



## AXEMEN LACROSSE CLUB PLAYER/RUNNER EVALUATION POLICY

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### **Target: MiniTyke to Midget Divisions, both Boys & Girls**

Players within the Axemen Lacrosse Club will be evaluated on their individual skill & overall game performance to ensure accurate placement of players for each lacrosse season. The player evaluation process will consist of 5 distinct parts which will culminate in an overall ranking of players at its conclusion. This overall ranking at the end of all 5 parts of the evaluation will dictate placement of each player on each team/division for the upcoming season.

The following elements represent this 4 part process:

1. Player Audit / Initial Group Placement
2. Group Evaluations (3 sessions)
3. Final Group Evaluation / Scrimmage (1 session)
4. Team Selection / Draft

### **Part 1: Player Audit / Initial Group Placement**

- I. During this phase of the Evaluation process, players will be placed into their initial evaluation Groups. As there is no pre-evaluation system in place and the Axemen Lacrosse Club experiences fluctuations in its enrollments from year to year, the following process will be followed in order to place players in their initial Groups.
- II. Groups will be established by analysing the initial enrollments for each Division. Groups will be set by an even split of participants in each Group, based on the total enrollment in each Division for the season. Preferred Group size is 32 or less to a maximum Group size of 36. If the even split of Groups places the number of players per Group in excess of 36, then additional Groups will be added to ensure the maximum floor size is not exceeded. In the event that the even split leaves a Group a player short, the smaller Group will be the lowest ranking Group within that Division.
- III. Season to season projections are made to anticipate floors required for each Division and there may be situations which will lead to smaller or larger Group sizes given enrollment that was not expected. It is the commitment of the Axemen Lacrosse Club to avoid these circumstances and will endeavour to make Group sizes as appropriate as possible given the criteria listed herein.
- IV. Once the number of Groups and Group sizes have been calculated, the players will then be audited based on their performance during the previous season's evaluations. Players that have never played lacrosse before or had played for another Club the previous season, no matter their placement the year previous with the other Club, will be placed in the lowest ranked evaluation Group within that Division to start the current process.



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### V. Group Construction Process:

In all cases where possible, the Groups will be comprised of 70% 2<sup>nd</sup> year players and 30% 1<sup>st</sup> year players.

*Example -*

*If the Group 1 size is established to be 36 for a Division, then 70% of players that make up Group 1 will be the highest ranking second (2<sup>nd</sup>) year players for that Division. The remaining 30% will be the highest ranking first (1<sup>st</sup>) year players for that Division. Therefore, in a 36 player Group, 25 players will be the highest ranking 2<sup>nd</sup> year players and the remaining 11 players will be the highest ranking 1<sup>st</sup> year players. All information used was from the previous season's evaluation results.*

- a. Ranking is linear based on the results from the previous season's final evaluations and there is no possibility of ties in this process.
- b. If Group 2 size is established to be 36 for a Division, then 70% of players that make up Group 2 will be the next highest ranking second (2<sup>nd</sup>) year players for that Division. The remaining 30% will be the next highest ranking first (1<sup>st</sup>) year players for that Division.
- c. This process continues until all Divisions have been established by using the formula of 70% 2<sup>nd</sup> year players and 30% 1<sup>st</sup> year players and all players have been assigned.
- d. If one set of players, either 1<sup>st</sup> years or 2<sup>nd</sup> years, is empty, the remaining spots for the Group will be filled entirely from the set of players remaining. This often occurs in the Group 3 and higher Group construction process as there tends to be less 2<sup>nd</sup> year players in a given season.

VI. Once players have been placed, then the formal Evaluations process can begin.

### Part 2: Group Evaluation

- I. During the Group Evaluations, players will participate in the evaluation sessions with goaltenders that are being evaluated in that same session. It is the responsibility of the player to compete during the Group Evaluations and endeavor to showcase their skills which will be evaluated by the player specific evaluators, not the goaltender evaluators. The player evaluators will use the Group assessment tool to evaluate player performance. Areas covered by the Player Group Evaluation Form are outlined in **Appendix A** for player/parent reference.



