

**PORT MOODY SOCCER CLUB**  
**Coach and Team Selection Guidelines**  
Version 1.0  
February 25, 2000

Historically, Port Moody Soccer Club has been successful fielding competitive teams that have been well coached and performed appropriately in their division. The club, however, is growing and we now have the potential of fielding teams in multiple divisions as the larger numbers of players in the mini program advance to the competitive program. This is a great opportunity for the club but it also increases the competition for both player and coaching positions. The following guidelines define the principles that guide the selection process and provide direction with respect to the formation of select teams.

## **1. Coach Selection**

### **Principle**

It is the responsibility of the Port Moody Soccer Club to ensure that coaches, for all age and competitive levels, are selected in a fair and unbiased fashion based upon qualifications, skill, approach, commitment, participation, and philosophy.

### **Process**

Each year, all coaches will be required to submit a short written application explaining:

- Why they want to coach
- Their experience
- Their qualifications
- Their coaching philosophy
- The level that they want to place the team and the justification (for established teams only)

For non-competitive and non-select teams, the club will review the application and may choose to interview the coach if there are questions, issues, or suggestions.

For all new coaches of select teams, the club will attempt to observe the applicant during a practice and will hold an interview with the coach to review their qualifications and explain the club's policies, guidelines, and expectations. To enable the club to observe the coach during practice, applications should be submitted by the end of February.

### **Selection Criteria**

Select team coaches are expected to have some experience coaching youth organizations (and should ideally have a minimum of three years soccer coaching or equivalent experience). NCCP or CSA coaching certification is not a prerequisite, however, select team coaches are expected to take the Community Coach – Youth and NCCP Level 1 theory as soon as possible during the current season. Coaches planning to stay with the team for a number of years are expected to take their Community Coach – Senior and NCCP theory levels II and III.

## **2. Team Selection**

### **Principle**

Selection for competitive teams should aim to place players at the level that they will:

- Have the best potential to develop their soccer skills.
- Have the most fun.

### **Policies**

- Competition for select team positions should be open and unbiased. Tryouts should be held every year with new players given an equal opportunity as incumbents.
- Preference must be given to players from Westminster District (Port Moody, Coquitlam, and New Westminster). Out-of-district players should only be considered if, of the district players trying-out, there are insufficient numbers with the necessary skill, or if the out-of-district player has an established relationship with the team. BCYSA rules limit a team to no more than three out-of-district players. The coach must have the club's approval for all out-of-district players before applying to the player's originating district and Westminster district for approval.
- At the younger competitive ages (U11, U12, U13) selection should be based more on skill and attitude and less on positional specialization.
- Where an appropriate competitive level exists, the club encourages players to play within their own age group. Players should only play-up if they are comparable to the top-level players of the higher-age team.
- Coaches should only select players who they intend to play a minimum of half a game, every game. The policy is "If you're not going to play the player, don't take them."
- Head coach has final say on team selection but may involve other select team coaches and should involve other coaches from the age group at try-outs to assist in identification and assessment of players. This is an important step in assuring an unbiased selection and demonstrating to all participants (players and parents) that the competition is open.
- Try-outs should be held over a minimum of six to eight hours spread over two or three sessions and should use a variety of drills and game situations to observe and assess players' skills and attitude.
- Try-outs must be managed as a learning and skill development opportunity for all participants.
- Coaches are expected to support players wishing to try-out for high level teams – if necessary, at the cost of their own team.

## **3. Team Placement and Formation**

### **Principle**

Players develop best when:

- They are playing against teams of equivalent calibre.
- They are playing with teammates of similar calibre.
- They are having fun.

## **Policies**

- **U11 Teams:** Subject to age group numbers and the talent pool, the club supports the formation of a U11 select team. It is preferred that the team play within a U11 select division – as is being formed by Allouette district next season – instead of the U12 bronze or silver divisions. The club will make final decision on placement after receiving the coaches recommendation.
- Formation of a select team should be done in consideration of the impact on the overall age group. For example, if there were 30 players in age group, it may be better to have two competitive house teams rather one bronze and one house team, both of which are uncompetitive.
- Teams should play in the division consistent with their ability as per the above principle. The question to ask is not whether the team will win or lose but whether they will they be able to develop and practice good soccer skills in game situations. Coaches are encouraged to play exhibition games with other teams before the start of the season to help assess the team's skill level. When in doubt the coach should consider a lower division and use exhibition games with higher divisions to challenge the team. Each coach's application should explain the justification for the chosen division.

## **4. Communication**

The club will coordinate communication of competitive team plans and try-out schedules.

- The end-of-year newsletter will explain the plans for each age group. All coaches are encouraged to take a few minutes to discuss the plans with the players and parents of their team.
- A consistent advertising/communication strategy is required for all competitive team try-outs. Rather than have each coach deal individually with the local papers, the Communications Coordinator provides the specific function within the club of looking after announcements and publicity. All age group try-outs will be advertised collectively and provide contact and schedule information by age and division.