



USA Softball National Team High Performance Program

Mission and Operations

The USA Softball High Performance Program (HPP) will identify a pool of athletes to train, compete and represent USA Softball through domestic and international competition. The program will focus on providing an equal opportunity for players to develop their skills and show their talent while growing the game of softball in the United States. Serving as a pipeline to the National Team, the program is inclusive to all that wish to participate and develop their skills. The program will also identify a pool of coaches who can lead athletes and support their goals to advance their skills and achieve success.

Through the HPP, athletes around the country will have the chance to make a USA Softball National Team at multiple age groups. Working first at the local level, the best talent in the game will work through camps, clinics, identifiers and tryouts to make local teams, region teams and potentially be selected to a National Team to participate with USA Softball at a World Baseball Softball Confederation (WBSC) international event.

Coaches in the program have the ability to learn from top coaches and invest in athletes' futures. They have the opportunity to grow the game of softball, both in participation as well as skill level. Giving back to the game and helping with this program will lead to satisfaction and watching their athletes achieve success.

The HPP includes 10 regions and 62 local areas throughout the country. The program is headed by the USA Softball National Office and a committee that was formed to create the program and adjust, as necessary. The committee will also work to place individuals in roles throughout the regions and areas. Through evaluation, placement, training, and re-evaluation each year, HPP can identify athletes for advancement consideration, working to discover the future Women's National Team athletes.

The HPP age classifications are based on the age guidelines for the WBSC competition schedule. Age groups are defined by birth year and an athlete must be the age group age throughout the entire year. For example, if an athlete is trying out for the 2021 14u region team, the athlete must not turn 15 until 2022. The age of the athlete on Dec 31 determines their age group for the following year. An athlete may try out for their age group team but be asked to move up in age group.

2021 Age groups that will participate in the program:

13u – Local Area Pool, Regional Pool (born 2008 or after)

14u – Local Area Pool, Regional Pool and National Team (depending on available WBSC qualifier) (born 2007 or after)

15u – Local Area Pool, Regional Pool and National Team (depending on available WBSC World Cup) (born 2006 or after)

16u – Local Area Pool and Regional Pool (born 2005 or after)

17u – Local Area Pool, Regional Pool and National Team (depending on available WBSC qualifier) (born 2004 or after)

18u – Local Area Pool, Regional Pool and National Team (depending on available WBSC World Cup) (born 2003 or after)

Becoming part of the player pool for the HPP:

1. Participating in identifiers
2. If selected from identifiers, participating in invitational tryouts.
3. If selected to a team
 - a. Attend training sessions and events
 - b. Stay involved with USA Softball at the grassroots level
 - c. Work training sessions for younger age groups
4. If an athlete does not make the team
 - a. Use drills and advice from identifiers to train at home
 - b. Attend Identifiers the following year

Identifiers / Invitational Tryouts

All athletes must participate in these activities to be considered for the athlete pool. The purpose of these programs is to get players involved as well as develop their skills. Athletes should take drills and evaluation back home to continue their development. Identifiers are the first step in making a National Team. Identifiers can be at tournaments, an addition to a camp or clinic or a standalone event. Those participants may be asked to try out for the local area pool. During these events, athletes will have their metrics taken.

Both national office representatives and coaches will work with local staff to ensure these events are run according to the guidelines put forth by USA Softball. These guidelines are molded directly from training sessions from our National Teams and are focused on high-level softball principles.

Region Play and Evaluations

These events are for athletes that have made the Local Area Athlete Pools. Run by coaches in the coach's pool and evaluators in attendance, athletes will participate in games against other area athlete pools and be evaluated based on their play in competition. These events will include additional evaluation for athletes to be considered to attend invitational tryouts for the age specific National Team.