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- II. During this evaluation, all players in the Group will participate in all of the drills under the direction of the floor coach in charge of the session. During these drills, player performance will be evaluated in each realm by specifically trained player evaluators using a specific player Group evaluation tool. Each evaluator will grade the performance of every player separately using this tool and generate a ranking from A - D. Player Evaluators will be using the Player Evaluation Criteria taught in the Evaluator training courses, Level 1 & Level 2, in addition to the Player Group Evaluation Form to generate scores.
  - III. All player evaluators have received specific training on the Evaluation process, the Player Group Evaluation Form, player evaluation criteria and lacrosse skill evaluation in our Level 1 & Level 2 Evaluator training programs. This training is mandatory for all evaluators and must be taken prior to evaluating.
  - IV. Level 1 evaluators will be permitted to evaluate MiniTyke – Novice Boys, Novice Girls & Peewee Girls.
  - V. Level 2 evaluators can evaluate all levels to Bantam Boys and Midget Girls.
  - VI. Midget Boys evaluations are conducted by a 3<sup>rd</sup> party group who are commissioned annually by the Axemen Lacrosse Club.
  - VII. A minimum of 5 player evaluators + 1 coach evaluator per side (total of 12) is required for each Group session. The evaluation committee will endeavor to ensure they have more than the minimum for each session, if possible.
- VIII. **Scoring**
- a. Each player will be evaluated using a scoring matrix that concentrates on identifying skills in the following areas: Offensive Skill, Defensive Skill, Hustle, Teamwork and overall ability to play the game of lacrosse. Evaluators will be scoring each player in these realms to assign each with an Alpha score of A, B, C or D. Depending on the total number of players wearing a given pinnie colour, there will be maximums established, prior to the evaluation commencing, by the Evaluations Director for each value of A, B, C or D for each pinnie colour (ie: for a 16 player Group, 4 As, 4 Bs, 4 Cs & 4 Ds would be assigned for evaluation. If the number of players were 13, then there would be 3 As, 3 Bs, 3 Cs & 4 Ds.)
  - b. Reasons for inequality in each pinnie side are due to absence; each Group will be formed by the Evaluations Director to be equal prior to the session starting with odd numbers of players represented in the lowest ranking Group.
  - c. It is based on these maximums that evaluators assign a letter to each player based on their performance in the evaluation session and based on the evaluator's assessment.



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- d. At the conclusion of each Group evaluation session, player evaluators will hand their assessment into the Evaluations Director, through the Evaluation Tally team, who will process the results. The score sheets are checked by members of the Evaluations Committee for completeness and that they are accurate in terms of the maximums assigned to each score / letter.
- e. In the scoring area, the Evaluations Committee, under the direction of the Evaluations Director and Evaluations Auditor, assign scores to each player based on their performance using the scores gathered with the scoring sheets. Each letter will be assigned the following value for scoring purposes:  
  
A – Worth 5 points ; B – Worth 4 points ; C – Worth 2 points ; D – Worth 1 point
- f. A total is then generated for each player for the evaluation.
- g. As there will be equal evaluators and players on each side, the total number of scores for the Group can be compared. These scores are then entered into the scoring program and a ranking is generated for each player. Ties in score are broken by previous ranking in the previous evaluation.

### IX. Player Movement & Cut Lines for Each Group Evaluation

Each player, based on the results of the group session, will be moved up/down/remain the same using the following as a guide:

- a. After the first Group Evaluation – the lowest 33% of players will be moved down the Group below while the top 33% of the Group below will be added to the higher Group (ie: the lowest 33% of Group 1 will fall to Group 2 while the top 33% will be added to Group 1)
- b. After the second Group Evaluation - the lowest 27% of players will be moved down the Group below while the top 27% of the Group below will be added to the higher Group (ie: the lowest 27% of Group 1 will fall to Group 2 while the top 27% will be added to Group 1)
- c. After the third Group Evaluation - the lowest 22% of players will be moved down the Group below while the top 22% of the Group below will be added to the higher Group (ie: the lowest 22% of Group 1 will fall to Group 2 while the top 22% will be added to Group 1)
- d. After cut line movement of players has been completed, the next evaluation Groups are posted for the following evaluation session.



