



**Player Evaluation
and
Team Formation Policy**

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The French version prevails.

If you have any questions or concerns, after reading the policy, do not hesitate to contact us at info@baseballstlaurent.com.

CBSL resolution adopted in 2012 with the latest revisions as at April 2020 (latest important changes in red below).

PLAYER EVALUATION AND PARTICIPATION

POLICY OBJECTIVE

The primary objective of this policy is to ensure that each player is evaluated objectively according to their skills in order to be placed at the corresponding level so that they play with players of the same calibre, if places are available.

CBSL believes that the evaluation process ensures that the player will be placed at their level and will develop at their proper pace with realistic challenges and not be overwhelmed (which could lead to frustration and eventual disinterest in the sport).

It is strongly recommended that all players participate in the evaluations even if they do not wish to play for an A level team, in order to have a fair assessment of their abilities with the goal of creating balanced B level teams.

SELECTION OF EVALUATORS AND EVALUATIONS CRITERIA

The evaluators invited by CBSL's Board of Directors ("BOD") to participate in the evaluation process will be instructors, coaches "in training" and "trained" coaches, from a division other than that of the players being evaluated.

The evaluators' roster suggestions can be submitted individually or as a group and are expected by the end of the evaluation period, at the latest. The forms used by the evaluators will be provided by CBSL and posted on its website.

It is incumbent upon each player to demonstrate their skills. The performance offered during the evaluations, subject to the following, will be the only way to evaluate the player. **The previous year's coaches' evaluations will not be used in the evaluation process as it is considered dated and no longer relevant.**

CBSL does not favour older or younger players for its A level teams but endeavors to select the best candidates. Also, depending on different factors, as well as the evaluations, it is possible that a player, who was selected to play on an A level team in their first year in a division, could be invited to play on a B level team in their second year in that division. In such a case, the BOD would provide an explanation, if requested.

Evaluators should consider the following elements (in no order):

- Attendance
- Attitude
- Performance
- Previous season's commitment
- Talent / Skill

Notwithstanding the evaluation of a player, they will not be considered for an A level team if they have not participated in at least 50% of the preliminary indoor evaluation sessions AND at least 50% of the A Team tryout sessions (subject to the *Evaluation Participation* section below). However, players participating in tryouts for AA (or higher) or Regional Girls/Women's teams AND who survived the first selection round, are exempt from this condition, if they have participated in at least 1 preliminary indoor session and, if applicable, 1 A Team tryout session. Moreover, CBSL will exclude from the attendance calculation, sessions missed due to injury or illness (for a maximum of 2 absences) as long as the player advises CBSL (at info@baseballstlaurent.com) at least 1 hour before the session.

However, any CBSL player who is released at the last round of AA (or higher) selections will be automatically invited to play for the CBSL A level team if there is a place available. For this reason, players participating in the AA (or higher) or Regional Girls/Women's team tryouts should register with CBSL in order to reserve a place on a CBSL team.

Only fully registered players and those on the waiting list will be invited to evaluations.

The evaluations will allow the placement of the players into three groups:

1. **In Development:** these players will not be considered for an A team;
2. **Gray Zone:** these players may be invited to play for an A team depending on available places. It is in this category where evaluations play the greatest role;
3. **Exceptional Skills:** these players will be considered for the A team.

The BOD, with the help of the evaluators, will do its best to ensure that players are placed in their proper level.

PARTICIPATION POLICY

- The players who played on an A team in the preceding year will be exempt from the preliminary indoor evaluations but are strongly encouraged to use these sessions to prepare for the A Team tryouts; they will still have to satisfy the 50% attendance rule.
- If an outdoor session is cancelled on the same day that it is to be held, then all registered players of the division in question will be awarded a half-session towards the calculation of their attendance rate. If the session is replaced by an indoor session, the aforementioned players will be awarded another half-session (for a total of 1 session) to the extent that they participate in the indoor session.
- A player must participate in the entire session in order to be accredited for a presence. However, exceptions may be made if the following conditions are met:
 - Advance approval from the BOD;
 - Non-recurring absence requests.
- Ideally, the players should participate in their division's sessions, not only because they could be more fairly evaluated but, in some cases, for safety reasons. However, exceptions may be made if the following conditions are met:
 - Advance approval from the BOD;
 - Non-recurring absence requests;
 - The player is within the two 50% attendance thresholds.

