

HAWKS ATHLETIC CLUB

PLAYER EVALUATION GUIDELINES

2019–2020 (rev. 20190821)



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1.0 Background - Why and How

Hockey players may vary considerably in their individual skills. In general, players have a more enjoyable experience when playing with other players of similar abilities. In order to provide this, an evaluation process is necessary.

All players, Novice through Peewee, will participate in evaluations. Evaluations are based on the player's age category and direct observation of hockey skills with a strong emphasis on skating. The purpose of evaluations is to create teams consisting of players with similar abilities. Every effort is made to ensure a fair and equitable process. The Evaluation Committee, in consultation with the Hawks Athletic Club executive, develops and conducts the evaluation process.

Please remember that the selection process may be difficult for both players and evaluators and we ask that you do not make it more difficult with your actions or comments.

Any questions about the evaluation process should be directed to the VP Hockey Operations (vphockeyops@hawksathletics.ca).

2.0 Evaluation Objectives

- Provide a fair, consistent and comprehensive assessment of the players hockey skills during the technical and scrimmage sessions
- Ensure the players are placed on teams at levels in which they can be competitive, appropriate for their level of skill and commitment to the game
- Provide uniformity and consistency year over year such that players and parents know what to expect as they progress through the age divisions in our club

3.0 Evaluation Committee

The evaluation committee consists of the President, VP Hockey Operations, VP Evaluations, Tiering & Development, Novice Director, Atom Director, and Peewee Director. The President is the non-voting chair of the committee. Should you have any questions, their contact information can be found under the executive contact listing on our website.

4.0 Roles and Responsibilities

4.1 Evaluation Committee

The Evaluation Committee will meet to review and approve the evaluation process that will be used for each category. Their responsibility is to ensure that the process is

clearly laid out for the category director, that the process is followed in a transparent way across all levels, and to review the results. After the evaluations are complete, they are responsible for reviewing written appeals, collecting feedback and suggesting changes to the process for subsequent years.

Decisions for final spots will take into account:

- Positional requirements (for Pee Wee and Atom 1)
- Opinion of independent evaluators from scrimmage
- Scores from technical and competition skate (if completed)
- Opinion of Head Coach if applicable
- The opinion of Committee Members will come into account only if all other criteria have been exhausted. It is the job of the Committee to ask the right questions to come to the best result. It is not their job override the criteria for selection.
- If Siblings evaluate on different teams they will be accommodated by placing them on the lower team
- Bubble players who request to play on a lower team may be accommodated

The following criteria will not be considered by the evaluation committee:

- Age of player
- Evaluation results of prior years
- Tryouts with other organizations
- Reputation or hearsay
- Roster sizes do not have to be the same for all teams in a division. It is more important to have each player at the level appropriate to their ability.
- No player will be moved down a team to fulfill coaching requirements
- Friendship requests will not normally be accommodated. However, if a player is a bubble player and their friend is on the team below, they can be moved down at their request. No player will be moved up to accommodate a friend request, and a friend request is not a legitimate tie breaker for bubble players to move up

Deliberations of the Evaluation Committee are confidential and will be done in good faith. The Evaluation Committee will not reveal any information regarding a player to anyone other than their legal guardians and will not comment on comparative deliberations between players. While members of the Committee will not reveal the details of deliberations (i.e. who said what), the Committee should be prepared to provide the reasoning behind player placement if asked.

The Evaluation Committee is responsible for the selection of the Head Coach for each team, and will interview candidates when there is more than one qualified coach.

Criteria to be considered in coach selection includes:

- Interview
- Experience
- Coaching philosophy
- Certification
- Formal and Informal feedback from Parents

- Success developing players
- Direct observation of the members of the Committee
- References, either formal or informal
- Members of the Evaluation Committee are eligible for Head Coach positions
- Head Coach will be solely responsible for choosing their assistant coaches

When possible Head Coaches for Teams #1 and #2 are chosen prior to final scrimmage and integrated into evaluation process for final scrimmage

- No player will be moved down to ensure sufficient coaches
- Head coaches may be asked their opinion both on individual players and roster composition as it relates to playing style, but Head Coaches will not make the final decision on any players
- The parent of a “bubble” player may be provisionally chosen as coach of either team #1 or team #2 pending final scrimmage, at the discretion of the committee

4.2 Category Directors

It is the responsibility of the Category Directors to ensure that the evaluation process is correctly executed, in consultation with the evaluation committee as needed. Their role is to:

