

# GELC West Region 'A' Program Handbook



## Table of Contents

<b>1</b>	<b>Philosophy and Objectives</b>	<b>3</b>
<b>1.1</b>	<b>Zone Philosophy</b>	
<b>2</b>	<b>Selection Process</b>	<b>4,5</b>
<b>2.1</b>	<b>A Division / GELC West Regional A Tryouts</b>	
<b>3</b>	<b>Selection Criteria</b>	<b>5</b>
<b>3.1</b>	<b>Number of Floor Times</b>	
<b>4</b>	<b>Team Selection</b>	<b>6</b>
<b>4.1</b>	<b>Decision Making</b>	
<b>4.2</b>	<b>Communication</b>	
<b>5</b>	<b>Division Information</b>	<b>6,7</b>
<b>5.1</b>	<b>Peewee</b>	
<b>5.2</b>	<b>Bantam</b>	
<b>5.3</b>	<b>Midget</b>	
<b>6</b>	<b>Late Registrants and Non-evaluated players</b>	<b>7</b>
<b>7</b>	<b>Goalie Evaluation</b>	<b>7</b>
<b>7</b>	<b>Evaluation Feedback</b>	<b>7</b>
<b>9</b>	<b>Coach Selection</b>	<b>7,8</b>
<b>10</b>	<b>Evaluation Appeals</b>	<b>8</b>
	<b>Appendix Evaluation Scoring Matrix</b>	<b>9,10</b>
	<b>Appendix A: Player Evaluation Scoring Matrix - Skills</b>	
	<b>Appendix B: Player Evaluation Scoring Matrix - Scrimmages</b>	

This manual has been supported by the Executive Board of Directors of all three Associations and developed by a volunteer membership committee.

# 1 Philosophy and Objectives

## 1.1 Zone Philosophy

Evaluations are an important part to every season and we recognize that it is important to each player, parent or guardian, evaluator and to each team to ensure that this process is designed to allow each player to demonstrate their skills and abilities. Our zone strives to provide a fair, open, impartial assessment of each player. This will ensure the proper placement on teams best suited to develop each level of skill.

## 1.2 Objectives

1. To provide a fair and impartial assessment of a player's total lacrosse skills during the skill and scrimmage sessions.
2. To ensure that players have a reasonable opportunity of being selected to a team appropriate to their skill levels as determined during the on-floor evaluations of the current year and; ensure that players are competing in the division that will best allow them to grow in skill and confidence.
3. To provide coaches with the opportunity and flexibility to build a team based in part on their own coaching philosophy and knowledge of player skills and attitude.
4. To provide uniformity and consistency in the evaluation process such that a player and parent expectations are consistent from year to year as players move through the various levels of the association's programs
5. To form teams to maintain balanced and competitive play where the athletes can develop and participate equitably and have fun playing lacrosse during the season.

## 1.3 Rules

1. The selection criteria will be the same for all players at each level, from Peewee to Midget and the evaluations will be documented. This ensures consistency in the evaluation process, and provides consistency in player and parent/guardian expectations from year to year as players move through the various levels of our zone 'A' programs;
2. Evaluations are documented and remain confidential. Individual evaluation scores and rankings are not released, as our purpose is to form teams, not to rank players for the general membership. Under no circumstances will evaluation results be released to parent/guardians or players. The associations do not have the resources to release this information in a form that will educationally benefit and develop the player. This education and development is the responsibility of the coach and parent/guardian. The evaluation sheets and the ranking criteria is only made available to the Evaluation Committee. The Evaluation Committee at each level will be comprised of the Independent Evaluators, Division Directors from each club with consult from the Coaches for the final selections. The committee will be overseen by the Club President's to ensure the process has been conducted according to our policies.
3. A member of the Evaluation Committee will remove himself from any discussions or decisions that are required to be made regarding his or her own child. Members of the Executive Board of Directors will not release evaluation data. As well, all members of the evaluation process are required to sign a letter of confidentiality stating that under no circumstances will evaluation results be released;

