

# **Canmore Minor Hockey Evaluation Procedure**

## **Purpose:**

Player evaluations can be one of the most difficult tasks for a Minor Hockey Association to deal with. It can also be the foundation for which an association is built upon. In most cases player evaluation is used to assign players to teams. Placing players on teams is one thing, but what you do with those players once the teams are formed is another.

Many communities only have enough players for one team in each age category, or some have many teams in each age category, thus tiering occurs. Having a solid player evaluation procedure in place can help make the process much easier and give the association a reference point in communication with parents.

A key point is for the association to post documents that outline the criteria of what the evaluators are looking for, so that parents can see what the players are being evaluated on. These criteria must be clearly defined, objectively assessed, and justifiable.

## **Objective of Player Evaluation:**

- To provide fair and impartial assessment of a player's total hockey skills during Technical and game play evaluation sessions.
- To ensure that players have a reasonable opportunity of being selected to a team appropriate to their skill level as determined during the evaluation process.
- To provide uniformity and consistency in the evaluation process such that player's and parent(s) expectations are consistent from year to year as players move through the various levels of the association's programs.
- To form teams to maintain balanced and competitive play where athletes can develop and participate equally and have fun playing hockey during the season.

## **Responsibilities of Various Parties Involved:**

### ***VP / Coach Coordinator / Registrar***

- To facilitate and oversee the successful execution of the evaluation process, including third party vendors for Technical and evaluations.
- Will be an active member of the auditing team.
- To ensure that all documentation and data entry has been received and audited.
- Will ensure the confidentiality and integrity of the information collected during the process.

### ***President***

- To help manage all submitted grievances or concerns. General oversight of team selection and the evaluation process

### ***Individual Board Members:***

- To keep all information confidential and support the process in front of the membership.
- Will be present during evaluations to assist with the process in whatever manner possible.
- Will be an active member of the voting committee used for team selection.
- To support this Evaluation Procedure.

### ***League Directors:***

- Will be an active member of the voting committee used for team selection.
- Will be an active member of the auditing team.
- To keep all information confidential and support the process in front of the membership.
- To facilitate and oversee the successful execution of the evaluation process.

### ***Evaluators:***

CMHA reserves the right to use third party evaluators. CMHA also reserves the right to change the process if the third-party evaluators are not available and to use additional evaluators that are not technically third party. Each year the CMHA Executive Board will solicit proposals from qualified parties wishing to conduct technical sessions annually.

- Evaluators will input their player evaluation directly into the Team Genius program via an iPad or Computer (in a rare session the evaluator may need to use their phone to access the app).
- To keep all information confidential and support the process in front of the membership.

### ***Parents:***

- To be aware of the expectations of the evaluation process and ensure that their child is prepared and aware of the same.

- Avoid having any contact with any evaluators at any time during the evaluation process.
- Communicate all concerns or questions to the Coach Coordinator / VP / Registrar in a respectful manner.
- Evaluations are an emotional time for all involved. Parents are asked to please follow the 24-hour rule for any communication regarding player placement or complaints about process and results.

## **Evaluation Process:**

### ***Overview***

- All players will take part in all assigned evaluation sessions.
- Evaluations are completed by contracted third party evaluators, using cloud based, Team Genius evaluation software.
- Players are identified to the evaluators by helmet numbers only. Names of players are not provided to evaluators.
- Rankings of the players provided by the evaluators and the totality of the players' performance during the evaluation process will be considered in making final determinations.
- Coach pick games are by invitation and only for players being considered for the highest tiered REP team.
- The weighting of Technical Skills to Game Play will be as follows:
  - U9 100% Skills
  - U11 Skills sessions = 70% / Game play = 30% Total 100%
  - U13 Skills sessions = 60% / Game play = 40% Total 100%
  - U15 Skills sessions = 30% / Game play = 70% Total 100% / Coaches pick game
  - U18 Game Play = 100% / Game play / Coaches pick game
  - Goalie Skills sessions = 34% / Game Play = 66% Total 100%
- The number of players placed on each team will be determined by evaluation scores, registration numbers, and desired team sizes approved by the Board of Directors.
- Final Rosters will be posted on the CMHA website and sent via email for each division.
- An overall database is created for each division using a cloud-based evaluation software (Team Genius). The third-party evaluators will enter the evaluator data into a secure notebook/ iPad for secure encrypted data storage.

- A minimum of two official audits will take place at the following intervals. Unofficial audits will take place throughout the process to ensure each player is being evaluated.
  - After Technical skills evaluations
  - After first round of game play evaluations
- Official Audits will consist of the following.
  - Ensuring each player that attended the sessions is evaluated.
  - Cross comparison of evaluators to ensure accuracy. CMHA reserves the right to remove evaluators score if deemed inaccurate or unfair.
  - CMHA reserves the right to use a separate experienced evaluator to audit evaluators. The auditors scores are not used in final scoring unless deemed necessary for fairness and to provide the most accurate evaluation of players.

### ***Evaluation by Position***

- CMHA evaluates by position for U13, U15, & U18 divisions. Players will be evaluated for the position they have indicated on their registration form. Players are not allowed to change position once evaluations have begun.
- Once teams are set, coaches are allowed to move players from forward to defence and vice versa when deemed appropriate.
- U9 and U11 players will **not** be evaluated by position except for U11 goaltenders.
- Goaltenders' Technical skill sessions will be evaluated separately from players by qualified goaltender specific evaluators.

### ***Technical Sessions - Players:***

Each player will take part in the Technical Sessions. Groupings for the various skates during the Technical Sessions are made using birth years (a combination of first and second years) and previous evaluation scoring, if possible. CMHA reserves the right to adjust groupings to facilitate the evaluation process.