- Organize Evaluation Skates
 - Recruit volunteers to run on-ice drills
 - Divide players into groups for each skate
 - Communicate groupings to parents either through email or the website
 - Compile results from evaluators on master spreadsheet for review
- Respond to Parent Questions/Concerns
- Coordinate Evaluators
 - Recruit up to 5 evaluators for each skate
 - Explain evaluation criteria to evaluators
- Compile ranking of players based on scores from independent evaluators from technical and skill skates
 - Group players into the outlines of teams on the basis of these rankings prior to the final scrimmage
 - Identify players on the bubble for final spots to be closely evaluated in final scrimmage
 - Identify sibling and friendship requests if applicable
- Participate in final decision as members of Evaluation Committee

4.3 Evaluators

- Provide independent evaluations according to criteria provided by Category director
 - Evaluators should not be the parent of any child in the category under evaluation

- Evaluators should make their evaluations independent of each other and should not discuss their evaluations while making them, where possible sitting in different areas of the rink
- Evaluators should not socialize with parents during the evaluation skate
- Category directors and members of the Executive may serve as evaluators provided they do not have a child at that level
- To ensure consistency of ratings, evaluators should be the same for each type of skate at a level (i.e. the same evaluators for all technical skates, the same evaluators for all competition skates, etc.)

5.0 Evaluation Scale

The purpose of this criteria is to try and apply a consistent standard to evaluations for the Technical and Skill Skates. This 7 point scale that includes two outlier variables which wouldn't necessarily be used in every session. Grades 2-6 would be used in most sessions, providing clear and consistent differentiation between players across a usable 5-point scale. These grades are relative to age level based upon a regular distribution around a bell curve with a grouping at the mean (Grade 4) and tailing equally in either direction. For each skill being evaluated effort should be made to ensure that each grade assigned is based on multiple observations

Grade 7 Outlier Variable

- Too good for this level (AA player)
- Rare grade to capture outlier level talent you wouldn't see in every session

Grade 6 Excellent/Outstanding

- Stands out clearly compared to other players
- Either the best, or amongst the best at the particular skill
- Since grading is relative to the group, you would normally have some ratings at this level but not too many.

Grade 5 Above Average/Good

- Stands out in comparison to other players but not at same level as Outstanding player

Grade 4 Average

- An average player is not a bad player. They are usually noticeable in a good way at the particular skill, but with identifiable weaknesses that limit them compared to the very good player.

Grade 3 Below Average

- A step behind, with identifiable technical limitations
- In a random sampling there would be roughly the same number of grades at this level as grade 5

Grade 2 Poor

- Can't keep up with pace with significant technical problems
- In a random sampling there would be roughly the same number of grades at this level as grade 6

Grade 1 Beginner/Out of place

- Another outlier variable. Depending on the session you wouldn't necessarily have any players at this grade.

6.0 Evaluation Criteria

Forward Skating

- Speed, balance, stride length, posture (knee bend, head up)

Backward Skating

- Speed combined with balance and fluidity, good posture (knee bend, straight back, head up)

Crossovers

- Speed combined with technique, long strides throughout the circle, not choppy, full extension of inside leg, ability to turn both directions equally

Edges

- Tight turns: uses both skates, outside edge on inside leg, inside edge on outside leg, doesn't drag or slow down heading into turn, accelerates out of the turn, ability to perform at speed, can perform in both directions
- Eagle turns: balanced on both inside edges, under control even at speed, can perform in both directions
- Pivots: quick crossover acceleration, balanced throughout the turn

Puck Handling

- Ability to control the puck at speed while performing advanced skating skills, head up, flair, good shot

1-on-1 offense

- Evaluate on skills not results. Does the player attack with speed and a plan, do they have the ability to execute 1-on-1 moves, can finish on the goalie

1-on-1 defense

- Evaluate on skills not results. Gap control (establish and maintain), backward speed under pressure, lateral ability, good stick

Compete level

- Willingness to engage physically, effort

7.0 Evaluation Process

7.1 Technical Skate

All Novice and Atom players will participate in a technical skate. These skates will be divided alphabetically. Drills are designed to evaluate technical skating ability, with a focus on edgework, not simply speed. Players will be evaluated in 5 categories according to the 7-point scale to produce a total skating score. On this basis players will be ranked and divided into groups for subsequent skates.

7.2 Evaluation Scrimmage

Evaluation Scrimmages will be used to differentiate between players who are closely bunched after the Technical Skates for Atom (due to Novice being half ice there may not be a Evaluation Scrimmage at this level). Decisions concerning the final makeup of teams will be made by the Evaluation Committee based on all of the evaluation skates.