4. Any new player that registers with their Association will have the opportunity to try out for the highest level in their division as long as the evaluation is prior to the cut-off date as determined by the GELC.
5. The Executive Board of Directors will deal with any injury or illness, which prevents a player from completing the evaluations, on a case-by-case basis.
6. Although it is impossible to eliminate subjectivity, or previous coach/player experiences, the selection process will reflect on-floor performance during the evaluation period. As a Zone, our goal in 'A' team formation is to have players of similar ability playing together at the most competitive level of play; where the athletes can participate equitably and have fun playing lacrosse during the season;

## 2 Selection Process

### 2.1 A Division / GELC West Regional A Tryouts

1. 'A' lacrosse is intended for the player with advanced skills who is willing and able to commit to a more intense lacrosse experience.
2. GELC West is made up of three minor lacrosse associations; the Parkland Posse, West Edmonton Blues and Westlock Rock. A tryout opportunity will be provided for any GELC member in our region to play 'A' lacrosse if their home club cannot field an 'A' team. Players will not be granted a release to try out for another zone if they fail to make an 'A' team within the zone.
3. Hosting an A team is based on the following criteria:
  - a. Our goal as a zone is to grow the game to a place where all 3 clubs can host 'A' teams. Until our registration numbers can support that, the host team will be determined in each division by the club who has the greatest number of players registered in the RAMP system on Feb 15<sup>th</sup> each year. This is to ensure that each club will have adequate players available to field a lower division team as per GELC regulation.
  - b. Adherence to the GELC Regulation 20.01 Club Tiering Chart for Peewee/Bantam (seen below) in which a club must enter the B division if they only have registration numbers to field one team.
  - c. Adherence to the GELC Regulation 20.02 for Midget where teams must have a 50/50 ratio A to B. The extra team would be placed as a B level team.
  - d.

# of Teams	A	B	C
1	n/a	1	n/a
2	1	n/a	1
3	1	1	1
4	1	1	2
5	1	2	2
6	2	2	2

4. If no club has registration numbers to field a second team in a division, the club Presidents will appeal the GELC to field an 'A' team for the West Regional Zone under Regulation 20.03 of the GELC Handbook.
5. Head Coach Selection for the GELC West 'A' Teams – Application for each division are due to your respective Club President by Feb 15<sup>th</sup>. Interviews will be conducted prior to tryouts and a Zone coach will be named regardless of the club that will host the team.
6. Head Coach Selection for this team will be selected by a panel of the Presidents (or designate) from each club.
7. Each player is guaranteed at least one tryout session prior to any players being released. The tryouts must be completed by the 3<sup>rd</sup> Sunday in March. Players cut from an 'A' team must return to their home association to play 'B'.
8. Tryout fees to offset floor and related costs, are optional and shall be established annually by the three GELC West Associations. Players interested in trying out for 'A' will be required to submit a separate intent to tryout form.
9. An independent group of evaluators (minimum 3) as approved by the member clubs and coaches will evaluate the players and provide evaluation data to the respective coach.
10. Team size will be determined in cooperation with the coach and the respective associations after registration numbers are finalized.
11. Prior to final placement on this team, parents will need to agree to full participation at this higher commitment level.

### 3 Selection Criteria

#### 3.1 Number of Floor Times

1. There will be up to four sessions for Peewee to Midget Divisions including skills evaluation sessions comprised of individual and team skills and scrimmage sessions
2. Player placement will be assigned as explained in Appendix A/B – Evaluation Scoring Matrix
3. Basic evaluation format is as follows:
  - a. Session #1 – Individual Skills
  - b. Session #2 – Team Skills/Scrimmage
  - c. Session #3 – Scrimmage
  - d. Session #4 – Scrimmage
4. Player lists of who is continuing with the tryout will be posted on the host club's webpage after Sessions 2, 3 and 4. If a player cannot attend more than one tryout they should contact their division director to share that information with the evaluation committee.
5. Once a player has been cut from the 'A' tryout's they should follow the schedule for their home club B/C evaluations.

## 4 Team Selection

### 4.1 Decision Making

The Division Directors and Club President's will ensure that the evaluation processes have been followed and will collect and tabulate the evaluator's scores after Session #2. Player placement ultimately is decided, using player's evaluation scores and on-floor conduct and will be at the discretion of the Head Coach.

