



## **Canmore Minor Hockey Evaluation Procedure**

### **Purpose:**

Player evaluations are often one of the most challenging aspects for a Minor Hockey Association to manage, yet they form the foundation upon which the association is built. While player evaluations are typically used to place players onto teams, the real challenge lies in how players are developed once the teams are formed.

In many communities, there may be only enough players for a single team per age category, while others might have multiple teams, leading to tiering. A well-established player evaluation process can simplify this task and provide a valuable reference point for 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:**

- Provide fair and unbiased evaluation of a player's hockey skills through both technical and game play evaluation sessions.
- Ensure that players have a reasonable opportunity to be selected to a team appropriate to their skill levels, as determined during the evaluation process.
- Implement a uniform and consistent evaluation process so that both players and parents have clear and consistent expectations each year as players advance through the association's programs.
- Form teams that are balanced and competitive, allowing athletes to develop their skills, participate equally, and enjoy their hockey experience throughout the season.

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

### ***Evaluation Director***

- Facilitate and oversee the successful execution of the evaluation process, including coordinating third party vendors for evaluations.
- Ensure that all documentation and data entry are received and audited properly.
- Maintain the confidentiality and integrity of all information collected during the evaluations process.

### ***Operations Manager:***

- Ensure the successful execution of the evaluation process, including third party vendors for evaluations.
- Participate actively in the auditing team to ensure thorough oversight.
- Ensure the confidentiality and integrity of all information collected during the evaluation process.
- Verify that all necessary documentation for evaluations is received, collected and submitted.

### ***President:***

- Assists with all submitted grievances or concerns and provides general oversight of team selection and the evaluation process.

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

- Contribute to the process in any appropriate manner.
- Keep all information confidential and support the process when communicating to the membership.
- Uphold and support the Evaluation Procedure in all relevant activities.

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

- Actively serve on the voting committee for team selection.
- Be an active member of the auditing team.
- Keep all information confidential and support the evaluation process when communicating to the membership.
- Facilitate and oversee the successful execution of the evaluation process for their respective leagues.
- Verify that all necessary documentation for evaluations is received, collected, and submitted.

### ***Parents:***

- Be aware of the expectations of the evaluation process and ensure that their child is informed and prepared.
- Must not have any contact with evaluators during the evaluation process.
- Recognize that evaluations can be emotional for all involved. Please adhere to the 24-hour rule for communicating about player placement or any complaints regarding the process and results. Address any concerns or questions to the VP or Evaluation Director in a respectful manner.

### ***Evaluators:***

CMHA reserves the right to use third party evaluators and to modify the evaluation process if third party evaluators are unavailable or if additional evaluators, who are not third party, are needed. Evaluators will enter their assessments directly into the Team Genius program using an iPad or computer. In rare cases, evaluators may use their phones to access the app.

Each year, CMHA will solicit proposals from qualified parties interested in conducting the Technical Sessions.

## **Evaluation Process:**

### ***Overview***

- All players are required to attend all assigned evaluation sessions.
- Evaluations are conducted by contracted third party evaluators. Players are identified to evaluators only by numbered helmet stickers; names are not provided.

- The evaluators' rankings and the players' overall performance during the evaluation process will be used to make final team placements.
- Weighting of Technical Skills vs. Game Play:
  - **U9:** 100% Skills
  - **U11:** 2 Skills sessions (70%) / 2 Game play (30%)
  - **U13:** 2 Skills sessions (60%) / 2 Game play (40%)
  - **U15:** 1 Skills sessions (30%) / 2 Game play (70%) / 1 Coach skate.
  - **U18:** 3 Game Play (100%) / 1 Coach skate
  - Goalies: Skills sessions (34%) / Game Play (66%)
- The number of players placed on each team will be determined based on registration numbers and approved by the Board of Directors.
- Final Rosters will be posted on the CMHA website.
- A database is created for each division using a cloud-based evaluation software. Third party evaluators will enter data into secure notebooks or iPads ensuring encrypted data storage.
- A minimum of two official audits will be conducted.
  - After technical skills evaluations
  - After first round of game play evaluations
  - Additional unofficial audits will occur throughout the process to ensure comprehensive evaluation of each player.
- Official Audits will consist of the following:
  - Verify that every player who attended the sessions is evaluated.
  - Compare evaluator scores to ensure consistency. CMHA reserves the right to remove scores deemed inaccurate or unfair.
  - CMHA may engage a separate, experienced evaluator to audit the process. The auditor's scores will not affect final scoring unless necessary to ensure fairness and accuracy.

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

- CMHA evaluates players by position for U13, U15, & U18 divisions. Players will be assessed based on the position they have indicated on their registration form. Position changes are not allowed once evaluations have started.

