

Gloucester's CAP Program (Comprehensive Assessment Program)

We have heard the complaints for years about soccer “try-outs”, many of which are legitimate. How can a Club, a Club Head Coach or a team coach make intelligent decisions in the selection of age group players using a process whereby masses of players converge for brief time periods to “scrimmage” for an hour? Simply put, despite the best of intentions by all, they cannot!

As such, going forward the Gloucester Hornets Soccer Club will engage in an ongoing, sustainable evaluation process in the selection of its players. Comprehensive feedback has been (and will continue to be) gathered at each age group with the help of as many coaches "in the know" at each developmental level. Players will be assessed at distinctive developmental levels and will be moved up or down over the course of their playing careers as they develop or have other player's development surpass them.

In that regard, the following factors will be used going forward in the selection of players for our competitive teams at Gloucester:

- A player's performance in past seasons (both summer and winter)
- Summer assessments – with feedback provided to the player along the way
- Fall Assessments – also to be used for the purposes of placement in indoor programs
- Winter and Spring Assessments which will include technical and physical testing
- Continuous in-season scouting by Staff coaches and the Club Head Coach
- Evaluation/Assessments Camps
- Assessment criteria will include a myriad of factors, including the player's
 - Technical Abilities
 - Physical Abilities
 - Developmental Age
 - Commitment/Focus
 - On field awareness (“Vision”)
 - Other intangibles (leadership, drive, heart)

In light of the above, the upcoming “tryouts” should be viewed by all as only a part of the overall assessment process.

New Players to Gloucester

Needless to say, players new to the Club will, by default, have more weight put on the initial impressions that they make upon the coaches in the winter/spring assessment. However, should a player have a reference from a former coach that he or she would like to bring forward as part of the overall process, we would welcome that information. Also in that regard, should an age group coach be given the opportunity to see the player play (or train) in advance of the winter/spring session (e.g. school soccer), that will also help us in terms of gathering as much insight as possible to help make the right placement for that player.

Winter/Spring Assessment Protocol

Please take note of the following in advance of registering your athlete or having him or her show up to an assessment session:

Playing Up

- As a general rule, Gloucester Hornets players will play at their own age group. As such, all players must register and try out in their own age group.
- Once registered, where the coaching staff in consultation with the Club Head Coach deems a player's "developmental age" to be in advance of their chronological age, the player's parents may be asked to consider having that player play "up" for that year.
- Any individual that is seeking to play outside of his or her age group must contact the Club Head Coach and be prepared to discuss the reasons why they are seeking the exception to the general guideline.

Thereafter, the Club Head Coach, together with the coaches at both age groups, will address the matter and a decision will be reached that everyone involved feels is in the best interests of the player from a developmental perspective.

- "Grand fathering" a player who has been playing out of his or her own age group for one or more years will be taken into consideration, but will not be automatic. Once again, our philosophy dictates that all players will be placed on teams that are at their developmentally appropriate level.
- Finally, occasionally at older age groups (where developmental levels are not as varied) the Club, in discussion with the player and coaches involved, may opt for a combined aged group.

Which session do I go to?

- Please note that our goal is to place each player where we feel they will best develop and, more importantly, best enjoy their competitive soccer experience. We also believe that it serves no purpose to mesh 50 or 60 players of various abilities in one session. As such, based on all of the assessment data we have gathered to date, we will be holding most assessment sessions in a Tiered format, namely Tier 2 and Tier 1, with Tier 1 being the higher level.
- Players will be informed as to which initial tier they have been placed in for the winter/spring assessments. **Please do not show up for a session you have not been asked to come to as we will not be in a position to assess the player at that time.**

- If you are new to the Gloucester Hornets, please follow this general guideline (unless you have been told otherwise)
 - If you played last year at the highest level for your age group (Regional, or premiere at ages U11 and below) please come to the Tier 1 sessions.
 - All other players should initially come to the Tier 2 session.
 - Please note that a player may be asked to stay for the Tier 1 session (which fall after Tier 2 sessions) if the coaches feel they should be looked at with the higher group.

What if I cannot make a session?

If a conflict or illness prohibits a player from making a session please give the Age group lead as much notice as possible. Again, given that we are going to a year round process, one missed session should not have as much of a detrimental effect as in a “one off” tryout process.

With that said, if a multi-sport athlete has not been assessed in some time and may miss a scheduled tryout due to a conflict we will do our best to assess him or her with another age group (although we simply cannot guarantee that we can do that in every case).

What is being assessed?

Although our assessment format will vary slightly amongst different age groups and tiers, for the most part the winter/spring assessments will be broken down as follows:

1. Session 1 – Technical/Physical Assessment
2. Small Sided Games Assessments
3. Further sessions will be added where necessary.

Assessment Day Protocol

- Please come a minimum of 30 minutes early for your session as there is a great deal of organizing to do in order for our coaches to use their allocated assessment time
- Wear a white shirt, bring plenty of water, and have a fully inflated ball with you.
- Please do not bring any bags on the sidelines as we need our entire space
- Under no circumstances are parents allowed to stand on the sidelines or on the east side of the Dome. Should you choose to stay and quietly support your child, we would respectfully request that you stay on the west side of the Dome (closest to the Queensway)
- We would also request that coaches and assessors not be approached for any reason at these sessions with regard to feedback or placement questions.

What if I have a question not addressed here or on the GSA Website?

Should you have any questions or concerns that we have not answered, I would welcome an email and will undertake to get back to you as soon as possible. I can be reached at mlanos@rogers.com

See you out on the pitch

A handwritten signature in black ink, appearing to read 'ML' with a long horizontal line extending to the right.

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May the pressure to win at all costs be surpassed by a passion and purpose to develop the "Complete Player" at all costs.