

SPS Fuzion Player Evaluation Policy

1.1 OVERVIEW

SPS Fuzion Female Hockey Club (the “Club”) recognizes that the evaluation process is important to players, parent/guardians, evaluators and the Club. All efforts are directed to ensuring that the evaluation process allows a player to demonstrate her hockey abilities and skills.

1.2 HOCKEY PROGRAM OBJECTIVES

The objective of the evaluation process:

(a) To provide as fair and impartial an assessment of a player’s total hockey skills as possible during the technical, tactical, and game sessions and to provide each player a reasonable opportunity of being placed on a team appropriate to her skill level as determined during the on-ice evaluations.

(b) Although it is impossible to eliminate all subjectivity, the selection process will reflect on-ice performance during the evaluation period, previous years’ grading and in certain situations previous years’ coaches input. As an Club, our goal in team formation is to have players of similar ability playing together to maintain balanced teams where athletes can participate equitably and have fun playing hockey during the season.

(c) The selection criteria developed at each level will be the same for all players at that level. The evaluation process that is in place was developed to evaluate players based on their skills, their tactical abilities, and their knowledge of the game. The weight given to each element of the process changes from level to level. For example, skills sessions will be given greater weight at Novice and Atom, while tactical abilities and knowledge of the game will gain importance at PeeWee and then again at Bantam and Midget.

(d) 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 on their individual skills. Under no circumstances will evaluation results be released to parent/guardians or players. The evaluation sheets and the ranking criteria are only made available to the Evaluation Committee and the VP of Hockey Operations. The Evaluation Committee at each level will be comprised of the Vice President of Hockey Operations and the appropriate Division Director.

(e) A member of the Evaluation Committee will remove him or herself from any discussions or decisions that are required to be made regarding his or her own child.

The President or an appointee of the President will replace such member during such conflicted discussions and decisions. Members of the Board of Directors will not release evaluation data. However, the Evaluation Committee may release general evaluation statistics such as average times, upper and lower level times of a tier, median times and such other general statistics to provide the Club information to better understand evaluations.

(g) Any injury, illness or other absence which prevents a player from completing the evaluations will be dealt with by the Evaluation Committee. The Evaluation Committee shall be entitled to utilize prior season evaluations, prior season level of play and prior coach reviews in making a determination of placement. Please note however that all players are strongly encouraged to make every effort to attend evaluations as relying on previous season information is not as accurate and may result in your child not being optimally placed.

1.3 EVALUATION PROCEDURES

All Evaluation Procedures are as outlined within this document and within the Divisional Evaluation Processes as identified in the following Schedules:

- Schedule "A" – Novice
- Schedule "A" – Atom
- Schedule "B" – Peewee
- Schedule "C" – Bantam
- Schedule "D" - Midget

1.3.1 GENERAL EVALUATION POLICIES:

(a) All registration and evaluation fees (if applicable) must be paid in full, or arrangement made to pay by payments prior to the player attending evaluations.

(b) In the event that timed drills are utilized in a Divisional Evaluation Process reasonable efforts will be made to ensure that either independent technology is used or, in the event manual stop watches are utilized, at minimum two timers time each player.

(c) During evaluations players shall be assigned a number and evaluations shall be completed using that player's number to identify her. Every effort should be made to ensure players remain anonymous to evaluators during evaluations.

(d) *All subjective evaluations shall utilize a minimum of three (3). The Club will make every effort to utilize evaluators without children in the division.*

(e) Evaluators will be chosen by the committee and the evaluation criteria will be discussed with them prior to evaluations starting to ensure they are familiar with the system. Evaluation criteria will be as follows but not limited to.

- Experience with player evaluation and performance systems;
- Suitable background in hockey either as a player or as a coach;
- A willingness to evaluate players in categories in which they do not have a child registered.

(g) As much as possible there should be a consistency of evaluators for a given age group or division. This continuity ensures that the players are being observed by a group of evaluators who have a benchmark for performance and knowledge of the overall ability of the group that they are observing. Further, evaluators should:

- Review all of the drills and skills to be observed so they are clear on the on ice process
- Review the evaluation criteria prior to the process to ensure that all evaluators are evaluating the same skill with the same intent
- Stay separate from the spectators and parents during the entire on-ice process
- Make sure that all evaluators have the same evaluation page with the same tryout numbers and colours
- Review your marks at the end of the session to ensure you have not made any entry errors
- Evaluation documents should be gathered by a member of the Evaluation Committee at the completion of each ice session
- Evaluators shall not share comments or opinions with any players/ parents or other interested observers
- Evaluators shall refer questions, comments or complaints that they may receive to the Evaluation Committee without offering comment on the question or complaint.

(h) Goaltender evaluations will only be at the Novice Level and above, and may consist of separate goaltender-specific skills evaluation sessions and the full team scrimmages.

(j) All questions concerning the decision of the Evaluation Committee shall be first directed to the Evaluation Committee via the VP of Hockey Operations. Player evaluation and placement is not subject to the right to appeal. Any deviation from this Policy will be dealt with in accordance with the SPS Fuzion General Policies and Procedures.

(k) The Club shall review this Policy on an annual basis to ensure evaluation procedures and practices are in accordance with the principles of the Club in regards to evaluations.

(l) The Evaluation Committee shall be entitled to adopt the initial Divisional Evaluation Process for each Division and modify or amend the Divisional Evaluation Process for a particular Division with approval of the SPS Fuzion President provided such is completed by August 1 prior to the commencement of a season. Once adopted in accordance with this provision such Divisional Evaluation Process shall be attached to and form a part of this Evaluation Policy.

