Hockey Regina Inc
Board of Directors Meeting
Minutes
Tuesday May 17, 2016

Attendance:

Larry Wees (Chair)	Todd Taylor	
Kevin Baron	Joanne Merk	Rick Hagglund
Christie Bjolverud	Brad Hunt	Mark Burton
Ian Jones	Geoff Thachuk	Trevor Mitchell
Blair Watson (Staff)		

Regrets:
Andrea Hoffman

1. **Call to order**
   Larry called the meeting to order at 7:02PM.

2. **Minutes**
   MOTION: To approve previous minutes. Moved Brad, Seconded Geoff. CARRIED

3. **Evaluations**
   - Mark went over player ratings (Appendix A), it included
     - Sandbagging more so at the Tier 3 level
     - Year-end coach evaluations
     - Statistical evaluation
     - Director discretion
   - Table until the fall

   - Blair went over the evaluations overview for the fall (Appendix B).
   - The changes from the previous years include
     - For Atom A, Pee Wee AA, Pee Wee A, the evaluation scores from the goalie sessions will carry forward to the second stage of evaluations
     - The Atom Female registered players will evaluate at the Atom B level not Atom A.
   - *MOTION: To approve the changes to the evaluations as presented. Moved Rick, Seconded Kevin. CARRIED*

4. **Unsolicited proposals**
   - Larry indicated that there needs to be a process in place to handle unsolicited proposals that the HRI Board receives.
   - There needs to be support from other members other than the author for any proposals received
   - Establish a committee to have a look at proposals prior to them coming to the Board. It was discussed that the Executive Committee could look at proposals first.

MOTION: That an unsolicited proposal must have the support/signature of two HRI members and one HRI Board member, prior to going to the Executive Committee for perusal. Moved Rick, Seconded Christie CARRIED

5. **Other**
   - Blair is working on establishing a date for the Coach Selection committee to meet to pick the AA coaches
   - The Western Cities meeting is on June 3, looking to put together agenda.

6. **Next Meeting**
   May 31
   7:00PM @ HRI

A

Hockey Regina Player Ratings

Introduction

There is no perfect system to rate players. Period.

Here are a few examples of the problems that may be encountered just to name a few.

- Independent evaluators just get to see a player briefly during evaluation from afar and do not get a chance to see a player over many games that really matter or to interact with them personally
- Coaches can game the system and by rating someone artificially higher or lower and slightly impact an individual's rating
- A player can sandbag, have the game of his life, or randomly be placed on a team that is significantly better or worse than the opposition which may skew their rating during evaluations
- An evaluator may not have the same observation skills as a coach and rate a player incorrectly

In the end, a rating of a player is simply an opinion. The opinion that matter the most is the coach, who has the last say when drafting a particular player and should do a reasonable level of research and evaluation before entering any draft room.

But are there improvements that could be made, and I propose the following.

Year End Coach Evaluation

I propose to ask each coach to provide a final evaluation number for each player at the end of the year. This number is again simply an opinion, but allows the coach to provide an opinion at the time where they should be able to judge the player best.

There are 2 outputs from this rating

- This number would then be added to the evaluation numbers from the independent evaluators and coaches for the following season
- The individual coach rating would be made available to coaches during the draft the next season

Statistical Evaluation

I have eliminated this option. Too complex at this point and prefer to adjust the process in increments.

Director Discretion

After players are ranked, the director shall review their position in the rankings, and if a player is two quintiles below their previous year's ranking according to scoring, the director shall have the ability to move the play up to the middle of the next higher quintile.

Example, 100 players, player a ranks 17th in scoring from previous year. After evaluations, ranked 46th. Player would be moved to position 30 at director discretion. Director would circulate changes to head evaluator and director of development first to receive approval before proceeding.

Coaches Negotiate Which Round Their Child Will Picked In

This would probably be utilized at PeeWee and above.

Coaches meet and they know the relative position of their child in relation to the rest of the pack. With the guidance of the director coaches then predetermine which round their child will be drafted. If there is an impasse (let's say some want round 2 others round 3 for kid x), the director will make the final decision.

Evaluation Summary

Because HRI uses sliding windows for drafts, the process is subject to the problems outlined at the start. Using a coach year end evaluation and statistical analysis simply provides another mechanism to assist with ranking players properly, and reduce possible manipulation of the system, whether purposely or inadvertently.

The year end coach evaluation numbers, the statistical analysis numbers would be combined with the start of year coach and independent evaluator numbers to provide the final player rankings.

Coaches and their children are less able to manipulate the system. Players that sandbag can be moved by the director by a set margin to reduce manipulation.

In the end the coach is ultimately responsible for making the proper choice for the players on their team.

B

Evaluations Overview

Overall

- Use independent evaluators and coaches for all age groups
- Independents run all skill sessions

Initiation

Initiation does not have evaluations.

