



## **Cochrane Minor Hockey REP 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 place players onto 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, communities like ours have many teams in each age category, thus tiering occurs. Having a solid player evaluation process in place can help make the process much easier. Plus it will 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 judged 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 skating scrimmage sessions.

To ensure that players have a reasonable opportunity of being selected to a team appropriate to their skill levels 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 Administration:***

- To facilitate and oversee the successful execution of the evaluation process, including third party vendor for technical and evaluations.
- Oversight of evaluation committee and evaluation captains.
- 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

### ***VP Operations:***

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

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

- To assist with the process in whatever appropriate manner possible.
- To keep all information confidential, and support the process in front of the membership.
- To support this Evaluation Procedure.

### ***Evaluation Lead:***

- Oversight of evaluation committee and evaluation captains.
- To facilitate and oversee the successful execution of the evaluation process, including third party vendor for technical and evaluations.
- Will be an active member of the auditing team.
- To keep all information confidential, and support the process in front of the membership.
- To ensure that all documentation necessary to completed evaluations has been received, collected and submitted.
- Will ensure the confidentiality and integrity of the information collected during the process

### ***Divisional Captains:***

- 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 for their assigned division.
- To ensure that all documentation necessary to completed evaluations has been received, collected and submitted.
- Will ensure the confidentiality and integrity of the information collected during the process.

### ***Divisional Evaluators:***

5 on 5 evaluation is 100% completed by a third party vendor. Evaluators will input their player evaluation directly into the encrypted SkillShark program via an iPad. (in a rare session the evaluator may need to use their phone to access the app)

### ***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 Evaluation Lead, Divisional Captains, VP of Administration or VP of Operations adhering to the 24 hour rule.

### **Process: - Technical Session:**

Each player (non-goalies) will take part in the Technical Sessions. Groupings for the various skates during the Technical Sessions are strictly alphabetical order.

Technical Sessions are completed by an independent third party vendor. Each year the CMHA will solicit proposals from qualified parties wishing to conduct Technical Sessions annually.

The successful party will be responsible, with oversight from the VP Administration, for conducting these Technical Sessions. These rankings will be used to place players on the appropriate 5 on 5 sessions (Ex: Group 1 - Top 26, Group 2 - Next 26, Etc.)

Each player will complete the various drills twice, during which a "Time" is recorded for each player. The player is only given two opportunities to record a time, unless significant equipment malfunction.

The player will be awarded their best time for each drill. We will use the player's best time from each drill for final ranking.

\*Technical scores will only be used to rank players for the initial 5-on-5 session #1. Divisional Captains will oversee on and off ice activities during the technical time trials.

### **Data Base Created**

An overall data base is created for each division using a cloud based evaluation software. The third party evaluators will enter the evaluator data into a secure notebook/iPad for secure encrypted data storage.

All Technical data is entered into the data base at this time in preparation for the 5 on 5 scrimmages.

## Audit #1 Initiated

At this point the data will be audited to ensure the accuracy of the data transferred into the database by the following:

Data entry oversight: President or one of the VP's, CMHA Staff, Evaluation Lead and an Evaluation Captain(s)

### Process: 1st 5-on-5 Sessions Commence

The first session of 5 on 5 play will commence with initial groupings determined by the Technical Results. (Example: Group 1 is players 1 - 26, Group 2 is players 27 – 52, Group 3 is players 53 – 78, Etc.)

Players will be evaluated on the following criteria

#### **Overall Impact on the Game**

- **Positioning:** *Defensive side of the puck, smart positional decisions. Offensive prowess.*
- **Play making ability:** *moving the puck, advancing it to the lead man, avoiding turnovers.*
- **Offensive Production:** *Goals, Assists, scoring opportunities created.*
- **Skill:** *Shooting, passing, skating ability. Are they able to translate their abilities into their game?*
- **Noticeability:** *continuously appears in the play for positive reasons.*

#### **Compete Level**

- **Puck Pursuit:** *relentless in situations when closest to puck. Second effort. Tenacity.*
- **Puck Possession:** *Body positioning, strength.*
- **Back checking:** *going hard through the middle.*
- **Assertiveness:** *Corner battles, in front of the net, gets in shooting lanes.*
- **Stamina:** *has the conditioning to outwork opponent.*

At the end of each 5 on 5 session each third party individual evaluator will rank the players [for example, if 26 players are in the session each individual evaluator will rank the player from 1-26, with the #1 ranking being the best player for that session.]

