

Provincial Team Selection



1. Policy Objective

The purpose of this policy is to outline the criteria and procedures that the British Columbia Provincial Football Association (BCPFA) will adhere to and undertake to select Male and Female Provincial Teams at any competition deemed to contribute to the high-performance development of each respective team.

2. Policy Statement

It is the policy of the BCPFA to:

- Provide transparency to the selection criteria and procedure that each Head Coach will undertake to select a provincial team
- Provide ample opportunity for all aspiring athletes to be observed in their preferred position by the respective Head Coach or Regional Head Coach;
- Provide constructive feedback to all aspiring athletes and, when possible and appropriate, communicate that feedback to the athletes' coach and parent/guardian;
- Appoint a Head Coach to each provincial team on the basis of holding minimum qualification requirements as outlined in the BCPFA Coaching Pathway and having the skills and experience to oversee a fair and thorough selection procedure.

3. Selection Procedure

The BCPFA Provincial Team Selection Procedure is a three-stage process:

- Stage 1: Regional Identification
 - Regular Season Scouting (Aug to Nov)
 - Championship Scouting (Late Nov/Early Dec)
 - Regional Academy *(February/March)
- Stage 2: Inclusion in Final Evaluation Pool (April)
- Stage 3: Final Team Roster Selection (May)

The athlete is required to attend the BCPFA Regional Academy if they wish to be considered for identification within their region (Stage 1). Identified athletes will be placed in the Final Evaluation Pool roster and invited to attend a centralized event (Stage 2). The athletes performance at the centralized event will play a pivotal role in the selection of the final roster for the respective provincial team (Stage 3).

- A. BCPFA Regional Academies (February and March): Regional Academies are the mandatory entry point for athletes wanting to be selected to a BCPFA Provincial Team regardless of age group. Registration and participation in a BCPFA Regional Academies are open to any eligible athlete who wishes to be considered for selection.
 - i. Regional Academies will be advertised on BCPFA.com, promoted through social media and communicated via the BCPFA newsletter.
 - ii. The Regional Academy program will operate for the months of January and February
 - iii. Regular Season (August to November): Athletes participating in community or high school football may be observed as part of the evaluation process.
 - iv. Provincial Championship Football (Late November/Early December):
 - v. BC High School Football Provincial Championships: Athletes participating in the Secondary Schools football may be observed as part of the evaluation process

vi. BCPFA Club Provincial Championships: Athletes participating in the BCPFA Provincial Championships may be observed as part of the evaluation process.

- B. After completion of the BCPFA's Regional Academy programming, each Head Coach will nominate a squad of up to 40 players to the Provincial Head Coach for inclusion in the Final Evaluation Pool. The BCPFA will post the finalized squad list to the BCPFA website. The BCPFA will subsequently send an invitation to the approved list inviting the athletes to participate in the centralized evaluation event.
- i. If an invited squad athlete cannot attend the centralized evaluation event due to a legitimate reason (e.g. injury, illness, exam), the athlete or the athlete's parent/guardian must notify the Provincial Head Coach of the reason for the intended absence

At the conclusion of the final evaluation event, the Provincial Head Coach will confirm a Provincial Team roster of up to 40 players and 4 non-travelling alternates. The BCPFA will notify all athletes of the Provincial Team within 7 days of finalizing the proposed roster.

4. Selection Criteria

The Provincial Head Coach, will make the Provincial Team selection based on the listed criteria, which will also be a consideration for the nomination of the evaluation events.

- A. **Player Eligibility:** To be eligible for selection, an aspiring athlete must meet the following pre-requisites:
- Be a resident of British Columbia; and
 - Be a member of the BCPFA in good standing; and
 - Be without any outstanding disciplinary suspensions at the time of identification and Team selection.

Additionally, any player wishing to be selected to a Provincial Team that will travel outside Canada must:

- Hold a valid passport with no travel restrictions.

- B. **Player Performance:** Players will be evaluated on their in-play performance and their performance of set drills, speed, skill and strength tests as the drills and tests relate to players' preferred positions – **see Appendix 1.**
- C. **Player Teamwork:** Players will be evaluated on their ability to cooperate and collaborate with fellow players, and their contribution to a positive, respectful and inclusive team environment.
- D. **Player Attitude:** Players will be evaluated on their positive, considerate and appreciative attitude towards the game, officials, coaches, support staff and teammates.
- E. **Positional Requirements:** Players will be evaluated on the required skill set of their preferred positions, as detailed in Appendix 5, and any other position the Head Coach may recommend.

F. Commitment: Players will be evaluated on their attendance to selection camp and overall application to continuous individual and team improvement.

G. Player Injury or Illness: Players adhering to 'return to play' protocol, with injury or illness can still be considered for selection, depending on the nature of the concussion, illness or injury and recovery time. Throughout the selection process, players and/or their parent/guardian are responsible for informing the relevant Head Coach and/ of any previous concussions, concussion symptoms, injury or illness that may hamper the player's performance.

5. Athlete Commitment to Provincial Team

It is the BCPFA's expectation of each athlete selected to a Provincial Team to make the following commitments:

- Adhere to the BCPFA's Code of Conduct at all times;
- Attendance at 75% of the relevant Provincial Team training sessions;
- Attendance at all warm-up games;
- Full attendance for the relevant National Championships;
- Adhere to the Rules of the Game at all times;
- To immediately inform the relevant Head Coach of any and all suspected concussions, injuries or illnesses.

6. Injured/Ill Team Players and Call Up of Alternates

In the event of a Provincial Team player suffering a concussion, becoming injured or ill prior to the National Championships, the relevant Head Coach will evaluate their likely recovery time relevant to the Provincial Team's game schedule.

