



Rep Program Guidelines

North Shore Girls Fastpitch Association policies and practices for the Stars Rep Team program



Rep Committee

The Rep Committee shall be composed of the Board of Directors and the Rep Coordinator.

The Rep Committee will make a sincere effort to solicit the assistance of and feedback from the Rep Team coaches in the overall running of the Rep Program.

Guidelines for Decisions

All Rep Committee decisions shall respect the standard conflict of interest guidelines whereby any member who has a family member associated with the team(s) in question or that stands to be affected by the decision shall not participate in the voting. The member(s) is, however, free to submit his/her opinion to the Committee.

The Rep Committee, in making a decision where input is sought from the participants, shall endeavor to hear directly from those most affected and have presentations from both sides of the issue.

Objective

The objective of the Rep Program is to provide a positive and supportive environment for players with higher levels of ability and commitment. Any decisions made will place primary importance on the best interests of the player(s).

The major emphasis of the Rep Program will be placed on basic skill and player development, positive attitude, team work and team spirit.

The NSGFA recognizes that Rep Team priorities for league play may change during tournament or Provincial Championship play.

Rep Team Coaching Selection Criteria



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Canadian National Coaching Certification Program (NCCP) qualifications:

- For **Squirt B** and **Pee Wee B** coaches must have completed a minimum of NCCP Level I (Softball). For **Squirt A**, **Pee Wee A**, **Bantam A/B** and **Midget A/B** coaches must have completed at minimum NCCP Level II (Softball),

Years of coaching experience:

- At the **Rep level**, coaches must have at minimum 4 years of coaching experience for Bantam and higher.

Past coaching performance:

- Accomplishments both on and off the field,
- Player development,
- Coaching philosophy,
- Relationships with players, parents and the NSGFA
- On-field behavior during both practices and games.

Selection of Rep Team Coaches

Requests for Rep Team coaching applications for the following year will be made in the June NSGFA Newsletter.

Applications for the following year must be received by the NSGFA Rep Team coordinators by July 31st of the current year.

The Rep Coach selection process may include an interview with standardized questions, which must be answered in full.

Coaches will be selected by the NSGFA Rep Committee and announced by September 15th of the current year.

By September 30th the Rep Team coaches must submit the names of their assistant coaches to the Rep Committee. All assistant coaches must be approved by the Rep Committee.

Rep Team Forming



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The objective will be to put together the strongest teams possible with a preference to assembling teams with players of the same age. There is a significant benefit to this objective in the long term development of both players and the overall Rep Team Program.

Rep tryouts will be conducted in September of each year to select the teams for the following season. Player evaluations will be completed by neutral evaluators. Minimum of (2) neutral evaluators will be available at each Rep tryout. The evaluators must be available to the coaching staff of each Rep Team should they wish to meet to finalize player selection. The process of player selection must not be made solely upon input from the coaching staff. Neutral evaluators must respect our conflict of interest guidelines. Where possible, they should be coaches from another division, preferably one or two divisions up, and come from either the Rep or House program (e.g. Head Coach of the division finalists in House). It is a requirement that all Rep Coaches be present as evaluators for other division tryouts.

Through the tryout ranking, neutral evaluators will effectively choose the first seven players for the team, with the balance of the roster selected by the Rep Team Coach. The top seven ranked players must be offered spots on the team. If a division has two Rep Teams which are divided by birth year, then the top seven players for each birth year must be offered spots on the respective teams. **EXCEPTION:** If a coach can prove through score books that a top seven (returning) player failed to play in at least 65% of league games, then a request may be made to the Rep Committee to strike this player from the roster. The eighth highest ranked player must then be offered the relinquished spot. In order for there to be two teams in any division, there must be a minimum of 30 participants in the initial tryout as Rep Teams are intended to be select teams.

Should it be necessary to hold a secondary tryout, the same procedure must be followed, i.e. the tryout must be properly advertised on the website, an email notice should be sent to the relevant players (House and Rep), neutral evaluators must be present and the tryout fee paid. Secondary tryouts must be held within one month of the original tryout.

Players who participated in the initial tryout are **not** required to attend the secondary tryout. The top seven players will be determined from the results of the original tryout.

If, after the second tryout, the Head Coach still feels that there are inadequate players to form a select team then a meeting of the Head Coach and Rep Committee must be held within two weeks. At that time the team needs will be discussed and a decision will be made as to whether the team should proceed with the available players or fold. In extraordinary circumstances, a decision may be made to make one more attempt to solicit more players.



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Preliminary Rosters will be submitted to the Rep Committee no later than October 1st. The Rep Committee will give final approval to the rosters no later than October 8th. Once the rosters have been approved the Head Coach must notify tryout attendees within 48 hours as to their status.