For more information see the decision tree examples for Atom, the outline of the 7 point scale and evaluation criteria for individual skills, the outline of responsibilities for evaluations, and a sample of drills that may be used for the technical skates.

Peewee Players will only be evaluated through the Scrimmage Evaluation process.

7.3 Preseason Practices

Once the teams are formed each team will be assigned practice time before the beginning of the Hockey Edmonton season. This will allow coaches to see their teams and put together a season plan prior to playing games. While not a formal part of the evaluation process, player movement is still possible at this stage to correct any mistakes that have been made. While most parents and players want to evaluate on the highest team possible, long experience has demonstrated that this is not always what is best for the player. Our number one priority is to place players on the team that is appropriate to their ability.

8.0 Family Responsibilities

8.1 Know your evaluation schedule.

Evaluations take place during September and attendance at the assigned sessions is mandatory. The skate times will be posted on our website under the Evaluations tab at the top of the home page and the specific category your child is playing in. These skate times will be updated regularly - please check the website. It is the responsibility of the parent to find their child's skate time on the HAC website. If your child can not make the assigned skate time, it is the parents' responsibility to notify the Category Director as soon as possible.

8.2 Help your child be prepared.

Prior to the beginning of evaluations, verify that your child's equipment fits properly, skates are sharpened, and everything is in their hockey bag. Full equipment is mandatory. Upon arriving at the arena be sure to check in at the table to receive the assigned jersey (it must be returned immediately after the session). Be at the rink early enough for your child to be completely ready 15 minutes before the ice time starts.

8.3 Help your child stay positive and to try their best.

Help them understand the process: movement is how it works.

8.4 Understand the process yourself.

Be as informed as possible about the evaluation process.

8.5 Contact your category directory (via email) if your child is sick or injured.

8.6 Respect our evaluators.

Do not sit by an Evaluator, ask Evaluators for player information or interfere with the Evaluators efforts to watch all the players on the ice.

8.7 MAKE SURE YOUR CHILD HAS FUN!

9.0 Evaluation Attendance

Evaluations are MANDATORY

If a player does not show up for a session, they may suffer in the overall ranking owing to the loss of valuable assessment information, which may result in a lower ranking and affect what team they are ultimately placed on.

Legitimate Absences

The category director must be contacted as soon as possible if your child will miss a session for a legitimate reason (personal, family and medical emergencies). Each case

will be reviewed separately with consultation of the evaluation committee to determine the best course of action.

Pre-Evaluation Injuries and Sickness

If your child is injured or sick prior to evaluations and is unable to attend any of the evaluation sessions for the upcoming year, the parents of the player must contact the category director and explain the situation. The evaluation committee may use the coaching assessment from the previous season to guide placement on a team.

10.0 Team Selection Process

When evaluations are completed, the evaluation committee will place players on teams based on the evaluation results. Only the current season evaluation rankings will be used.

Hawks Athletic Club will no longer be entertaining friend requests; due to our growing numbers, it is in the best interest of all players involved, as well as for the growth of the Hawks program, that all players be equally evaluated and placed on a team with other players of equal skill levels.

Hawks Athletic Club does not encourage non-friendship requests. In the event that there is one, please submit your request and it will be reviewed by the board on an individual basis.

Twins or sibling requests are not the same as friendship requests. We will accommodate the placement of siblings upon request when the movement between teams is not greater than one level, with the higher ranked player moving down only one team. There is no movement up.

Movement outside this guideline cannot and will not be guaranteed. Each situation will be looked at on an individual basis. Movement will be evaluated on the best interest of both the players and the teams involved.

Each team will typically consist of 13 to 17 players, depending on the number of registrants. Most teams will consist of three forward lines, four to six defensemen and one or two goaltenders. After completion of evaluations, the head coach of your team will contact you.

11.0 Appeal Process

PLAYER PLACEMENT APPEAL GUIDELINES

There are a number of factors that are considered in the process of an appeal:

- Was there an error in the evaluation calculations that compromises the placement of the player subject to an appeal?
- Was there an illness, injury, health concern that impacted the players' performance in evaluations and was that taken into consideration in the evaluation, in a manner consistent with the Evaluation process?
- The position of the player in relation to the desired team. For example, is the player next on the depth chart in terms of players being placed on a particular team?

The following are not acceptable reasons for an appeal and appeals made for such reasons will be denied.

