

## Team Formation and Draft Procedures - Introduction

### Summary

In response to requests for changes to the team formation procedures from parents and coaches, but with the overall goal of maintaining balanced teams, SYA adopted draft procedures in October, 2002. *It is imperative that all league commissioners and coaches adhere to these procedures.*

The features of the draft procedures are summarized as follows:

- 1) **Full draft.** Adoption of a full draft to allow coaches to draft every round. Rationale: Coaches want the freedom to select a certain "type" of team, be it tall, fast, strong, or one composed of players that they have coached in the past.
- 2) **Extended Rankings.** We will augment the objective skill evaluation rankings with a review of the rankings to correct obvious and significant misclassifications. Simply stated, many coaches are returning and have additional knowledge of players beyond that exhibited in the skill evaluation session. We have a pretty good idea of who had a "great" try-out, yet is not truly a first round player -- and conversely, who is an impact player, but did not evaluate well. That knowledge must be shared with all coaches in order to make a full draft method fair.
- 3) **No Trades.** Given the freedom to select every round, coaches are strictly prohibited from trading players after draft day. During the draft, trading is permitted, but strongly discouraged.

*NOTE: League Commissioners may re-assign players based on unusual family circumstances, the addition of late players, and the loss of players. All changes must be approved by the responsible Division Commissioner, but under no circumstances will trades between coaches be allowed after the draft.*

- 4) **Fairness.** The primary objective of the team formation procedures is to form balanced, competitive teams. This has always been our goal, though not always achieved. It is the responsibility of the League Commissioners, and the coaches as a group, to meet this objective. Commissioners must monitor the draft to recognize coaches who may be inadvertently building a weak team (drafting lower rounds) or conversely, watch for coaches who are "stacking" teams through unequal trades or other actions.
- 5) **Consistency.** The SYA basketball board in general, and the League Division Commissioners in particular, will strictly enforce these and all SYA procedures to ensure consistency across all SYA house leagues. League Commissioners will be responsible for the execution of these procedures.

### Team Formation/Draft Procedures

The following procedures apply to the formation of teams in the 4<sup>th</sup> Grade through High School Leagues.

*The goal of the evaluation and draft procedures is to create balanced teams. It is the responsibility of the League Commissioner to oversee the consistent application of draft procedures and ensure that the resulting teams are as balanced as possible.*

The results of these procedures are only as good as the input provided by the coaches who attend the skill evaluations, combined with the prior knowledge of all participants. Coaches should be as honest, fair and consistent in their evaluations as possible. League commissioners and registrars shall provide as much historical information as possible to identify All-stars, Select Travel, and impact players from past seasons.

### Skills Evaluation Preparation

One week prior to the Skill Evaluations the following activities must be completed.

1. Registrar provides the League Commissioner (LC) with a list of all registrants and coach volunteers to date. Must include previous All Star, Select Travel, AAU and other relevant prior history
2. LC determines number of coaches needed. Teams should have no more than 8 players.
3. LC recruits coaches until the number needed is met. If there are more coaches than teams available, preference will be given to returning coaches, as long as those coaches are in good standing with the league.
4. LC recruits one or two volunteers to measure, weigh, check-in, and register players.
5. LC reminds coaches of Skill Evaluation dates, including the Make-up night.
6. LC creates a preliminary *Player Evaluation Form* (Attachment 1) based on registrants to date. Information on prior year All-Stars, Travel Players, and AAU players should be included.
7. LC distributes preliminary *Player Evaluation Form* to coaches.

### At the Skills Evaluation

1. Volunteers measure, weigh, and assign numbers to players.
2. LC distributes *Player Evaluation Forms* to coaches.
3. LC (or his designate) runs the skill evaluation.
4. Parents are encouraged to attend the skill evaluation.
5. Coaches evaluate players in a fair and consistent manner. Coaches will rate each player on the skills listed, using a 1-weak to 5-strong scale. Coaches found to be unfairly manipulating or "gaming" the scoring will be reported to the SYA basketball board, and their evaluations discarded.
6. LC collects all skill evaluations from coaches at end of session.