A player would only be permitted to participate in the evaluations of the adjacent younger or older division.

The evaluator can remove such player from the session, if the evaluator believes safety of any player is a concern.

The evaluator must also be involved in evaluating the original division of the player in question.

- In the event of an odd number of sessions and an attendance rate that falls between more than 40% and less than 50%, the attendance rate will be rounded to 50%.
- A player who cannot participate in any A Team tryout must advise info@baseballstlaurent.com of the reasons, at least one week in advance of those sessions. The request shall be considered by the BOD, and if found acceptable, the player must participate at a session at a date chosen by the BOD.
- Players on teams participating in the Intercommunity spring baseball league will be awarded one session towards their attendance rate, according to the following conditions:
 - Advance approval from the BOD;
 - Non-recurring absence requests;
 - The player is within the two 50% attendance thresholds.

EVALUATIONS PROCEDURES AND GUIDELINES

If permitted by the rental agreement, sessions should start at 8:30 am or later and should be 1.5 hours.

If unable to have all divisions in the Sports Complex (or larger gyms), smaller divisions should use the Cégep (or smaller gyms) while larger divisions should use the Sports Complex (or larger gyms).

Evaluators should be kept to a minimum (e.g. 4 or 5 for the entire period), for sake of consistency.

Evaluators will use the following rating scale: 1 (above average), 2 (average) and 3 (developing).

Evaluators will endeavor to evaluate all players at every session.

Clear explanations as to what is expected of the players should be given before every session and station.

Players who consistently get the lowest ratings should be considered for "sousclassement" immediately. The Evaluations Director and Evaluations Coordinate would advise the BOD of such players and the BOD will make the final decision.

In order to ensure consistency, the Evaluations Director and the Evaluations Coordinator will discuss the evaluation process and rating system with all the evaluators, preferably at the same time. Special attention should be paid by the Evaluations Director and the Evaluations Coordinator regarding the distribution of ratings, after each session. Any anomalies should be dealt with immediately. Generally, it is expected that 10%-20% of the players will fall in the top and bottom tiers.

During the preliminary indoor sessions, in order to optimize the evaluation process and to ensure the players' safety, players may be separated in sub-groups of the same calibre within the same session and these sub-groups will visit the stations together. Evaluators will concentrate their efforts on the Gray Zone sub-groups. Players Still In Development as well as those with Exceptional Skills are encouraged to continue to participate in the preliminary indoor sessions, especially the Exceptional Skills players who are subject to the 50% rule.

The evaluations will begin with preliminary indoor sessions and, weather and field conditions permitting, end with outdoor A team tryouts. The A team tryouts should be limited to about 15-18 players and will be limited to the "Exceptional Skills" players and the top "Gray Zone" players, as determined by the Evaluations Director and based on preliminary indoor evaluations. Once the A Team tryouts have commenced, the preliminary indoor evaluations ratings shall be ignored and the A Team tryouts shall be considered a new evaluations process: the A Team tryouts ratings shall be the only ratings considered when creating the A team rosters.

The Evaluations Director will determine the exercises to be used for the evaluations and this may include game situations. However, specific exercises should be used at the Atom A Team tryout to evaluate whether a player fears the ball. CBSL does not favor exhibition games as an appropriate method for evaluating players as it does not provide every player with the same evaluation opportunity.

If players of the same division are separated into different groups with different sessions (for example, due to lack of gym space), then the Evaluations Coordinator is to ensure a weekly rotation of the players between the groups in order to ensure that the players can be compared to all players in the division. As mentioned above, priority should, however, remain to a separation of players based on their calibre, in order to optimize evaluation and ensure players' safety.