- Desire to play with a particular player or players on another team.
- Desire to play for a particular Coach or Assistant Coach.
- Desire to NOT play with a particular player or players on the assigned team unless there are extenuating circumstances.
- Desire to NOT play for a particular Coach or Assistant Coach on the assigned team unless there are extenuating circumstances.
- Previous year(s) performance or placement alone.
- Placement in relation to another particular player or players.

FORMAL APPEAL

If an appeal is still considered after the above:

- The parent must provide a letter stating their concerns and issues as to outline why they are appealing.
- The letter must be submitted by email to the Evaluation Committee to vp_hockeyops@hawksathletics.ca
- The letter must be submitted within 48 hours of the players being placed on a team and otherwise, the appeal will not be considered.

Appendix

A1. Evaluation Drills (sample)



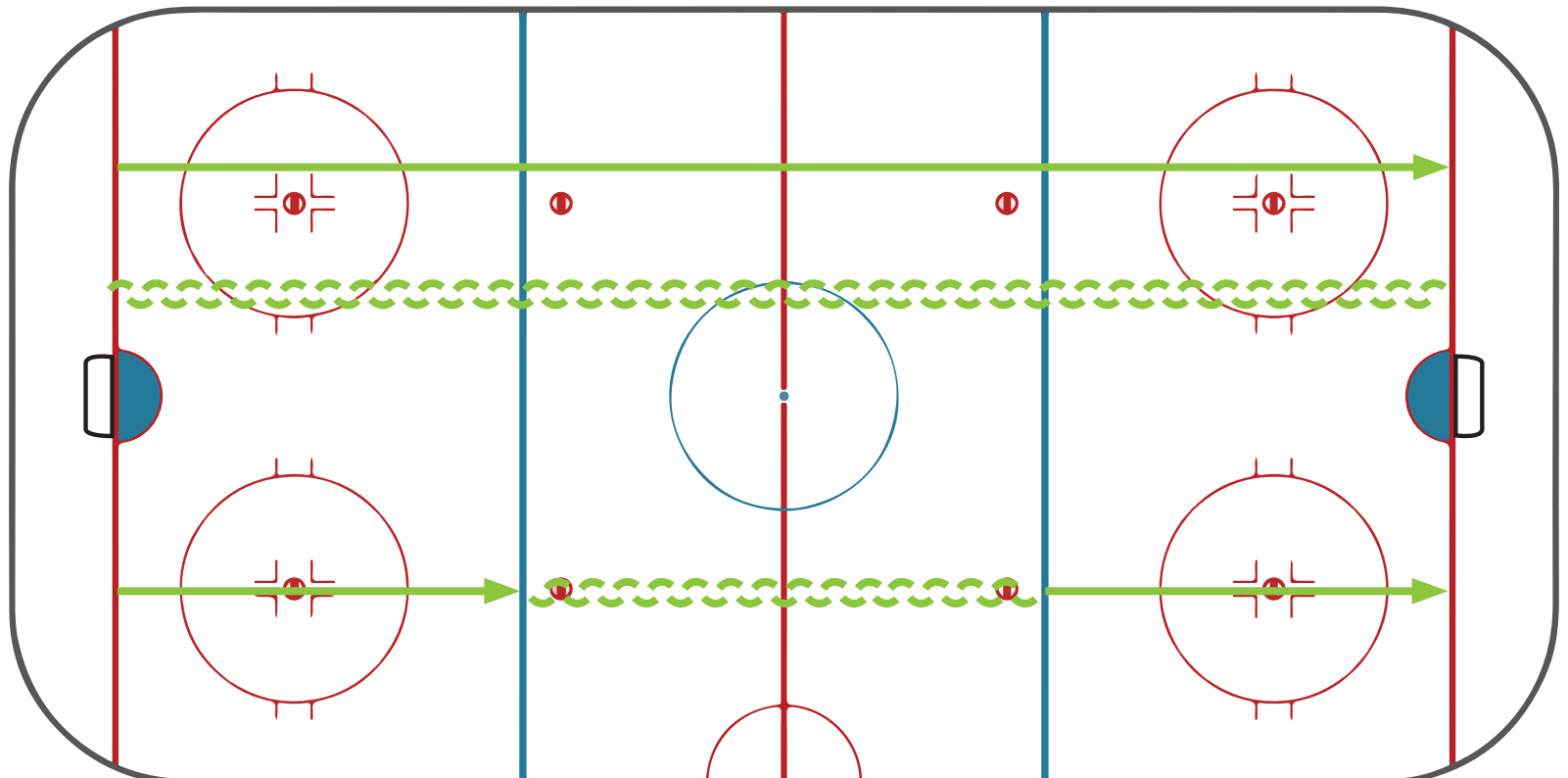
TECHNICAL SKATE DRILLS

Straight Line Skating ~20 min

1. Forward the length x4
2. Backward the length x4
3. Forward → Backward → Forward x4

LEGEND

X	Player
→	Skating Forward
↔	Skating Backward
→	Shot
▲	Pylon
G	Goalie
F	Forward
D	Defense
C	Centre