7. Repeat these steps for the Skill Evaluation "Make-up" night.

*NOTE: All players must be evaluated. In the rare event that a gravely ill or injured player misses the skill evaluation and make-up, it is the responsibility of the LC to make a fair determination of the player's relative skill level*

## **After the Skills Evaluation**

1. LC sums and averages all skill evaluations then ranks every player based on cumulative score from 1 (highest) to the lowest.
2. LC places players in lettered bins based on the natural breaks that occur in the ranking process.
  - "A" - First Rounders - top players that will lead the team
  - "B" - Second and Third Rounders - these are the solid players that, while not first round, are considered to be exceptional players.
  - "C" - Middle Rounders - these are the 4<sup>th</sup>, 5<sup>th</sup>, 6<sup>th</sup> round players
  - "D" - Final Rounders - these are the 7<sup>th</sup> and 8<sup>th</sup> round players
3. LC records the information on the *Draft Results Form* (attachment 3).
3. LC distributes the ranking number, bin letter, and original *Draft Results Form* back to coaches.
4. Coaches and LC reviews ranks and bins to identify any significant evaluation anomalies. If, in the opinion of a coach, a player is ranked far too high, or far too low, contact the LC and provide support for that view.
  - NOTE: We are concerned with big errors. Use the Bins as your guideline. If you feel an A player has been placed in the B bin, let's correct that. If the concern is that the player ranked 43<sup>rd</sup> is really 39<sup>th</sup> -- let it go. .*
5. LC collects all comments from coaches regarding potential misclassifications
6. LC contacts all coaches and confirms that most will be present for the draft night, immediately following the coaches meeting. If need be, the LC can schedule an alternate night that meets the coaches needs.

***The results of the skill evaluations are strictly confidential and must remain with the LC and Coaches only. Please do not share this information with any parents or players.***

## **At the Draft**

1. Review Bins. LC will lead the coaches in a review of players. The goal is to achieve a group consensus that the players are correctly assigned to the correct bin. In addition to the bin letters and rank, players are assigned "round" number. This is the round they are expected to be drafted, e.g., if there are 10 teams, and the player is ranked #12, they are a second round choice.
2. Assign Draft Order. Every coach who has a child in the first round is assigned the draft position of that child. For example, if Coach Smith's daughter Katie is the 4<sup>th</sup> ranked player, Coach Smith will draft 4<sup>th</sup>.
  - Once the coaches with players in the "A" bin have been allocated, the remainder of the

draft slots are randomly assigned by the LC. (Scraps of paper out of a hat works).

3. Serpentine Draft. Drafting proceeds in a serpentine fashion to balance out rounds. Number one drafts 1<sup>st</sup>, number 2 drafts 2<sup>nd</sup>, and so on until the last coach drafts. In the second round the order is reversed. The last coach drafts 1<sup>st</sup>, the second-to-last coach next, and so on until the number one coach drafts. The third and fourth round are the same as the first two. **CRITICAL NOTE\*\*\*** The fifth round is started with the last team drafting first so that should any 7 player teams be formed, they are the teams that drafted last in the first round.
4. Assigned Selections. Coaches children are assigned based the round number derived from their overall ranking. For example, if Coach Jones son, Andrew was ranked 21<sup>st</sup>, round 3. When the third round is entered, Coach Jones is automatically assigned his son.

***It is imperative that the LC monitor all draft selections for fairness and overall balance. In the end, every team should have 1 "A" player, 2 "B" players, 3 "C" players, and at most 2 "D" players.***

5. Review. At the conclusion of the draft, the LC will distribute player registration information. Coaches should review the special requests and bring any potential show-stoppers to the attention of the LC immediately.

## **After the Draft**

1. 7 vs. 8 players. It is our goal to form teams with 8 players. In some instances, teams of 7 are formed. Since we have time participation rules, and the 8<sup>th</sup> player is typically a weaker player, the team with 7 players clearly benefits. The LC should work diligently to fill all teams with 8 players by selecting players from the wait list or late registrations.
2. Assigning late players. The LC will place players by blind drawing until all rosters are filled. If, in the course of assigning a late player and incredibly powerful team is created. The LC should seek further guidance from the Division Coordinator. We simply will not allow late registrants to by-pass the procedures we have designed to implement fair and balanced teams.
3. In the event that a 9<sup>th</sup> player must be added to a team, that player is assigned by the LC based on maintaining overall team balance. The LC may use a random selection or another method, as long as the method is transparent and communicated to all coaches in the league.