

Selection Protocol Field Hockey Alberta High Performance-May 2019

Internal review

Selecting is not following a list of marks. The results of the tests are simply a foundation of guidance for what you have already observed. Testing is a good addition to the motivation, but quality selection depends on the quality of the selectors. Knowledge and experience in this field is essential. What the selector sees remains the most important criterion; and it is essential that the selector, on the basis of guidelines set by the club, is able to explain why they think athlete A is suitable and athlete B is not.

After all, selections are not entirely about the decisions in that one specific year; but selections should support a long-term policy that are outlined as a club. Coaches will come and go but the HPC must continue to monitor the main points of its selection protocol.

Nevertheless, it is the coach who ultimately works with the group for a specific season. Therefore, they must support the final choices. Only then can the coach achieve optimum results for their group. If their team selection does not correspond to the vision of the High Performance Committee, it is wise to allow the coach in the final phase of the selection procedure to express their personal preference. The coach may then try to convince the HPC: why do they want to make an exception for a few (with the emphasis on "a few") athletes? The higher the competition level, the heavier the Coach's opinion should weigh.

Making a selection remains subject to human error at all times. You can therefore state that selection is largely subjective. However, with a clear and consistent selection policy, a thorough selection procedure, and clear selection criteria; subjectivity can largely be eliminated. It is important to remember that even though the selection is done carefully, it does not guarantee results!

Selection protocol Spring/Nationals Program 2018-2019

As the Spring/Nationals program is considered the Performance segment of the Development program selections for this program are made using the following selection protocol:

Selection Committee:

The Selection Committee is made up of designated evaluators, coaches, and provincial trainers. Selections will be made based on: coach assessments, athlete tracking system (Skillshark), Unique Skill Points, and team cohesion. The Selection committee will present a selection proposal to the High Performance Committee (HPC) for approval. The final decision is ultimately made by the HPC.

Selection Process:

Athletes participate in a selection process consisting of trainings and scrimmages; during which, the athletes are assessed by members of the Selection Committee. Athletes are assessed based on: Attitude, Athleticism, Hockey Sense, Defensive Skills, Offensive Skills and Basic Techniques within the Field Hockey Alberta DNA.

The Selection Protocol is further broken down as follows:

- Attitude -
Coachability, Work Ethic
- Athleticism -
Footwork, Acceleration, Physical Presence
- Hockey Sense -
Playmaking / spatial awareness, Handles Pressure
- Defensive Skills -
Positioning, 1vs1, Ball Pressure
- Offensive Skills -
Creativity, 1 vs 1, Handling Pressure
- Basic Technique -
Passing/Receiving, Dribbling, Scoring Techniques

Field Hockey Alberta recognizes the importance of getting the most out of our High Performance Athletes. Therefore, FHA recognized our own Field Hockey DNA and intends to develop athletes within this DNA.

Field Hockey Alberta's field hockey DNA: *Powerful, disciplined field hockey built on a solid defence, with a strong physical base*

Skillshark:

Skillshark is an athlete assessment software tool, through which athletes can be evaluated with results compiled and stored. This software is for internal use only. Athletes can send in a request for their own, personal results at the end of trials; but group results will not be shared.

On Field Trainers:

Extra on field trainers have been asked to assist with the selection trainings so that members of the Selection Committee, including the Coaches, have adequate time to properly assess the athletes. These OFTs will not be included in the selection process and are simply involved only to help facilitate the training.

Goalies:

Goalies will be evaluated separately during the selection training sessions along with goalie specific evaluations. At this time, Skillshark will not be used to aid in goalie selection.

Unique Skill Point (USP):

Field hockey requires specific skill-sets; therefore, situations where an USP is considered during the selection of an athlete may arise. This means if an athlete has a something “special”, which will benefit the team performance, the USP will be considered in the selection of the athlete. (strong drag flick, aerial)

Selections Criteria Order of Magnitude:

Selection criteria will be used in the following order to make selections:

1. Coaches' Lists
2. Skillshark Results
3. USP
4. Team Cohesion
5. If necessary, consultation with an athlete and parents regarding mandatory training and full commitment to team rules

Note that athletes are expected to attend at least 75% of the selection trainings. Individual exceptions may be given, following a meeting with the HPC. If an athlete is unable to be present during the trials, then the findings of the Selection Committee from past seasons may be used to aid in assessment.

Team Announcements and Team Changes:

If an athlete is selected for a team and accepts the selection, this acceptance explicitly implies that the athlete has consciously opted to participate in hockey, is fully committed, and shows complete motivation during all matches and training sessions.

When team selection is complete, the preliminary teams will be announced on the Field Hockey Alberta website. Note that sometimes unexpected changes may occur during the program, which could have an impact and may result in changes the posted team.

Note that if an athlete has sustained a long-term injury during or prior to selections, the athlete will no longer be included in the selection of a team.

Communication:

FHA strives for an optimal balance between Fun and Performance and is organizing itself in a way to achieve balanced, objective, and qualitative selections. If there are any questions or concerns regarding team selections, please do so by email to the following email address: fhahpcommittee@gmail.com Please wait at least 24 hours after reviewing

posted selections prior to communication with the Committee. Emails regarding selections received within 24 hours of the selection announcement will be discarded.

Selection Ages(see below age chart):

Athletes will play in their appropriate age group as much as possible (in accordance with Field Hockey Canada regulations). Athletes will not play down a division. However, in individual circumstances, the HPC may make an exception to allow an athlete to play in a higher age group. As this exception may “displace” an older athlete, the exception will only be made if the athlete in the lower age group is evaluated to be in the top 25% of the higher age group.

Exceptions may also be granted to allow younger athletes to fill empty roster spots of a higher age group if a full roster is not achievable based on registrations.

FHA AGE GROUP CHART

Season	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Birth-year							
2020							
2019							
2018							
2017							
2016							
2015							
2014							
2013							
2012							
2011							U15
2010					U15	U15	U15
2009				U15	U15		U18
2008			U15	U15		U18	U18
2007		U15	U15		U18	U18	
2006	U15	U15		U18	U18		
2005	U15		U18	U18			
2004		U18	U18				
2003	U18						
2002							
2001							
2000							
1999							
1998							
1997							
1996							
1995							
1994							
1993							
1992							
1991							
1990							

*Date of reference : Dec 31st / Jan 1st

*Underaged players may be allowed early in to the FHAHPP on exeption