

## **AXEMEN EVALUATION MANUAL - 2022**

Players within the Axemen Lacrosse Club will be evaluated on their individual skill & overall game performance to ensure accurate placement of players for each lacrosse season. The player evaluation process will consist of on floor skills, game play, and lacrosse IQ.

Evaluations will be conducted by hired senior level lacrosse players and coaches, and in some cases high level lacrosse players from within the Axemen Association.

The following elements represent this three-part process:

1. Initial Group Placement
2. Group Evaluations (3 or 4 sessions)
3. Team Selection / Draft

### **INITIAL GROUP PLACEMENT**

During this phase of the Evaluation process, players will be placed into their initial evaluation groups. As there is no pre-evaluation system in place and the Axemen Lacrosse Club experiences fluctuations in its enrollments from year to year, the following process will be followed for initial placement:

- Groups will be set by an even split of participants in each group based on the total enrollment in each Division for the season. Preferred group size is 18 or less to a maximum group size of 20. Maximum number of players at any one floortime will not exceed 40. Additional groups will be added to ensure the maximum floor size is not exceeded.
  - If the split of participants is not even, the higher-ranking group will carry the additional players.
- Each season projections are made anticipating the number of floors required for each Division based on the expected enrollment. There may be situations which will lead to smaller or larger group sizes during evaluations. It is the commitment of the Axemen Lacrosse Club to minimize these circumstances and we will endeavour to make group sizes as appropriate as possible given the criteria listed in this document.
- Once the number of groups and group sizes have been calculated, players will be ranked based on their performance during the previous season's evaluations.
- Players that have never played lacrosse before or played the previous season for another Club will be placed in the lowest ranked evaluation group within that Division to start the current process.

- First day rankings are for initial placement only and will not be used to determine the final ranking for each player.

### **Group Construction Process**

Initial Groups will be comprised of 70% 2nd year players and 30% 1st year players based on the previous season's evaluation results.

If one set of players, either 1st years or 2nd years, is empty, the remaining spots for the Group will be filled entirely from the set of players remaining. This often occurs in the Group 3 as there tends to be less 2nd year players in any given season.

Once players have been placed, then the formal Evaluations process can begin.

### **GROUP EVALUATIONS**

1. During the Group Evaluations, both players and goalies will participate in the evaluation sessions (there are separate evaluators for goalies during the sessions). The player evaluators will rank players against other players in their group.

*Note:* Groups are formed prior to each evaluation session based on previous rankings. There is no mechanism in place to move players from group to group for floor balance due to unplanned absences. Players are ranked and evaluated against only their group on the floor (those wearing the same pinnie colour).

2. During the evaluations all players in the group will participate in all drills as directed by the floor coach in charge of the session. During the drills each evaluator will rank the players from 1 - x with x being the number of players in the group, on the floor. The highest ranking player will be 1 and the lowest ranking player will be x, with x being the number of players in the group , on the floor.
3. A minimum of 3 player evaluators and a minimum of 1 goalie evaluator per side will be conducting each evaluation session.
4. Each player will be evaluated by identifying skills in the following areas: Offensive Skill, Defensive Skill, Hustle, and Lacrosse IQ. Evaluators will be ranking each player based on all four parameters. Evaluators will indicate specific strengths and/or specific weaknesses in players that support their ranking.

5. At the conclusion of each evaluation session, ranking sheets will be:
- collected from the evaluators
  - checked for completeness and accuracy

After each ranking sheet is submitted it is checked multiple times:

**Evaluations Committee > Executive Board > Evaluations Director > Evaluations Auditor**

Ranks will then be entered into the ranking software by the Evaluations Director and a ranking is generated for each player. Ties in rank will be broken by final rankings in the previous year's evaluation.

Rankings for the session are generated based on the calculated session results, recorded and saved.

## **6. Player Movement & Cut Lines for Each Group Evaluation**

Each player, based on the results of the group session, will be moved up/down/remain the same using the following as a guide:

- a. After the first Group Evaluation – the lowest 33% of players will be moved down to the group below while the top 33% of the group below will be added to the higher group.
- b. After the second Group Evaluation - the lowest 27% of players will be moved down to the group below while the top 27% of the group below will be added to the higher group.
- c. After the third Group Evaluation – no players will be moved down but the top 22% of the group below will be added to the higher group.
- d. After cut line movement of players has been completed the next groupings are posted for the following evaluation session.

During movements of cut line, the Executive Board member, the Evaluations Director and the Evaluations Auditor will all be present to ensure accuracy of movement and policy adherence.

At the conclusion of the final evaluation session, ranks from sessions 2, 3, and 4 are entered into the evaluation software and averaged. This will determine the final ranking for each player. First day rankings are only used to set initial groupings and will not factor into final rank.

### **Absenteeism**

Absenteeism during the group sessions will be handled in accordance with the current Axemen Lacrosse Club Absenteeism Policy. This policy outlines the process for excused & unexcused absences and the set score & linking processes.

If a player chooses to remove themselves from play during evaluations for injury, rest, or an equipment issue, the bench staff will endeavor to get the player back on the floor as soon as possible.

### **Conduct during the Evaluation**

The on-floor coach has the right to approach/adjust the bench if he/she notices unfair or unsafe play.

If a player chooses to conduct themselves in a manner that breaches the current and accepted rules of lacrosse, the on-floor coach, may assess the following sanction during the evaluation process:

- a. If a player commits a major penalty which is deemed by the on-floor coach to have the potential or intent to injure another player, then the player committing the infraction will be removed from the floor immediately to the bench where they will sit out one (1) full rotation of the line up before being granted access to the floor again. This will be enforced by the coaches on the bench.
- b. If a player commits a major penalty which is deemed by the on-floor coach to have the potential or intent to injure another player for the second time, then the player committing the infraction will be removed from the floor immediately. Whatever score that player receives from the player evaluators will stand for that session.

