluation score requirements to play-up: Players who try out for an older group must also try out with their own age group to be sure of proper placement on a team. Player move ups will be done on a space available basis with the best interest of the organization in mind. HFC United will make decisions on player movement based on try outs and coaches' input. HFC United will not allow the movement of players if it creates a situation where an older player is displaced and no appropriate team can be found for the older player. Balanced numbers for affected teams will also be a consideration of the club.
3. The "combining age groups" rule: HFC, at its discretion, may combine age groups when registration numbers require. When this is the case, Player Evaluations for any higher-level team will be held in a manner that all players in the combined age groups have an equal chance to make the team.

II. TEAM FORMATION

A. Post Player Evaluations timeline and procedures

1. Player Evaluations data – how is it processed? The assessors gather the data and tabulate the scores. Once the scoring is complete, they remit the results to the Directors of Coaching. Coaches or parents do not have access to the data or results.

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2. The Directors of Coaching will hold the final decision regarding player placement in the Team Formation process. The Directors of Coaching will oversee and run the Player Evaluation and team formation processes, consulting with the age appropriate technical director(s) as needed throughout both processes. Once the Directors of Coaching have completed the team formation process, a review of teams will be conducted to ensure the integrity of the process. The review should include technical directors, the Travel Director, and one additional board member.
3. MYSA max roster sizes: The MYSA sets maximum roster sizes for each age group. HFC generally does not fill rosters to the maximum size permitted for many reasons. One obvious one is we want to allow for ample playing time for each player.
4. When are results released? Summer rosters are released as soon as possible after all club Player Evaluations are conducted. The team formation process generally takes 2-3 days after Player Evaluations end to complete.
5. New players who missed Player Evaluations: Every year new players join our program. New players who missed Player Evaluations will be placed on the lower level team unless they request, in writing, to be considered for a higher-level team. Incoming players who missed Player Evaluations will only be placed on a higher-level team if, a) the team has room on the roster, and b) the player is transferring from another higher-level team. Placement of incoming players will be made at the discretion of the Directors of Coaching.

B. Coach Evaluations & how they are used in Team Formation

1. What are coach evaluations? Our coaches are required to evaluate each player at the middle and end of each season. These evaluations are intended primarily to be used as a tool to promote improvement. Coach will forward formal evaluation to the Directors of Coaching, that will list strengths and areas that player needs to work on. We also use the coach evaluations to help with team formation.
2. What impact do coach evaluations have in team formation? Although the Player Evaluations score is the most important factor in team formation, coach evaluations are also used in roster decisions. The Directors of Coaching may, at his or her discretion, use the coach evaluations to help finalize team placement. Coach evaluations are not intended to override Player Evaluations scores but rather to compliment the selection process. Only coach evaluations from the most recent season will be used.

C. Team Formation for C3 Teams

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1. General procedures: Although HFC strives to provide higher level teams at each age level, there are situations where that cannot be accomplished. C3 teams are formed on a first come, first served basis. When roster is full, no more players will be added even if the registration period is still open. HFC will place players on a waiting list or attempt to form a second team at its discretion. When there are multiple teams at the C3 level, HFC may form "community based" teams to facilitate practice and game travel.
2. C3 teams from Player Evaluations results: Players who do not make higher level teams through the Team Formation process are placed on the C3 team. These teams are then filled with new registrants and players who did not participate in the Player Evaluations process on a first come, first served basis until roster is full.

D. Goal Keeper Placement Policies

1. How are "full-time" goalkeepers placed? Full-time goalkeepers are placed according to team need. A full-time goalkeeper is one that plays the entire year in the goal, as his or her primary position. In the event that more than one full-time goalie registers to play on the same team, assessments will be conducted to evaluate each. Every effort will be made to place full-time goalkeepers on separate teams. Fulltime goalkeepers for higher level teams must still register and pay the Player Evaluation fees associated with making a higher-level team. HFC generally does not designate full time goalies before the U13 level. At the younger ages, players should be playing multiple positions and should only start to specialize at the U12-U13 levels.
2. Part-time goalkeepers: Part-time goalkeepers who also play in the field must go through the Player Evaluation process and qualify like all other field players. When no full-time goalkeepers are rostered on a higher-level team, Directors of Coaching may place, at his/her discretion, a part-time goalie on the higher-level team to meet the team's requirement for a goalkeeper.
3. Goalkeeper Player Evaluations: Being the only goalkeeper to sign up at an age group does not guarantee placement on the upper team as a full-time goalkeeper. The player needs to show a level of play at a standard high enough for the team's level. If the player makes the team through the regular Player Evaluation process, they may be placed as a part-time goalkeeper on that team.

E. Exceptions to Team Formation Policies

1. Combining age groups for higher level teams: HFC, at its discretion, may combine age groups when registration numbers at certain age groups don't support full teams. When this is the case, Player Evaluations for any

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higher-level team will be conducted in a manner that all players in the combined age groups have an equal chance to make the team. If, for example, we combine U16 and U17s, players from both age groups will have an equal chance at making the higher-level team. The group will be considered one combined age level (U16/17).

2. Combining age groups for lower level C3 teams: In these cases, the ages will be combined into one group (for example, U13/14) and roster will be considered full when roster max is reached with a combination of 13 and 14-year old's. C3 Rosters will be filled on a first come, first served basis. HFC will make every effort to provide teams at every age level, but occasionally age groups must be combined, in which case both age groups have equal rights to roster spots.

