

WBHL Player Evaluation Process

August 28, 2017

Version 2.2

The goal of the WBHL Player Evaluation Process is to fairly and consistently evaluate players for appropriate team placement within the Atom Division. A tiered system will be used to categorize final teams for the purpose of competitive play and appropriate player development.

1.0 Player Evaluation Process

The evaluation of each player will be based on his or her performance in a series of not less than 2 evaluation sessions, player history within WBHL is not a factor for final tier placement.

The sessions will be a combination of drills and scrimmages to evaluate individuals on core skills testing from Hockey Canada.

While skills sessions will be scored, these scores will only be used to place a player into an evaluation group. Shuffling of players between groups during game evaluation can be expected, and may be necessary in order to determine the best fit for the player within a team, final team placement will be set by November 1.

AA or Development Team ('Rep') tryout is held separately from this process, and will not be used as a substitute for participation in the WBHL process.

The VP Operations will oversee that player evaluations are being conducted fairly and consistently according to documented processes determined by WBHL.

Definition of Terms

Technical Evaluations - *the first ice times in the evaluation process; assesses individual player performance of fundamental skills set out for the division. These evaluations will include stations that may include individual drills, skills testing, competitive drills. The outcome of these evaluations is an individual score that will be used to form groups for scrimmages.*

Scrimmage Evaluations - *players will be grouped according to technical evaluation scores. This means that players on the ice together will have similar scores, and will be further evaluated relative to the group. The outcome of these scrimmages are scores that will be used to move players into different scrimmage groups and/or for formation of evaluation games.*

Evaluation Games - *evaluation games are played with officials. At this stage evaluators are looking for players who are above or below the level of play. The outcome of evaluation games will be final team formation.*

2.0 Initial Technical Evaluations and Scrimmage Groups

Skills sessions scores will be used to establish initial evaluation groups for the evaluation scrimmages stage. Standardized Hockey Canada drills for each Division will be used during this stage, allowing players to demonstrate their ability. The skills sessions will be in groups of approximately 25 to 50 players, and further split into sub-groups for efficiency and time. Players' performance in skill sessions are evaluated individually for each station, and are not measured against performance of other players. These drills are not timed (with the exception of Initiation Division). Scores will be used to place players into evaluation scrimmage groups.

3.0 Game Evaluations (Excluding Initiation, Novice & Midget Divisions)

3.1 Evaluation by Position

For scrimmage & game evaluations, players may be asked to declare in advance of the game evaluations whether they wish to be assessed as a forward or a defence position (Atom, PeeWee, Bantam), and their rankings throughout the game evaluation process will be based on that position. During an evaluation game, a player may be asked to play shift(s) as a position they did not declare, this will have no bearing on their final ranking as either forward or defence, but may be necessary to accommodate injury, fatigue, line combinations, etc.

3.2 Formation of Evaluation Teams

The group of players for each evaluation scrimmage will be divided into 2 teams of relative equal strength based on their skills performance/history ranking (i.e. Rank 1 blue, rank 2 yellow, rank 3 blue, and so forth).

3.3 Individual Player Evaluations

In evaluation games, players will be assessed on their ability to play against players of similar ability. They will be scored relative to the group they are skating with, using the following criteria:

- **Skating (forward & backwards)**
(may include acceleration, speed, mobility, agility, balance, stride, crossovers, pivots, change of pace)
- **Passing**
(passing & receiving, passing choices, on backhand, receives and retains with control)
- **Puck-handling**
(heads up, good hands, smooth & quiet, protection, in confined space, in traffic)
- **Shooting**
(power, accuracy, quick release, can shoot in motion, goal scorer, rebounder, variety of shots)
- **Team & Positional Play**
- **Thinking Skills**

(also referred to as “hockey sense”, defined as: ability to see developing play and moves to support, judgment, anticipation, understands systems)

- **Attitude** (defined as: willingness to take direction, respect for coaches, officials, and other players)

A 5-point scale is used:

- 1- Poor
- 2- Below Average
- 3- Average
- 4- Above Average
- 5- Outstanding

See Hockey Canada’s sample evaluation outline, and sample sessions for each division:

https://az184419.vo.msecnd.net/hockey-canada/Hockey-Programs/MHA/Downloads/mha_player_evaluation_2013_e.pdf

P. 55 – 56 for a detailed player evaluation sheet.

3.4 Ranking Following Scrimmages

During each evaluation scrimmage, players will be assessed according to their performance, relative to the other players. The Director and VP Operations will review scores from evaluation scrimmages and shuffle players to other evaluation groups as necessary.

3.5 Final Player Ranking and Selection of Teams

Some players may require additional evaluations based on ranking that may border 2 categories/ tier, and may be asked to participate in additional sessions. Tentative team lists will be submitted for approval at this stage.

