

McKnight Hockey Association

GOALIE Evaluation Manual

2016-2017



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Application

This policy shall apply to evaluations of the position of goalie for Atom, Pee Wee, Bantam, Midget and Junior without exception. Where there is an issue unique to a particular division that is not specifically addressed herein, an effort should be made to deal with that issue in accordance with the policies and principles set out in this goalie evaluation manual.

Objectives

The objective of the goalie evaluation process each year is to place the players in team environment whereby their skill level and general ability will allow them to enjoy the game of hockey while developing their athletic, interpersonal, and life skills. The objectives of goalie evaluation should be read in conjunction with the objectives of the evaluation manual for players.

The Evaluation Executive Committee ("EEC") should,

1. Determine if a recommendation to use an independent goalie consultant for the purpose of performing all evaluations within each division will be brought forward to the McKnight Hockey Association Board for approval
2. Ensure that the Evaluation Coordinator is prepared and accepts responsibility for goalie evaluations in addition to player evaluations; or, Determine if a goalie evaluation coordinator ("GEC") is necessary, appropriate, or available if he or she is not in a position to specifically review goalie issues or feels that the scope of the coordinators role is such that additional help in this area is needed. Still, it shall not be seen as a breach of this policy if the Evaluation Coordinator elects to carry the task of coordinating goalie evaluations himself or herself; and
3. Similarly, it may be that a division evaluation coordinator works with a division goalie coordinator but that is not necessary and it should not be seen as a breach of the terms of this policy if such a position is not utilized. It is noted that there is some value in keeping the levels of coordinators and chain of communication in the evaluation process simple in order to avoid confusion.

The Evaluation Coordinator and division evaluation coordinators shall work with the EEC in consultation with McKnight Hockey Association Board, where required, to:

- Select and or retain the services of third party goalie evaluators for Atom, Pee Wee, Bantam, Midget, and Junior goalie evaluations;
- Coordinates the general evaluation guidelines for each division including completion date and number of evaluation ice times;
- Ensures that McKnight hockey's principles and philosophies are adhered to throughout the goalie evaluation process;
- Oversee processes and proactively attempting to resolve any parent or player problems during the goalie evaluation process;
- EEC and GEC review evaluation forms and general procedures provided by third party goalie evaluators and shares with the division coordinators;
- Maintain constant communication with all necessary individuals through and during the evaluation process;

- Work to attempt to create fairness in the amount of ice time during game play sessions for the various goalies recognizing that exactly the same amount of ice time is not expected but that the principles of fairness should be utilized and a distinct effort made to achieve same;
- Work with the goalie consultant as may be further set out below;
- Liaise with the third party goalie consultants to ensure consistency is applied across the all divisions; and
- Be consulted in the efforts to present final teams to the McKnight Board for their approval specific to issues as relates to goalies.

These roles and responsibilities can be delegated where appropriate but such delegation should be disclosed to the EEC and, where any concerns arise, shall be disclosed to the Board to allow the board to consider and / or approve the said delegation.

The Evaluation Team

McKnight Hockey Association Board has used external consulting services for the past two seasons (2013-14 and 2014-15). Goalie Development Inc. has been retained for the 2015-16 evaluation. The consultant's duties will be further explained in section 2.2 below.

Goalie Evaluation Coordinator(s)

The Goalie Evaluations Coordinator will liaise with each division coordinator and Independent Goalie consultants to ensure that goalies and evaluators are at the appropriate ice times when required:

- Contact appropriate member of the EEC to obtain the list of all goalies registered for the age category as well as take all reasonable steps to ensure no goalies are missed. A list should be made of the goalies and the appropriate coordinator (division goalie representative or otherwise) shall know, or be able to access information in relation to or inquire to determine:
- Review number of goalies generally to become aware of potential issues at the outset and in order to communicate those issues to the evaluation team, players, and parents at the outset;
- Organize initial goalie evaluators meeting to review all aspects of the process and potentially do so in conjunction with other age categories to gain the benefit of the consultant;
- Contact goalies for their first evaluation ice time;
- Confirm evaluation schedule and number of ice times with goalies and / or their parents;
- Project number and size of teams (with the entire evaluation team) so that it is apparent how many goalie positions are available;
- Be aware of the policies as relates to excess goalie situations such that open and transparent communications can be achieved;
- Ensure consistency by monitoring and maintaining the presence of the goalie evaluators through the total ice session; and

Independent Goalie Consultant

The coordinators and EEC shall work to retain the services of a knowledgeable goalie consultant who will, at the discretion of the board, be paid for efforts in relation to goalie evaluations. The consultant shall be used in a role to assist in the goalie evaluations. In particular, the consultant shall:

- Assist in the meeting involving goalie evaluators in order to inform the said evaluators on the goaltender position;
- What to look for throughout goalie evaluations;
- What tips and traps there can be in evaluation of goalies;
- Assist where available in goalie evaluations for both skills and game play sessions; and
- Such further and other duties and roles and may be appropriate for a knowledgeable consultant.
- Act as an evaluator himself or herself where possible and available to do so; and
- Other roles as may be set out in the within document.

