

GPMHA Development Division Team Selection (2024 – 2025)

1.0 Coach Selection (Development)

- 1.1 The coach selection will be based on the recommendation of the Technical Director. They will conduct interviews as they see fit and may include others in the interview or selection process as deemed appropriate and necessary.
- 1.2 Anyone involved in the selection of the coaches will not be involved in the selection of their own child's level of coaches regardless of position or stature that conflict in any way.
- 1.3 The appropriate Vice President will be consulted on the coaches recommended by the Technical Director and bring the selections to the executive for ratification. Where a conflict of interest does exist, another VP, Executive Member, or the President will consult and bring the coach selections to the executive.
- 1.4 The prospective coach has the right to decline and reschedule the interview if either article 1.2 or 1.3 may be present.
- 1.5 The coach interview process will happen:
 - In the spring, prior to the AGM for the Top Tier of each Development Division, or other levels in the case of non-parent coach applicants.
 - Prior to the evaluation/tryout of the level being applied for in the case of other levels, preferably before September 1st.
- 1.6 The applied candidates will be asked to submit on or before the interview a resume or coach application form, a yearly plan outline and a criminal record check.
- 1.7 The head coach may be selected (after the interview process is completed) in the spring before the AGM, or out of those applicants whose player qualifies for the coaches skates (i.e. the top twelve evaluated forwards or top eight evaluated defensive players or top three goalies for a single team, or the top twenty four evaluated forwards, top sixteen evaluated defensive players or top six goalies for levels that have two balanced teams).
- 1.8 Coach candidates will be contacted by the Technical Director and notified of the interview results in person when appropriate.
- 1.9 The Technical Director will review previous documentation on any potential coaches including, but not limited to, parent evaluation forms, awards given, previous discipline situations, feedback from the office and executive recommendations. This data will be compiled and available by the office prior to the interviews.
- 1.10 Coaches will be ranked by the Technical Director in consultation with the appropriate Vice President for potential assignment and selected coaches will be ratified by the executive.

2.0 Evaluators (Development)

- 2.1 Each age group (excluding the goaltending session) shall have a minimum of four and a maximum of eight evaluators.
- 2.2 Every attempt will be made to have qualified evaluators attend the sessions, and will include potential coaches from every level. These evaluators shall have the appropriate experience and skills to carry out the evaluations and will participate in an evaluator orientation meeting.
- 2.3 Specialized evaluations, such as goaltending, may require evaluators with some history in coaching, playing or other undefined qualifications to support their qualities to assess goaltenders, or other specialty area.
- 2.4 All prospective evaluators must attend an evaluation seminar / evaluator orientation meeting prior to the evaluations if such training is provided. Evaluators will be expected to work independently in determining the grades for each of the players they are evaluating.
- 2.5 Coaches who have been awarded teams before the evaluation/tryout process will be required to support the evaluation process and will be expected to support evaluations at other levels / divisions. Coaches who do not assist in evaluations (at their level or others) may be at risk of being revoked as the coach of said team. Coaches will be required to support evaluation sessions as requested and directed by the Technical Director, Vice President, or the Development Committee.

2.6 Data capture may use technology (i.e. computer, Tablets or App) or paper; the Technical Director, Office and Development Committee will decide this.

3.0 Evaluation Ice Sessions:

3.1 Session #1. All players and goalies will be in one session that will include skills stations and or a small area games that will last for 45 – 60 minutes.

Session #2. This session will be comprised of Small Area Games (SAG's) and or timed scrimmage that will last 45 – 60 mins.

Session #3. The final session will be various scrimmage scenarios (i.e. 3 v 3, 4 v 4, 5 v 5) for 45 mins with the Technical Director (or designate) acting as referee. Player shifts will be controlled by the clock and a buzzer every minute or using a timer and whistle on the ice or bench by the coach running the session. A list of approximately twenty-three players and three goalies (for each team being selected at that level), will be posted showing who will be asked to the coaches' skates. Note that this number may shift depending on results of the evaluations and at the discretion of the Technical Director and VP (or designate). Usually this means that players may be added – such as in the case of tied evaluation scores.

