



Beaumaris Soccer Club

- Player Ability Assessment (PAA) & Team Formation Policy

Club Philosophy

Beaumaris Soccer Club's (BSC) philosophy is to provide a playing and coaching environment to optimally develop each player's and team's soccer skills, in a safe and fun way. BSC aims to cater for all player abilities, in an outstanding way, within the natural limitations of annual membership caps.

Policy Objective

BSC is a member of the Football Federation of Victoria (FFV). The FFV's philosophy is to provide competition for players of all abilities which allows development, fun and enjoyment. This aligns with BSC's philosophy. Further, the FFV has designed a system of Junior Football team league tables with the aim of creating leagues of like-skilled teams, to optimize development of skills for individual players and their team.

BSC will implement a player ability assessment (PAA) system to achieve:

- 1. identification of each player's strengths and development areas to create optimal opportunities (teams, coaching, skills focus) for each player; and**
- 2. creation of like-skilled teams for competitive matches.**

The PAA process is not a means to select players for, or exclude players from, BSC's membership.

Player Ability Assessment (PAA) Process

Player ability assessment (PAA) is a system of identifying each player's strengths and needs, with the aim of placing him or her with a like-skilled set of players and appropriate coaches, for matches against like-skilled teams. This maximizes the player's opportunities for development, both as an individual and as part of a team.

A PAA will be conducted at the end and start of each season. The PAA is an objective process implemented by experienced BSC coaches. The PAA measures each player's skills in four domains:

- technical
- physical
- tactical, and
- soccer ethic.

Each player is assessed in these four skill domains and an overall PAA score (maximum 20 points) is determined. More information about these skill domains is in Appendix A. These scores are confidential to the coaching staff, team managers and age group coordinators. Parents and members are welcome to discuss their PAA results with their team coach at any time.



Beumaris Soccer Club

- Player Ability Assessment (PAA) & Team Formation Policy

While players are assessed against expected skills appropriate for their age, their ability assessment and subsequent team placement will be a direct reflection of their skills, which may be higher or lower than expected for their age. That is to say, while infrequent, players may be placed with younger or older age groups. While maintaining friendship groups reflected by their age group is a key consideration, it is the player's skill level, not age, which will be the overriding determinant of ability assessment. These decisions will be made mindful of any FFV guidelines eg u12 players cannot play down age group, given difference in full to small sided football format.

While it is not preferred, during the season players may be moved to higher or lower skill teams depending on the player's performance, commitment, training attendance and availability.

FFV League Structures & BSC Season's Teams Formation

The FFV League Structures by age group are depicted below. (The number in brackets beside each team type is BSC's target number of teams for the 2012 season.)

	<i>Team Formation Notes* (see below)</i>	<u>Higher Skilled (older/stronger)</u>	<u>Medium Skilled</u>	<u>Lower Skilled (younger/weaker)</u>
<u>Full Teams (11 a side)</u> <i>(League ladders & scores recorded by FFV)</i>				
u16	1	A (x1)	B	C
u13 –u15	1	A (x2 in u15; X1 in u13&u14)	B (x1)	C (x1)
u12	1	Kangaroos	Wallabies	Joeys
<u>Small-Sided Football (9 a side)</u> <i>(League levels & scores not recorded by FFV)</i>				
u11	1	Kangaroos (x2)	<i>No FFV Category</i>	Joeys
u10	1	Kangaroos (x2)	<i>No FFV Category</i>	Joeys
u8 & u9 (mixed age playing group)	2	Kangaroos (x3) <i>(likely to be u9s)</i>	<i>No FFV Category</i>	Joeys <i>(likely to be u8s)</i>
u7 & GoalKick	3	n/a – no formal player ability assessment		



Beumaris Soccer Club

- Player Ability Assessment (PAA) & Team Formation Policy

*Team Formation Notes

The FFV guides that it is at each club's discretion to stream players into Kangaroos and Joeys divisions for the 9-12 age groups. BSC has decided to create Kangaroos and Joeys teams from u8s onwards, as it is in keeping with the club's philosophy to optimally develop players' and teams' skills.

- 1. Teams from age group u10s and upwards** are formed by the Head Coach using PAA results as the primary and most significant determinant, with the objective of creating like-ability teams within each of the higher/medium/lower skill levels. As a secondary consideration, friendship groups will then be accommodated if appropriate and possible. The relevant Age Group Coordinator is responsible for assisting the Head Coach with understanding of friendship groups for this secondary determination. This PAA approach to team formation is appropriate for these age groups, as FFV start recording player and team results from u11s and competitive match play between clubs and teams starts from u10s.
- 2. u8s & u9s teams** are formed considering in equal priority the PAA results and friendship groups in the teams. Parents can nominate two friends for their child to be placed with. (This is to be nominated on the registration form at the time of registration). It is the Club's aim to place each child in the same team with at least one of their nominated friends. The relevant Age Group Coordinator is responsible for assisting the Head Coach with this process and understanding of friendship groups.
- 3. For our u7s & GoalKick teams**, the priority is players having fun and learning. Goalkick is not divided into team format. For u7s, players will be placed in teams with friends where possible. Parents of u7's can nominate two friends for their child to be placed with. (This is to be nominated on the registration form at the time of registration). The Age Group Coordinator forms these teams using this understanding of friendship groups. No specific consideration is given to player skills, thus no PAA is undertaken at this level.

The FFV maintains the Optus Small Sided Football guidelines on their website. In case of any conflict, the FFV rules will take precedence over the Club's Policy.

The like ability teams objective does not distinguish between boy and girl players ie skill levels, not gender, determines team formation. Single sex teams tend to be implemented from u12 upwards; there is no FFV rule on this.