Evaluators will be responsible, with oversight from the VP, Coach Coordinator and Registrar, for conducting these Technical Sessions.

Players will be evaluated and ranked by the following criteria:

1. Skating
  - a. Acceleration
  - b. Speed
  - c. Agility / Mobility
  - d. Lateral Movement / Crossovers
  - e. Pivots / Transitions
  - f. Controlled Skating / Change of Pace
  - g. Backwards Skating
  
2. Shooting
  - a. Power
  - b. Accuracy
  - c. Shot Selection
  - d. Shooting Technique
  
3. Passing
  - a. Accuracy
  - b. Forehand Pass
  - c. Backhand Pass
  - d. Pass Reception
  
4. Puck Skills
  - a. Control
  - b. Puck Protection
  - c. Quickness / Deception
  - d. Heads Up / Shoulder Checking
  
5. Individual Offensive Skills
  - a. Deception / Dekes
  - b. Change of Pace
  - c. Puck Protection
  - d. Skating Control
  - e. Offensive Threat
  
6. Individual Defensive Skills
  - a. Checking Concepts
  - b. Defend 1 on 1
  - c. Puck Retrievals
  - d. Gap Control

### ***Technical Sessions - Goaltenders:***

Each goaltender will take part in a Technical Session. Groupings for the various skates during the Technical Sessions will be based on age/division. CMHA reserves the right to adjust groupings to facilitate the evaluation process.

Evaluators will be responsible, with oversight from the VP, Coach Coordinator and Registrar, for conducting these Technical Sessions.

Goaltenders will be evaluated and ranked by the following criteria.

1. Mobility
2. Save Process
3. Lateral Mobility
4. Rebound Control Recovery
5. Net Tactics

### ***Technical Rankings***

These rankings will be used to place players and goalies into the appropriate game play sessions. Goalies may be required to participate and be evaluated in multiple game play sessions and levels.

At this point, based on evaluations, the CMHA may determine the number of REP teams per division and maximum team sizes.

### ***Process: Game Play Sessions***

Each U11-U15 player and goaltender will be assessed a minimum of one game. Additional game play evaluations may occur to ensure fairness and accuracy. Grouping and levels will be determined by technical skills evaluations, team sizes and number of players to be evaluated.

After the scheduled evaluation game, players may be reassigned to different evaluation teams at the appropriate skill level for additional assessment.

Placement for additional / Coach pick sessions are based upon the average ranking of all previous 5 on 5 skates. A coach evaluation may occur for U15/U18 (REP) programs as these programs may or may not contain contact hockey.

\*Skaters and Goalies maybe required to participate in these additional sessions prior to roster finalizations.

Players will be evaluated on the following criteria:

1. Game Play
  - a. Positional Play
  - b. Checking Concepts
  - c. Hockey IQ

- d. Passing
- e. Skating
- f. Puck Skills
- g. Shooting
- h. Discipline

2. Individual Offensive Skills

- a. Deception / Dekes
- b. Change of Pace
- c. Puck Protection
- d. Skating Control
- e. Offensive Threat

3. Individual Defensive Skills

- a. Checking Concepts
- b. Defend 1 on 1
- c. Puck Retrievals
- d. Gap Control

Goaltenders will be evaluated on the following criteria.

- 1. Shot Preparation
- 2. Save Execution
- 3. Post Save Response
- 4. Net Play
- 5. Reads And Anticipates

Note: During the 5 on 5 scrimmages, officials will call obvious penalties on players, the focus will be continued play. Penalty call will result in a pursuit penalty shot maintaining live pl

**Evaluation Committee Conference Call/meeting to Release Team Rosters**

The process to create team rosters is followed for each subsequent team. A CMHA Board of Directors meeting will take place before the release of any team roster.

During this stage of the evaluation process the Board of Directors will meet to determine final team sizes and requirements as per the direction of specific league requirements (tiering, team sizes etc.)

At this point based on evaluations CMHA will determine any further player transitions to the non-REP programs and players will be notified.

Upon finalization of teams, Coach selection will occur and be confirmed through a Board vote.

## **AA Transitions**

There will be guaranteed placements for Player(s) transitioning from AAA/ AA tryouts.

## **Circumstances Regarding Player Absence**

**Injury/Illness:** which prevents participation in the Evaluation process must be reported to the Registrar and Coach Coordinator. **A medical doctor's note will also be required and/or other documentation as part of the notification.**

Prior to the player participating in the Evaluation process, a **"RETURN TO PLAY"** note will also be required from the medical doctor. Team spots in this instance cannot be held indefinitely.

### **Injury/Illness Evaluation Process:**

Once a player has been cleared to return to play, an evaluation will be scheduled and completed within the shortest time frame possible determined by evaluator and ice availability. The process will be as follows:

1. Initially, The Player will be assessed in comparison to the lowest ranked team within the division.
2. If the player scores higher in comparison to all players on the lowest ranked team, they will be asked to evaluate with the team immediately above it in tiering. If the player scores below the bottom of the next team they will be assigned to the original team, if not, they will be assigned to the higher tiered team. This may continue if the player is scoring continually higher than the comparison team until the appropriate team is found.

### **Non-injury absence:**

1. If a player does not attend all or one portion of the evaluations (technical and gameplay) and did not inform the board of this absence within 72 hrs after the evaluation schedule is posted, they will receive a zero ranking for each missed session. If the player misses an evaluation and has informed the board of their absence and this absence has been deemed acceptable by the board, they will have the choice to play on the team that they are placed on, or they can pay a fee of \$200 for an independent evaluation to determine placement. This evaluation will follow the same process as the injury or illness evaluation above. This third-party evaluation is non-refundable regardless of outcome.

Note: This procedure will be reviewed and updated on an annual basis.

Good Luck to everyone in Evaluations and Have Fun!!