Identifiers/Tryouts

Pools should be formed ~~no later than Feb 28~~ based on local COVID-19 protocols. Athlete pools formed will train and/or compete throughout the year if available and does not conflict with High School or Travel Softball. Each region must follow the guidelines in choosing the athletes to represent their area. Regions may not be able to schedule a regional event due to COVID-19 restrictions in year one at which time all athletes who participated in the local identifiers could be considered for a National Team invitation. The guidelines are as follows:

1. Local Area Identifier
 - a. No limit on how many identifiers are run in a local area
 - b. \$80 registration fee. If participant is not a USA Softball individual member, an additional \$15 is added to the registration fee.
 - c. Identifiers can be included at the end of an independent camp/clinic or on the front/back end of a tournament, or as a standalone event.
2. Local Area Invitational Tryout (optional locally)
 - a. This is the final round at the local area level and the team will be selected from this pool of athletes. Maximum cost to the athlete to attend a Tryout will be \$20 to cover expenses for that specific tryout.
3. Region Team Tryouts Event
 - a. Available for those who have made the local area player pool. This pool of athletes will be invited to participate in a regional event and additional evaluation. After the regional event, a regional pool will be named for consideration to be invited for a National Team tryout.

Region 1: Connecticut-Massachusetts-Rhode Island, Maine-New Hampshire-Vermont, New Jersey-New York City, New York East, New York West, Pennsylvania East, and Pennsylvania West

Region 2: North Carolina, Maryland-DC-Delaware, Ohio, Virginia, and West Virginia

Region 3: West Tennessee, East Tennessee, South Carolina, Georgia, Central Florida, North Florida, and South Florida

Region 4: Alabama, Arkansas, Louisiana, Mississippi

Region 5: Oklahoma, Texas Gulf Coast, North Texas, South Texas, West Texas, New Mexico

Region 6: Indiana, Kentucky, Illinois, Chicago, and Michigan

Region 7: Colorado, Iowa, Kansas, Missouri, Kansas City, St. Louis, and Nebraska

Region 8: Minnesota, North Dakota, South Dakota, and Wisconsin

Region 9: Alaska, Idaho, Montana, Oregon, Utah, Washington, and Wyoming

Region 10: Arizona, Central California, Northern California, Southern California South, Southern California North, Southern California Coastal, Sacramento, Hawaii, and Nevada

Evaluations See attachment

Evaluation Board Involvement

LOCAL POOL Evaluation Board.

- A. Board.** There shall be a minimum of one Evaluation Board for ages 13U, 14U, 15U, 16U, 17U, and 18U. However, a Local Area may elect to have more than one Board to facilitate the evaluation of athletes at Identifiers.
- B. Evaluation Members.** Each Board shall each be comprised of a minimum of five (5) members consisting of at least one (1) athlete representative who played at the highest level and is from the Local Area, the head coach of the Local Area Pool Age groups, and three (3) members who are either members of USA Softball or an affiliated members of the USA Softball. Each member shall have one vote at all meetings, except for the athlete representative who will always make up at least twenty percent (20 %) of the vote. The Board shall act by majority vote.
- C. Board Selection.** The respective members of each Evaluation Board shall be appointed by a selection panel (the ‘Selection Panel’). The Selection Panel shall consist of the USA Softball Local Area Commissioner (or their designee), one person selected by the Local Area Board of Directors and at least one athlete representatives who player at the highest level and is from the local area. All members of the selection panel shall be free from conflicts of interest. Appointments and elections of members of each Local Area Pool Evaluation Board shall take place as soon as reasonably practical after the conclusion of each summer National Championships. Persons appointed or elected as members of a Local Area Pool Evaluation Board shall serve as members of such Board four years (2021-2024) until the conclusion of the next summer National Championships (2024) or until such person resigns, dies or is removed.
- D. Board Replacements.** If a vacancy occurs on a Local Area Pool Evaluation Board, the replacement shall be selected from the same category and in the same manner as the member whose resignation, death or removal resulted in such vacancy.
- E. Removal.** A Local Area Pool Evaluation Board Member, including an athlete representative, may be removed with or without cause by a seventy-five percent (75%) vote of the Selection Panel.

Coach Involvement

Coaches pool, Evaluation Board member, coach development team, volunteer to work clinics, identifiers, and tryouts, attend coaches’ clinics to learn more

LOCAL AREA COACHES POOLS.

- A. Local Area Coaches Pool.** There shall be a Local Area Coaches Pool for the Local Area USA Softball High Performance Program. Each Local Area Coaches Pool shall consist of no less than sixteen (16) candidates. This pool shall be chosen by the applicable Local Area Pool Evaluation Board from the qualified people who are involved in softball in the United States. The selection process shall be determined by the individual Local Area Pool Evaluation Board. A coach selected as a member of the pool serves at the discretion of the respective Local Area Pool Selection Panel and can be removed from the pool by such panel. A coach may be a candidate in multiple age group Pools. A coach selected as a member of the pool may at any time voluntarily remove their name from the pool. Selection of a coach as a member of the pool does not guarantee that such coach will be selected as a member of the Coaching Staff for any of the Local Area Pool age groups under the specific committee.

