



# BROOKS MINOR HOCKEY ASSOCIATION



## Brooks Minor Hockey Player Evaluation Policy

*Reviewed - March 2020*

The procedures and process within this document are based on the criteria outlined by Hockey Canada “Minor Hockey Development Guide ~ Player Evaluation and Selection” and the Hockey Alberta “Player Evaluation Process”. This document is to be used by Brooks Minor Hockey Association (BMHA) for the evaluation and placement of athletes from U7 to U18. U5 will follow a different process that is appropriate for their age group. All BMHA members involved in the evaluation processes leading up to, during, and following the evaluation process are subject to the BMHA Code of Conduct.

### 1. Evaluation Objectives

The Objectives of Player Evaluation Process

- To provide a fair evaluation of a player’s hockey skills.
- To ensure that players have a reasonable opportunity of being selected to a team appropriate to their skill levels.
- To provide consistency in the evaluation process such that player and parent expectations are consistent from year to year as players move through the various levels of the association’s programs.
- To form teams where the athletes can develop and participate equitably and have fun playing hockey during the season.
- To eliminate political maneuvering and interference from the player selection process and let players be evaluated on their own individual skills and development.

### 2. Evaluation Process and Criteria

The selection of players will be based on their hockey skills.

The evaluation process at all levels will be based on the following three categories: individual skills, tactical skills, and competitive situations including team play situations and scrimmages. These categories can be referenced within Hockey Canada’s long term athlete development model.

All players in the evaluation process will participate in on-ice sessions designed to evaluate their skills and understanding of the game. The evaluation sessions and practice plans will be designed to provide the very best conditions for the players to showcase their skills, and provide a fair opportunity for the player to be seen as often as possible and in as many situations as possible. Each division’s number of ice sessions will be determined based upon registration numbers in the age category. All divisions will participate in a minimum of three ice sessions before any promotion or movement is made with players.

### 3. Evaluation Team

BMHA Evaluation Committee will govern all Divisions in the Evaluation Process. The committee will supply Evaluation Instruction Packages to the Divisional Governors with a list of Evaluators and On-Ice



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Coaches to form the Evaluation Team. Division Governors will assume responsibility of the Evaluation Team once formed. This should be completed two weeks prior to evaluations.

Evaluators will be supplied with evaluation material and given instruction on how the evaluation process shall be conducted to ensure BMHA Evaluation Policy has been adhered to. There will be a minimum of three evaluators per evaluation session. Separate goaltender evaluators may be used.

## Roles and Responsibilities

### ❖ **President**

The President's overall responsibility will be to oversee the Evaluation Committee. The President of BMHA will not be an Evaluator. The President will ensure that any unacceptable behavior is dealt with immediately and where necessary refer conduct for a Code of Conduct Discipline hearing. The President will facilitate all player assignments and team selections within all divisions.

### ❖ **Vice President**

The Vice President will assist the Player/Coach Director. The Vice President will be responsible for the distribution and collection of evaluation sheets to and from all evaluators. The Vice President will be responsible for collection and management of all evaluation forms. **Evaluation results and forms are strictly confidential and not intended for public knowledge.** After each evaluation session the Vice President will input the player evaluation data and determine aggregate player scores. Once teams are organized and finalized all player evaluations are to be handed in to the President to be kept on file. The Vice President will work to ensure data integrity, and confidentiality at all times throughout the process. The Vice President will confer with the President and Player/Coach Director on player assignment.

### ❖ **Player/Coach Director**

BMHA Player/Coach Director will appoint evaluators. The Player/Coach Director must ensure that all equipment including pucks, pylons and other ice time equipment are present for the beginning of the session and returned to designated location at the end of the ice session. Player/Coach Director will be responsible for overseeing the scheduling of evaluations and the development of the session plans for each division. They will work closely with the Evaluation Committee, Division Governors and On-Ice Coaches to implement and facilitate the session plans to ensure compliance with the intent of the BMHA Evaluation Policy.