Exceptional circumstances:

- 1) Teams are to be composed of players who participated in the Rep Team tryout process. If a team wants to add a player after tryouts are complete and rosters are finalized there must be an exceptional reason for the Rep Committee to allow the addition. If there is more than one Rep Team in the division, both division Rep Coaches must be allowed to provide input as part of the decision making process.
- 2) Those who cannot participate in the initial tryout due to injury are still required to be in attendance at the tryout in order to be eligible for team selection.
- 3) Players with exceptional reasons for being unable to attend the initial tryout must apply to the Rep Committee in writing for an exemption and must receive written approval **prior** to the initial tryout. Documentation of the exceptional reason may be requested and players may be required to attend a subsequent tryout.

Queries

Players or parents looking to coaches for information on or voicing concerns with Rep Team selection should direct their concerns initially to the Head Rep Team Coach, then to the Rep Team Coordinator, and finally to the Rep Committee.

Playing Up

Players will not be given consideration to playing above their age group unless there are unique circumstances. All players must initially tryout in their own age group.

Players playing up from the previous year will be grandfathered, and will not have to try out in their age group first.

All players wishing to play above their age group will be asked to submit a letter of request no later than Labour Day. This letter must be signed by the player, the parent, and if applicable, the coach of the lower team. Letters must be written to the Rep Team



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Coordinator. All requests to “play up” will be considered and ruled upon by the Rep Committee by no later than September 30th.

Rep Team Designation

The Rep Committee will approve the level of Rep Teams as either A or B by the end of November. The final designation will be based heavily upon input from the coaches, players and parents of the team in question.

A Rep Team Coach may not declare his or her team A or B without prior approval of the Rep Committee.

Rep Team Names

All Rep Teams representing the NSGFA will use the team name of “Stars”. The Supermites, being a Rep development team, shall be called “The Mighty Stars”.

Rep Team Uniforms

The Supermites will not wear Stars uniforms during regular House league games. All Stars teams must wear the designated NSGFA Rep colours of navy, red and white. The Stars’ logo may not be applied to clothing that is not one of the designated Rep colours.

Rep Team Funding

Each year the Board will approve a budget for the NSGFA that will consider an allocation of funds for the Rep Teams. The level of funding will vary from year to year and will be communicated to the Rep Coordinator no later than October 31st. Input for the level of financial support will come from a variety of sources including Rep coaches, the Rep Team Coordinator, and members of the NSGFA Executive.

The Vice President Finance will approve and reimburse expenses only after the submission of receipts for items purchases. Funding will be limited to the following: tournament registration fees, clinics, and equipment. It must be clearly understood that at no time can a team acquire items from suppliers such as Prostock Athletic Supply and ask that the invoice be forwarded directly to the NSGFA for payment.

Should Rep Teams seek sponsorship outside of NSGFA, the rules governing sponsorship as outlined in NSGFA’s Handbook.



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Coaching Expectations

A Rep Team Coach must **Coaching Expectations** always strive to meet the objective of the Rep Team Program as outlined, as may be amended by the NSGFA.

A Rep Team Coach must be a member in good standing with the NSGFA.

A Rep team Coach should hold at least one practice per week (indoors) commencing January 1st.

A Rep Team Coach must enter the Rep Team in a minimum of four (4) tournaments during the playing year.

A Rep team coach must ensure the Rep Team is prepared to attend the Provincial Championships if successful in the District Playdowns.

A Rep Team Coach is expected to meet with parents of players to outline his/her coaching philosophy, explain team goals/priorities, discuss fund raising expectations, indicate playing and practice schedules and expectations, and listen to their comments/concerns within three weeks of the team being finalized. Confirmation that this meeting has taken place and a copy of said philosophy, etc. must also be submitted to the Rep Committee.

A Rep Team Coach shall be a positive role model for his/her players.

A Rep Team Coach and his/her Coaching Staff are expected to be positive ambassadors for the game of softball, for the Rep Tem Program, and for the NSGFA.

Unacceptable and/or unsportsmanlike behaviour exhibited by any member of a Rep Team Coaching Staff at practices, games, or tournaments will absolutely not be tolerated by NSGFA.

Coaching Evaluation

Strong consistent coaching is an expectation of the Rep Team Program. In order to provide coaches with feedback and an opportunity for improvement, an Evaluation Questionnaire will be circulated for completion by both players and their parents. As a result of feedback from players and parents, actions plans will be developed in order to provide an improved level of coaching the following season.



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Player Development

Player development is the major emphasis of the Rep Team Program.

Rep Team Coaches are expected to be consistent and empathetic leaders and patient and skilled teachers/demonstrators.

Rep Team Coaches should solicit the assistance and guidelines of other Rep Team Coaches for their own development as Coaches and for the benefit of their players. Rep Team Coaches should be prepared to assist other Rep Team Coaches in this regard.

Rep Team Coaches are expected to use the interlock (regular season) game schedule to maximize player development. Developmental opportunities must be provided to all players to distribute playing time consistently and fairly. No one learns from constantly sitting on the bench. However, the NSGFA recognizes the priorities may change from league play to tournament or Provincial Championship play.