

PACIFIC COAST ATHLETIC LEAGUE ALL-LEAGUE SELECTION POLICY

As Amended by Board of Managers – Jan 2024

In each League sport in the Pacific Coast Athletic League (PCAL), outstanding individual student-athletes will be honored with “All-League” designation in accordance with this Policy.

“All-League” designation will be determined as follows:

- (1) For individual sports (Cross Country, Tennis, Golf, Swimming and Diving, Track and Field and Wrestling) based on the results of individuals in the League finals (or combination of League finals and league season results) as defined in the PCAL Sports Rules for each Sport; and
- (2) For team sports, in accordance with this policy.

The coaches shall choose the All-League teams in the sports of Football, Field Hockey, Girls Volleyball, Water Polo, Basketball, Soccer, Baseball, Lacrosse, Softball, and Boys Volleyball. Every division of each of these sports shall determine the All-League awards in accordance with the policies set forth herein.

Numbers of Awards:

The numbers of All-League awards for each sport are set forth in the PCAL By-laws, Article 24. For team sports, the numbers have been determined by the following formula: a factor of 1.25 times the number of players constituting a team in that sport, with fractions 0.5 or more rounded up.

Process for Selection of All-League Players:

At the Pre-season coach meeting for each division of each sport each year, the coaches shall determine which of the three model processes below they will use Post-season to determine the All-League awards, and shall determine what specialty awards will be given (example: MVP, Best Defensive Player, Sophomore of the Year, etc). There shall be no more than 3 individual players given a specialty award, either as a solo or joint recipient *[note that this means that a tie vote for any one of the three specialty awards uses two of the three slots allotted]*. All specialty award recipients shall be named from the First Team All-League team.

1. The Process and the specialty awards do not need to be the same for all divisions of each gender of each sport and is to be one of the three basic processes set forth below; and
2. Numbers of All-League designations are limited to the numbers set forth in the PCAL By-laws.
3. For all divisions of all team sports, there shall be a First Team All-League selection and a Second Team All-League selection. There shall be no honorable mention teams or any other special teams (example, “All-Hustle team” or “All-Defensive team” or any similarly designated team) to be voted on or added by coaches.
4. In addition to the First and Second Team All-League designations, for each sport and division there shall be an “All-Sportsmanship Team” consisting of one student-athlete from each school as named by the coach from that school.

Models for Selection Process: There are three basic models for choosing the all-league student-athletes from which the coaches may choose:

- (1) Coach Vote for All: All First and Second All-League selections are made by a vote of all the coaches in the Division.
- (2) No Coach Vote; All Automatic: Each team is awarded an automatic number of selections based on the team's final standings in league play (Example, first place team gets 3; second place team gets 2, etc). Each coach then names the athletes to fill the allotted slots with no vote by the other coaches.
- (3) A Hybrid Model: Some of the All-League slots are predetermined and given to the top few teams in the final league standings, with the remaining All-League slots done by vote of all coaches in the Division.

Once the coaches in each division choose pre-season which model they will use, they shall at that meeting also determine the process for nominating and voting for potential recipients. **[NEW] This determination shall include the method for the post-season meeting, whether remote (Zoom or Google Docs) or in person, and the day, time and site of that post-season meeting.** All of this will be determined pre-season, shall be put in writing as part of the minutes of that division's pre-season meeting, and shall be used by the coaches at the post-season meeting of that division.

Avoiding Ties if a Coach Vote or Hybrid Model chosen: Each sport has a specified number of first and second team all-league slots by the by-laws. This number cannot be increased as a result of tie votes. Accordingly, when choosing a model that involves voting, the coaches should also designate in advance the process they will use to avoid or break tie votes.

