



## **Junior Grading Policy and Process**

This policy is written to ensure the consistent delivery of the travel league/premier team grading processes across grades U9 to U12. Grades U13 to U17 will be covered under the youth grading policy.

Grading of players will be conducted in a fair, equitable and transparent manner for all those who choose to put themselves forward.

This policy describes the actors, their role and responsibilities, with regards to the premier teams grading and subsequent team selection. Premier teams play in the Premier divisions within their grade, these divisions are also known as 'Travel Leagues'

### **Pre-season Training**

The club will hold training sessions prior to Grading. These sessions will allow players to become familiar with exercises and drills that will occur in the grading process.

### **Players**

The grading process is used by players to indicate their interest in higher level competitive football. By indicating interest and participating in the grading process the player (and parent(s) are agreeing to the commitments of travel league including longer travel time, additional training and commitment to participate in tournaments.

Players need to:

1. Register as a club member and pay your fees by the date specified. Only those players registered in Comet by the [date specified] by the club will be eligible to attend grading.
2. Advise your grade manager that you wish to take part in grading. This is so you can be put into a grading group.
3. Turn up 15 mins before your allocated time and you will be allocated a number and group for the grading session.

### **Grade Managers**

The grading process helps the assessors to independently assess the skills, knowledge and attitude of the players, enabling for the selection of teams suitable to their level of skill, ability and commitment.

Grade managers need to:

1. Keep a list of players who have indicated interest in grading.
2. Confirm players are all registered. Unregistered players will not be eligible to take part in the grading session.
3. Group players into teams of even numbers. Grading teams are created in a randomized manner.

Use the club grading assessment sheets to allocate players with a bib number and team/bib colour.

4. Set up the administration station before players arrive on the day
5. Ensure each registered player receives a numbered/coloured bib as per the grading assessment sheet.

### **Junior Director of Coaching**

1. Run the preseason training for all players intending to register for the season
2. Arrange a suitable number of assessors that have no relationship to the grade being assessed. This could be senior players or coaches from grades. Last seasons' coaches are not part of the assessor's group.
3. Plan age appropriate drills and small sided games that will showcase the skills and criteria determined on the grading sheet
4. Set up the field and drill stations prior to grading
5. Supply the grading bibs to the grade manager on the day
6. Ensure the assessors are educated in what is expected when writing assessment scores and comments.

### **Assessors**

1. View as many players as possible during the grading sessions
2. Provide honest assessment of as many players as possible.
3. Provide a ranking for each player, as per the assessment sheet.
4. Provide comments/reasons for good characteristics or areas of improvement.  
*Comments are valuable to ensure those players who do not receive a lot of ball and don't have the opportunity to tick the boxes for the skills, are equally assessed for their contribution to the game.*  
*Please be aware your comments may be shown to parents of players in cases of selection disputes – so keep them positive and professional.*

### **Parents**

1. Stand back, - please stay out of the grading area.
2. Please don't coach your children during the grading session – *We want to see what your kids know, not what you know.*
3. Please don't shout – it's not the EPL or the A-league,  
*We want to see your kids enjoying the grading challenge, learning and gaining confidence from the experience.*
4. Relax and enjoy the football  
*Please feel free to ask our committee/grade representatives any questions in relation to the grading.*

### **Team Selection**

1. Grading assessment sheets will be collected by a junior committee member who has no association with the grade. They will collate the grading results and advise the grade manager(s) of a player's graded rank. If required they will seek clarification from assessors and the junior director of coaching.
2. If players can't be separated by ranking then they will discuss options with the junior director of coaching, the junior captain and grade manager(s). If it is felt that extra grading sessions are required, this will be arranged with the grade manager.

3. If a grade wishes to run their premier teams as one squad, then a squad will be announced. Grade managers and coaches will confirm the team selection process with the junior committee and then advise the parents.
4. Once the premier teams are selected, all remaining players within the grade will be allocated to teams by the grade manager. The player will be placed in a team based on a mixture of ability and other players that they have played with previously.
5. All parents/ caregivers will be notified by the grade manager(s), informing them of the team their player has been named in.
6. The grade manager is the final arbiters of any non-travel league team selection disputes.
7. Players (or parents of players) may request access to their own grading assessment. Release of the player's private information will be at the discretion of the grade manager. Parents will NOT have access to unrelated players private information.
8. After team selection, the grade managers will call for volunteers to coach teams
9. Coaches will need to obtain the appropriate level NZF coaching course for the team they are coaching. This will generally be a Junior Level 2 or above for premier teams and Level 1 for social teams
10. All coaches are also required to complete a police check

### **Junior committee**

1. Review the policy every 12 months, and prior to the beginning of season
2. Review the documented grading process for junior members prior to the beginning of each season.
3. Set dates for club registration and grading registration prior to the beginning of season
4. Set dates for gradings prior to the beginning of season
5. Ensure a minimum of two grading sessions are held for each grade
6. Ensure grading and assessment process is transparent and consistent across all grades by adhering to this policy.
7. Review the assessment criteria are fit for purpose at the beginning of each season to ensure the club is still looking for the same things as previous season.
8. Ensure assessment criteria is available
9. Amend the process where required, publish to the website and distribute to all who intend to partake in grading via grade managers communications.

## General guidelines for the committee for what to look for in UHCF players

There are four main components to look for from players:

**Technical competency (CORE):** The ability to perform basic skills under pressure. Are they comfortable with both feet? Can they control the ball with ease and into space? Can they run, dribble, and beat opponents? Can they pass using various styles and ranges? Can they tackle? Do they have a good kicking technique?

**Game Intelligence:** Does the player recognise opportunities in the game? Space to play or move into? Where teammates are in relation to them, the ball and the opponent? When the ball will be played? Ability to read cues from players such as eye contact, moment and reading opposition? Do they see to be in the right place at the right time? Do they recognise when to pass and when to run with the ball?

**Physical capacity** – speed, agility, strength, endurance. Are they quick, are they balanced and agile?

**Attitude:** Does the player lead by their actions, work hard throughout the session, encourage others, compete for the ball, and continue to want the ball at the various stages of practice/game?

**Coachability:** - Does the player listen to instruction and direction in a positive way and show a willingness to learn and improve.

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