### ❖ **Division Governors**

The Division Governors will assist the evaluation process for their specific division ensuring compliance with the intent of the BMHA Evaluation Policy. Division Governors cannot change the evaluation process. Division Governors will ensure **the confidentiality and integrity of the process at all times.** The Division Governors will communicate the evaluation process to the user group through the Parent and Player Communication Letter and notification of evaluation sessions. The Division Governors will be visible and accessible throughout the process to answer questions from parents and players. For each ice session Division Governors must ensure that each player has their assigned jersey or pinye with the correct number corresponding to their tryout number at least 30



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minutes prior to the ice time. When players are on ice, Division Governors must share player absences with evaluators to ensure accuracy of the process. Other tasks may include dealing with any late arriving players or players who have attended the incorrect ice session and coordinate dressing room supervision.

## ❖ **Evaluator**

The evaluators will ensure compliance with the BMHA Evaluation Policy. They will review the evaluation criteria and forms prior to the process. Evaluators will *not* evaluate their own child, children, or relatives. It is important the evaluators stay separate and not interact with parents during the evaluation process. The evaluators will not share comments or opinions with any players/parents or other interested observers. They must maintain confidentiality of player scores and rankings at all times. Evaluation forms will be handed in to the Vice President immediately after the completion of each ice session.

Refer any questions, comments, or complaints to the President/Vice-president or Division Governors.

## ❖ **On-Ice Coaches**

The Player/Coach Director will review the practice plans and drills with the On-Ice Coaches prior to the session time, creating a clear understanding of the on-ice process, ending in a proper evaluation. They will encourage the players to perform to the best of their ability in small or large group settings. Coaches must be aware of the perceptions of the evaluation process when individual feedback is given. They will check that all players have the proper protective equipment and ensure players understand the drills and have equal opportunity to participate.

## **4. Player Evaluation Process**

The Player Evaluation process can only be altered by the Evaluation Committee prior to Evaluation sessions. The Evaluation process will be consistent throughout the organization and in accordance with Hockey Alberta and Hockey Canada regulations.

The President/Vice-president along with the Division Governors for BMHA will ensure integrity and continuity at all evaluations. Recommended changes will only be accepted in writing for review to the Evaluation Committee.

Every player and parent will be provided an Evaluation letter that describes the evaluation process and the scheduled ice times.

### **a. Evaluation Rankings**

Evaluation rankings are based on a player's performance during the current evaluation process. Players will be evaluated based on individual skating, puck skills, checking skills, and hockey sense. Goaltenders will be evaluated based upon individual skating skills, save technique, recovery, and hockey sense. The criteria will vary depending on the age group and division level.

Players will be evaluated on a scale of 1-6 for player selection criteria. The scale meaning:



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6 - exceptional, 5 – above average, 4 - average, 3 - good, 2 - limited, and 1 - poor. An exceptional/dominant player would be considered an “impact” player. Such a player due to their overall ability would be capable of influencing a game in a positive way on a consistent basis.

Players are "assigned" to different teams within their divisions based on evaluation data. An overall score averaged for the number of skates attended by the player will be used to determine rankings.

**Players must be present for a minimum of two skates that are evaluated to be eligible for assignment to the top tiered team. In situations where injury or illness prevents an athlete from participation in evaluations, the evaluation committee will make decisions on athlete assignment on a per case basis.**

## **b. Evaluation Practice Plans**

Evaluation Plans will be developed by the Player/Coach Director or the outside evaluator group for each division within the organization. These plans will be division appropriate to maximize the opportunity for players to demonstrate their hockey skills in an efficient manner that can be easily observed by the Evaluators. The Evaluation Committee will ensure the On-ice Coaches follow the pre-planned sessions. They will follow specific timelines for each session. During the ice sessions there should be a minimum of one lead coach and one assistant for the duration of the session. On-ice Coaches will become familiar with the Practice Plans prior to the sessions to ensure the sessions are well coordinated and time is used efficiently. **Drills and format will not be negotiable by On-ice coaches.**

