

Select Policy

East Ridge Soccer Association





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1. Purpose

- 1.1 It is the intention of this manual to help provide for the development of both players and coaches at ERSA. Also it is to provide a series of policies designed to serve as guidelines for the operations of our Express program. This is a living document intended to grow and strengthen as we do.

2. Try Outs

- 2.1 The Director of Select will instigate the tryout process each summer. He will give you dates and directives. All tryouts will be completed in line with TSSA/ERSA policies and procedures.
- 2.2 All Select team coaches will be responsible for assessing and evaluating each participant. Help will be provided by ERSA Director of Coaching (DOC) and Director of Select (DOS) to resolve any doubt or disputes.

3. Criteria for Team Selection

- 3.1 The minimum age to play Select Soccer is 8 years old prior to **1st August**.
- 3.2 Players shall play on age level .
- 3.2.1 Exceptions may be made for players where ERSA does not have a team in a particular age group.
- 3.2.2 Criteria for playing up in age.
- 3.2.2.1 Grandfathered in (prior to this date the player must have been registered with the said team).
- 3.2.2.2 Ability, will be judged by DOC/DOS or other (1 year)
- 3.2.2.3 Obvious disagreement with coach
- 3.2.2.4 Siblings and or, parent is a coach (1 year)
- 3.2.2.5 No team in age group (1 year)



- 3.2.3 The DOS/DOC/BOD will evaluate each request on individual merits.
- 3.2.4 The DOC is responsible for making the final determination in these matters
- 3.2.5 Also exceptions may be made for players that attend high school.
- 3.2.6 Any exception will be based on a written evaluation and such evaluation shall be filed with the BOD.
- 3.2.7 Permission to play up process
 - 3.2.7.1 Player's Coach requests in writing to the Director of Select permission to play up .
 - 3.2.7.2 The Director of Select shall request the DOC to evaluate the player to determine whether the player can play up.
 - 3.2.7.3 The DOC performs a written evaluation and gives a copy to the Director of Select and the Player's Coach.
 - 3.2.7.4 The original will remain on file with the Express Club Registrar.
- 3.3 No team, up to and including **U12's** (small sided), shall roster more than **3** "out of age" players to play up
- 3.4 No **U13** or **U14** team (11v11), shall roster more than **4** "out of age" players to

4. Coaching Standards

- 4.1 Parents and players have the right to know that the coach and the assistant coach of their team are qualified -- by some standard -- to work with the players. ERSA demand that all coaches approach their role professionally and have the right attitude to teach youth soccer.
- 4.2 The DOC and the DOS will assess all new coaches.
- 4.3 All new club coaches work with a veteran coach for at least one year to develop their skills while working with a team.



- 4.4 No select coach may be appointed to a select team without the approval of the DOC/DOS and BOD.
- 4.5 TSSA sets minimum standards for coaches. ERSA requires that all new coaches must have the required license to coach at the age/division level of their team.
- 4.6 Veteran coaches shall constitute those coaches who have at least five years of experience coaching in the Express program or equivalent, and have at least the minimum license required for the age group assigned.
- 4.7 All coaches will have their "D" license within two years of entering the ERSA Express program.
- 4.8 USSF Coaching Courses
 - 4.8.1 ERSA will pay for the basic cost of obtaining the "D" license within Tennessee (hotel expenses).
 - 4.8.2 ERSA will make best efforts to host a USSF coaching course at Camp Jordan or will support a course in the local area.
- 4.9 Assistant Coaches
 - 4.9.1 All assistant coaches will have their "E" license within one year of entering the ERSA Express program. Assistant coaches who have had four years of varsity soccer at the college level could be allowed to assist until such time as the modules are offered -- they would still have to take courses at first offering.
- 5. Coach Evaluations/Reviews**
 - 5.1 Annual evaluations by the DOC will take place to assess the coach/ team and the direction it is heading. The reviews will be in writing and shall be filed with the BOD on an annual basis by their peers -- veteran coaches and the DOC.
 - 5.2 The DOC will develop the criteria for the review/assessment. This process is for growth purposes only and should be viewed as such.