TECHNICAL SKATE DRILLS

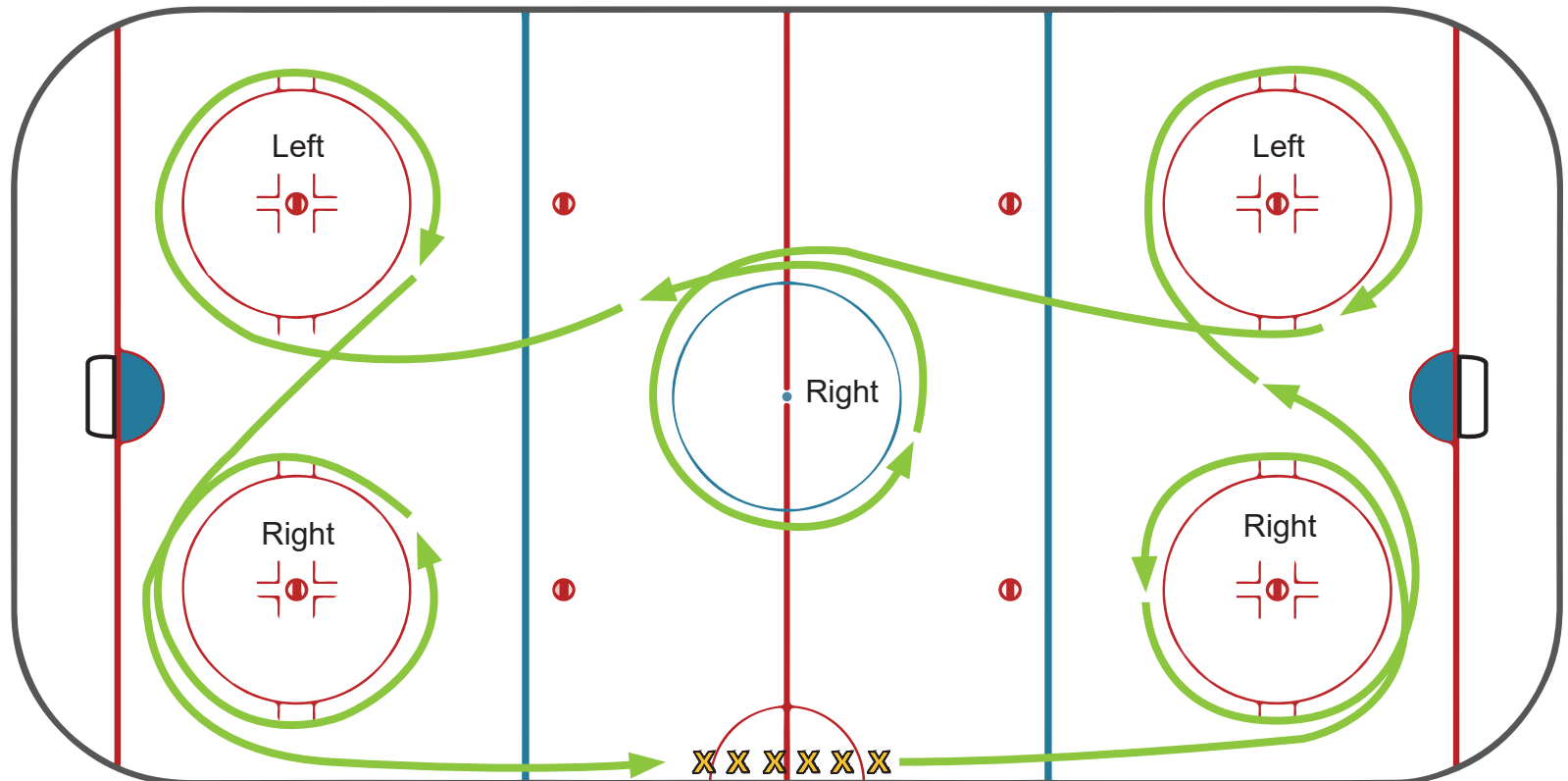
Crossovers ~20 min

Line up at blue line

1. Continuous until ratings complete
2. Forward then Back

LEGEND

- X Player
- Skating Forward
- ↩ Skating Backward
- Shot
- ▲ Pylon
- G Goalie
- F Forward
- D Defense
- C Centre