An effort should be made to ensure that this person is independent. Where the consultant retained is not independent for a specific division or age level that consultant shall not participate in any capacity save and except for education of the goalie evaluators as may be set out above.

Evaluation Core Criteria

The Goalie Evaluation Coordinator, in consultation with the McKnight Board, and the Independent Goalie Consultant will establish the general guidelines to be followed to best evaluate the skills of the players within that category. In further consultation with the Division Coordinators they will fine-tune these guidelines.

The evaluation program recognizes that not all divisions need to be evaluated with the same on ice program. In addition, the number of ice times may also be varied to accommodate the number of players registered in each division.

- Evaluations will be based upon general hockey skills and game situations with particular attention to the positional play of the goalie in those situations;
- It is specifically noted that number of goals shall not, in and of itself, be the determining factor in goalie evaluation or ranking as the nature of the position is that goals may or may not be an indication of skill or ability of the goalie in question;
- Evaluations will also be based upon attitude with particular reference to attitudes of the goalies as they relate to having goals scored on them, recovery from having a goal scored; and leadership as may be evident from the goalie position;
- It is recognized and noted that not all divisions and not all goalies in those divisions will have the same ice time programs;
- Players may be moved from group to group during evaluations;
- Prior years team placement may be considered where anomalies occur but will not be the governing factor in the overall evaluation;
- Any coordinator or evaluator who feels bias (either positive or negative) towards any player should clearly identify such bias to their coordinator or the EEC. Failure to disclose the said bias can result in referral of the evaluator to the McKnight Discipline Committee.

Conduct of Goalie Evaluations

- Goalies must be registered to be on the ice (late registrations require McKnight Board approval, specifically where there is a situation of excess goalies);
- No goalies can be turned away or released without McKnight Board approval but communications regarding excess goalie situations need not have board approval as contemplated herein;
- Inform goalie evaluators of any goalie problems (minor injuries, illness, attitude, etc.);
- Goalies must have a valid excuse to miss any session or risk being improperly seeded. Where the absence is based on an illness it should be accompanied with a doctor's note;
- Subject to the above, players should be encouraged not to participate if hurt or sick enough to impact their placement;
- Change/rotate goalies frequently, avoid same 3/4/5 players playing against each other. This is particularly important for the goalie position because it is important to see various goalies against various levels of shooters;
- Game sessions require fair ice for all goalies – no coaching, just change goalies and change ends;
- Maintain open lines of communication with parents and players as appropriate to the evaluation session and progress, and
- Coordinate and assist with on and off ice volunteer's duties.

McKnight Hockey Goalie Evaluation Sequence

The following is a summary of the evaluation technique employed by McKnight Hockey in prior years. The program was initially designed to be a fair and calculated approach for the evaluation process. More recently, McKnight Hockey has made the decision to use external consulting to evaluate at all levels. The evaluation process utilizes the general guidelines as described below.

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Conditioning

- An effort will be made to have two conditioning sessions specific to goalies. These ice times will not be used in the formal evaluation process. In addition, the goalies may participate in skater conditioning sessions. It is noted that the general conditioning skates may or may not be prior to the goalie skills session referenced below.
- Conditioning skates will typically see Atom/PeeWee at one ice time and Bantam/Midget at the other in order to maximize the effectiveness of these sessions with goalies at similar age/skill level.
- External consultants contracted by McKnight Hockey will be present during the goalie skills sessions to advise on those skills to be evaluated on in the formal evaluation process.

Goalie Skills Session

The goalie skills session will take place where all goalies for a particular division and shall be structured as follows:

1. Stations will be set up to have the goalies go through a series of skills. The skill stations shall attempt to allow for skills to be evaluated outside of game play. The specific drills shall be

determined at the sole discretion of the coordinator or as may be otherwise set out herein in conjunction with others involved in the process including, but not limited to, the independent consultant.