The FFV do not tend to provide for single sex teams in younger age leagues. Where female players prefer to play in girl-only teams, historically coaches have organized to play within a local Bayside league.

Kangaroo & Joey Division Squads – Balanced Team Skills within each Division

BSC's intention is to treat multiple teams within each Kangaroo or Joey division as a squad. There should be no skill difference between each of the teams within a Kangaroos (A), Wallabies (B) or Joey (C) squad; all teams within a squad should have a similar total PAA score.



Beumaris Soccer Club

- Player Ability Assessment (PAA) & Team Formation Policy

To encourage the squad concept, if for example there are two Kangaroo teams in one age group, while players will stay in their teams for matches against other clubs and some team training events, coaches should seek opportunities to have the two teams train together where possible.

This approach will help ensure consistent development of skills between teams within a division, which should always be equally skilled. It will also support development of a sense of friendship and unity across the teams, which in turn supports changing team memberships as players move up through age groups each year.

Coaching Philosophy

A key benefit of the PAA process is to give the Club at start of season a preview into players' strengths and development areas and thus align coaches appropriately to teams.

The Club aims to strengthen its Coaching resource across all age groups and divisions,. The Club is heavily reliant on parents who are volunteer coaches; volunteer coach parents will automatically be aligned with their child's team. Where teams require hired coaches, typically stronger coaches will be aligned with stronger teams. Teams with hired coaches will need to contribute directly to fund these roles.

Team Formation for Special Competitions

From time to time, BSC participates in a range of inter-club, interstate and even international soccer competitions. Examples are the Castlefield Cup and the Keilor Cup.

Selection of BSC's teams for these events may be based on different criteria, which may vary depending on the event. For example, tournaments are usually a strictly age-driven event. The principles of team formation for these events will be transparent and clearly communicated to members and parents.

While it may not be that every player who applies is selected, it is important for players to feel that they had the opportunity to be selected, understand which skills they need to improve if they were not selected and receive this feedback in a constructive and supportive manner.

Policy Queries & Comments

This Policy was provisionally developed in August 2011 and distributed to all members for comment in September 2011. Minor changes were made in response to member suggestions.

This Policy was adopted as final at BSC's Annual General meeting on 19 October 2012.

Any queries or comment regarding the Policy should be submitted to teamform@beumarissc.com.au.

General or other queries or comment should be directed to info@beumarissc.com.au.



Beumaris Soccer Club

- Player Ability Assessment (PAA) & Team Formation Policy

APPENDIX A - Player Ability Assessment (PAA) Skills

The Player Ability Assessment measures each player's skills in four domains:

<u>Skill Domain</u>	<u>Key Measures</u>
technical	eg dribbling, ball control, first touch, passing, shooting, tackling
physical	eg fitness, strength
tactical	eg cognitive development, game sense, expression & creativity
soccer ethic	Eg commitment, sportsmanship, effort & attitude, concentration

The maximum score is 20 points (5 points per domain). Skills are assessed against expected performance within the age group that the player is playing that season. So, for example, most Kangaroo players will have higher scores than most Joey players.

Over time, the Club intends to develop mechanisms to ensure consistency of scoring within age groups. The Club requires volunteers with solid soccer skills to develop this with the Head Coach.



Beumaris Soccer Club

- Player Ability Assessment (PAA) & Team Formation Policy

APPENDIX B - Key Dates re Player Ability Assessments & 2012 Season Teams Formation

Date	Objective
2011	
Monday 29th August	Website & email publication to all members to communicate the proposed Player Ability Assessment & Team Formation Policy for 2012 season. Invite member and parent comment; adjust Policy as appropriate before finalising. Set up Parent evening to communicate vision and receive and discuss feedback.
Monday 29th August	Distribute template for Junior coaches/team managers to supply end of season PAA for each player in their team. Applies to all teams u8's through u16's.
Monday 12th Sept	Coaches/ Team Managers to supply end of season PAA to Head Coach at teamform@beumarissc.com.au
Wednesday 14th Sept	Parent Evening to communicate Junior Football vision and philosophy. Also to receive and discuss feedback on draft Player Ability Assessment & Team Formation Policy.
Mon 10th Oct	Age Group Coordinators meeting with Head Coach to discuss draft teams, coaching needs and any other points for consideration (eg improvements to PAA process).
BSC AGM - 19 Oct	BSC Committee to finalise and adopt Player Ability Assessment & Team Formation Policy.
2012	
	See BSC website for 2012 Key Dates



Beumaris Soccer Club
- Player Ability Assessment (PAA) & Team Formation Policy

APPENDIX C - References

1. FFA National Curriculum

BSC's Junior Football follows guidance from the FFA National Curriculum. In summary the National Curriculum provides a consistent, coordinated national Talent Development and Identification Program for football in Australia that aims to achieve a major improvement in the quality and performance of players, coaches and team. The curriculum can be viewed at <http://www.footballaustralia.com.au/site/content/document/00001254-source.pdf>.

2. Optus Small Sided Football ("SSF") for u6s-11's

Optus SSF is a modified version of soccer, designed to meet the needs of players aged 5 - 11. The smaller sized fields, with fewer numbers of players per team, encourages more touches on the ball and opportunities for more goals to be scored.

<http://www.footballfedvic.com.au/content.aspx?file=7250|20498k>

www.smallsidedfootball.com.au

[Under 7 Guidelines - 2011](#)

[Under 9 Guidelines - 2011](#)

[Under 10 Guidelines - 2011](#)

[Under 11 Guidelines - 2011](#)

3. FFA Skill Acquisition Program ("for identified players at the critical ages of 9 to 12")

<http://www.footballfedvic.com.au/content.aspx?file=7250|22062g>