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- X. Each score sheet is tallied and checked by an Evaluations Committee member before submitted to an Executive Board member for review. Then the Executive Board member checks the score again to ensure accuracy. After that check, the Evaluations Director enters the score in the scoring program and he/she is then checked by the Evaluations Auditor. During movements of cut line, the Executive Board member, the Evaluations Director and the Evaluations Auditor will all be present to ensure accuracy of movement and policy adherence.
- XI. This process during Group evaluations ensures players are competing for placement in all sessions of the Axemen Evaluations and have the same opportunity as other players to move up and down within the Groups based on their session to session performance. This system allows players the opportunity to move up or down in the overall rankings and ensures that one bad performance does not dictate the overall placement of goaltenders for the upcoming season.
- XII. **Absenteeism**
  - a. Absenteeism during the Group sessions will be handled in accordance with the current Axemen Lacrosse Club Absenteeism Policy. This policy outlines the process for excused & unexcused absences and the set score & linking processes.
  - b. Unexcused Absence will be defined under the current Axemen Lacrosse Club Evaluations Absenteeism Policy.
  - c. An excused absence is defined will be defined under the current Axemen Lacrosse Club Evaluations Absenteeism Policy.
  - d. Procedure for dealing with absence is outlined in the current Axemen Lacrosse Club Absenteeism Policy.

### **Part 3: Final Group Evaluation / Scrimmage**

- I. During the Final Group Scrimmage Evaluations, players will participate in the evaluation session with the goaltenders that are being evaluated in that same session. It is the responsibility of the player to compete during the Scrimmage Evaluation and endeavor to showcase his/her skills which will be evaluated by the player specific evaluators. The player evaluators will use the player assessment tool (as had been used in previous evaluations) to evaluate player performance. Areas covered by the Player Group Evaluation Form are outlined in **Appendix A** for player/parent reference.
- II. During this evaluation, all players in the Group will participate in a scrimmage game under the direction of the floor coaches in charge of the session. During this time, goaltender performance will be evaluated in each realm by the specifically trained player evaluators & coach evaluators.
- III. A minimum of 5 player + 1 coach evaluator is required for each group session. The evaluation committee will endeavor to ensure they have more than the minimum for each session as long as the number of total evaluators is consistent across the entire evaluation.



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- IV. Players will be given equal opportunity to perform on floor to the best of their abilities during the scrimmage game. They will be expected to play as they would in a game situation and will be evaluated based on their performance. Each player evaluator will grade the performance of every player separately using the Player Group Evaluation Form and generate a ranking using the Alpha ranking system described previous for all players within that Group.
- V. On floor play will be managed by the on floor coaching staff under the direction of either the Evaluations Director and/or the Evaluations Auditor. The lead for each pinnie group/side will remain on the floor to ensure on floor play is conducted within the rules of lacrosse. The other on floor coaching staff will be on their respective benches ensuring that players exit the bench for play properly and to ensure no single player receives more play time on floor than another.
- VI. It must be stated that if a player chooses to remove themselves from play during the scrimmage for injury, rest or equipment issue, the bench staff will endeavor to get the player back on the floor as soon as possible given the situation. If this does occur, the Evaluations Committee of the Axemen Lacrosse Club will not guarantee that time on the floor for those players will be equal and that this issue will not be subject to grievance during or after the Evaluations process as this was an individual player decision.
- VII. During the scrimmage evaluation, there will be scheduled water breaks to allow players to recover. This opportunity gives the on floor coaches and the coach evaluators the chance to discuss if there is anything that is unfair about the play of the players to that point in the evaluation. These would include unfair distribution of the ball, players not playing within the rules, favoritism or lack of team play or lack of professional conduct during play.
- VIII. If there are instances where there is any deemed unfair, as seen by the coaches, the coaches will be permitted to adjust lines for the next session in the scrimmage or speak to players about the situation that needs to be resolved. Overall, this allows for the coaches, under the direction of either the Evaluations Director and/or the Evaluations Auditor, to ensure the scrimmage is allowing all players to showcase their talents to the player evaluators and not just some.
- IX. **Conduct during the Scrimmage Evaluation**
  - a. If a player chooses to conduct themselves in a manner that breaches the current and accepted rules of lacrosse, the on floor lead, may assess the following sanction during the evaluation process:
    - i. If a player commits a major penalty which is deemed by the on floor coach to have the potential or intent to injure another player, then the player committing the infraction will be removed from the field of play immediately to the bench where they will sit out one (1) full rotation of the line up before being granted access to the field of play again. This will be enforced by the coaches on the bench.