- B. Head Coach** Each Local Area will select one head coach to reside over their area-based program. This individual, along with the HPP Board, will be responsible for selecting all age group coaches and assistant coaches at the area level. The Region Head Coach (RHC) will be responsible for communication between the HPP Committee, National Office, and USA Softball Representatives. The RHC will work with local association representatives, as well as region representatives, to make sure all HPP participants have the proper information regarding the HPP, training dates, etc.

HPP Timeline Year One

Nov 1-Feb1 Open/Invitational Identifiers and Tryouts for local area athlete pool (Could be extended locally due to COVID-19 Restrictions)

Feb 1 Local area pool of athletes selected(Could be extended locally due to COVID-19 Restrictions)

Jan 1-Feb 28 Event for region athlete pool

Feb 28 Region pool of athletes selected by this date in year one. (Could be extended locally due to COVID-19 Restrictions or cancelled if cannot be held prior to June 15)

~~Mar 1~~ After Athlete Pools are names - August 31 Local Area athlete pool training and competition dates
National Team tryouts will be determined each year based on the WBSC event schedule

Need to Know Information

- Before the event, you must register. Registration cuts off one week before the event. On-site registration is available, for an extra fee. (\$10)
- If you pre-register, you must bring your confirmation receipt or be able to pull it up on your phone. This will help us find your registration quickly, through your Member ID number
- During the event, you will wear your Member ID race number on your shirt for easy identification



**“ATTACHMENT 1”
CODE OF CONDUCT
COACH’S PLEDGE**

I pledge to uphold the spirit of USA Softball Code of Conduct (the “Code”), which offers a guide to my conduct as a member of the USA Softball High Performance Program. I acknowledge that I have a right to a hearing if my opportunity to compete is denied or if I am charged with a violation of this Code.

I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my selection to the USA Softball High Performance Program.

As a Member of the USA Softball High Performance Program Coaching Staff, I hereby promise and agree that I:

- will abide by all published rules related to the USA Softball High Performance Program Coaches selection procedures as approved by USA Softball; have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- will educate myself with the US Center for SafeSport’s rules and requirements and be aware of my responsibilities concerning fostering an environment in sports free from bullying, hazing, sexual misconduct, or any form of emotional or physical abuse;
- will comply with and be subject to the rules and jurisdiction of the US Center for SafeSport, located in Denver, Colorado;
- will not engage in any conduct that is criminal under any laws applicable to me, including, but not limited to laws governing the possession and use of drugs and alcohol and providing of drugs to any person and of alcohol to minors;
- will not participate or assist in any gambling or betting activities associated with any event related to my sport;
- should I be chosen for an international USA National Softball Team Coaches appointment that requires a passport, I am in possession of a valid USA passport or will secure a valid USA Passport, that will not expire prior to six months following the conclusion of the international competition;
- will respect the property of others whether personal or public;

- will positively support my fellow coaches and the players under my supervision;
- will demonstrate with my conduct and behavior, sportsmanship and fair play;
- will respect members of my USA Softball High Performance Program, other members of other USA Softball High Performance Programs, spectators, and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- will follow my USA Softball High Performance Program's written rules, including by way of example, written rules regarding curfew, required attendance at USA Softball High Performance Program meetings and prohibitions on the release of confidential USA Softball High Performance Program information;
- am aware that USA Softball sponsors, suppliers and licensees provide critical support for the USA Softball High Performance Program and, in recognition of this fact, I will wear designated USA Softball apparel at all official USA Softball High Performance Program functions and events;
- will not conceal or cover-up any USA Softball sponsor, supplier or licensee brand or other identification appearing on my USA Softball apparel;
- agree to be filmed and photographed by the official photographer(s) and network(s) of USA Softball under conditions authorized by USA Softball and give event organizers and USA Softball the right to use my name, picture, likeness, and biographical information before, during and after the period of my participation in these activities to promote the activity in which I participate or to promote the success of the USA Softball High Performance Program on which I coach; in no event may USA Softball or the event organizers use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission;
- will not use or authorize the use of photographs, films or videos of myself in my USA Softball apparel provided to me or equipment or the use of the USA Softball logo for the purpose of trade, without the prior written consent of the USA Softball;
- understand that if I require legal representation because of I am accused of criminal misconduct, or if for any other reasons I require the services of an attorney, I will be personally responsible for payment of such legal fees and expenses;
- will act in a way that will bring respect and honor to myself, my USA Softball High Performance Program, USA Softball, and the United States; and
- will always remember that I am an ambassador for my sport, my country, and the Olympic Movement.

