



Hillsborough Youth Athletic Association (HYAA)

Team Formation and Draft Process

The following document outlines, by division, the manner in which registered players are assigned to teams. It is intended that this document serve the HYAA player agent & commissioners as a guideline for how to assemble teams. Consideration has been made to focus on parity in all divisions, but provide flexibility in some divisions to allow for coach volunteers to make requests to work together. The team formation and draft process is as follows:

T-Ball / Machine Pitch 30

No physical player evaluations will be conducted at this level. At the end of each season, coaches will be asked to complete a player evaluation (based on the rubric in section A). This evaluation will be used from season to season in order to enable the Commissioner to evenly divide skill level across teams. Commissioners will begin team assignment by providing each team 1 manager and 2 assistant coaches. The Commissioner can balance coaches based on several criteria as needed - baseball knowledge, requests for coaching pairings, attached player skill set and ultimately what is best for the league. T-ball & Machine Pitch 30 will sort players by skill set and have teams reviewed by an independent oversight committee consisting of volunteers with players not in that division.

Rookie, Exchange, Schley & Diamonds Baseball & 6-8, 9-10 & 11-12 Softball

These divisions require a pre-season player evaluation (spring only) conducted by the league commissioner which is then followed by a draft. The following are the guidelines for conducting the evaluation and draft.

Evaluation

- The evaluation will be held 4-5 weeks before the start of practice and will permit the division coaches to help with executing the draft, but not be allowed to provide scores or ratings for any player in the division he/she is coaching. The ratings and scoring must be performed by other league personnel or volunteers not related to the division.
- Each player will be evaluated on hitting, fielding (infield & outfield), pitching and catching (if desired). Players will be scored using the Rubric in section A.
- Efforts will be made to evaluate all players on the same day, but subsequent evaluation sessions may be required for absences, late registrations or weather delays.

Draft

- The draft will be conducted by the HYAA Player Agent and will be attended by an additional league official to assist and oversee the draft.
- The draft will be attended by the team manager or assigned assistant coach. Both may be allowed to attend if there is available space in the draft room.

- The player scores are tabulated in a spreadsheet in a couple of different levels. Players are ranked by overall skill set with the pitching and catching scores removed from the calculations, but visible to the coaches during the draft process. The available pool of players to choose from for each draft pick will equal the number of teams in the draft. In divisions with number of teams less than 6 an additional 2 players will be added to the available pool of players per pick.
- Player registration will be closed prior to the draft will all players available in the draft. Players must be drafted to a team, and cannot be added to a team post draft.
- Draft order will be determined by selecting numbers randomly before the draft begins.
- Teams will consist of a minimum of 10 players and a maximum 13 players per team.
- Teams will draft players in the drawn draft order with the order reversing after each round. (eg. 10 teams -- first round is team 1 through 10, second round is team 10 through 1, third round is team 1 through 10...)
- A team manager may select or be assigned 1 (2 for 8U Baseball only) assistant coach (including that coach's child) for his/her team prior to the draft. Additional coaching help will be obtained through the draft process. Children of the designated manager and assistant coach must be selected in the rounds that correspond to their evaluation ranking. However it is not a mandatory selection if the player is within the available pool of players but doesn't fall in the corresponding round for their evaluation. (IE... 10 team league, pick 6 can choose another player for their first round pick even if their child is rated 14th and in the available pool of players to select from. The coach must select their child in the 2nd round as the evaluation of 14th falls in the 11-20 draft pick range.) These selections are the only team pick for that particular round. Teams may have two picks in a single round (team loses pick for following round) if the players of coaches working together evaluated to the same round. Coaches (manager and assistant) will be strongly discouraged from working together if players attached to those volunteers have evaluated as 2 of the top 5 players (or 3 in the top 10 for 8u only which will not be allowed) overall. However, if the coaches further insist that they want to work together, then that team will be automatically assigned the last pick (e.g. of 10 teams, they automatically draw slot 10). This means that the first and second round picks are automatic and the team will not pick again until the last selection in the 3rd round (followed by the first selection in the 4th round). This position carries through the entire draft process. This rule also applies to a coach that has 2 players (as siblings) that evaluated in the top 5.
- In order to further balance the draft when the player per team count is uneven, the HYAA player agent will identify 'X' number of players from the dead middle of the evaluation scores to be drafted by the last 'X' teams. 'X' is identified as the remaining number of players from an uneven distribution of players. (e.g. 115 players across 10 teams – form five 11-player teams with 5 players pulled out of the middle to be drafted by teams selecting in slots 6-10 (thus forming five 12-player teams)). This is intended to provide those 'X' teams with an “average” player as their 12th instead of an additional lower-rated player. Therefore, this rule should prevent a team from being “penalized” for having an additional player.
- The HYAA player agent will include a column on the draft evaluation board that identifies legitimate transportation issues to link players together, parents interested in being an assistant coach and sponsorship ties to certain players. All of these could have an impact on a coach's willingness or desire to select a player.
- Teams will not be allowed to execute trades after the draft except in the cases where the HYAA player agent has specific information regarding prior player/coach conflicts.
- During the draft process, the HYAA player agent and league representative will attempt to monitor the draft selections and encourage coaches to select an even mix of ages.