3.3 **Goalies** – In addition to attending the three sessions described above, goalies will have a specific goalie session that will be directed and evaluated by an independent paid goalie evaluator. The goalie evaluator will provide a mark for each goalie that will be applied to the final evaluation list with a 50% weighting toward the final mark. This may be done in advance of the specific evaluation weekend for each division, or may be included during the division evaluation weekend depending on ice constraints, availability of the goalie evaluator, the discretion of the Technical Director or for other reasons. If they are run together and outside of the division evaluation weekend, the groupings will attempt to place U11 and U13 together and U15 and U18 in another group.

3.5 Coach Skates – After the three evaluation and goalie sessions are complete, head coaches will be named for the team (s) at the level of the evaluations (if they haven't already been named) and coach skate teams will be formed based on the evaluation results and with the input of the Technical Director, VP (or designate), the office and coach (es) of the team (s).

- As a baseline for each team being selected, this list will typically consist of 23 players (20 skaters and 3 goalies) and include an extra line of forwards, an extra set of defense (at levels that select players in their specific position) and an extra goalie above the normal roster size of nine forwards, six defense and two goalies.
- This number may be different depending on evaluation results and the input of the Technical Director, VP (or designate), the office and coach (es). In general, the approach to this is to be “inclusive”, that is to add players to the coach skates who should be there and have an opportunity to be selected for the team, and not to remove players who's evaluation numbers indicate they should be included.

Coach skate sessions will typically include one, two or three practices followed by a Blue-White game. This may vary at the discretion of the Technical Director in collaboration with the appropriate VP (or designate) and office for reasons such as ice availability, timing, etc.

4.0 Player rating format

4.1 Players will not be allowed to evaluate for Forward and Defense in the same evaluated weekend; this must be decided when registering. For the U11 evaluations there will be no positions assigned except goalie.

4.2 All players will be evaluated on a 1- 5 scale by the evaluators 1 being the lowest in ability (weak) and 5 being excellent (elite for this level) and include decimal point scores in 0.25 point increments.

4.3 All evaluated drills in the skills and scrimmage sessions will have five categories that correspond to the Hockey Canada Long-term Development Model. The criteria are separated for the goalies and skaters:

Goalies – Agility, Angles, Rebound Control, Puck Control, Compete/Character

Skater – Skating, Skill, Hockey IQ, Character / Compete

* A detailed description can be found in the attached appendixes.

4.4 The player ratings are defined as below:

5/5: An impact player; can play in all situations and has the ability to be a game changer at this level. This Player can be dynamic and embodies all four characteristics of our evaluation criteria.

4/5: This player will develop and contribute at the level. A deficiency in one particular area may otherwise make this player an 5.

3/5: A strong candidate. This player has the ability to contribute to this level. This player will have almost all the characteristics we require but may lack in one or two areas.

2/5: A player that is not yet ready for this level. A deficiency in one or two of the four characteristics in our evaluation criteria may hinder the ability for this player to develop and contribute at this level.

1/5: This player is currently not under consideration for this level. A major deficiency in two or more of the four characteristics in our evaluation criteria will not allow this player to develop and contribute at this level.

- 4.5 Goalies will not be allocated to any evaluation team – if possible, they will rotate through all teams during the sessions.
- 4.6 Goalies will have their own skills session as described in 3.3. The evaluator derived skills, SAG and scrimmage scenario sessions will be weighted 50/50 and then weighted 50/50 with the Goalie Evaluator rating for their final evaluation number.
- 4.8 Final player evaluation weighting will be as follows as per Hockey Canada:
U11 - Skills 50%, Scrimmage 50%
U13 – Skills 30%, Scrimmage 70%
U15 – Skills 20%, Scrimmage 80%
U18 – Skills 10%, Scrimmage 90%
- 4.9 Parents/Players who contest their evaluation results can only do so in writing and within 1 day of the coaches' skate list being posted. The office will review the situation. If no anomalies are found in the player's score their placement will stand; if anomalies are found then the scoring from individual evaluators may be removed and the player's score may be recalculated. If the results move the player into the top twenty – three, the player will be included in the coaches' skates. Please note that the Vice President has the ability and opportunity to include players in the coaches skates whose scores may not have had them included, in conjunction with the office and head coaches of the team (s) that have been named.
- 4.10 For parents/players that would like to better understand where their player can improve to move on to the next level, a formal written request and a \$100 fee will be required. A potential meeting with the Vice-President of the division will be arranged in order of receipt. The meetings will not begin until the fall evaluation/tryout cycle and tiering games are completed.