PARTICIPANTS' AFFIRMATION

I have read and accept this Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being selected to participate as a member of the USA National Softball Team.

Signature: Signature of Coach _____ Date _____

USA SOFTBALL

SOFTBALL

NGB Name



**“ATTACHMENT 2”
CODE OF CONDUCT
*ATHLETE PLEDGE***

I pledge to uphold the spirit of USA Softball Code of Conduct (the “Code”), which offers a guide to my conduct as a member of the USA Softball High Performance Program. I acknowledge that I have a right to a hearing if my opportunity to compete is denied or if I am charged with a violation of this Code.

I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my selection to the USA Softball High Performance Program.

As a Member of the USA Softball High Performance Program, I hereby promise and agree that I:

- will abide by all published rules related to the USA Softball High Performance Program selection procedures as approved by USA Softball;
- have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- will maintain a level of fitness and competitive readiness that will permit my performance to be at the maximum of my abilities;
- will not commit a doping violation as defined by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the United States Olympic Committee (USOC) or the World Baseball Softball Confederation (WBSC) rules;
- am not currently serving a doping violation and/or do not have a pending or unresolved doping charge;
- will not engage in any conduct that is criminal under any laws applicable to me, including, but not limited to laws governing the possession and use of drugs and alcohol and providing of drugs to any person and of alcohol to minors;
- will not participate or assist in any gambling or betting activities associated with any event related to my sport or my participation;
- am eligible to compete under the rules of the World Baseball Softball Confederation (WBSC);
- should I be chosen for an international USA National Softball Team that requires a passport, I am in possession of a valid USA passport or will secure a valid passport, that

will not expire prior to six months following the conclusion of the international competition;

- will refrain from conduct detracting from my ability or that of my USA Softball High Performance Program to attain peak performance;
- will respect the property of others whether personal or public;
- will respect members of my USA Softball High Performance Program, other USA Softball High Performance Programs, spectators, and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- will follow my USA Softball High Performance Program's written rules, including by way of example, written rules regarding curfew, required attendance at USA Softball High Performance Program meetings and prohibitions on the release of confidential USA Softball High Performance Program information;
- am aware that USA Softball sponsors, suppliers and licensees provide critical support for the USA Softball High Performance Program and, in recognition of this fact, I will wear designated USA Softball apparel at all official USA Softball High Performance Program functions and events;
- will not conceal or cover-up any USA Softball sponsor, supplier or licensee brand or other identification appearing on my USA Softball apparel;
- agree to be filmed and photographed by the official photographer(s) and network(s) of USA Softball under conditions authorized by USA Softball and give event organizers and USA Softball the right to use my name, picture, likeness, and biographical information before, during and after the period of my participation in these activities to promote the activity in which I participate or to promote the success of the USA Softball High Performance Program on which I compete; in no event may USA Softball or the event organizers use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission;
- will not use or authorize the use of photographs, films or videos of myself in my USA Softball apparel or equipment or the use of the USA Softball logo for the purpose of trade, without the prior written consent of the USA Softball;
- understand that if I require legal representation because of I am accused of a doping violation or am accused of criminal misconduct, or if for any other reasons I require the services of an attorney, I will be personally responsible for payment of such legal fees and expenses;
- will act in a way that will bring respect and honor to myself, my USA Softball High Performance Program, USA Softball, and the United States; and
- will always remember that I am an ambassador for my sport, my country, and the Olympic Movement.

PARTICIPANTS' AFFIRMATION

I have read and accept this Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being selected to participate as a member of the USA Softball High Performance Program.

Signature: _____ Date _____

USA SOFTBALL

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