Post-Season

- At the end of each season, coaches will be asked to complete a player evaluation (based on the rubric in section A). The post-season evaluation will be provided as ancillary data in the following year's draft process.
- Additionally, commissioners from each age group will attempt to gather a set of coaches to review the evaluations for thoroughness and consistency across all teams. The intent will be to correct any obvious under or over-scoring for players

Section A - Evaluation Rubric

This rubric is intended to apply to pre-season player evaluations and post-season coach evaluations for all age groups. Players are scored from .5 (low skill) to 5 (highly skilled) on hitting, throwing, catching, fielding and "coachability". Coaches will be asked to rate players on the 0.5-point system as HYAA recognizes that players may be between whole numbers and scoring on the 0.5-point system will also improve the specificity of the total scoring. The Commissioners in the T-Ball and Pre T-Ball divisions shall use these scores to create teams with parity as the utmost priority. The rubric is as follows –

	5 or 4.5	4 or 3.5	3 or 2.5	2 or 1.5	1 or .5
Hitting	Solid contact, form and strength, ball flies into outfield and to fence with ease	Solid contact and form, needs strength, can produce hard ground ball or soft fly	Average rate of contact, average form, produces moderate ground balls	Average rate of contact, poor form, produces gentle ground balls	Poor form, rarely makes contact
Throwing	Strong, accurate throw from SS to 1B	Strong, accurate throw from 2B to 1B	Moderate arm strength from 2B to 1B, moderate form	Moderate form, little arm strength	Poor form, little arm strength
Catching	Catches fingers up and has little trouble with fly balls, steps toward ball	Catches fingers up, not 100% on fly balls	Moves glove to ball, still basket catching some, but not afraid	Moves glove to area of the ball, possible basket catch, may turn head	Poor form, rarely gets glove close to ball, often afraid of the ball head
Fielding	Fields all ground balls with clean and proper fielding technique	Stops almost all ground balls, but not always fielded cleanly	Stops ground balls if softly hit, but may be slightly afraid to move in front of ball	Moves in the direction of a ground ball, but lacks the mechanics to stop it	Unable to move to a ground ball and struggles with even the softest of hits
“Coachability” (only in post-season evals)	Engaged in practice and games, listens to instruction and applies to become better	Engaged in practice and games, has trouble converting instruction into physical improvement	Can be distracted, but does not cause distraction and can apply instruction when engaged and listening	Can be distracted or cause distraction, follows direction when provided	Often distracted by others and causes distractions, does not follow direction
Pitching (only pre-season evals)	Pitches with great accuracy and above average velocity. Has excellent mechanics and can “mix-up” pitches.	Pitches with great accuracy and good velocity. Has good mechanics.	Pitches with good velocity, but has questionable control. Mechanics need work.	Pitches with moderate accuracy and demonstrates average velocity.	Pitches with limited accuracy and little velocity.
Catching Behind Home Plate (only pre-season evals)	Mechanically correct in squat position and blocks poor pitches well. Demonstrates great side-to-side range.	Mechanically correct in squat position, but has average range from side-to-side.	Average form and able to protect him/herself. Catches most thrown strikes.	Below average form and catches some thrown strikes.	Unable to properly protect him/herself and demonstrates limited ability to catch strikes.