As only one example of what might occur, in basketball, where there are 6 first team and 6 second team all-league spots, the coaches might decide a process as follows:

- *Step One: Nominations made for the 6 first place slots in whatever manner the coaches decide. Note that there might be more than 6 total names nominated.*
- *Step Two: Each coach ranks the top 6, NOT voting for his/her own players, by giving the top choice a 6, the next an 5, and so on down to 1.*
- *Step Three: Votes are tallied. The top 6 vote getters are on the first team, and any remaining vote getters can be automatic nominees for the second team.*
- *Step Four: The process is repeated for the 6 second team spots.*
- *Step Five: In the unlikely case of a tie for the final spot on either first or second teams, the coaches should engage in an agreed process to break any such tie.*

[NEW] Process if Coach does not attend the post-season selection meeting. IT IS THE DUTY OF EACH SCHOOL TO SEND A COACH REPRESENTATIVE TO THE ALL-LEAGUE SELECTION MEETING. *In the event that a Coach vote or Hybrid Model is chosen, and a school's coach is not in attendance or participating in the selection meeting or process, the AD rep in charge of the meeting, from the meeting site, shall attempt to contact the missing coach to determine the reason for the absence and whether the coach is en route or in process of attending or participating. In the event that this phone call does not resolve the matter, the AD rep in charge shall immediately contact the missing school's Athletic Director to determine if a representative can and will be sent to the meeting. If, in the end, a school is not represented at the post-season meeting, the coaches present shall determine how to proceed, including whether or not to include any all-league nominees from the absent school.*

Criteria for Selection of All-League Players:

The objective behind the All-League selections in PCAL is to recognize student-athletes for their performance over the course of the league season. The process is governed by the following criteria:

Definition of All-League Players

An all-league representative is a player who possesses the skill factors and the personal characteristics which permit the player to excel as a competitor. The final team standing of the player may not be a consideration, though the process used for selection may allocate numbers based on final team league standings. The player's position may be, but not necessarily be, a consideration.

Selection Criteria for Team Sport All-League Players

The selection of all league players for each sport shall be based on the following criteria:

1. General ability.
2. Consistency of performance throughout league play.
3. Adherence to CIF Code of Ethics and MBL Player's Code of Sportsmanship with specific emphasis on: a. respect for opponents, b. exercise self-control accepting official's judgments and interpretations, c. exhibit sportsmanlike behavior at all times.

Accountability of Coaches

The coaches of each sport involved in the selection process shall be held accountable to follow the aforementioned criteria as well as the following selection procedures.

The student-athletes chosen should represent the best the league has to offer and should be chosen in a fair and equitable manner by the coaches under the above by-law provisions. In order to achieve this, it is the coaches' responsibilities to maintain the integrity of the process in a non-biased manner and ultimately to select the best players regardless of the school they represent. To assist with this process, the Pacific Coast Athletic League has adopted the following ten guidelines for the process:

1. The AD representative will read this entire document to the coaches prior to the start of the voting process.
2. Coaches will rank their own players from best to worst and be able to back their ranking with statistics (with rankings submitted to the AD rep prior to the selection meeting).
3. Coaches will not manipulate the selection process by failing to nominate their best players first.
4. Coaches will treat as essential in selecting each player a fair and equitable evaluation of general ability, consistent performance in league play, and adherence to the CIF, CCS, and PCAL sportsmanship guidelines.
5. The All-League selection is a non-biased process using objective criteria to the extent possible rather than a subjective perception of the student-athlete or school.
6. Coaches will not vote based on personal feelings, but on actual performance backed by statistics.
7. Coaches will not minimize a player because the player plays only one position.
8. Coaches will evaluate the student-athlete's overall league performance, not just how the candidate performed against the voting coach's school.
9. All coaches will attend the All-League selection meeting to uphold the integrity of the process.

10. Coaches will vote consistently and fairly from the start to the finish of the All-League selection meeting.

Publicity of All-League Selections:

The results of the All-League selection by the coaches shall be sent to the League Commissioner by the AD representative immediately after the selection meeting, and League Commissioner shall be the only one releasing vote results to the media.

End document.

History

Original March 2018

Revised September 2018.

Amended March 2019 for clarifications re tie votes by coaches.

Amended January 2024 to reflect changes re post-season Coach meetings