2. Each station shall have at least one evaluator who evaluates the skills such that there is consistency in evaluator from goalie to goalie. It is acceptable to have more than one evaluator per station and a preference is made for more evaluators per session.
3. Each goalie will do all stations and an effort will be made to go through the stations two times if that is possible given the ice time and number of goalies on the ice session. If the goalies go through all stations once and then only some stations a second time then the evaluation for sessions that the goalie went through twice shall be averaged.
4. Skilled and/or adult shooters will be used such that the skills at issue can be properly evaluated with shooters capable of placing the shots;
5. There will be a total of 2 skill sessions at the Atom and PeeWee level. A single skill session will be used for the Bantam and Midget goalies as more emphasis will be placed on game play for evaluating at this level.

The players will be ranked in order of performance based upon the skills session. The evaluation numbers for each goalie and for each session shall be added to allow for a ranking from top goalie to bottom goalie. These rankings will be used to seed the goalies for the game play sessions.

First Ice Time

The first ice time will be the skaters/players skills session ice time. All goalies will be given an opportunity to participate in this ice time but will not be evaluated in this ice time given that the focus is on the players/skaters. No goalies ranking, rating, or position shall be altered in any way by this ice time. Placement for this session only will be alphabetical.

Second Ice Time

Goalies will be divided evenly among the number of ice sessions based upon the skills session set out in Section 7. So, for example, if there are 12 goalies trying out in a division then there will be 3 on each of 4 ice times. The evaluation coordinator shall use his or her discretion as to which groups have more goalies. This is the first game play session where goalies at all levels will be evaluated during this ice time.

Third Ice Time

The third ice time mixes the levels in order to test the ratings to date and to expose initially lower ranked goalies to higher ranked players / shooters. For example the bottom two goalies from the highest ranking group would move to the lower goalie group while the highest two from the second group may move up for the second ice time. It is noteworthy that the Coordinator or other member of the evaluation team may make these movements based only on the rankings and ratings and shall move at least one goalie but need not move more than one depending upon the number of sessions and number of goalies.

This allows a goalie to be compared with players/shooters in skill levels above their current position. Goalies are moved as required one level up or down.

This ice time will be the last game play evaluation for goalies at the Atom and PeeWee level.

Fourth Ice Times

A similar procedure will be utilized for ice time four as would be utilized for ice time three. Only goalies at the Bantam and Midget level are evaluated for this ice time.

Goalies must participate in all sessions even the final session, subject to the injury and illness, and absence provisions of this policy. This is particularly important given that team placement is based only on two goalies per team and as such performance in any one or more of these sessions can have a significant impact on goalie placement. Still, where it is known that there is a very tight rankings between a particular set of goalies an effort will be made to communicate that to the evaluation team, on ice or otherwise, such that those particular goalies might get a better opportunity. Where time permits, in any of these ice times, if a shootout is possible to allow an opportunity to see a goalie in a breakaway situation that may be conducted. Still, it should be recognized that breakaways are only one aspect of the position.

No additional ice times should be given to goalies notwithstanding the close proximity of the rankings at the end of the sessions set out herein. If necessary and applicable the tie breaker procedure set out herein should be utilized.

The Coordinator will establish the team allocations with the goalies ranked according to the evaluation process. Ultimate authority for team determination will rest with the McKnight Board. Communication with the Board will be made by the Division Coordinators through the EEC. Communication of these positions must be done on a preliminary basis only until the appeal process is complete.

Ties

It is recognized that from time to time there may be a tie as between two goalies. A tie need not necessarily be an exact tie based on the evaluation system set out herein but where two or more goalies have consistently evaluated similarly then ties shall be determined on the following basis:

1. The tie shall go to the second year player to have the position on the higher team or a team if it is the bottom team at issue;
2. If both goalies in a tie situation are the same (1st or 2nd year) then the tie shall be broken based upon the skills session alone;
3. If the tie remains after looking back to the skills session then the consultant shall provide a recommendation to the EEC which recommendation shall be used to break the tie.
4. If the consultant has not seen the goalies at issue play enough to make a decision as set out in item 3 herein then the GEC should, unless his or her child is involved, shall make the decision at his or her sole discretion but is invited to call former coaches of the goalies at issue if the goalies have played in that position in the past.

At no time should goalies subject to a tie as set out herein be given additional ice in an effort to resolve the said tie.