TECHNICAL SKATE DRILLS

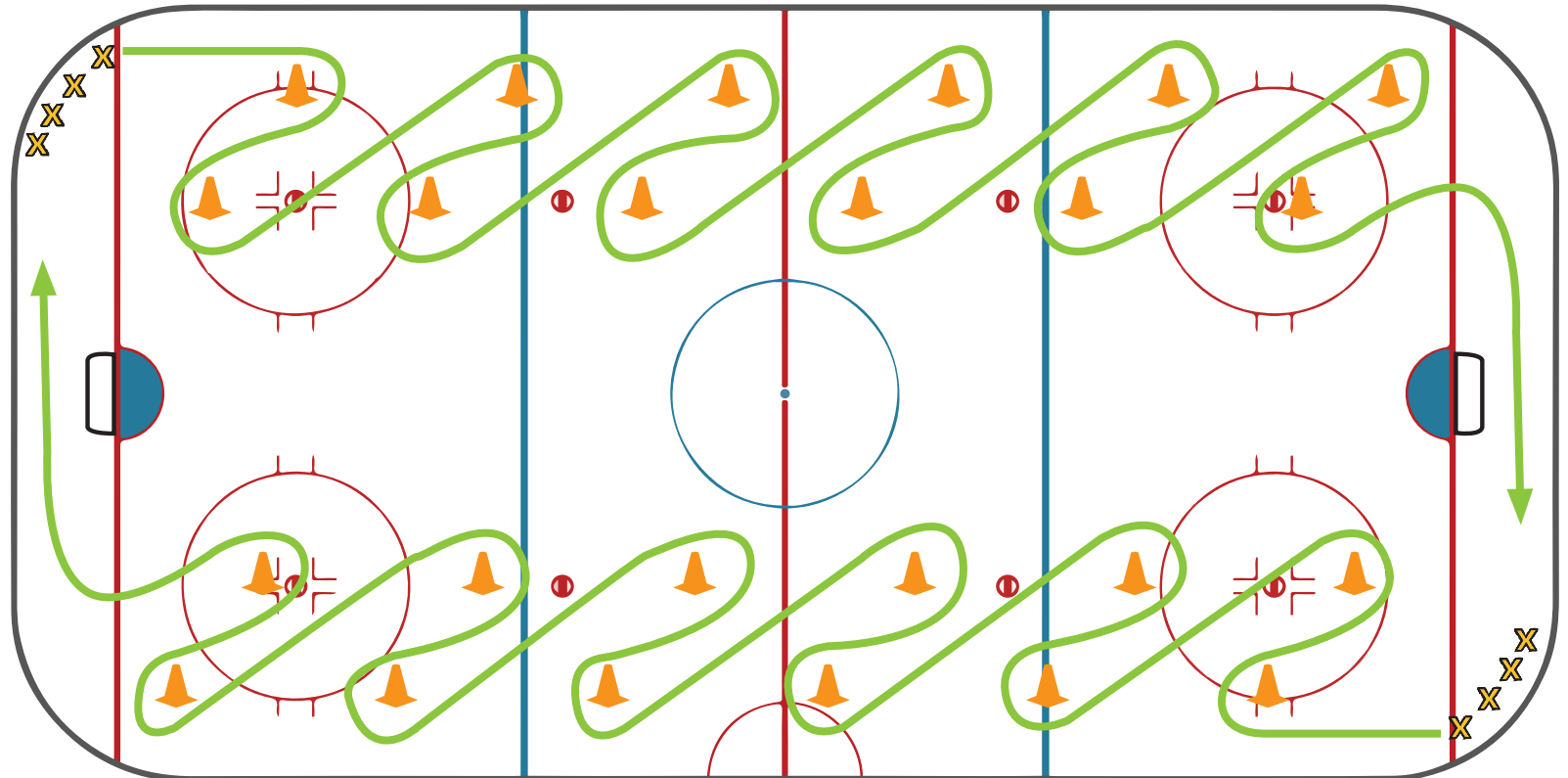
Pivots/Edges ~20 min

Pylons set-up in slalom formation
→ two lines opposite corners

1. Tight turns
2. Eagle turns
3. Forward → Backward Pivots

LEGEND

X	Player
→	Skating Forward
↶	Skating Backward
→	Shot
▲	Pylon
G	Goalie
F	Forward
D	Defense
C	Centre