## **TEAM SELECTION – PARITY TEAMS (6U, 8U)**

Teams will be created as follows:

- a.** Each player will be given an overall rank based on evaluations.
- b.** Based on rank, players will be “snaked” to form the number of teams in each Division.  
*Note: The number of teams will be dictated by enrollment in the Axemen Lacrosse Club at the registration cut-off and based on current policy of the parent organization, Calgary District Lacrosse Association policy.*
- c.** Pure “snaking” of players will be done for all Divisions that do not have a designated goaltender.
- d.** If goalies are designated in the Division being constructed (snaked), goaltenders will be placed first, and players placed second.
  - i.** The highest-ranking goaltender will be placed with the next lowest ranking player in the process for team creation

Once teams have been created, then the process of movement of players can be undertaken based on the following criteria which is strictly adhered to:

- a.** Coaches that have been selected (Head Coaches and Assistant Coaches) are marked on their child’s draft card.
- b.** Each player’s shooting hand will be recorded on their draft card.
- c.** Based on criteria in a & b, movement of the lowest ranking player of same handedness from both teams will be moved to ensure coaches are placed properly throughout the Division; to ensure every team has a coach.
- d.** Next, floor balance is considered. The lowest ranking players between 2 teams that need to adjust floor balance will be moved to create balance between the 2 teams without moving players that have parents as coaches.
- e.** Floor balance is only undertaken in the event the evaluation yields teams that do not have workable numbers of left and right-handed players.
- f.** Finally, any potential and documented cases where parent/child groups cannot be on the same team (usually due to family or legal reasons), players will be moved to another team switching places with a player of similar skill (rank) and handedness.

The process of moving players at the team selection draft is recorded by the Executive Board Secretary in the player movement log. Player movement is directed by the VP of Programs and the Evaluations Director under the supervision of the Executive Board of the Axemen Lacrosse Club, the Evaluations Auditor, and the Division Coordinator for the Division of the teams being created.

Once teams have been balanced based on the player movement criteria, they are then finalized and forwarded to the Division Coordinators. The Division Coordinators will then inform the coaches and the Axemen Executive Director of the teams and will then be posted on the Axemen Website for players and parents to reference. This is done using the first name and first 3 letters of the last name.

## **TEAM SELECTION - NON-PARITY TEAMS (10U, 12U, 14U, 16U)**

Teams will be created as follows:

- a. Each player will be given an overall rank based on evaluations.
- b. Based on this rank, players will be placed on teams according to the number of teams the Axemen has in each classification within that Division. ('A', 'B', or 'C')
- c. *Note: The number of teams will be dictated by enrollment in the Axemen Lacrosse Club at the registration cut-off and based on current policy of the parent organization, Calgary District Lacrosse Association policy.*

### **'A' Level Teams will include:**

- The highest-ranking goaltender(s), based on the Goaltender Evaluation policy, and
- The highest-ranking players, no matter the handedness of these players.
- The Ideal situation would be to have up to 18 runners and 2 goalies. Final team sizes will be determined based on the number of children registered.
- If the Axemen are mandated under CDLA Tiering Policy to enter more than 1 team in the 'A' Division of any age group, the team structure will be the same as if we only have 1 team. The only change to the process is that the teams will be built by a 'snake' draft; same as in the B and C divisions.
- If the total number of players in the entire Division would dictate that all teams would need to have more than 16 players to fill their roster, then adjustments to the number of runner/players will be made by the VP Programs under the supervision of the Executive Board of the Axemen Lacrosse Club. This means that while the preferred team roster size is 16, there may be instance when the roster may be increased to meet the needs of the Division.

### **'B' & 'C' Level Teams will include:**

- The appropriate Goaltender(s), based on the Goaltender Evaluation policy, and
- The designated number of players to a maximum of 18 runners and 2 goalies (equitable distribution).
- The number of 'B' and 'C' level teams is directly related to the number of registered players the Axemen Lacrosse Club has for that Division.
- Once the number of players has been established to meet the requirements for the tier level, then players will be "snaked" into position with consideration given to which goaltender finished highest in the evaluation process.

Once teams have been created, then the process of player movement can be undertaken based on the following criteria which is strictly adhered to:

- a. Coaches that have been selected (Head Coaches and Assistant Coaches) are marked on their child's draft card.
- b. Each player's shooting hand will be recorded on their draft card.
- c. Based on criteria in a & b, movement of the lowest ranking player of same handedness from both teams will be moved to ensure coaches are placed properly throughout the Division; to ensure every team has a coach.
- d. Next, floor balance is considered. The lowest ranking players between 2 teams that need to adjust floor balance will be moved to create balance between the 2 teams without moving players that have parents as coaches.
- e. Floor balance is only undertaken in the event the evaluation yields teams that do not have workable numbers of left and right-handed players.
- f. Finally, any potential and documented cases where parent/child groups cannot be on the same team (usually due to family or legal reasons), players will be moved to another team switching places with a player of similar skill (rank) and handedness.

The process of moving players at the team selection draft is recorded by the Executive Board Secretary in the player movement log. Player movement is directed by the VP of Programs and the Evaluations Director under the supervision of the Executive Board of the Axemen Lacrosse Club, the Evaluations Auditor, and the Division Coordinator for the Division of the teams being created.

Once teams have been balanced based on the player movement criteria, they are then finalized and forwarded to the Division Coordinators. The Division Coordinators will then inform the coaches and the Axemen Executive Director of the teams and will then be posted on the Axemen Website for players and parents to reference. This is done using the first name and first 3 letters of the last name.

## **GRIEVANCES**

All grievances will be handled by way of the Axemen Evaluation Grievance Policy