

B.A.H.A.'s Evaluation Policy

Beaumont Amateur Hockey Association (the "Association") recognizes that the evaluation process is important and potentially stressful to players, parents/guardians, Evaluators and the Association. All efforts are made to ensure that the evaluation process allows a player to demonstrate their hockey abilities and skills.

The evaluation process, as with all Association activities, is guided by the Associations Mission statement of "Being committed to providing players an opportunity to grow as individuals and gain self-esteem through a positive hockey experience that emphasizes, fun, participation, development, safety and respect."

EVALUATION OBJECTIVES

- To Form balanced and competitive teams within each applicable Division category & tier with the athletes can develop and participate equitably.
- To ensure that players have a reasonable opportunity to be placed on a team appropriate to their skill level as determined during the on-ice evaluations.
- To provide fair, transparent and impartial assessment of a player's total hockey skills during the evaluation process.
- While recognizing that it is impossible to eliminate all real and perceived subjectivity, or previous coach/player experiences, the selection process will attempt to reflect only the on-ice performance during the evaluation period.
- The selection criteria developed for each age category will be consistent for all players at that age level. All evaluations will be documented to ensure consistency in the evaluation process.
- All attempts and efforts will be made to ensure that the evaluation process is impartial and unbiased.

EVALUATION COMMITTEE

The BAHA board uses outside evaluators that provide unbiased evaluation results, these results are provided to the level directors who will then review the results to determine placements. Each level director may choose to use an evaluation committee to review the results, and evaluation committee may consist of the following:

- The age level director for the age level being evaluated
- Any other age level directors
- AA level director
- Vice President of On Ice Operations
- Evaluation Director
- President

The level director along with the evaluation committee, if it is utilized, has the authority to make decisions based on the results of the outside evaluation party during the evaluation process to ensure that the evaluation process is carried out in a fair manner. The decisions made by the evaluation committee during the evaluation process are final.



EVAULATION GRIEVANCE COMMITTEE

The Evaluation Grievance Committee shall consist of the appropriate age level director, an age level director who is not the director of the player who is submitting the grievance, the Vice President of On Ice Operations and/or the President and one other executive committee member. (minimum of 4)

EVALUATION FORMAT

The BAHA operations committee will determine the format for each evaluation season prior to the commencement of the evaluation process of that season. The Operations Committee will work with the outside evaluators to create the most effective process for each age division to create equal and balanced teams.

EVALUATION GUIDELINES

Below are the guidelines that the Operations Committee and external evaluators will use to determine each season's evaluation process.

U5 – There will be no evaluations at this age level. Any skates will be to divide teams into teams of balanced skills.

U7 – There will be no evaluations at this age level. Any skates will be to divide teams into teams of balanced skills.

U9 & U11 – Evaluations include up to at least one of the following; Time Trials, Skills evaluation drills, evaluations scrimmages. Players will not declare positions for the purposes of evaluations.

U13 & 15 – Evaluations include up to at least one of the following; Time Trials, Skills evaluation drills, evaluations scrimmages. Players will be required to declare positions for the purposes of evaluations.

U18 – Evaluations include up to at least one of the following; Time Trials, Skills evaluation drills, evaluations scrimmages. Players will be required to declare positions for the purposes of evaluations.

GOALIE EVALUATION FORMAT

In U11 and above, players can play goal on a full-time basis. Where possible, independent goalie evaluators will be hired to assist in the evaluation of goalies; however, as with players. The Goalie Director will have authority to make decisions in relation to the evaluation of goalies. There are no grievances for goalies.

POSITIONS

In U13 – U18 players will be required to indicate their desired position (forward, defense, goalie) In U11 the only position that may be declared is Goalie, at the time of registration. The players will be evaluated according to their position.

PROCESS SUBJECT TO CHANGE

The policies, procedures and fees for the evaluation process are subject to change without notice, if necessary. The BAHA Executive reserves the right to make these changes, as deemed necessary, to comply with the goals, set out in the Evaluation Policy Objective, regarding the evaluation of all registered players and goalies.



PROCESS

Evaluation timelines will be set from year to year based on ice availability in conjunction with league start dates for each division. Every effort is made to ensure that teams are finalized at least seven (7) days in advance of league play, allowing time for practice(s) prior to gameplay.

