

## BOYS RECREATIONAL TEAM SELECTION PROCESS



### <<< PRIOR TO PLAYER EVALUATIONS >>>

- Boys Commissioner to electronically send all coaches a spreadsheet with the following information:
  - Jersey number (Note that it will be assigned before evaluations)
  - Name
  - Grade
  - Experience (as given at time of registration)
  - Prior year Chumash rating, if applicable
  - Possibly other information pertinent to evaluations
- Coach to evaluate players (including any child from a coach or assistant coach) using an A,B,C rating (A = Highest Ability)

### <<< DRAFT NIGHT PERSONNEL >>>

- Draft Director
  - The Draft Director is the person who runs the draft and ensures that all teams are as equal as possible. This is usually the Boys Commissioner. If the Boys Commissioner is unable to make the draft or is a coach for a team in the draft, he or she will assign the Assistant Boys Commissioner or someone else on the board who is not coaching at that level to run the draft.
- Draft Observer
  - The Boys Commissioner will appoint a “draft observer” from the board who is not coaching at the same draft level. This is typically the President or Assistant Boys Commissioner. The Draft Observer will help the Draft Director on draft night.
- Head Coach from each team
  - If the head coach cannot make the draft, he or she can delegate responsibility to the assistant coach. In this event, please give the Boys Commissioner 48 hours’ notice.
  - The head coach has the option to invite one assistant coach to the draft. Please note that the head coach will have the final say and that the assistant coach will act as an advisor to the head coach. If seating is limited, only the head coach will sit at main table.

## << ASSIGN SKILL LEVEL TO EACH PLAYER >>

The Boys Commissioner will print white stickers with all players' names, evaluation jersey numbers and grade:

6	CHRISTOPHER LUTZ	6th Grade
7	CESAR DOODY	5th Grade
8	GARTH CASADY	6th Grade

These stickers will be presented in chronological jersey order. Please note that the grade levels are mixed together and that we will assign skill level based on jersey number. This will match the spreadsheet mentioned above and sent to all coaches before evaluations. Three different colored Post-It notes will be used to distinguish among three skill levels:

- Blue = A = Highest Skill Level
- Green = B = Average Skill Level
- Pink = C = Lower Skill Level

As we go in chronological jersey number order, the three head coaches will say what skill level they believe that player to be (each head coach should have completed this step before draft night for all players). All coaches will agree on a rating for a given player before continuing on to another player.

As an example:

- The Draft Director or Draft Observer will say “#6: Christopher Lutz”
- Coach George: “A”
- Coach Ted: “B”
- Coach Carl: “B”
- Each coach has the option to speak up on a player if you think he was graded incorrectly by other coaches. Maybe one coach got a better look at a given player. This joint talk is especially useful for newer players.
- The Draft Director or Draft Observer will then average the grades:
  - A, B and B = B
  - A, A and B = A
  - A, B and C = Open up discussion & decide together

Once a skill level is determined for a player:

- The Draft Director or Draft Observer will unpeel his sticker and place it on the appropriately colored post-it note.
- In lieu of white stickers, the Draft Director or Draft Observer could write names directly on the post-it note.
- The Post-It note (with name and jersey number) will then be placed on the “Available Player” draft board, by color



**<<< PRE-DRAFT EQUALIZER: ACCOUNT FOR COACH'S KIDS >>>**

- Once all players have been assigned a skill letter grade, it is time for the pre-draft “equalizer round.”
- The Goal of the equalizer round is to go into the main portion of the draft with teams of equal ratings. For instance, if coach Ted and coach Carl each have an “A” rated son on their pre-draft team (using the agreed upon grades from all coaches for all the coaches’ kids) and coach George has none, the equalizer round will award coach George an “A” rated player. The same logic is used for coaches’ kids graded at the “B” and “C” levels.
- As an example:

	Coach George	Coach Ted	Coach Carl
Coach Kid	B	C	A
Assist. Coach 1 Kid	B	A	n/a
Assist. Coach 2 Kid	C	n/a	n/a
Pre Equalizer Team	B, B, C	C, A	A

How the equalizer round will play out:

1. **Pre Equalizer Team:** Note the agreed upon A,B or C ratings for each team for each child of all coaches
  - In this example:
    - i. Coach George: B, B and C
    - ii. Coach Ted: C and A
    - iii. Coach Carl: A
2. **Post-Equalizer:** Find how many players of each skill level each team should have at the end of the equalizer round in order to make each team even:
  - a. Write the maximum number of “A” players you find on any team.
    - i. Coach George: 0
    - ii. Coach Ted: 1
    - iii. Coach Carl: 1
    - iv. Max = 1
    - v. Each team should have ONE (1) “A” rated player at the end of the equalizer round