During the 5 on 5 scrimmages, officials will call obvious penalties on players. The offending player will sit for 1 min in the penalty box. The offending team will play short for 1 min. Major penalties are cross checking, hits to the head, and severe slashing. Gross Misconduct penalties will result in the player being asked to leave the ice. These include but are not limited to : Boarding, Abuse to Official, and Checking from Behind. Gross Misconduct may result in a zero score.

Oversight: President or VP(s), CMHA Staff, Evaluation Lead and an Evaluation Captain(s)

## **Movement of Players**

We will move a minimum of 5 up to a maximum of 8 players (sole discretion of the evaluation committee) from group 1 to group 2, and from group 2 to group 1 after the 1st **and** 2nd scrimmages. (If there are 3 groups we would do the same between group 2 and 3, and so on.) This is to facilitate even assessment of players.

## **2nd 5-on-5 Sessions Commence**

During the second 5 on 5 session players are evaluated and ranked on the same criteria as the first 5 on 5 session.

### **Audit # 2 Initiated**

At this point all 5 on 5 data will be audited to ensure accuracy and no input errors:  
Oversight: President or VP(s), CMHA Staff, Evaluation Lead and an Evaluation Captain(s)

## **Process: 3rd 5-on-5 Sessions Commences**

During the third 5-on-5 session players are evaluated and ranked on the same criteria as the previous 5-on-5 sessions.

Their 3rd skate placement is determined by averaging the two previous rankings. After this session Team 1 for that division will be determined.

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

During this stage of the evaluation process the VP of Administration will conduct a conference call/meeting with the evaluation committee that includes the following:

President or VP(s), Evaluation Lead and Captain(s) pertaining to that division. During this call, all rankings and data up to this point are assessed.

The Team 1 roster is determined using player rankings from all three 5-on-5 sessions.

## **4th, 5th and 6th 5-on-5 Sessions (Depending on Divisional Size)**

During these sessions **Audit 3 & 4 are initiated**

Placement for these sessions are based upon the average ranking of all previous 5-on-5 skates.

Those players not successful in making Team one will skate in session four.

The amount of skaters for these sessions may be limited to 25 or less (at the sole discretion of the evaluation committee).

The same process to create Team rosters is followed for each subsequent Team. Evaluation Committee conference calls will take place before the release of any team roster.

## **Process: Audit 5 initiated: Final**

At this point all unaudited 5-on-5 data will be audited to ensure accuracy and no input errors:

Review of potential transition of players from the Rep program to the RHL program will occur by the President or VP(s), CMHA Staff, Evaluation Lead and an Evaluation Captain(s)

### **RHL Transitions**

At this point all players that are being transitioned will receive official notice prior to the last CAHL Rep Team roster being announced for that division.

### **AA Transitions**

There will **not** be any guaranteed placements for Player(s) transitioning from AA tryouts.

### **Circumstances Regarding Player Absence**

#### **1. Illness or Injury:**

Injury: which prevents participation in the Evaluation process must be reported to the hockey office.

**A medical doctor's note will be required and/or other documentation as part of notification.**

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

Any illness: No accommodation for illness.

**2. Multi-Sport /Vacation/Activities etc:** If a player chooses not to attend any portion of the 5-on-5 scrimmages they will receive a zero ranking for that scrimmage.

#### ***Other Circumstances:***

Other circumstance not covered in 1) or 2), but which prevent participation by a player must be brought to the attention of the hockey office or VP of Admin.

If you have any questions or concerns please reach out to the following:

[vpadministration@cochraneminoorhockey.com](mailto:vpadministration@cochraneminoorhockey.com) (VP Admin)

[president@cochraneminoorhockey.com](mailto:president@cochraneminoorhockey.com) (President)

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

Good Luck to everyone in Evaluations and Have Fun!!