

# 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