- After teams are finalized, coaches may move players between forward and 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:***

All players are required to participate in the technical sessions. Players will be grouped according to last name and year of birth for the technical sessions. CMHA reserves the right to adjust these groupings as needed to facilitate the evaluation process.

Evaluators, under the oversight from the Evaluation Director, and the Operations Manager, will be responsible for conducting these technical sessions.

Players will be evaluated and ranked by the following criteria.

#### **1. Skating**

- Acceleration
- Speed
- Agility / Mobility
- Lateral Movement / Crossovers
- Pivots / Transitions
- Controlled Skating / Change of Pace
- Backwards Skating

#### **2. Shooting**

- Power
- Accuracy
- Shot Selection
- Shooting Technique

#### **3. Passing**

- Accuracy
- Forehand Pass
- Backhand Pass
- Pass Reception

#### **4. Puck Skills**

- Control
- Puck Protection
- Quickness / Deception
- 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:***

All dedicated goaltenders are required to take part in the technical sessions. Goaltenders will be grouped by age levels for the various skates during the technical sessions. CMHA reserves the right to adjust these groupings as necessary to facilitate the evaluation process.

Evaluators, under the oversight from the Evaluation Director, and the Operations Manager, will be responsible 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***

Technical rankings will determine player and goalie placement in appropriate game play sessions (e.g., Group 1 - Top 26, Group 2 - Next 26, etc.). Goalies may need to participate in multiple game play sessions and levels for thorough evaluation.

Based on these evaluations, CMHA will decide the number of REP teams per division and the maximum team sizes. Additionally, a review of potential transitional players from REP to non-REP programs will be conducted.

## **Game Play Sessions**

Each player and goaltender will be assessed in a minimum of two games, **unless otherwise specified in the evaluation schedule**. Additional game play evaluations may be conducted to ensure fairness and accuracy. Grouping and levels will be based on technical skills evaluations, team sizes, and the number of players being evaluated. Players may be placed in games at appropriate skill levels and have opportunities to advance to higher game play levels based on their performance. Placement for additional or Coach Pick sessions will be determined by the average ranking from all previous 5 on 5 skates. For U15 and U18 (REP) programs, which may include contact hockey, a coach evaluation may also occur.

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 resulting in live play.

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

The Evaluation Committee will convene to review potential rosters and address any discrepancies. The committee will ensure that each team is complete with the appropriate number of players for each position and that all players have been assessed as fairly as possible. Adjustments to player rankings may be made based on committee review. Any changes that result in a player being placed on a different team must be justified and presented to the Board for approval before finalizing the rosters. Roster recommendations will be submitted to the Board for final approval. Video may be used if necessary to assist in this stage.

Player rankings may be adjusted due to, but not limited to, the following factors:

- Discrepancies in evaluation scores
- Discrepancy in overall evaluations of skill and game play
- Position requirements
- Physical requirements of the team

The Evaluation Committee will include:

- All Off-Ice Evaluators
- Evaluation Director
- Operations Manager
- President or Board Member
- Team Coach if one has been selected.

During this stage, the Board of Directors will meet to finalize team sizes and requirements based on league-specific guidelines (e.g. tiering, team sizes). CMHA will also review player transitions to non-REP programs and those players will be notified.

Once teams are finalized, coach selections will be confirmed through Board vote.

## **AA Transitions**

There will be guaranteed placements for Player(s) transitioning from AAA/AA tryouts. Such Player(s) are evaluated using the same criteria as non AAA/AA players so that they can be placed on the appropriate team upon return. Depending on when the player returns from AAA/AA tryouts, different arrangements may be made in order to perform the evaluation. In any event, the Player(s) are evaluated using the same criteria, and same evaluators as non AAA/AA players, if possible, in order to ensure a fair and consistent placement.

## **Circumstances Regarding Player Absence**

1. **Injury:** If an injury prevents a player from participating in the Evaluation process, it must be reported to the Operations Manager at [info@canmorehockey.org](mailto:info@canmorehockey.org).

**A medical doctor's note and/or other documentation must be included in the notification.**

Before the player can resume participation in the Evaluation process, a **“RETURN TO PLAY”** from the medical doctor will be necessary.



Note that team spots cannot be held indefinitely in this case.

2. **Illness:** No accommodation for common illnesses.
3. **Multi-Sport /Vacation/Activities etc.:** If a player chooses not to attend any portion of the evaluation sessions due to multi-sport commitments, vacations, or other activities, they will receive a zero ranking for the missed session.

**Other Circumstances:** Any circumstances not covered in sections 1, 2, or 3 that prevent a player's participation must be reported to the Operations Manager.

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

Good Luck to everyone in Evaluations and Have Fun!