5.0 Ranking of Players - Development

- 5.1 For U13 and above the players will be ranked in positions of forward, defense and goaltender. For U11 the players will be ranked as players or goalies.
- 5.2 Although players are evaluated under the heading 5.1 positions, the coaching staff will have the option to select players from any position to populate the lineup but will require justification to do so, and must be approved by the Technical Director and VP.
- 5.3 Following the ice sessions for the players, the coach will be given a list of the players in alphabetical order. At this time consultation with the Technical Director, VP, the office and coach will occur to ensure there are no obvious omissions/errors with the team list.
- 5.4 There are no “protected players” for the coaches skate list and all players are eligible to be selected for the team by the coach. Appropriate justification from the coach must be provided if a selection differs from the evaluation ranking and where the players would fall when based strictly on the evaluation numbers. The coach has the opportunity (with appropriate justification) to select players that are ranked outside of those that would be included according to the evaluation numbers, or exclude those that would be included by the evaluation numbers. Again, please note that either of these need to be justified to the Technical Director and VP.

5.5 Criteria for players to be considered to be a part of the coaches' skate (for one team) are:

Goalies: ranked 1 to 3 plus ties and inclusions from the TD, VP and Coach

Defense: ranked 1 to 8 plus ties and inclusions from the TD, VP and Coach

Forwards: ranked 1 to 12 plus ties and inclusions from the TD, VP and Coach

Goalies		
Rank	Score	Eligible
1	78	Yes
2	69	Yes
3	68	Yes
4	63	No
5	60	No
6	56	No
7	52	No
8	51	No

Defence		
Rank	Score	Eligible
1	77	Yes
2	70	Yes
3	66	Yes
4	65	Yes
5	63	Yes
6	62	Yes
7	62	Yes
8	61	Yes
9	61	Yes
10	57	No
11	57	No
12	57	No
13	56	No
14	56	No
15	55	No

Forwards		
Rank	Score	Eligible
1	81	Yes
2	79	Yes
3	70	Yes
4	68	Yes
5	68	Yes
6	68	Yes
7	67	Yes
8	66	Yes
9	66	Yes
10	64	Yes
11	64	Yes
12	64	Yes
13	64	Yes
14	61	No
15	60	No
16	60	No
17	59	No
18	58	No
19	57	No
20	56	No
21	56	No
22	54	No
23	52	No

6.0 Team Selection

- 6.1 Coach Skate Team formation will occur from the Evaluation results under 5.0 Player Ranking and be composed by the office in collaboration with the Technical Director, Coach (es) and VP.
- 6.2 A coach may be selected out of the coach depth chart and the next coach skates for the A and B teams (if the coach has not already been named).
- 6.3 The evaluations will proceed as per 5.1 and the end result will be:
- A- Skates
 - > top players as per 5.5 for A,
 - > coaches skate practices (number of practices will typically be 1, 2 or 3 but may vary depending on level, ice availability and timing), followed by a Blue and White game to define the final team (s) of 17 (or 19 at some levels)
 - B- Skates
 - > B skates will typically occur after the A team(s) have been selected for most levels although may occur concurrently
 - in some cases, with players coming down from the above level taken into consideration,
 - > a minimum of 3-6 players from the A skate (s) will typically join the top 17 from the evaluation list (for a single team),
 - > Coach skate practices (usually 2 but may vary depending on level, ice availability and timing), followed by a Blue and White game will define the final team (s) of 17,
- 6.4 Based on the evaluation results and association philosophy in consultation with the Technical Director and VP's, GPMHA may decide that two teams at each level are appropriate. The preference is to have two teams at each level in support of the Hockey Alberta Development model and the Provincial AA Model.