Excess Goalies

It is recognized that there may be situations where there are more goalies in a particular division than are spots available. Goalie evaluators, goalies, and parents should be made aware of this situation as early as possible. The evaluation team should work to be very clear to all goalies and parents with respect to options for resolving a situation of excess goalies including, but not limited to:

- Advising of options or potential options to play for other communities;
- Advising parents and goalies of the process for obtaining releases from the McKnight Hockey Association in order to play in other communities;
- The appropriate coordinator or his or her delegate must seek out information and / or become familiar with minor hockey rules as relates to goalies including but not limited to playing goal as an over age player for a division;
- Communication is key to allowing situations of excess goalies to be dealt with pursuant to the principles of fairness recognizing that where there are not enough spots the principles are already compromised; and
- Such further and other steps as may be available.

Equipment

A goalie shall not be evaluated based upon his or her equipment. McKnight Hockey shall not provide any equipment for goalie evaluations beyond those evaluations for Novice.

Movement from Year to Year

It is specifically noted that from time to time a goalie in the same division may not play on as high a level of team as they did the previous year. For example, where a goalie as a first year goalie plays on a Team 1 that goalie, as a second year, is not guaranteed a team one position in his or her second year in that division.

Quadrant Hockey Releases

The appropriate coordinators and/or representatives shall use reasonable efforts to determine what potential goalie returns are possible so that they are aware and can react to such returns. It is specifically recognized that goalie returns are often late. Still, for returns the following procedures shall be followed:

1. Goalie returns before evaluations start shall follow the same evaluation schedule set out herein;
2. Goalie returns after the goalie skills session shall start the evaluation in the top group without moving any goalies already advised that their next session will be in that top group. It is recognized that this may, for a single ice session, result in some reduction of playing time for the goalies on that session;
3. It is noted that goalies returning with only one evaluation session left will be given an opportunity to evaluate with the top group for that one session but their overall evaluation in community hockey will be based only on that evaluation;

4. Goalies returning after teams have been set shall only be given a goalie spot to play in McKnight Hockey if there is one not occupied and it shall be done without displacing goalies who have started team activities (practices or games) with their designated team. Otherwise, returning goalies at a later date shall not be given a goalie position to play but may be offered a skater position if such a position is available.

It is specifically noted that a returning goalie may not end up on the top team in community hockey for any number of reasons including, but not limited to, the age separation between community hockey and the A, AA, and AAA programs, return of multiple goalies from A, AA, AAA or other programs for that year, return of goalies to the community or community hockey, attendance of new goalies not previously with McKnight Hockey, and performance in the community evaluations. In any event, there is no guarantee of a top spot for any returning goalie.

A final decision on a particular goalie's placement may require that a case be built by the HEC the GEC based on the individuals current and historical evaluations, previous years placement, coach interviews, etc. and a placement recommendation will be made to the EEC for approval.

No teams should be set definitively until returning goalies are appropriately considered under this policy for the same reasons set out in the appeals section of this manual.

Evaluation Grievance Procedure

All decisions of the Evaluation Committee are final when reviewed and approved by the McKnight Board. The McKnight Board maintains the right to make changes after this process in the case of exceptional circumstances.

Post-evaluation grievances will follow this process:

- All formal grievances will be submitted in writing to the Head Evaluation Coordinator.
- Recommendations by the Head Evaluation Coordinator will then be submitted to the Division Board Rep for McKnight Board review and approval.
- If a decision cannot be agreed upon, the McKnight President will make the final decision (tie-breaker).
- All responses to the grievance writer shall come from the Head Evaluation Coordinator. This information will then be shared with the Division Evaluation Coordinators, Division Coordinators and the Head Coordinator for information purposes only.

Post-evaluation grievances will be addressed as quickly as practical. Grievances about player evaluations and team placements must be received no sooner than 24 hours after team selection and no later than 48 hours after team selection. Grievances shall be submitted online to the Head Evaluation Coordinator using the online form and shall indicate:

1. The perceived error of the McKnight Evaluation Manual that was not followed;
2. The impact;
3. A proposed resolution.

A grievance resolution will consider the impact on ALL players (not just the player(s) included in the grievance). A grievance resolution may not change player placement but may change process for the upcoming season.

Should a request to move a player be included as part of the proposed resolution, the following factors must be considered in the process:

Is there room for movement such that the team sizes remain in compliance with the Hockey Calgary guidelines and requirements for team sizes? This includes the guidelines for team size and differentiation of team sizes within a community. No player will be moved down a team as a result of a grievance of another player.

Parents will be required to confirm that they have completed the Hockey Calgary Respect In Sport - Parent program. No grievance will be accepted should it not follow the Hockey Calgary Respect In Sport program and the McKnight Evaluation Parent Code of Conduct.

Parents who have a grievance regarding a player's evaluation or team placement do not have the right to review evaluation forms or evaluation tabulations.