## **c. Player Evaluation Procedure**

- The process involves combining all the players randomly in the division to ensure competitive groupings in the skates.
- Preparation ice sessions are not evaluated to provide players a stress-free environment when returning to start their season. The session will focus on skating, puck skills, and checking skills. Goaltenders focus will be on individual skating skills, save technique, and recovery. **Evaluators will not be present.**
- The evaluation ice sessions are evaluated. The first ice session will be evaluated and focus on skill application and games sense in a small area games session. Goaltenders are evaluated on skill application and game sense.
- The second skate will consist of small area games. The players and goaltenders will then be ranked according to overall aggregate scores and skill level.
- The third and fourth skate will consist of a scrimmage. The players and goaltenders will then be ranked according to overall aggregate scores and skill level.
- If additional skates are provided, the ice session will be an additional skill or small area games session.
- At the conclusion of the fourth skate players will be assigned to their teams. If a player joins the team selection process following the evaluation skates the evaluation committee may decide if any additional evaluation skates may be required for the player(s). Players will be notified by the Division Governors on which team they are assigned to and their upcoming ice sessions.



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**The process for each division may vary based on the number of participants and division level. Evaluations and ranking information will remain confidential and will not be shared with the public.**

## **Goaltenders:**

All players who wish to be a goaltender for the year from U11 to U18 will attend all sessions in their division dressed as goalie. They will also be given a Goalie Only Evaluation session. For U7 and U9, all players will evaluate as skaters, as there are no full-time goaltenders in these divisions.

## **Positions:**

For U13, U15 and U18, players are asked to declare their preferred position they plan on being evaluated for. Please pick the position you have the most confidence in so they are evaluated fairly, not the position you think you have the best chance of making the team in. For all game sessions, if there is a preferred position (F/D), please inform the room personnel and/or have the athlete inform their bench coach. It is not necessary to declare a position in U7, U9, and U11.

## **5. Team Selections**

Players will be assigned to teams based on their aggregate scores as ranked by the Evaluators. For U13, U15, and U18 positional players will also be considered during team selections. The number of teams in each division will be dependent on the total number of registrants and the team size guidelines listed below. President, Vice-president, and Player/Coach Director will assign the players to each team based on the ranking of the individual aggregate scores. This process will also be utilized for assigning goalies to teams.

If there are too few or too many goalies for a division, goalie rankings will be used to determine movement. For U11 and above:

- a. The highest ranked second year goalie will be given the first opportunity to play on the bottom team of the age category above.
- b. For movement down, the lowest ranked goalie will be given the first opportunity to play on the lowest team of the age category below. This movement would be in accordance with Hockey Alberta's Overage Player regulations.
- c. All movement would be voluntary by each goalie and their families.
- d. If no goalie chooses movement, the lowest ranked goalie would be asked to compete as a player.
- e. At the U11 division, goalies are allowed to play as a skater when not dressed as a goalie for their team.

The division governor will notify the parents of which team their child is on through email and lists will be posted on the BMHA website.

## **6. Oversized Rosters - One Team**

In situations where an age division has greater than 17 skaters and 2 goalies registered for the team but not enough for a second team in the age division, the following evaluation process will be used:

- a. The players will participate in an evaluation process as described above.



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- b. BMHA may consult with the members directly affect to pursue an application for an oversized roster with Hockey Alberta.
- c. If the oversized roster is not successful, the team will be selected as described above.
- d. Players not selected for the team may be given the opportunity to apply to be an overage player, be given the opportunity to accelerate to a higher age category, request a player movement to another association, or be given a refund by BMHA.

## 7. Appeal Process

“The grounds for an appeal are limited: an appeal will only be heard if the promotion was not made according to the rules or process, if the Evaluation Committee were biased or if the decision was grossly unfair or unreasonable. The merit or substance of the decision is not a valid ground for an appeal.” Player promotion appeals will only be accepted for looking at process or mathematical errors that would have resulted in a grossly miss-tiered assignment of a player.

Should satisfactory resolution not be made between the parents and the President/Vice-president, a request for a formal appeal must be made in writing and sent to the Appeal Committee. The committee will not accept verbal communication as an acceptable appeal. The Appeal Committee will expeditiously review the player’s evaluation and will rule on the final placement of the player in writing which will be tendered back to the parents, BMH President and Vice-president and will be submitted to the board upon completion.