In order to ensure proper organization of the A Team tryouts, any decision to not to go outside due to the weather must be taken by 7 pm on the Wednesday before the tryouts.

The CBSL volunteers (primarily led by the Evaluations Coordinator) should speak to parents at every session to explain the evaluations process, including the forms, and to ensure that there are no unreasonable expectations. At Atom sessions, coach recruiting should also take place.

CBSL endeavours to continue the B Team evaluations during the A Team tryouts in order to gather enough information to ensure balanced B teams. However, due to limited gym availability, if the outdoor A Team tryout sessions are cancelled, it may not be possible to continue the B Team evaluations.

Only the complete list of A Team tryout invitees should be posted. The gradual posting method should be avoided as it implies that certain players have a better chance of making the A team and sets unreasonable expectations. In certain cases (e.g. when players have met the 50% rule and are finding it difficult to attend the remaining sessions), the Evaluation Coordinator may advise parents verbally that their child will be invited to the A Team tryouts.

TEAM FORMATION

All team rosters will be disseminated via the CBSL website at a predetermined date after being approved by the BOD. No dissemination of the evaluators' suggestions or the final rosters is permitted without the approval of the BOD. CBSL will endeavour to invite all members to their teams, regardless of level, at the same time. Consequently, the Head Coaches will contact their players, and welcome them on their team, according to the timetable set by the BOD.

If not required to do so according to BQ rules, the creation of more than the required numbers of A teams could be considered if the evaluations ratings show that there are enough A team calibre players to support more than the teams required by BQ. It should be noted that the creation of more A teams could hurt the competitiveness of the B teams.

MAXIMUM NUMBER OF PLAYERS PER TEAM

Maximum number of players for an A level team is 12, except Junior/Senior where the maximum is 14.

Maximum number of players for a B level team is 13, except for Atom B/C with 10 players.

Any derogation will be subject to the BOD's approval, after consultation with the head coach of the team in question.

INVITATION TO PLAY AT THE A LEVEL

If an A level team roster is not complete after considering all "Exceptional Skills" and "Gray Zone" players who respected the 50% attendance rule, the "Gray Zone" players with attendance rates below the 50% thresholds will be considered in decreasing order.

A player from outside CBSL territory registered with CBSL who has obtained their release in good and due form and who respects our policies will be considered equally to our members.

CBSL may use extraordinary measures to complete an A team roster, if it is deemed by CBSL that there is a shortage of A Team calibre players.

In an effort to complete their rosters according to the skills and qualities they seek for their teams, the A team head coaches (see Head Coach Selection for A Teams below) could, if they wish, complete their rosters by selecting 2 players from a list of up to 5 players, provided by CBSL.

CBSL will invite those players chosen for the A levels, by email.

COMMITMENT FOR THE A LEVEL

Once invited, the decision to play at the A level is left to the player and their parents as this is an important commitment. It should be noted that the commitment at the A level is higher, with more games and many more practises, which are usually compulsory.

If the player and their parents decide to commit to the A level, they will be asked to confirm their understanding of the commitment required to play at this level and pay an obligatory additional charge (due to the additional operating costs of the leagues of this level and the cost of participating in at least one tournament). As well, players must satisfy all Association régionale du Lac St-Louis and/or Baseball Québec requirements.

CBSL reserves the right to transfer a player from an A team, if it is deemed that there is a lack of commitment. According to article 18.2 a), Baseball Québec permits such transfers up to 9 July. Upon notice given by the head coach, CBSL will transfer a player from an A team, if, except for injury, that player misses, or it is understood they will miss, at least 6 consecutive regular season games or will be absent during a period of at least 4 consecutive weeks.