A player that did not finish in the Top 25 from the independent evaluators may not be placed on an 'A' team without approval from all

### 4.2 Communication

All evaluation communications will be done using the Parkland Posse website and the division pages. All registered players will receive email notification of the dates via the Association's website. It is ultimately the parent's responsibility to check the Parkland Posse website and to ensure that their player arrives prepared for their division's evaluation dates and times. As the evaluations progress, the division directors will post groupings on their pages and notify any additional information to participants via email.

## 5 Division Information

### 5.1 Peewee

1. The number of teams in each tier will be based on registration numbers, as well as direction from the GELC.
2. Each player is to be evaluated during (1-2) skill sessions and (1-2) full floor scrimmages.
3. The selection of players to an 'A' team at these levels should be based on their overall lacrosse skills and willingness to learn.

### 5.2 Bantam

1. The number of teams in each tier will be based on registration numbers, as well as direction from the GELC.
2. In situations where there are too many or not enough players to achieve the minimum roster requirement, efforts will be made to partner with other GELC West Zone teams to find opportunities to ensure every registered player has a team to play on.
3. Each player is to be evaluated during (1-2) skill sessions and (1-2) full floor scrimmages.
4. The selection of players to an 'A' team at these levels should be based on their overall lacrosse skills, teamwork, work ethic, physical fitness, familiarity with motion offence (2-man game) and respect for all parties involved.

### 5.3 Midget

1. The number of teams in each tier will be based on registration numbers, as well as direction from the GELC.

2. In situations where there are too many or not enough players to achieve the minimum roster requirement, efforts will be made to partner with other GELC West Zone teams to find opportunities to ensure every registered player has a team to play on.
3. Each player is to be evaluated during (1-2) skill sessions and (1-2) full floor scrimmages.
4. The selection of players to an 'A' team at these levels should be based on their overall lacrosse skills, teamwork, work ethic, physical fitness, familiarity with motion offence (2-man game), physicality and self-awareness and respect for all parties involved.

## **6 Late Registrants and Non-evaluated players**

1. Players that move into the Association's boundaries after the initial evaluations have ended or were unable to attend evaluations must be placed on a B/C team until their skill level can be properly determined by the Evaluation Committee and coaching staff.
2. Initial placement within our associations will depend on the new player's previous association's placement and all attempts to make a similar placement will be made.
3. The Division Directors as well as another non-biased member of the Board of Directors will conduct evaluations which will be both practice and game play based.
4. The format to conduct these will have a subjective element, as they will be compared to the "general team" they are being evaluated. In order to be moved up and placed on a higher division team their demonstrated abilities must be superior to the team directly below.
5. Placement of new players to the association on a permanent team should be completed in a timely fashion.
6. An injured or ill player's placement (with a corroborating physician's note only) will be at the sole discretion of the Division Director in consultation with the Zone Evaluation Committee.
7. Players that enter late into evaluations cannot become a 'lock' on any team.

## **7 Goalie Evaluation**

The goalies will be evaluated during all players' evaluation sessions and ranked according to ability. Effort will be made to have at least one evaluator with more focus on the goaltender during final evaluations.

## **8 Evaluation Feedback**

During the month of May, The Zone will provide an opportunity to receive feedback on the current season's evaluation process. This feedback will be examined closely to ensure that the Association's process is continually improved. The evaluation feedback will not change the decided placement of the current season but will be used to improve processes for the upcoming season.

## **9 Coach Selection**

The West Zone strives to ensure that each team has a qualified coach whose first priority is to develop players on their team.

1. The Coach Selection Committee is to consist of all three Club President's, Directors of Coach Development and Evaluations Coordinators for the host Association. In the event that one of the Selection Committee Members applies for a Head Coaching position or is unavailable, every effort will be made to fill that position by another member of the Executive Board of Directors.
2. Interested Head Coaches must submit a coach's resume or coach application form prior to February 15<sup>th</sup> each year to their respective Club President in order to be considered for a Head Coach position.
3. The coach selection application and deadlines will be posted on all three Association web pages.
4. Application forms, and current RCMP background check should be included as part of the application package; RCMP background checks will be required for submission by all coaches (head and assistant coaches) by May 1<sup>st</sup> of the current playing season.
5. Non-parent volunteer coaches will be encouraged to apply.
6. Previous coach evaluation information (Coach Feedback forms) will be provided to the coach selection committee prior to coach selection.
7. In cases of multiple applicants, interviews may be conducted; the Interview Committee will rank applicants applying for the same level with the position offered to the highest ranked position.
8. The named Head Coach will be responsible to select his/her assistant coaches and will be provided a list of past volunteers and their coaching credentials to choose from.
9. A parent Coach selection for a team is entirely dependent on the final placement of their player after evaluations.