- b. Write the maximum number of “B” players you find on any team.
- Coach George: 2
  - Coach Ted: 0
  - Coach Carl: 0
  - Max = 2
  - Each team should have TWO (2) “B” rated players at the end of the equalizer round
- c. Write the maximum number of “C” players you find on any team.
- Coach George: 1
  - Coach Ted: 1
  - Coach Carl: 0
  - Max = 1
  - Each team should have ONE (1) “C” rated player at the end of the equalizer round
- d. Therefore, each team should have the following at the end of the equalizer round (Post-Equalizer):
- 1 A Player
  - 2 B Players
  - 1 C Players

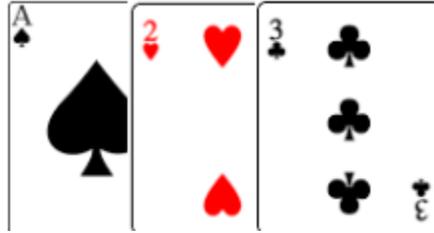
3. **Equalizer Needs:** Find what each individual team needs in the equalizer round to match the **Post-Equalizer** needs (BLUE + RED = GREEN):

		Coach George	Coach Ted	Coach Carl
Pre Equalizer Team	CURRENTLY HAVE	B, B, C	C, A	A
Post-Equalizer	MUST HAVE	A, B, B, C	A, B, B, C	A, B, B, C
Equalizer Needs	ADDITIONAL PLAYERS	A	B, B	B, B, C

4. Drafting the additional players in the equalizer round
- The Equalizer round will have three “sub rounds,” one for each skill level and starting with the “A” skill level
  - In cases where there are more than one coach who needs to select from a pool of players from the same rating, playing cards will be handed out at random. The lowest number goes first. That order will continue until that sub equalizer round is done.
  - Equalize As: Coach George gets the only pick in this sub-round because he is the only coach without an A. He can select any A rated player (or B or C, if desired) from the “Available Player” draft board.
  - Equalize Bs: Coach Ted and Coach Carl both will select 2 Bs.
    - Two cards will be handed out, facing down
    - Coach Carl gets an ACE and Coach Ted gets a 2
    - Coach Carl goes first, then Ted, then Carl, then Ted – each picking from B pool (or C, if desired).
  - Equalize Cs: Coach Carl gets the only pick in this sub-round because he is the only coach without an C
  - In our example, every team now should have one “A” player, two “B” players and a “C” player. We are now ready for the main draft event to begin.

## <<< DRAFT ORDER >>>

Once all teams have been equalized and are ready for the draft to begin, an initial starting order must be determined. This starting order is governed by a deck of cards:



The Draft Director or Draft Observer will shuffle the following cards then pass them out, face down, in front of each head coach:

- 2 Team Draft: ACE, 2
- 3 Team Draft: ACE, 2, 3
- 4 Team Draft: ACE, 2, 3, 4

The lowest card goes first and the highest card goes last. After that, the draft will follow a serpentine (AKA "snake") order. This order results in one team "picking twice" at the end of each round. For example, in a three team draft, team A (got ACE) goes first in round 1. Team C (got 3 card) goes last in the first round but first in the second. Therefore, team C goes twice.

Serpentine Draft Order Example:

3 TEAM DRAFT:

Round	Team A	Team B	Team C
1	1	2	3
2	6	5	4
3	7	8	9
4	12	11	10

4 TEAM DRAFT:

Round	Team A	Team B	Team C	Team D
1	1	2	3	4
2	8	7	6	5
3	9	10	11	12
4	16	15	14	13

## <<< DRAFT BOARD & PICKING >>>

- When selecting a player, the head coach can select a player seen on the **Available Players Board** for a given skill level
- Each time a player is selected, the Draft Director or Draft Observer will remove the Post-It note from the **Available Players Board** and place it on **Draft Board**



### DRAFT BOARD

Card #	1	2	3
Coach Name			
Coach Kid			
Assist. Coach Kid 1			
Assist. Coach Kid 2			
Equalizer 1			
Equalizer 2			
Equalizer 3			
ROUND 1			
ROUND 2			
ROUND 3			
ROUND 4			

## <<< MISC. OTHER DRAFT RULES >>>

- There will be NO separation of individual school grades within the draft. I.e. in the 5<sup>th</sup> and 6<sup>th</sup> grade draft, both 5th and 6th graders are fair game at all skill levels.
- After the equalizer round is over, a coach has the ability to select **ANY** player on the **Available Players Board**. For example, you could select a “B” rated player when there are two “A” rated players still on the board.
- Trades are permitted. Any trade must follow the following rules:
  - Must wait until the end of the draft
  - Both players must be at the same skill level
  - Both coaches must agree
  - Draft Director must be present and approve the transaction.