HEAD COACH SELECTION FOR A TEAMS

CBSL endeavours to use the following criteria to appoint the A team head coaches:

1. That the candidate's child, if applicable, is selected in the first round;
2. That candidate expressed an interest to be the head coach on the registration form or by email to CBSL;
3. That the candidate was actively involved in stations during the evaluations;
4. That the candidate possesses the necessary certification for the position of head coach;
5. That the candidate undertakes to have their team participate during the season in a tournament, in the Regional championships and, if applicable, the Provincial Championships;
6. An interview with the CA may be necessary in order to ensure that the candidate shares the CBSL philosophy as reflected in its mission statement;
7. Irrespective of the aforementioned, the final decision rests with the BOD.

NUMBER OF TEAMS A HEAD COACH MAY MANAGE

To complement BQ article 25.3, (which specifies that a head coach can only manage a maximum of 2 teams as long as they are in different divisions and class, in order to maximize volunteer efficiency:

1. CBSL will recognize up to 4 coaches and one manager per team. Only those recognized will be registered with BQ and provided equipment and uniforms.
2. A volunteer may be involved as coach, manager or player with up to 2 teams.

BASEBALL FÉMININ (FRENCH VERSION ONLY)

Le Club de baseball St-Laurent s'engage à appuyer et à promouvoir le développement du baseball féminin local et régional dans toutes ses décisions, actions et politiques internes afin de contribuer au maximum de nos ressources, à l'essor de l'adhésion des filles parmi nos membres inscrits et ainsi essayer de leur permettre de s'amuser entre elles en toute camaraderie et sans discrimination.

PROCÉDURE POUR LA FORMATION DES ÉQUIPES AU NIVEAU B, EN ORDRE DE PRIORITÉ (FRENCH VERSION ONLY)

1. Respecter la résolution Baseball féminin en plaçant les filles de la même division et niveau au sein de la même équipe (voir résolution de CBSL ci-dessus),
2. Mettre dans la même équipe les frères et/ou sœurs appartenant à la même division,
3. Parité entre les équipes basée sur les évaluations en tenant compte des sous-classements et des surclassements (voir Politique d'évaluation ci-dessus),
4. Différence maximum de 3 joueurs de 2^e année entre les équipes,
5. Que toutes les équipes aient des entraîneurs certifiés,
6. Pour les divisions concernées, s'assurer d'avoir au moins 2 lanceurs habitués par équipe pour commencer la saison,
7. Respecter la résolution « Nombre maximal de joueurs par équipe » (voir résolution de CBSL ci-dessus),
8. Demandes spéciales provenant des entraîneurs et/ou joueurs qui demandent d'être placés dans la même équipe. CBSL fera de son mieux pour inclure les amis sur la même équipe, mais cela ne sera pas toujours possible en raison des restrictions concernant le calibre et l'âge des joueurs. Les demandes spéciales faites après la formation des équipes ne seront pas considérées.

Dans une situation où un joueur « Compétences exceptionnelles » a été placé dans le niveau B parce qu'il n'a pas atteint les seuils de 50 % ET qu'il est déterminé par le CA que sa présence met en danger la sécurité des autres joueurs de niveau B, le CA a le droit d'outrepasser la politique d'évaluation et transférer ledit joueur au niveau A.

Le CA se réserve aussi le droit de modifier la composition des équipes (joueurs et entraîneurs), à tout moment au cours de la saison, comme il le souhaite, sans aucune considération à ces demandes spéciales.

SELECTION PRIORITY FOR THE SENIOR TEAM (FRENCH VERSION ONLY)

L'équipe Senior existe pour les joueurs(euses) qui auront plus de 22 ans durant l'année.

L'ordre de priorité est comme suit :

1. ceux qui ont joué sur l'équipe Junior de CBSL au cours de la saison précédente;
2. ceux qui ont joué sur l'équipe Junior dans une autre association au cours de la saison précédente;
3. ceux qui sont les plus jeunes, selon l'ordre de priorité suivante;
 - i. ceux qui ont joué pour CBSL au cours des saisons précédentes;
 - ii. ceux qui ont joué dans d'autres associations au cours des saisons précédentes;
 - iii. ceux qui n'ont jamais joué.
(Priorités a), b) et c) sont accordées jusqu'au 1er avril de la saison courante)
4. Tout autre joueur(se).