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- ii. If a player commits a major penalty which is deemed by the on floor coach to have the potential or intent to injure another player for the second time, then the player committing the infraction will be removed from the field of play immediately. Whatever score that player receives from the player evaluators will stand for the final session for that Group.
  - iii. If a player commits a minor penalty that would normally be called in a regular season game, then the on floor coach will ask the player to return to the bench but they will be permitted to re-enter the field as soon as possible given the rotation on the bench managed by the coaches on the bench. There is no limit to these infractions which would remove a player from play. If a trend of behavior is recognized by the coaches, they will speak to the individual player in order to ensure play is fair for all players participating.
  - iv. Incidental infractions or errors made that are deemed by the coaches to be made with no malice, are not subject to any discipline on floor and play will continue. This will be at the discretion of the on floor coaches during the evaluation session.
- b. All sanctions levied against players will be subject to immediate review by the Evaluations Director and/or Evaluations Auditor who are present. If the sanction is not in the best interests of the player or was misinterpreted, the Evaluations Director and/or Evaluations Auditor have the ability to overturn the sanction if required to do so.

#### X. Consistency Bonus

- a. After all 4 evaluations have taken place for any given Division, a consistency bonus will be awarded to players who meet the following criteria:

*If a player is consistently in the top Group, Group 1, for sessions 2, 3, & 4, then bonus points will be added to the score the player received during the final evaluation session – session 4*

- b. This will equate to 0.5 points per evaluator plus 2; rounded up.
- c. These points are added to reward players for consistent play which is at a high level during the evaluations process.

#### XI. Player Exemption Letter

- a. There is no longer a Player Exemption letter that will be awarded to top players in Group 1 after the 3<sup>rd</sup> Group evaluation session.



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### Part 4: Team Selection / Draft

#### Parity Evaluations (MiniTyke/Tyke/Novice Girls/Peewee Girls/Bantam Girls/Midget Girls)

- I. After the final Scrimmage Group Evaluation results have been tabulated, the players will be placed on teams in the following manner:
  - a. Each player participating in the Evaluations process will be given an overall rank for the entire process
  - b. Based on this rank, players will be “snaked” to form the number of teams we have competing in that Division (this will be dictated by enrollment in the Axemen Lacrosse Club at the cut off and based on current policy of the parent organization, Calgary District Lacrosse Association (CDLA), policy)
  - c. Pure “snaking” of players will be done for all Divisions that do not have a designated goaltender

*Example –*

*If there are 4 teams (based on the number of registered players) and 20 players were evaluated, then players will be “snaked” as follows:*

*Team #1: Players ranked 1, 8, 9, 16 & 17*

*Team #2: Players ranked 2, 7, 10, 15 & 18*

*Team #3: Players ranked 3, 6, 11, 14 & 19*

*Team #4: Players ranked 4, 5, 12, 13 & 20*

- II. If goalies are designated in the Division being constructed (snaked), goaltenders will be placed first, and players placed second
- III. The highest ranking goaltender will be placed with the next lowest ranking player in the process for team creation

*Example –*

*If there are 3 teams and 2 designated goaltenders, then the highest ranking player will be placed on the team without a goaltender, then the second ranked player will be placed on the team with the second ranked goaltender, and finally the 3<sup>rd</sup> ranked player will be placed on the team with the highest ranking goaltender. This process will then repeat (as above) in that same order until all players are placed on a team*