III. MYSA and MN High School Rules & Regulations

A. Player Transfer & Release Criteria

1. Transferring to and from soccer clubs: If a player is currently registered with a member MYSA club, the following must be addressed before player can transfer to another member club (HFC is a MYSA member club):
 - a. Player is bound to a club for the season when registration papers are submitted and payment made. Fall and summer are separate seasons.
 - b. Player cannot register with another club until "released" from current club once registration has been submitted for any particular season.
 - c. If a player registers with multiple clubs, the first registration is the valid one and player is officially bound to that club.
 - d. A MYSA transfer form must be filled out and signed by current club's president before transfer will be processed.
2. Release: HFC in some cases will and in some cases, will not release a registered player:
 - a. Player will be released if family is moving out of the southeast metro playing area.
 - b. Player will be released if he/she has made a higher-level team at another club, but must show proof of higher placement (name on roster, for example).

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- c. Player will not be released to play on another team of the same level (playing on a higher age level team does not constitute a higher playing level) unless extenuating circumstances arise to be considered by club on a case by case basis.
- d. Player will not be released to play on another team if player leaving jeopardizes viability of team (exception being if a and/or b above are true).
- e. Transfer request must be made in writing to club president. Request must be made by November 30 (only exception is a player moving out of the southeast metro playing area).
- f. A release does not result in a refund of club fees. Please see separate refund policy.

IV. Player Evaluations timing – Why are Player Evaluations in late July / early August?

- A. **MYSA Rules:** Player Evaluations for member clubs cannot take place until state tournament is completed, usually right at the end of July.
- B. **High School Rule:** Minnesota High School League starts mid-August, and Player Evaluations for club teams must be completed by that start date, leaving a two-week period for Player Evaluations.
- C. **Other reasons Player Evaluations are in late July or early August:** On the practical side, there are several important reasons Player Evaluations are held at this time.
 - 1. Player Evaluations are held right after season when players are prepared and in shape.
 - 2. Player Evaluations are held outdoors on natural grass which is a much better surface than indoor surfaces. Players can wear cleats in a more soccer like environment.
 - 3. It's much more cost effective, allowing for longer, more comprehensive Player Evaluation sessions, with a more accurate result.
 - 4. Player Evaluations do not conflict with other sports seasons and holiday events.
 - 5. Early team formation allows for better winter training schedules.

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6. Formed teams can participate in MYSA fall league and winter leagues as they prepare for the following season.

V. Player Evaluations & Team Formation FAQ

- A. **Do I have to participate in Player Evaluations?** No – if you don't want to be considered for the higher-level team, you do not have to participate in Player Evaluations or pay the fee. You do have to register with the club, however, to be placed on a team.
- B. **We had a fun season last year; can't we just keep our team intact?** HFC policy is that each team is formed based on merit each season. Therefore, rosters are not carried over from one year to the next.
- C. **May my child play on the same team as a friend?** To maintain the integrity of a competitive program, players are placed based on merit. Higher level teams are formed through the Player Evaluation process. Generally, special requests for player placement cannot be considered. If there are extenuating circumstances, such as carpooling or siblings, they will be considered on a case by case basis by the executive board, but only for developmental U9 & U10 and C3 teams.
- D. **I can't make Player Evaluations, but want to be considered for the higher level team, do I have to register for Player Evaluations and what are my chances of making higher level team?** If you cannot make Player Evaluations, but want to be considered for the higher-level team, you must do the following:
 1. You must submit the reason for the absence, IN WRITING, to the Directors of Coaching. If you have an acceptable reason (determined by the club) for missing, the Directors of Coaching will attempt to place player using alternate forms of assessment (coach evaluations, previous Player Evaluation results, previous playing experience, etc.). See section on missing Player Evaluations above.
 2. Player Evaluations are the most important factor in team placement. Missing Player Evaluations does not eliminate your chances of making the higher-level team, but will make it much harder to justify placement on the higher-level team.
- E. **How are coaches assigned to teams?** Coaches are selected each year by the Directors of Coaching and assigned on a "best fit" basis. Like players, coaches are not automatically carried over from the previous season. All coaches must buy into our philosophy of player development. Some are parents, some are not. All our coaches have gone through training and many are licensed. Some coaches are paid and some are volunteers. We are always looking for quality coaches.

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- F. **Does the coach's son/daughter automatically make the team?** No – children of coaches must make the team through the same Team Formation process as all other players. Assessors are generally unaware of who the coach of any team is going to be and in many cases the coach has not yet been assigned.
- G. **How are lower level C3 teams formed that are not subject to Player Evaluations?** Lower level C3 teams are formed on a first come, first served basis. When roster is full, team will be closed to new registrations. If two teams are formed, rosters will be divided in a random method, such as alphabetically or alternately by age to form two even teams. HFC reserves the right to form community based teams at the C3 level if deemed appropriate and in the best interest of the players.
- H. **Are there Player Evaluations for the Fall soccer season?** No - however, our July/August Player Evaluations will determine our higher-level teams for the upcoming soccer year. Those higher-level teams may choose to play in the fall league. Fall soccer is only available for ages up to U14. If some of the higher level players choose not to play in the fall, those roster spots may be temporarily filled with players who did not make the higher-level team. Fall soccer is less competitive than summer soccer and HFC will make every attempt to place all players who wish to play.
- I. **Who should I contact in the event I have a question about HFC team formation policies and procedures?** If you have any questions or concerns about our team formation policies, please contact our Directors of Coaching and Player Development. Our goal is to be as fair and as transparent as possible, where players are placed based on merit.

Other Important Information

The main purpose of Player Evaluations is to help us form teams with players of like soccer abilities. This allows for the most suitable player development environment – where players can have fun, be adequately challenged, and improve game day performance. It is important that every player in our program has the chance to succeed and enjoy playing soccer. Playing above or below one's level often brings out frustration or boredom. Our goal is to find that healthy balance. Please help support the program by supporting your child – whatever level he or she is placed at.