PROMOTION

It should be noted that it is unusual for a player to be assigned to an older division as this could weaken the teams in their own division. Except for Pre-Rallye Cap and Rallye Cap players, CBSL will not consider any request from its members for such a promotion. However, the BOD may decide to place a player in an older division in order to complete the roster. In this case, players who are in the second year of their division and who played amateur baseball the previous year will be considered for promotion, with the oldest taking priority. No Pre-Rallye Cap and Rallye Cap player, however, will be considered for an Atom A team.

IMPORTANT COMMENT TO PARENTS

The BOD is responsible for the formation of its teams. If beyond the first explanation, a parent continues to question the decision of the BOD, the following 3 options will be available to the parent:

1. Accept that their child plays on the team to which they have been assigned;
2. Be released to play in another baseball association; or
3. Withdraw child from CBSL.

PROCÉDURE CONCERNANT LA FORMATION DES ÉQUIPES (FRENCH VERSION ONLY)

Deux semaines avant la date prévue de la formation des équipes, CBSL demandera aux entraîneurs d'être disponibles pendant les deux jours de la formation des équipes : le premier jour pour les entraîneurs-chefs des équipes au niveau A et la 2^e journée (la semaine suivante) pour les entraîneurs d'équipes au niveau B.

Introduction

1. Lundi précédent les essais d'équipes A : ségrégation approximative des 15-18 joueurs « Habiletés exceptionnelles » et « Zone grise » par notre Directeur technique pour ainsi concentrer nos évaluations à l'extérieur sur les jeunes ayant le potentiel de jouer dans nos équipes A.
2. La semaine précédant les essais d'équipes A : aviser, si possible, les entraîneur(e)s-chefs potentiels de nos équipes A de préparer leurs listes de joueurs afin de sélectionner 2 joueurs sur les 5 soumis par CBSL le lendemain des essais.

Première étape (au plus tard premier dimanche de mai selon BQ)

1. Sélection des premiers joueurs des équipes niveau A, avec le Directeur technique, le CA et le Directeur entraîneur(e)s. Les membres du CA dont les enfants sont pris en considération pour l'équipe A ne seront pas présents lors de la sélection de cet alignement;
2. Choix de 2 joueurs parmi une liste de 5 joueurs maximum (CBSL choisira les 10 premiers) qui sera fournie par CBSL (l'entraîneur, s'il le désire, pourra alors demander des conseils aux ou consulter les commentaires des entraîneurs de la saison précédente sur l'attitude des jeunes en question avant de faire sa sélection;
3. Diffusion des alignements des équipes niveau A sur le site de CBSL.

Deuxième étape (au plus tard le deuxième dimanche de mai)

1. Attendre l'engagement des joueurs par le biais du paiement des frais supplémentaires obligatoires (incluant la participation à un tournoi) pour les équipes au niveau A et via la réception de leur preuve de résidence et de leur âge. Les membres auront 24 heures pour payer ces frais et envoyer leurs deux preuves, s'il y a lieu;
2. Adresser les cas de surclassements (ou les « remplaçants permanents ») et de sousclassements, par le CA;
3. Proposition des alignements initiaux pour les équipes au niveau B par le Directeur technique;
4. Respecter notre procédure pour la formation des équipes au niveau B (voir section ci-dessus);
5. Rencontrer les entraîneurs-chefs des équipes au niveau B avec le Directeur technique et Directeur entraîneur(e)s pour finaliser les alignements. En cas d'absence d'une ou plusieurs parties, le CA en assumera les responsabilités;
6. Approbation finale de tous les alignements par CBSL;
7. Diffusion des alignements des équipes au niveau B sur le site de CBSL.