Novice

- Coaches evaluate their own zone only.
- 2 skill sessions and 1 scrimmage, then assign players to teams

Atom

➢ Players can register for A or B or C

A-A

- The evaluation process for A-A will be a two stage process. The first stage will consist of the following:
    - One (1) skill session
    - One (1) controlled scrimmages
    - One (1) goalie skill session
- Note any player that played A-A in HRI the previous year will automatically go directly to the second stage of the evaluations
- At the conclusion of the first stage, go down to apprx. the top 160 skaters and 24 goalies (plus injured, etc). These players get two more scrimmages at Atom A.
    - For the skaters the scores from the first two sessions **will not** carry forward.
    - **(NEW for 2016)** For the goalies the scores from the goalie session will carry forward to the second stage
- After the last two Atom A scrimmages the teams are picked

A-B

- Coaches evaluate their own zones only.
- All players get the following:
    - One (1) skill session
    - One (1) controlled scrimmages
    - One (1) goalie skill session
- After the A-B scrimmage the teams are picked.

A-C

- Coaches evaluate their own zones only.
- All players get one (1) skill session, and one (1) scrimmage.
- This includes players not selected to A-B.

Pee Wee

- Players can register for AA, A/B, C

PW-AA

- The evaluation process for PW-AA will be a two stage process. The first stage will consist of the following:
  - One (1) skill session
  - One (1) controlled scrimmage
  - One (1) goalie skill session
- Note any players that played PW-AA in HRI the previous year will automatically go directly to the second stage of the evaluations

- At the conclusion of the first stage, go down to apprx. the top 110 skaters and 16 goalies (plus injured, etc). These players get two more scrimmages at PW-AA. Included in these players are the players that went directly to the second stage.
  - For skaters the scores from the first two sessions **will not** carry forward.
  - **(NEW for 2016)** For the goalies the scores from the goalie session will carry forward to the second stage
- After the second stage the teams are picked

PW-A

- The evaluation process for PW-A will be a two stage process. The first stage will consist of the following:
  - One (1) skill session
  - One (1) controlled scrimmage
  - One (1) goalie skill session

- At the conclusion of the first stage, go down to apprx. the top 140 skaters and 20 goalies (plus injured, etc). These players get two more scrimmages at PW-A.
  - For skaters the scores from the first two sessions **will not** carry forward.
  - **(NEW for 2016)** For the goalies the scores from the goalie session will carry forward to the second stage
- After the second stage the teams are picked

PW-B

- All players get two (2) scrimmages. The scores from PW-A will not carry forward.
- After the PW-B scrimmages the teams are picked.

PW-C

- All players get one (1) skill session and one (1) scrimmages.
- Players that did not make PW-B do not skate at PW-C they will be placed on a team.
- After the PW-C scrimmages the teams are picked

Bantam

- Players can register for AA, A or B

B-AA

- The evaluation process for B-AA will be a two stage process. The first stage will consist of the following:
    - Two (3) controlled scrimmages
    - One (1) goalie skill session
- At the conclusion of the first stage, each B-AA coach will select eighteen (18) skaters and up to three (3) goalies
- In stage two of the evaluations, each team will practice (apprx 3 times) and play two (2) exhibition games
- After the second stage the coaches will finalize their roster

B-A

- The evaluation process for B-A will consist of the following:
    - Three (3) controlled scrimmages
    - One (1) goalie skill session
- The scores from B-AA will not carry forward.
- After the B-A scrimmages the teams are picked.

B-B

- All players get two (2) scrimmages.
- After the B-B scrimmages the teams are picked

Midget

- Players can register for AA, A or B

M-AA

- The evaluation process for M-AA will be a two stage process. The first stage will consist of the following:
    - Four (4) controlled scrimmages
    - One (1) goalie skill session
- At the conclusion of the first stage, each M-AA coach will select twenty-two (22) skaters and up to three (3) goalies
- In stage two of the evaluations, each team will practice (apprx 3 times) and play two (2) exhibition games
- After the second stage the coaches will finalize their roster

M-A

- The evaluation process for M-A will consist of the following:
    - Three (3) controlled scrimmages
- The scores from M-AA will not carry forward.
- After the M-A scrimmages the teams.

M-B

- All players get two (2) scrimmages.
- After the M-B scrimmages the teams are picked

Female

- Coaches and independents are the ones doing the evaluations for all divisions.

Novice

- Evaluated within one zone of co-ed. No separate Female evaluations.
- 2 skill sessions and 1 scrimmage, then assign players to teams

Atom

- For placement purposes the players registered for Atom and Pee Wee will be evaluated in conjunction with the Co-ed Atom B evaluations. **(Note in 2015 they evaluated in the A evaluations).**
- For Female only evaluations, all players get the following:
  - One (1) skill session
  - Two (2) controlled scrimmages
- After the scrimmages the teams are picked.

Pee Wee

- For placement purposes the players registered Pee Wee will be evaluated in conjunction with the Co-ed Pee Wee A evaluations.
- For Female only evaluations, all players get the following:
  - One (1) skill session
  - Two (2) controlled scrimmages
- After the scrimmages the teams are picked.

Bantam and Midget

- Players can register for AA or A

AA

- The evaluation process for AA will be a two stage process. The first stage will consist of the following:
  - Two (3) controlled scrimmages
- At the conclusion of the first stage, the AA coach will select eighteen (18) skaters and up to three (3) goalies
- In stage two of the evaluations, the AA team will practice (apprx 2 times) and play two (2) exhibition games
- After the second stage the coaches will finalize their roster

A

- The evaluation process for A will consist of the following:
  - Two (2) controlled scrimmages
- After the A scrimmages the teams are picked.