



2023 TWINS RBI ALL-STAR PROGRAM!

The Player and their Parent(s) must sign this agreement indicating that they have read and understood its contents.

PLAYERS:

- I understand that the RBI All-Star program is for the committed ballplayer. And if I make the All-Star team, I understand that I have committed to the Minnesota Twins and my All-Star team for the entire season.
- I understand that I am not an expert in baseball/softball and am here to learn how to become a better player. I realize that my coach knows more than I do about the game and that they will coach me in the way they feel most beneficial. I will strive to have a coachable and approachable spirit and an open mind to new drills and methods, and I will be willing to play any position needed on the team.
- I understand that I am required to represent the Minnesota Twins, Major League Baseball, the cities of Minneapolis, and St. Paul with the utmost respect, integrity, and pride.
- If I make an All-Star team, I understand that I must contact my coach ahead of time if I am going to be late or absent from practices. Absences will only be allowed for *lifetime events* like weddings, funerals, etc.
- If I make an All-Star team, I understand that I must abide by the rules established for practices, scrimmages, and tournament facilities, both locally and in other cities.
- If I make an All-Star team, I understand that I must immediately report all physical injuries or illnesses to my coach. This communication will allow them to discuss with my parents and decide whether I can continue with practice or All-Star tournament play.
- I understand that in the Twins RBI Baseball/Softball Program, there is no place for racial slurs, thoughts, or disparaging comments of any kind. I will treat my teammates and opposing team players with respect and kindness.
- Twins RBI All-Star program has a ZERO TOLERANCE POLICY for drinking, tobacco use, and drug use at any practices or tournaments. Violation of this policy will be grounds for dismissal.

TRYOUT PROCESS:

Tryouts can be stressful for many, so we strive to continue to improve our process. Ultimately, you must trust our system and our coaches to make decisions that are most beneficial to the integrity of our program and the well-rounded development of selected players. Players must try out within their age cohort or their current league division. Athletes that come to the wrong session will have to wait until their session begins. Players must attend both tryout dates to be eligible for an All-Star roster. Please understand, that the Twins RBI All-Star program is not simply looking to fill rosters. We are looking for RBI athletes committed to the game and who want to work hard. Twins RBI will not engage in conversations with players/parents about the placement of other players.

TRYOUT ATTENDANCE:

Players must attend all tryout sessions unless a valid excuse is approved in advance through the Minnesota Twins Front Office Staff (contacts below). Players should attend the tryout session assigned to their current age division. If your player requires any special accommodations for tryouts, please alert Twins Staff before the first tryout session at Kobiallen@twinsbaseball.com and Chelseyfalzone@twinsbaseball.com.

Team placement for players who are ill, injured, or otherwise unavailable for evaluation will be handled by the Evaluation Staff as described below. Note that former All-Star players that do not participate in tryouts, regardless of the reason, will not be automatically added to any roster or the roster of the older division without a valid explanation.

- Injured Player: If a player is injured and unable to participate in the tryout sessions, a medical note or visual inspection by the Evaluation Staff will be required. The team placement for a player injured for a portion of the tryouts, but then participates in any of the remaining tryout program, will be based upon the completed tryout results and the analysis of past coach reviews. In case of a partial injury that limits the ability to perform specific skills (e.g., an injured arm and cannot throw), a player is expected to participate in tryouts to their fullest extent possible. Their evaluation will depend on the skills they can demonstrate and feedback from their coach in the prior year. Universally, an injury evidenced by a medical note must precede a clearance note from the doctor before a player can participate in any RBI activities.
- Ill Player: If a player is ill on the scheduled day of the tryout, every effort should be made to notify the Evaluation Staff or Twins Staff with a thorough explanation of the illness. An athlete who was ill for a portion of the tryouts, but then participates in the other tryout sessions, will have team placement based on the completed tryout results. Universally, an illness evidenced by a medical note, at-home test for COVID-19, or observation of symptoms, must precede a clearance note from the doctor before a player can participate in any RBI activities.
- Unable to Attend Tryouts: If a player cannot make a scheduled tryout due to circumstances unrelated to injury or sickness, every effort should be made to notify the Twins representatives and schedule an alternative date for an evaluation and/or discussion of baseball ability, if available. Exceptions to the Attendance Requirement will be granted in rare and extenuating circumstances.

EVALUATORS:

- Evaluations are conducted by experienced Twins Staff. Every effort is made to ensure that the same evaluator grades all sessions for the same program and skill throughout the process. Twins Front Office members coordinate grading sessions, and drills may be supported by Twins clinicians.
- Coaches **not assigned** by Twins for tryouts are there to observe and make notes about what they may see in a specific player. This opportunity allows prospective RBI head coaches to watch the players. Prospective coaches cannot interact or communicate with any athlete or evaluator during tryout sessions.

GRADING PROCESS:

Grades are based on baseball/softball mechanics, performance, and athleticism in drills that include: infield, outfield, and hitting. Additionally, evaluators will review communication, attitude, preparedness, and positioning within the situational session.

