



Bashaw Minor Hockey Association

Policy for Team Evaluations

Purpose

This policy outlines the process for evaluating players and forming two teams within the Bashaw Minor Hockey Association when registration numbers require splitting a division. The objective is to ensure a fair, transparent, and consistent process that prioritizes player development and provides balanced competition.

Step 1: Parent Communication

- A formal communication will be sent to all families in the division prior to evaluations.
- The communication will clearly outline:
 - The evaluation process.
 - Who will be completing the evaluations.
 - That players will be evaluated anonymously by skill.
 - That the teams will be split into “A” and “B” groups based on ability.

Step 2: Selection of Evaluators

- The Board of Directors will appoint three (3) trustworthy 3rd party volunteers to serve as the Evaluation Committee. Committee members must not have a child participating in the current evaluation process or any affiliation to the roster, in order to maintain fairness and impartiality. The 3 evaluators must have experience as a player and ideally coaching experience. Examples would be another BMH coach, past BMH coach, past BMHA player, or neighbouring association coach. The President and Vice President will not serve on the Evaluation Committee, as their role is to act as neutral mitigators should concerns or disputes arise.
- A hired outside evaluator can be used at the discretion of the board.

Step 3: Independent Evaluations

- The evaluation committee will conduct a minimum of two (2) on-ice evaluation sessions. One skills session and one part skills and part scrimmage.
- Players will participate anonymously:
 - Each player will wear a numbered jersey with no names displayed.
 - Players will be identified only by their jersey number/colour.

The Player Movement director will ensure that each player has a jersey with the correct number corresponding to their tryout number.

Skills sessions will be adopted from the Hockey Canada Player Evaluation Guide. Coaches and evaluators will be given the ice session plan. During skill-based evaluation sessions, players will be divided into three stations. Each evaluator will be assigned to a designated station and will be responsible for assessing

players as they complete that station's drills. This process ensures that every player is consistently observed and evaluated, and that no players are overlooked during the on-ice session.

Players shall be divided into teams for the scrimmage. The teams shall be divided as evenly as possible according to age and previous playing levels.

Player Evaluation Scoring Process

Evaluators will assess each player across a series of core hockey skills and attributes. Players will be rated on a scale of 1 to 5 (1 = needs improvement, 5 = excellent) in the following categories:

- **Skating** (fast, quick, agile, backwards, forward, stopping, turning)
- **Puck Handling/Passing** (shooting, passing, receiving passes, stick handling, accuracy)
- **Hockey Aptitude / Awareness** (head up, seeing the ice, anticipation, team play, position play)
- **Competition Level** (toughness, puck battles, position battles)
- **Effort Level** (attitude, passion, determination)

Each evaluator will complete their scoring independently. Evaluation documents will be submitted to the Player Movement Director at the completion of each ice session. Once both evaluations are complete, the scores will be compiled into a total score for each player. Based on these total scores, players will be ranked relative to their peers. (e.g., if there are 18 players, they will be ranked 1–18). For higher age divisions, rankings will be split into positions.

Evaluators are not to share their comments or opinions with each other, any players/parents or any other interested observers.

Players (including goaltenders) absent or injured before or during evaluations shall be decided by the Evaluation Committee and coaches taking into consideration their evaluation ranking at the time of injury and/or playing level in previous years.

Goaltenders shall participate in specific goaltender evaluation sessions. Goaltenders will also be evaluated during scrimmage sessions at each level. Goaltender evaluations will determine the top goaltender to be assigned to the teams.

This ranking process ensures that evaluations are objective, consistent, and based on multiple skill areas, providing a fair assessment of each player's ability and development needs.

The evaluators will form 80% of both rosters.

Step 4: Coach Evaluations

- Following the evaluation committee sessions, coaches will conduct an additional on-ice evaluation session. Each coach will make their independent evaluation of the 20% remaining to be rostered. They can choose what drills will be performed along with a scrimmage.

- Coaches will meet immediately prior to the session with the Player Movement Director and be provided with the evaluation rankings and combine them with their own evaluation of the players.
- Coaches will make recommendations for team formation (“A” and “B” teams). They will be called “Green” and “Black” when the teams are posted.

Step 5: Board Review and Approval

- The Player Movement Director will present the team recommendations to the Board the day following the completion of the coaches recommendations.
- Any Board members with children in the evaluated division will be excused during this discussion.
- The Board will review and vote to approve the teams.

Coaching staff and the team managers will be finalized at this time by the board of directors.

We recognize that it is very difficult to satisfy the expectations of all parents and participants in the evaluation process. Extraordinary / unusual circumstances will be dealt with by Bashaw Minor Hockey Association via our grievance policy. Evaluations are kept private, and under no circumstances will anyone other than the Bashaw Minor Hockey Association President, Vice President, and Player Movement Director or designated board member be allowed to see the evaluation ranking results.

Step 6: Final Decision

- The final decision regarding team formation rests with the coaches, with Board approval of the process ensuring fairness and transparency.
- Once approved, families will be notified of team placements by email.

Guiding Principles

- **Fairness:** All players are evaluated under the same conditions and criteria.
- **Transparency:** Parents and players understand the process in advance.
- **Development:** Players are placed where they can develop most effectively.
- **Integrity:** Conflicts of interest are minimized by requiring Board members with children in the division to step out of discussions.

Grievances

Concerns with respects to the evaluation process or evaluators must be submitted to the Grievance Director in writing within 7 days @bashawminorhockey@gmail.com. Any grievance only challenging the ranking and subsequent team placement of a particular player will not be accepted as a legitimate grievance. Parents/guardian can request the averaged ranking of their player but can not ask for an individual evaluators rankings.