In order to achieve optimal player development, hockey teams shall aim to be comprised of 14 players and 1 goalie or 13 players and 2 goalies, however registration will be impact the number of players on a given team. Hockey Alberta By-Laws state that at team shall have a maximum of 19 players, 2 of which are goaltenders (*See Hockey*

Alberta Section 3.7:

https://www.hockeyalberta.ca/uploads/source/Operations/2017_Bylaws_%26_Regs/Section_A_-_Minor_Regulations.pdf)

Novice Division

Novice players will proceed through technical evaluations, scrimmage and 1 evaluation game (see definitions). The focus of these evaluations will be skating, passing and shooting.

Initiation

Initiation will have technical evaluations and scrimmage, which will be timed. The focus of these sessions will be on ability to skate. The outcome will be a blended score from the skill testing and scrimmage settings in order to form teams.

4.0 Goalie Evaluation Process (Excluding Initiation and Novice Divisions)

The process of evaluating goalies is separate from player evaluations, and players must to commit to playing full-time as a goalie for the entire season. Goalies will be evaluated and ranked based on skills sessions and in not less than 3 evaluation games.

4.1 Skills Sessions

Goalie specific skills sessions will evaluate technical and necessary skills for goaltenders prior to participation in evaluation games. Goalies will be evaluated by approved evaluators determined by the VP Operations and Director. Skills tested will be core skills appropriate for beginner, intermediate or advanced goaltenders.

4.2 Game Evaluation

Ranking will be determined following completion of skills sessions, and goalies will be placed in evaluation groups for the purpose of game evaluations. During games, goalies will be evaluated on:

Physical Characteristics (balance, mobility, quickness, fitness)

Technical Characteristics

Situational Characteristics (positioning & angles, play at posts)

Mental Characteristics (anticipation, confidence, desire, concentration)

Hockey Canada specifies evaluation criteria for goalies for beginner, intermediate and advanced levels. However, all goalie evaluations should include basic skating skill, position-specific movement skill, positional/save movement skill, rebound – control/tactical/recovery, transitional play, advanced recovery.

p.53-54 of Hockey Canada's Minor Hockey Development Guide: Player Selection and Evaluation for a detailed evaluation sheet.

https://az184419.vo.msecnd.net/hockey-canada/Hockey-Programs/MHA/Downloads/mha_player_evaluation_2013_e.pdf

5.0 Player Evaluators

All WBHL Evaluators must have an appropriate background in hockey in order to effectively evaluate player performance. Examples of appropriate qualifications:

- Previous player evaluation, systems experience
- Previous coaching at atom level or higher
- Background in hockey as a player
- Coach training / qualifications for atom division or above

The VP Operations and Director will work together to ensure an appropriate cross section of evaluators which is consistent throughout the evaluation process.

Attention will be paid to situations where conflict of interest or appearance of conflict of interest may be present, and mitigation measures will be put in place to ensure fairness in the evaluation process.

Evaluators will not be the same as on ice instructors who run the skills sessions or benches during evaluation games.

6.0 Missed Evaluations

All players are expected to participate in the evaluation process, and scores will not be estimated from partial attendance. All considerations for missed evaluations will be made on case by case basis.

Players who miss evaluation will be placed onto a tier 3 team (if past November 1st), regardless of playing history in the WBHL, and must be recommended for advancement by the coaches to the Director. This will be verified by the Director.

Should only part of the evaluations be missed, evaluation scrimmage times and groups will be assigned to the player by the Director. Missed evaluation scrimmages and games will place the player onto a tier 3 team, and the process of advancement set above will be followed.

7.0 Late Registrations

Late registrations will be asked to practice and play with several evaluation groups (scrimmages) or evaluation teams (games) in order to get an accurate picture of the player for final team placement. See 6.0 for further information.

8.0 Appeals

Appeals of final tiering decisions must be done in writing and will be considered where grounds for the appeal are made on the basis that the placement is grossly unfair or unreasonable. In this instance the Director will review the decision and the scores, including a review of the process and whether rules were adhered to. The VP Operations will also be involved in the review. Together the Director and the VP Operations will reach a conclusion and inform the player of the outcome.

Where the outcome reached by the Director & the VP Operations is felt to be unjust, appeal of the outcome may be escalated to the President, in which case the decision reached will be final.

8.0 Underage Players

All players are expected to evaluate in their age appropriate division, as set by Hockey Alberta. Underage players will not be allowed to evaluate in a house league division they are not eligible for.

AA ('Rep') team tryouts have their own regulations regarding underage players. Please refer to the AA Tryout Directive:

<http://fscs.rampinteractive.com/fortmcmurraymha/files/association/Tryout%20Directive%202016-0021.pdf>