TECHNICAL SKATE DRILLS

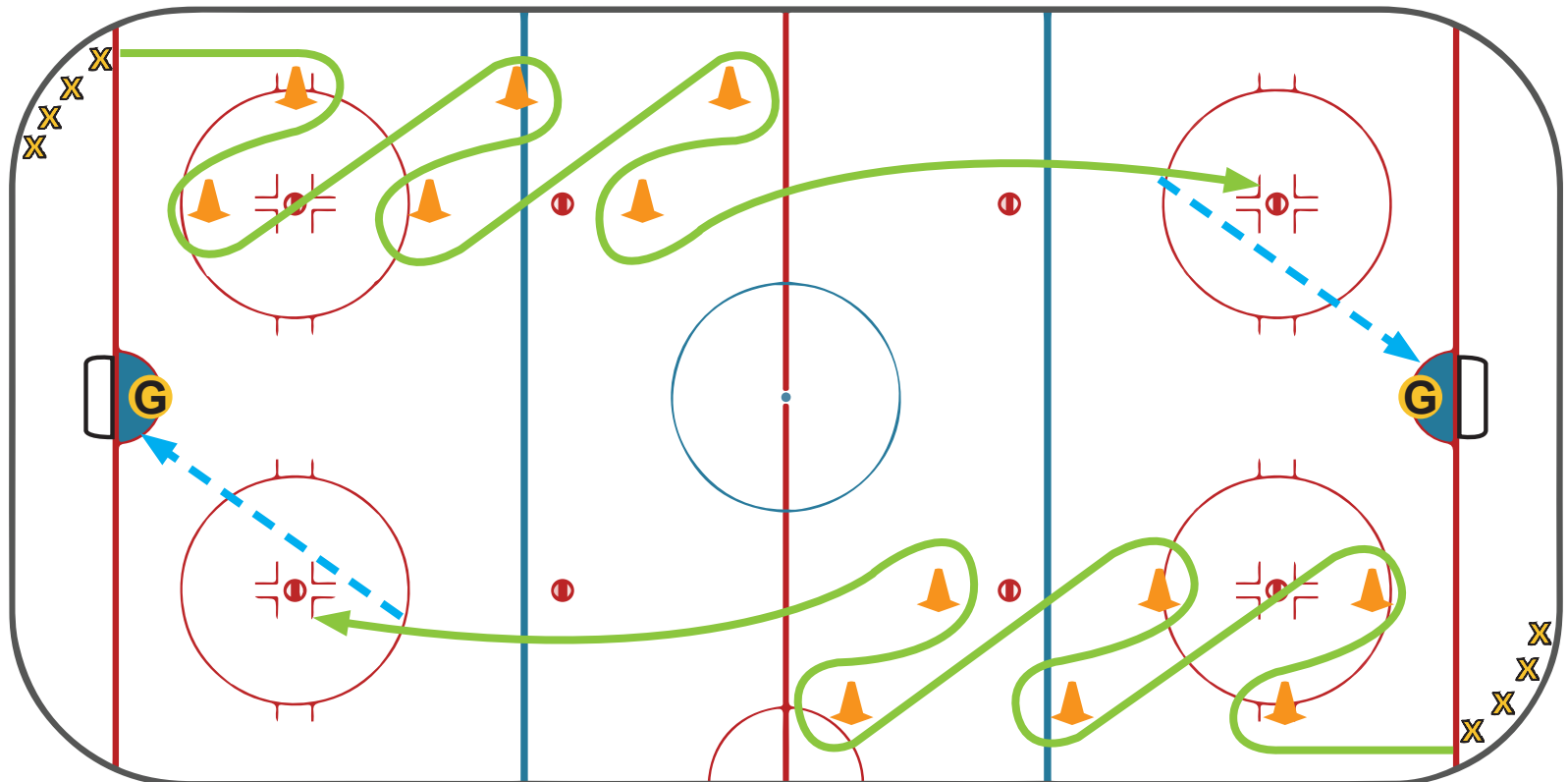
Puck Control Edge Drills ~20 min

Pylons set-up in slalom formation
→ two lines opposite corners
Finish with shot → Goalies rotate

1. Tight turns
2. Eagle Turns
3. F-B Pivots

LEGEND

X	Player
→	Skating Forward
↩	Skating Backward
→	Shot
▲	Pylon
G	Goalie
F	Forward
D	Defense
C	Centre