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- IV. Once teams have been created, then the process of movement of players can be undertaken based on the following criteria which is strictly adhered to:
- a. Coaches that have been selected (Head Coaches and Assistant Coaches) are marked on their child's/player's draft card
  - b. All player handedness will be recorded on each player draft card
  - c. Based on criteria in a & b, movement of the lowest ranking player of same handedness from both teams will be moved to ensure coaches are placed properly throughout the Division; to ensure every team has a coach
  - d. Next, floor balance is considered. The lowest ranking players between 2 teams that need to adjust floor balance will be moved to create balance between the 2 teams without moving players that have parents as coaches.
  - e. Floor balance is only undertaken in the event the evaluation yields teams that do not have workable numbers of left and right handed players (especially true in the Tyke Boys and Novice Girls – Midget Girls Divisions)
  - f. Finally, any potential and documented cases where parent/child groups cannot be on the same team (usually due to family or legal reasons), players will be moved to another team switching places with a player of similar skill (rank) and handedness
- V. The process of moving players at the team selection draft is recorded by the Executive Board Secretary in the player movement log.
- VI. Player movement is directed by the VP of Programs and the Evaluations Director under the supervision of the Executive Board of the Axemen Lacrosse Club, the Evaluations Auditor, and the Division Coordinator for the Division of the teams being created.
- VII. Once teams have being balanced based on the player movement criteria, they are then finalized and forwarded to the Division Coordinators to inform parents and coaches of their teams



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### Non-Parity Evaluations (Novice Boys/Peewee Boys/Bantam Boys/Midget Boys)

- VIII. After the final Scrimmage Group Evaluation results have been tabulated, the players will be placed on teams in the following manner:
- Each player participating in the Evaluations process will be given an overall rank for the entire process
  - Based on this rank, players will be placed on teams according to the number of teams Axemen has in each classification being A, B, & C within that Division.
  - Numbers of A, B, & C teams is directly related to the number of registered players Axemen Lacrosse Club has for that Division with the Calgary District Lacrosse Association (CDLA)
- IX. “A” Level Teams
- The Top Goaltender(s), based on the Goaltender Evaluation policy, and the Top 16 players, no matter the handedness of the top 16 players, will be assigned to the A team for that Division. If there is more than one (1) A team for a Division, then the formula of 1 goaltender and 16 players will be used to fill the rosters for these A teams. Normally this will be 2 A teams, which would mean the top 32 players along with the goaltenders assigned as per the goaltender evaluation policy, would comprise the A rosters.
  - Two (2) A teams would require the top 32 players to be “snaked” into position with consideration given to which goaltender finished highest in the evaluation process.
  - If the total number of players in the entire Division would dictate that all teams would need to have more than 16 players to fill their roster, the adjustments to the number of runner/players will be made by the VP Programs under the supervision of the Executive Board of the Axemen Lacrosse Club. This means that while the preferred team roster size is 16, there may be instance when the roster may be increased to meet the needs of the Division

*Example –*

*If there are 2 A teams being created, then the goaltenders will be placed first. Then the players will be “snaked” ensuring the top goaltender and top player are on opposite teams. In this example with 2 A teams, 2 goaltenders and 32 players, the team placement would look as follows:*

*Team #1: Goaltender #1 & Players ranked 2, 3, 6, 7, 10, 11, 14, 15, 18, 19, 22, 23, 26, 27, 30 & 31*

*Team #2: Goaltender #2 & Players ranked 1, 4, 5, 8, 9, 12, 13, 16, 17, 20, 21, 24, 25, 28, 29 & 32*



