

Team Selection Process

The top priority in team selection is to create teams that are as even as possible to insure a positive playing experience. This will be accomplished by dividing participants by skill, grade, and gender for co-ed programs. Parent “be with a friend” and carpooling requests will be considered; however, it is important to recognize that while participants enjoy having their friends on their team, the experience is also about making new friends. Prior to the selection process the Hanover Recreation Department representative will remind the coaches of the selection guidelines.

To create equitable teams in terms of skill level, at the beginning of the selection the coaches will identify the standout players in each grade and divide them equally among the teams. For example, if there are four teams the coaches might identify eight such players with each team receiving two. The identification process will rely on the prior year’s coach evaluations and the current year’s coaches’ knowledge of individual player’s skills. In dividing up these top players, the coaches can take into consideration carpooling and “be with a friend” requests made by parents.

Once the top players have been divided (along with the coaches’ and assistant coaches’ respective offspring), any carpooling and “be with a friend” requests can be considered but will be limited to 2 or 3 in total per team. The coaches have latitude here.

Thereafter the selection of players will rotate among the coaches, making sure each team is *balanced as evenly as possible in terms of grade and gender* for coed programs, as well as skill. While the standout players have already been divided, as the coaches go through the list of remaining players they should work together in good faith to insure these players are also divided as evenly as possible in terms of skill and experience. There is *no need* to rate every player; instead, the coaches will rely on an open dialogue

Procedure for Selecting 7/8 Grade Team

Adopted 10-11-2004

From the Director: To help better understand the team selection process that is currently in place for 7/8 sports teams, we offer the following information.

{It should be noted in forming policies for grades 3-6 we follow the guidelines developed by the Upper Valley Recreation Association, of which we are a member. The UVRA develops and agrees to abide by policies that are fair and promote sportsmanship for all players. With the UVRA guidelines in mind, when we have more than one team in grades 3-6 the teams are divided as equally as possible.}

The 7/8 teams that we play are independent and policies are set by the local State High School Sports Association and school districts. Hanover's 7/8 programs are run by the Recreation Department and we follow the guidelines set by the New Hampshire Interscholastic Athletic Association {NHIAA}. The difference is that we offer every child the chance to participate on a travel team where other Jr. High teams have only two teams. In other communities players not making the Jr. High Teams play intramurals or do not play at all. The Hanover Recreation programs make sure every child has a team, schedule and a coach along with practice times.

Because the teams that we participate against have both A and B teams we have discovered that in order to be competitive, Hanover teams must have at least one team that can compete on the A level. Creating several B teams, with a fair distribution of the more and less skilled remaining players, allows us to be competitive with the other schools' B teams. *It is important to note that in years past the Hanover Recreation Dept. did experiment with having A, B, and C teams, with the C teams being made up of the least skilled players. After the C teams were routinely beaten by wide margins the Rec. Board voted to discontinue this practice because of the negative impact it was having on the C team players and coaches.* We have found that our current structure allows for the most numbers of children to play the most amount of time for as long as they are involved with Hanover Recreation programs. Hanover Recreation and its coaches conduct tryouts; sessions that are used to place players on a team. We understand this can create anxiety for all involved. We hope that sharing this information will help alleviate some of your concerns.

The Hanover Parks and Recreation Department guidelines for team selections are as follows:

- * **All players must be registered with Hanover Parks & Recreation before tryouts!**
- * All coaches gather together during the tryout sessions to observe players and we have even asked additional observers to come and give some guidance. The coaches meet after each session to discuss player abilities and skill level.
- * At the end of those sessions {mostly 3-4 days} the coaches place players in teams. When requested, Recreation Department staff aid in this process.

- Coaches, sometimes with the help of their assistant coaches, are asked to call each player that night to indicate to them what team they were placed on and when the next meeting will be.

We have been asked about announcing the rosters via our website but at this time the Rec. Dept., Board and its coaches believe the personal contact from the coach is vital and therefore we will continue the practice of phoning players in 7/8 grade.

Because we are never sure just how many kids are going out for a sport until the day of the first tryouts we ask for your patience with the tryout sessions. The sessions can appear to be a chaotic endeavor to parents and other observers. But please be assured our coaches find it a useful tool in making fair player placements.

If you have any questions please contact the Recreation office at 643-5315 or e-mail

recdept@hanovernh.org

“When all is said and done, it’s not the shots that won the championship that you remember, but the friendships you made along the way” *Author Unknown*