## 10 Evaluation Appeals

Any appeals regarding evaluations must be put in writing and directed to the appropriate Club President.



## Appendix A - Evaluation Scoring Matrix

The following scoring matrix will be provided to evaluators as a baseline for the scoring system. All players will be evaluated on a numerical scale of 1-Weakest to 5-Outstanding. These skill assessments will then be factored to create competitive teams for the scrimmage. A player should not be cut on skills alone without the opportunity to participate in a scrimmage.

### Player Evaluation Scoring Matrix - Skills

<p style="text-align: center;"><b>Speed</b></p> <p style="text-align: center;"><i>Evaluators will be looking for the following:</i></p> <p style="text-align: center;">Outright sprinting ability, hustle on &amp; off the floor, agility, determination in pursuit</p>
<p style="text-align: center;"><b>Pass, Catch and Shoot</b></p> <p style="text-align: center;"><i>Evaluators will be looking for the following:</i></p> <p style="text-align: center;">Proper technique giving and receiving passes accurately, quick stick ability, ability to pass and catch in motion, ability to shoot/pass from over the shoulder, sidearm, sub, behind the back etc., effective balance between shot power/accuracy</p>
<p style="text-align: center;"><b>Stick Skills</b></p> <p style="text-align: center;"><i>Evaluators will be looking for the following:</i></p> <p style="text-align: center;">Cradling, Dodging, ability to switch hands, ball protection, scooping techniques, fakes/trick skills</p>
<p style="text-align: center;"><b>Offensive Awareness</b></p> <p style="text-align: center;"><i>Evaluators will be looking for the following:</i></p> <p style="text-align: center;">Positioning oneself on the strong side of the floor, ability to execute picks, pick &amp; rolls, screens, willingness to pass - teamwork, good decision making through transition, thinking and acting at the appropriate speed of the game, loose ball aggression, communication</p>
<p style="text-align: center;"><b>Defensive Awareness</b></p> <p style="text-align: center;"><i>Evaluators will be looking for the following:</i></p> <p style="text-align: center;">Proper body positioning, mid-pointing ability, physicality, self-control, playing within the rules of the game, knowledge of transition, awareness of over-committing to an attacker, stick checking abilities, loose ball aggression, communication</p>

## Appendix B - Evaluation Scoring Matrix

The following scoring matrix will be provided to evaluators as a baseline for the scoring system during scrimmages.

### Player Evaluation Scoring Matrix - Scrimmage

<p style="text-align: center;"><b>5 - A</b></p> <p>An excellent, elite level performance. Player executes effectively at position and within role on team. Clearly outperforms counterparts at same position. This player had a lasting, dominant effect throughout the game. Player definitively impacts game outcomes.</p>
<p style="text-align: center;"><b>4 – A/B</b></p> <p>An above average performance. Good plays and decisions clearly outnumber poor ones. A player may be downgraded from a 5 for the following criteria: inconsistency in terms of effort, or grittiness, lapse in discipline or emotional control. Player could compete at elite levels of play with further development but would better impact game outcomes in the B division</p>
<p style="text-align: center;"><b>3 - B</b></p> <p>An average performance, player requires more observation. Player made a significant number of mistakes / poor decisions; countered by a similar number of good plays / decisions.</p>
<p style="text-align: center;"><b>2 - C</b></p> <p>A below average performance. Bad plays / decisions outnumber good ones. Player may have lacked effort and hustle and made errors costly to the team. Attitude, behaviors and performance may be questionable.</p> <p>Physical and mental components were deficient / below average. This player shows some potential but has clear opportunities for development which would not allow them to be successful at a more competitive level of play.</p>
<p style="text-align: center;"><b>1 - C</b></p> <p>Well below expected standards within the age category. Not approaching level of contribution required of more competitive levels of play. The potential to play and contribute consistently to positive game outcomes is questionable. Player may be new to the sport or lack confidence in themselves.</p>