- Players check in to each tryout session and receive an assigned numbered bib; therefore, player names are undisclosed to the evaluators.
- Players may be evaluated on their situational play. In situational play drills, players will be allowed to choose their position but may play others. Baseball/Softball instinct is not position-specific. A player may need to play a different position or multiple positions to get the best possible sense of capability. It is also important to note that a player does not have to have a ball hit to them to judge their situational ability. Movement and what they do without the ball through communication and on-field positioning will be analyzed.
- Grading results compile all sessions for each athlete. Players are assigned a General Skills score as the averages of each skill group (e.g., hitting, infield and outfield) are added together. Since not all players are pitchers or catchers, pitching and catching scores are reviewed separately and are viewed as supplemental information in team selection but do not change player ranking from tryouts. Given that youth players grow and develop at different rates over time, prior playing levels or teams may not influence current season placement.
- Grading players during tryouts is not a perfect science. Tryout grades are only a reflection of performance on that day. Players will be selected for the RBI All-Star team based upon tryout grades, team composition considerations, previously displayed commitment levels, and prior season evaluations. Please keep in

mind that the evaluators are doing their best to evaluate players on their current skills. The Twins goal is to have every athlete have fun and be successful while playing the game of baseball/softball.

- The Twins continuously evaluate our tryout system to ensure the best use of industry-standard practices. Please accept and support your player's skills for what they are today and work hard with them to continually improve.

TEAM SELECTION PROCESS:

Players are assigned to a team based on age and performance level as determined by the Evaluation Staff. **All decisions by the committee are final, and all team rosters are final once posted.** Players trying out for the All-Star program not placed on a team may try out again next year.

PARENT ACKNOWLEDGEMENTS:

- We realize that the Twins RBI-All Star program has a ZERO TOLERANCE POLICY for underage drinking, tobacco use, and drug use of any kind. Your child's use of such will result in their dismissal from the Twins RBI All-Star program.
- As parents, we will be positive and refrain from any public outbursts that could be detrimental to the Twins RBI brand, our daughter, our son, any teammates, other players, parents, spectators, coaches, and our community. We will professionally handle all complaints; furthermore, at no time will we allow a coach to be verbally or physically attacked.
- As parents, we realize we are not to coach our child/children during practice or play. The athlete needs to focus on what their coaches are instructing without dealing with distractions from spectators.
- We understand that only the head coach may question an official.
- If you do not agree with the coaching methods or style of coaching in the Twins RBI All-Star program, you may withdraw your daughter/son at any time.

PRACTICE & TOURNAMENT REQUIREMENTS (If selected as a Twins RBI All-Star):

Please understand that practice is where players receive the most instruction and repetition. Tournament play is only a supplement to participating and improving as a player within the RBI All-Star program.

- All practices and RBI tournaments are mandatory.
- **You must be willing and able to attend the RBI Central Regional Tournament in Chicago, Illinois, July 13-16, 2023. All travel will be coordinated and funded by the Minnesota Twins.**
- Other sports, school activities, parties or events, etc., are not acceptable excuses to miss the RBI All-Star tournament. It is the responsibility of the members to check the summer RBI All-Star schedule before scheduling family vacations or trips.
- If a player was on a specific level team last year, this does not guarantee they will be on the same team or the older division again this year. Talent from year-to-year changes; therefore, we have an established process to give every player a fair evaluation.
- We will offer fair (not necessarily equal) playing time to athletes.
- If you decide that your schedule has too many conflicts, you should consider whether you have time to dedicate to one of our All-Star teams. We are looking for committed players.
- We expect our players to arrive at least 10-15 minutes early to be prepared for the beginning of practice.

TWINS RBI ALL-STAR GRIEVANCE POLICY:

The following grievance policy intends to explain the procedure for correctly filing a grievance. Families who are not comfortable with the below procedure should consider joining another baseball/softball program.

- Twins RBI Staff and the Evaluation Staff will not allow ANY contact/discussion with a coach until 24 hours after the final game of a tournament.
- Parents who demonstrate negative and argumentative attitudes toward a coach will not be permitted to engage in discussion with Staff.
- In the event of a disagreement or misunderstanding about player placement, happenings on the field, or roster activity, the athlete should talk to the Evaluation Staff first and foremost.

- If the matter remains unsolved or if the athlete has a reasonable concern that speaking to the coach will not resolve the issue, parents should first email the coach and copy Kobi Allen (kobiallen@twinsbaseball.com) and Chelsey Falzone (chelseyfalzone@twinsbaseball.com) on the email.
- Please understand that we will not discuss coaching decisions, personalities, game-specific decisions like rotation and line-ups, etc. unless it is warranted. The coach determines the amount of time a player is on the field. This time reflects ability, potential, attitude, position, team needs at the moment, and team needs in the future. The coach will not be required to defend their thought process in determining any of these conclusions more than once.
- We also instruct our coaches not to discuss other athletes with parents, the action of another Twins RBI coach, or the comparison of one coach to another. If you have a legitimate coaching concern, please first contact Kobi Allen (KobiAllen@twins.com), then Chelsey Falzone (ChelseyFalzone@twins.com) and Frank White (frank.white2@comcast.net).
- Remember grievances should always be handled between the parties involved and the decision-makers in the situation, not other parents or players. Repetitive complaints by the athlete(s) or third parties that interfere with the Twins RBI efforts to pursue its grievance policy and purpose may be asked to leave.
- After the proper steps have been executed, the decisions made by all Twins RBI Coaching Staff, Evaluation Staff, Front Office Staff, and related parties are final.

Parent Signature: _____ Date: _____

Parent Name (Printed): _____

Player Signature _____ Date: _____

Player Name (Printed): _____