TRANSPARENCY AND IMPARTIALITY

The evaluation process is intended to be as fair as possible to all players, and transparent and impartial as reasonably possible.

Results sharing – for the purposes of transparency any parent may request the results of their own child(ren) results at any point in the evaluation process for a fee of \$250.00. They can start this process by contacting the level director for their child. They will receive the results on their own player along with results of other players around them, with only identifying their own player all other identifying markers for other players will be blacked out. Only the results will be seen.

MOVEMENT

The evaluation process is structured to give players the opportunity to move between tiering groups based on their performance. While initial placement is designed to promote upward movement, players may be moved up or down from a group at any time during the evaluation process. Decisions on player movement are made after each session based on the outside evaluators results that are provided to BAHA, and any movement will be applied for the next evaluation session.

INJURED OR SICK, AND ABSENT PLAYERS

Injured, sick or absent players will be treated as fairly as possible. The Evaluation committee will make decisions on the placement of these players. The decisions of the Evaluation Committee shall be final.

If a player misses Time trials, a Comparable Player average will be taken into consideration to assign that player a weighted cumulative score. The player's prior season Time Trial results will be reviewed to determine the comparable players. To be considered a comparable player, two conditions must be met: 1) The comparable player must share the same birth year as the injured/sick/absent player. And 2) the comparable player must have participated in this season's time trials. Using these numbers, a score will be given to the sick/injured/absent player and they will be placed in the appropriate group for the remainder of the evaluations if they are able.

Players absent from a single evaluation game will remain in the group they were in during the previous evaluation session. An absent player will be the lowest ranked player for that ice session.

Players absent from more than one evaluation session may be moved down from the group that they were placed in during the previous evaluation session. This decision will entirely be up to the Evaluation committee and not up for grievance.

Players with multiple absences or who are injured prior to evaluations and therefore cannot participate in any of the evaluations will be placed in an evaluation group or on a team according to a variety of factors. These factors **MAY**



include but are not limited to the following: the level that they played during last season, prior coach feedback, and where other similarly ranked players were grouped. The Evaluation Committee will have the final say on a player's placement for evaluation games, or on a players' final team placement, and grievances will not be permitted for players to do not attend the minimum required number of evaluation sessions, which is a minimum of 2 skates.

For players who attended at least one evaluation session the results of that session will be heavily weighted in the placement onto a team, above any of the other factors listed above.

A player who misses a significant portion of the evaluation process will be temporarily placed onto a team where they will practice with the team where the evaluation scores placed them on, the evaluation committee will review, evaluate and will take coach feedback into consideration before confirming team placement. In these instances, the evaluation committee's decision will be final, and no evaluation grievance will be possible.

If a player misses any portion of an evaluation due to an injury, they **must** provide the Association with a Physician's note stating the player is safe to return to play before participating in the next available session.

There will be **no** subjective consideration given for poor performance due to illness or injury.

The Association **strongly** recommends that all players participate in all parts of the evaluation process if not injured or sick.

The Association **strongly** recommends that no players participate in any part of the evaluation process if they are injured or sick. The Level director has the discretion to remove a player from an evaluation skate if it is determined that the player is participating while sick and/or injured. The Association values the health and wellbeing of its players, volunteers and members.

PARENT/GUARDIAN/SPECTATOR CODE OF CONDUCT

All parents/guardians/spectators will be held accountable to the standards outlined in the Parent/Guardian/Spectator Code of Conduct as outlined in the BAHA Conduct Policy. BAHA recognizes that an evaluation decision may elicit an emotional response from a member and expects its member to act cordially, and with respect. Inappropriate conduct towards any member of the Association including but not limited to the Evaluation Committee, BAHA Executive, BAHA's hired outside evaluators, members at large, or Facilities operators may be reported and will be subject to the BAHA Conduct Policy for potential further discipline.

No person/persons may sit with the outside evaluators inside the marked section, as they must be able to concentrate on the evaluation skate, and to avoid and real or perceived influence over the evaluation process.

EVALUATION GRIEVANCES

Please refer to the BAHA Evaluation Grievance Policy.