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- X. Once teams have been created, then the process of movement of players can be undertaken based on the following criteria which is strictly adhered to:
- a. Coaches that have been selected (Head Coaches and Assistant Coaches) are marked on their child's/player's draft card
  - b. All player handedness will be recorded on each player draft card
  - c. Based on criteria in a & b, movement of the lowest ranking player of same handedness from both teams will be moved to ensure coaches are placed properly throughout the Division; to ensure every team has a coach
  - d. Next, floor balance is considered. The lowest ranking players between 2 teams that need to adjust floor balance will be moved to create balance between the 2 teams without moving players that have parents as coaches.
  - e. Floor balance is only undertaken in the event the evaluation yields teams that do not have workable numbers of left and right handed players
  - f. Finally, any potential and documented cases where parent group cannot be on the same team (usually due to family or legal reasons), players will be moved to another team switching places on another team with a player of similar skill (rank) and handedness
- XI. The process of moving players at the team selection draft is recorded by the Executive Board Secretary in the player movement log.
- XII. Player movement is directed by the VP of Programs and the Evaluations Director under the supervision of the Executive Board of the Axemen Lacrosse Club, the Evaluations Auditor, and the Division Coordinator for the Division of the teams being created.
- XIII. Once teams have being balanced based on the player movement criteria, they are then finalized and forwarded to the Division Coordinators to inform parents and coaches of their teams
- XIV. **"B" & "C" Level Teams**
- a. The appropriate Goaltender(s), based on the Goaltender Evaluation policy, and the designated players given their rank, will be assigned to "B" or "C" Tier teams. The number of "B" and "C" level teams is directly related to the number of registered players Axemen Lacrosse Club has for that Division
  - b. If there are multiple teams at the B or C level, this would require the players ranked from 17 onwards be allocated to either B or C to ensure there is equitable numbers of players for each tier given the number of teams.
  - c. Once the number players has been established to meet the requirements for the tier level, then players will be "snaked" into position with consideration given to which goaltender finished highest in the evaluation process.



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*Example – (assuming there is only 1 “A” team of 16 players ranked 1-16)*

*If there are 3 B teams being created, then the goaltenders will be placed first. Then the players will be “snaked” ensuring the top goaltender and top player are on opposite teams. In this example with 3 B teams, 3 goaltenders and 48 players ranked 17 - 64, the team placement would look as follows:*

- i. Team #1: Goaltender #3 & Players ranked 19, 20, 25, 26, 31, 32, 37, 38, 43, 44, 49, 50, 55, 56, 61 & 62*
- ii. Team #2: Goaltender #4 & Players ranked 18, 21, 24, 27, 30, 33, 36, 39, 42, 45, 48, 51, 54, 57, 60 & 63*
- iii. Team #3: Goaltender #5 & Players ranked 17, 22, 23, 28, 29, 34, 35, 40, 41, 46, 47, 52, 53, 58, 59, & 64*

- XV. Once teams have been created, then the process of movement of players can be undertaken based on the following criteria which is strictly adhered to:
  - a. Coaches that have been selected (Head Coaches and Assistant Coaches) are marked on their child’s/player’s draft card
  - b. All player handedness will be recorded on each player draft card
  - c. Based on criteria in a & b, movement of the lowest ranking player of same handedness from both teams will be moved to ensure coaches are placed properly throughout the Division; to ensure every team has a coach
  - d. Next, floor balance is considered. The lowest ranking players between 2 teams that need to adjust floor balance will be moved to create balance between the 2 teams without moving players that have parents as coaches.
  - e. Floor balance is only undertaken in the event the evaluation yields teams that do not have workable numbers of left and right handed players
  - f. Finally, any potential and documented cases where parent group cannot be on the same team (usually due to family or legal reasons), players will be moved to another team switching places on another team with a player of similar skill (rank) and handedness
- XVI. The process of moving players at the team selection draft is recorded by the Executive Board Secretary in the player movement log.
- XVII. Player movement is directed by the VP of Programs and the Evaluations Director under the supervision of the Executive Board of the Axemen Lacrosse Club, the Evaluations Auditor, and the Division Coordinator for the Division of the teams being created.
- XVIII. Once teams have being balanced based on the player movement criteria, they are then finalized and forwarded to the Division Coordinators to inform parents and coaches of their teams



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- XIX. The process for creating “C” Level Teams will be the same as for “B” Level teams just utilizing player rankings that are appropriate/have been allocated to that tier

#### Grievance of Placement after Evaluations – Players and Goaltenders

- XX. All grievances will be handled by way of the Axemen Evaluation Grievance Policy