6. Coaching Disputes

- 6.1 If a team is dissatisfied with a Coach then they should get a consensus on the facts and problems surrounding the circumstances then contact the Director of Select in writing or email.
- 6.2 The Director of Select will involve the DOC and a investigation will be made to determine appropriate action.
- 6.3 If the DOC and Director of Select determines the Coach needs to be replaced then the DOC will call the Coaching Committee and get approval to present to the Board a decision to remove the Coach.
- 6.4 The Board remains to have the right to take any action that is necessary if the DOC or DOS are involved in any coaching disputes of their own. Any decision to replace them can and will be made by the Board.
- 6.5 The Coach should be given an opportunity to resign before being removed from the club as a coach.
- 6.6 The DOS will help, assist and liaise with the DOC and the BOD in all Select team issues.

7. Age Group Development Oversight Coaches

- 7.1 Our Express program shall be developmentally appropriate in its design. Certain coaches will be assigned to oversee the development of teams/players in each age group. Assigned development oversight trainers/coaches will be responsible for the age appropriate development of the players/team.
- 7.2 All assigned development oversight coaches, trainers/coaches will work in conjunction with the DOC in developing the curriculum for their age group. Trainers/coaches may be compensated appropriately by the East Ridge Board of Directors (Here after referred to as BOD).



8. Coach Mentoring

- 8.1 Veteran Express coaches will be expected to mentor/assist new coaches/teams.
- 8.2 Assigned coaches will work with newer teams to help assure continuity, age appropriate training, and development of the coaches and players.
- 8.3 Said mentoring will occur on a regular basis preferably once a week.
- 8.4 Coaches may be compensated for their time. The fee will be determined by recommendations of the DOC to the BOD based on the finances available and in consultation with coaches. The Board can apply at any time for a copy of all monetary payments made to Coaches.
- 8.5 Mentoring may be by phone, email, observation by mentor and/or mentors at practices held by the new coach, or other approved options.
- 8.6 ERSA will make every effort to pair mentors and new coaches based on practice schedules.
- 8.7 All training sessions shall be approved by the DOC at the first instance

9. Team Uniform

- 9.1 All teams must adhere to the uniform regulations that are issued by the Board. These regulations are in compliance with any contractual requirements that may arise from the use of certain sponsors or agreements with sportswear suppliers. These rules may change from time to time in line with any change in sponsor or supplier.

10. ERSA and Recreation Program

- 10.1 ERSA requires the Express Club Coaches to assist with the development of the Recreational program.
- 10.2 Express coaches who provide hours towards the recreational program will, upon approval, be compensated.



- 10.3 Assisting DOC with training sessions for coaches can meet this requirement as can working with specific teams, or assisting with training opportunities for players. The DOC should approve any other efforts.
- 10.4 ERSA will provide at least one "Recreation Day" prior to the beginning of each season (Fall/Spring).
- 10.5 ERSA will make every effort to pair Express Club and Recreational coaches based on practice schedules.

11. Community Hours

- 11.1 All Express teams shall commit to no less than 20 "community" hours to the club per soccer year (August 1st – July 31st). A needs list will be provided at the beginning of each season (fall and spring). Involvement in ERSA fundraising activities would count. Coaching that has been paid for does not count towards these hours
- 11.2 All Community hours should be forwarded to the DOS for monitoring
- 11.3 Any team that fails to involve itself to the fullest requirements shall have the following sanctions placed on them:
 - 11.3.1 **First offense** -- Team is notified by DOC in writing the first season.
 - 11.3.2 **Second offense** -- Team is notified by DOC and the president of ERSA.
 - 11.3.3 **Third offense** – The DOC will recommend to the ERSA Board that the team not be allowed back at ERSA the following year.
- 11.4 Offenses shall be determined based upon an association year:

12. Field Scheduling

- 12.1 Express teams will be expected to adhere to practice schedules as posted. The Scheduler, Director of Select and the DOC will approve any deviation from the published schedule. Failure to do so may result in the offending team losing its



- practice time privileges. Nothing in this policy is intended to prohibit a team from having additional practice opportunities at Camp Jordan.
- 12.2 Scrimmages will be handled through the field scheduler. No team shall set up a scrimmage independently. The exception to this policy would be if two teams practicing on the same night combined their collective field space to scrimmage.
- 13. Evaluation**
- 13.1 Written evaluation forms for all to be evaluated will be available by 07/20/06. This policy becomes effective as of 07/20/06 by vote of the BOD.