8.0 Players Sick, Injured, Absent or Move-In

- 8.1 The objective of this policy is to make the best effort to allow players to play at the most appropriate level for their development.
- 8.2 Players unable to take part in evaluation/tryouts due to injury will not be allowed to participate until the GPMHA registrar receives the appropriate written medical clearance.
- 8.3 A Player That Cannot Attend Initial Evaluation But Can Attend Coaches' Skate
Players who cannot attend evaluations due to extenuating circumstances (as determined by the Technical Director and or VP's in consultation with the GPMHA Executive) will be assigned to the coach's skate at the level they played the previous season. Should it be felt that the player could play at a higher level than in the previous season, parent(s) must obtain and submit endorsement from a member of the previous team's coaching staff and commissioner or VP supporting the petition as well as an outline of other development or training undertaken.
- 8.4 A Player That Cannot Attend Initial Evaluation OR Coaches' Skate
If the player cannot attend the appropriate Coaches' Skate, the respective coach will be given the option to card the player and provide a special tryout. Should the coach choose to keep this player, he/she must be added to the roster and will not take the place of a previously selected player. The coach will also be given the option to card a roster with one open card intended for that player. Should the coach opt not to take that player upon special tryout, an affiliated player or previously released player may be taken for that spot and the special tryout player will be evaluated at the next level of play until the appropriate level of play is determined through coach selection.
- 8.5 A Goaltender That Cannot Attend Goaltending Evaluation But Can Attend Coaches' Skate
The Technical Director will delegate the evaluation of the goaltender to a person who has attended the goaltending evaluation seminar, ideally the Goaltending Coach who ran the Goalie Session for evaluations. This special session will determine if the goaltender is at a level that would have placed him/her at the coaches' skate for the level currently at the coaches' skate. If this is the case the goaltender will attend the coaches' skate, otherwise the goaltender will be part of the next evaluation.
- 8.6 A Goaltender Who Cannot Attend Goaltending Evaluation OR Coaches' Skate

Where a goaltender is unable to attend either the goaltending evaluation session or a coach skate (for justifiable reasons as deemed by the Technical Director and VP), if advance notice is provided, coaches will be advised. The coach will be given the option to hold a spot for that goaltender and play with only one (plus affiliate if available) until such time the special session and special tryout can be conducted. If both the special session and the special tryout see the goaltender selected, he/she will be carded. If that is not the case, the coach may select a goaltender that was part of the previous coaches' skate or has been affiliated and the goaltender in question will have a special tryout at the level of the goaltender being brought up. This process will continue until the appropriate level of play is determined through coach selection.

8.7 A Move-In Player will provide GPMHA with their previous level of play. A determination will be made by the Technical Director and VP's as to where the player will be offered a special tryout. Once this is determined, the appropriate coach will be encouraged to allow the tryout. If the coach declines, the player will be offered to the next highest team for special tryout until a coach accepts. Upon completion of special tryout, the coach will have the option to card the player. This player cannot take the place of a previously carded player and must be an additional roster player.

8.8 A Move-In Goaltender will be provided a special session for goaltending evaluation as 8.5. Based on this rating, the goaltender will be offered a special tryout at the highest team appropriate that has only one carded goaltender or has a goaltender that will not be able to finish the season.

9.0 Evaluations

9.1 GPMHA will design the drill structure for all levels of evaluation.

9.2 Players will be given a numbered jersey that will be returned following the specific evaluation/tryout. It is requested that players wear this jersey so the number can be seen at all times by the evaluators.

9.3 Players will be notified of their results on the GPMHA website.

9.4 The process for arriving at the final roster of any team must be given approval by the Vice President of that division and the President before the team results are released. The Vice President does not have the ability to change the players on a team but only to ensure that the proper process was followed. This process must be approved before presenting any decisions publicly.

9.5 The head coach will have the right to contact previous coaches or other qualified & approved support staff and review the player evaluations from previous years to assist in the decisions to populate the team.

10.0 Assistant Coaches

10.1 The head coach will have the right to select the assistant coaches. The head coach may name the assistant coaches prior to the evaluation/tryouts if that coach is not affiliated with the division or that their son or daughter finishes in the coaches' skate list and pending approval on any candidate by the Technical Director, VP and GPMHA executive. Assistant coaches may also be named by the Technical Director.

10.2 The head coach shall be entitled to engage the help of any non-parents to assist in the team selection process.

10.3 The head coach may go on the ice during the coach skates or may seek any persons as approved by GPMHA, to help with the on ice session.

10.4 Assistant coaches that have applied for such positions will be the first to be considered for the position. Non-applicants will only be considered if there are no applied candidates available.

10.5 In the event the head coach cannot attend the evaluation/tryout he may delegate the selection of the team to the assistant coach and support staff.