TECHNICAL SKATE DRILLS

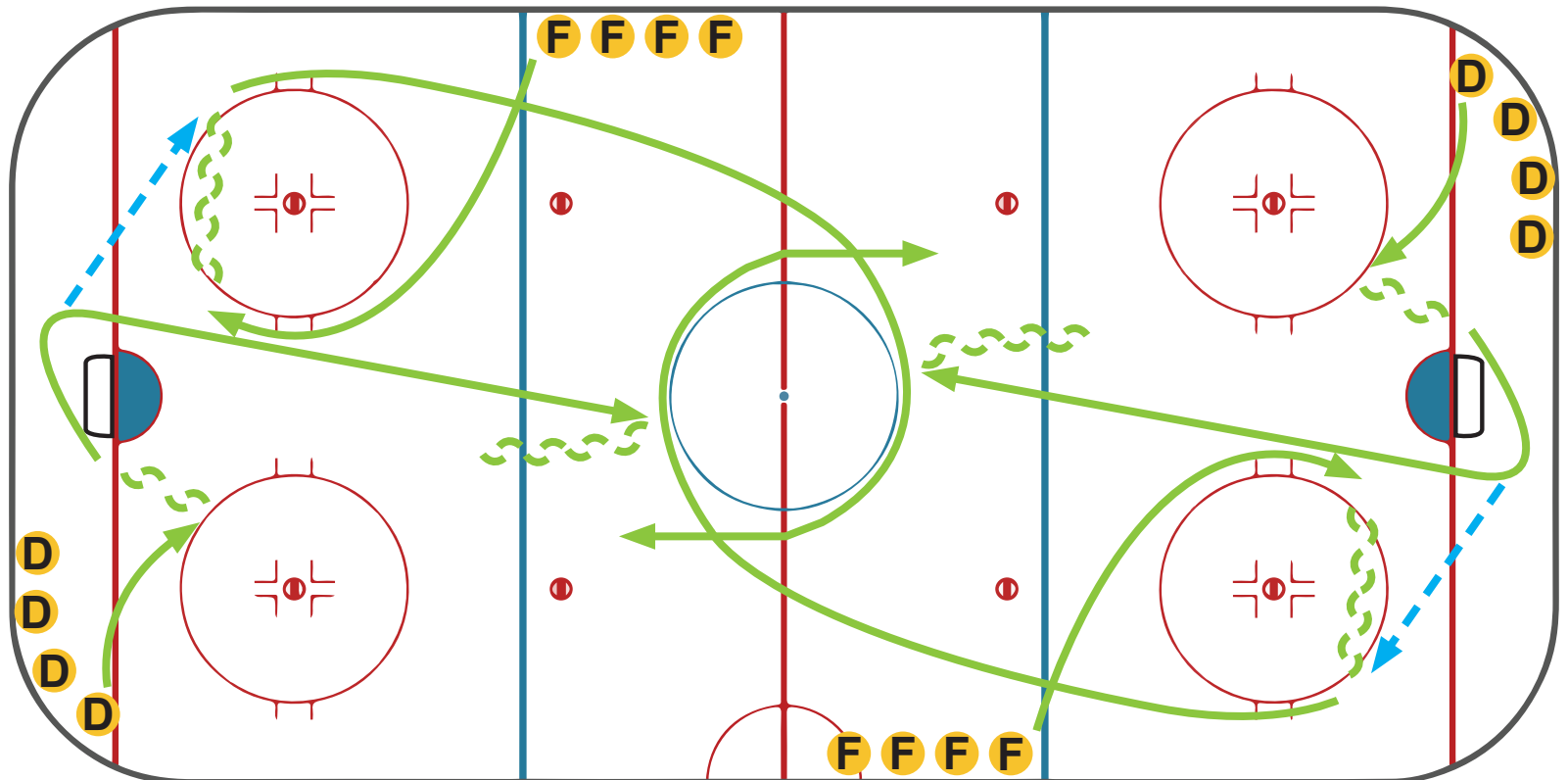
One-on-One Both Sides ~20 min

1. D makes breakout pass to F
2. F takes puck around face-off circle and attacks
3. D gaps-up and defends

Both sides at once → Goalies rotate

LEGEND

X	Player
→	Skating Forward
↩	Skating Backward
→	Shot
▲	Pylon
G	Goalie
F	Forward
D	Defense
C	Centre





TECHNICAL SKATE DRILLS

Two-on-Two Box Out ~20 min

1. D gaps up, backs up, boxes out
2. F around cone drives to net
3. C shoots for rebound

Play it out 2v2 until goal, frozen, or clears the zone

LEGEND

X	Player
→	Skating Forward
↩	Skating Backward
→	Shot
▲	Pylon
G	Goalie
F	Forward
D	Defense
C	Centre