If the Head Coach deems the player's recovery time insufficient to allow that player to safely return to the Team with respect to the playing schedule, the Head Coach will inform the Provincial Head Coach of the situation.

The Head Coach will select a non-travelling alternate player as a like-for-like replacement based on the Team's positional requirements. The BCPFA will provide written notice to the alternate player selected to join the Team.

In the event of the concussed/injured/ill player having already made payment, the BCPFA will refund these fees (minus any costs already incurred, such as training camp costs).

In the event of the positional requirement of the Team not being met through the non- travelling reserves, the Head Coach may select a reserve player from the evaluation event attendees.

All alternate player call ups will be nominated to the Provincial Head Coach for approval.

7. Appeal Process

A player may appeal their non-inclusion to the Final Evaluation or their non-inclusion to the Provincial Team under the following terms:

- A. Appeal Timing:** Players wishing to appeal a decision have 72 hours from the time at which they received written notice of the selection decision to submit a written appeal to the BCPFA Executive Director via email.
- B. Grounds of Appeal:** Sufficient grounds for appeal include providing evidence of one of the following occurrences:
- Selection procedure was not followed by the decision-maker;
 - A selection decision was influenced by bias (where bias is defined as a lack of neutrality to such an extent that the decision-maker is unable to consider other views);
 - Relevant information was not considered (e.g. injury or illness) or irrelevant information was taken into account by the decision-maker;
 - A decision that was grossly unreasonable was made.
- C. Making an Appeal:** The BCPFA must receive a written appeal via email that details the following information:
- Date the appellant was advised of the decision being appealed;
 - Grounds for the appeal;
 - Detailed reasons for the appeal;
 - All evidence that supports these grounds;
 - Requested remedy or remedies.
- D. Judgment of the Appeal:** The BCPFA Appeals Committee will make judgment on the merits of the appeal brought forward and will endeavor to provide a judgment and, if required, the remedy within 5 working days of the appeal being lodged.

8. Supporting Policies

Internal

- BCPFA Code of Conduct
- BCPFA Coaching Pathway
- BCPFA LTAD Implementation

External

- Football Canada's Player Pathway
- Football Canada's Coaching Pathway

Appendix 1 – Player Evaluation Criteria

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|------------------------|-----------------------------------|---|---|---|--|
| Provincial Team | | | | | |
| Player Name: | | | | | |
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| General Skills | 0 | 1 | 2 | 3 | 4 |
| Communication | No Talking | Talks sometimes | Talks to teammates during the play | Talks during plays, can explain most concepts | Talks to teammates inbetween plays and explains situations |
| Flag Football IQ | None | Basic knowledge of the game | Understands most concepts | Able to see the play as well as adapt during the play | Able to explain concepts as a "coach" |
| Work Ethic | Lazy | Gives just enough effort to play | Tries during the game | Tries to elevate self before, during and after the game | Noticably working harder then other players |
| Coachability | Won't Listen | Listens but shows no interest | Listens and shows interest | Listens, asks questions, trys to soak in knowledge | Listens and adapts to coaching and soaks in knowledge |
| Athletic Ability | Not athletic | Below average player on the field | Average player on the the field | Better then most players on the field | Elite Level Athlete |
| Speed | Struggles to run at pace | Below average player on the field | Average player on the the field | Better then most players on the field | Elite Speed |
| Offense | 0 | 1 | 2 | 3 | 4 |
| Route Running | Doesn't know routes | Knows routes but sloppy | Runs all routes at average ability | Routes are crisp and at full speed | Able to adjust routes as per the defense against them |
| Hands | Drops everything | Struggles to make simple catches | Catches easy passes and some harder | Catches all catchable passes | Makes the catches that are not expected |
| Speed | Noticably slower then others | Slower then most at running patterns | Plays at average pace of play | Able to gain seperation from defense | Noticably faster then most on the field |
| Foot Work | Heavy feet | Has to think about footwork on routes | Right footwork but slower then some | Proper footwork to help get open | Gains speration with footwork alone |
| Offensive IQ | None | Basic knowledge of the offense | Understands most concepts | Able to see the play as well as adapt during the play | Able to explain concepts as a "coach" |
| Body Control | Can's adjust to the ball | Struggles to adjust to the ball | Able to adjust to the ball with no defenders | Adjusts to ball and boxes out defenders | Able to adjust to the ball wether in the air or not |
| Point of Attack | Always lets the ball come to them | Comes back to the ball with no defenders | Will fight with defenders for the ball | Beats defenders at the point of attack for most balls | Will win most balls at high point or with postion |
| Defense | 0 | 1 | 2 | 3 | 4 |
| Defensive IQ | None | Basic knowledge of the defense | Understands most concepts | Able to see the play as well as adapt during the play | Able to explain concepts as a "coach" |
| Man to Man | Can't cover man to man | Can cover basic routes only | Struggles to cover more then basic routes | Can cover most routes | Able to cover all routes including double and triple moves |
| Zone | Doesn't know what it is | Plays man to man instead or zone | Trys to play zone but gets locked in on one guy | Watches the qb and flows well with the defense | Watches the qb, flows with the play and talks during the play |
| Point of Attack | Lets the wr catch the ball | Attacks the ball with no other players around | Makes it hard on the offensive player | Will go up with wrs to make most passes 50/50 | Attacks the ball like an offensive player and high points it |
| Flagging | Can't flag | Gets some flags | Gets most easy flags can struggle in space | Gets all easy flags and most hard flags | Gets most flags and able to corral offensive players |
| Recovery | Doesn't recover when beat | Strugles to catch up after being beat | Can catch some players after being beat | Will catch or flag most after being beat | Has make up speed to catch or flag all players after ebeing beat |