
	PLAYER EVALUATION & TEAM SELECTION PROCEDURE PP-002	TOPIC AREA		INQUIRIES TO:			
		Management of Player Personnel		Executive Director, Hockey Yukon		v.2018.10.23	
		ISSUED DATE:		REVIEW DATE:		APPROVED BY:	
		October 2018		September 2018		 <hr/> President	

1.0 PURPOSE & OBJECTIVES

The purpose of the Player Evaluation and Team Selection Procedure is to provide for a fair, objective, transparent, and consistent player evaluation and team selection process that has the best interests of all players and the Association in mind.

The objectives of the Evaluation Process are:

- To provide each player the opportunity to evaluate to the best of their ability.
- To provide a fair, consistent and comprehensive evaluation of a player’s total hockey skills during the skating, skills, and scrimmage sessions.
- To ensure that all players have a reasonable opportunity of being selected to a team appropriate to their age, level of skill and commitment to the game, as determined during the on-ice evaluations of the current year.
- To provide coaches with the opportunity and flexibility to build a team based in part on their own coaching philosophy and knowledge of player skills and attitude.
- To provide uniformity and consistency in the evaluation process such that player and parent expectations are consistent from year to year as players move through the various levels of the Association programs.



2.0 PROCEDURE SCOPE

This procedure applies to all Team Yukon programming directly overseen by Hockey Yukon (e.g., Canada Winter Games, Arctic Winter Games). It specifically excludes all BC Hockey directed/regulated programs, such as, but not limited to, the BCH Zone Hockey Program. Minor hockey associations in Yukon may adopt similar or different procedures for their use in player evaluations and team selections.

3.0 PROCESS OVERVIEW

The Hockey Yukon Player Evaluation and Team Selection process is based upon standardized player evaluation criteria established by Hockey Canada and research of best practices of hockey associations in Canada. Example criteria are presented in Section 7.

Prior to the tryout process Hockey Yukon reviews and approves applications for head coaching positions for the hockey programs under its administration. Head Coaches will be advised of this procedure as part of the coaching application review process. The Team Head Coach is expected to design the drills and activities of each player evaluation ice session and provide two or more suitably qualified and equipped on-ice personnel to assist in executing the ice sessions. Head Coaches are also expected to arrange for at least one certified person to referee inter-squad and/or exhibition games.

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Independent evaluators will rate and rank players during the initial phase of the evaluation process (up to 4 ice sessions). At the end of the initial evaluation phase the player ratings and rankings will be aggregated and a ranking of players will be used to finalize the team selection, or if desired by the Head Coach, proceed to second phase of evaluation ice sessions as described below in Section 9. It may be necessary to release players from the evaluation process after the first few ice sessions in order to limit on ice numbers or balance the level of players during the subsequent evaluation ice sessions, scrimmages, or exhibition games.

Players will be evaluated based on the position that they signed up for in their evaluation registration. At times, evaluators may ask for certain lines to play together. A player may also be asked to play a position different than the one she/he indicated she/he is trying out for.

Player evaluation is for the current season only. Players must try out for each specific team they wish to play on each season.

4.0 EVALUATION COMMITTEE



4.1 GENERAL

The Evaluation Committee (EC) is made up of the Hockey Yukon President, Vice President, and the individual Team Tryout Administrators appointed by the Hockey Yukon Board of Directors for the coming hockey season or for the specific team event (e.g., Canada Winter Games). Other Directors on the Board of Hockey Yukon may be appointed to the EC as necessary.

A meeting of the EC will take place to review and confirm the evaluation process outlined here at least 10 days prior to each team tryout event. It is the EC's responsibility to ensure that the process used is consistent with this procedure.

4.2 ROLES AND RESPONSIBILITIES

- It is the responsibility of the individual Hockey Yukon Tryout Administrator to ensure the proper execution of this procedure. During the evaluation process, EC will be in continual contact with the Tryout Administrators to ensure the process is followed.
- Occasionally it may be necessary for a Tryout Administrator to make a decision relating to a specific element of this procedure (e.g., participant absences). During these times, it is not uncommon for the Tryout Administrators to discuss options with the Head Coach or the EC to see if similar situations have occurred in the past and to understand what actions have been taken.
- It is important to note that the Tryout Administrators are not responsible for evaluating players. Their duties are to understand the evaluation process and coordinate the necessary evaluators, volunteers, collect/enter data, release/move players based on the findings and recommendations of the evaluators with the Head Coach and to hear parent concerns during the process.

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- The EC is not responsible for evaluating players. Their duties are to ensure the process is clearly laid out for the Tryout Administrators, to ensure the Tryout Administrator have followed the process and to review the results to ensure they are consistent with the Association’s evaluation procedure. After the evaluation process, they are also responsible for reviewing specific cases upon written appeal and to collect suggestions from all stakeholders and recommend changes to the procedure for next year’s evaluations.
- Each Hockey Yukon Tryout Administrator will be responsible for providing notifications to the players registered for the specific evaluation and team selection process they are administering. This includes notifications of ice session schedule/location changes and player advancement lists. The Head Coach will be responsible for advising participants of final team selection. Such notifications will typically be made online via the Hockey Yukon website or by email.



5.0 EXPECTATIONS OF THE INDEPENDENT EVALUATORS

Hockey Yukon relies on volunteer evaluators. In general, the majority of the evaluators are individuals who are Whitehorse Minor or Hockey Yukon coaches in prior/current years and/or potential coaches for the upcoming season. Evaluators do not have to be coaches or former coaches to volunteer. However, preference will be given to volunteers who have prior hockey experience. Under no circumstances will the evaluator evaluate a specific group that includes a family member (i.e., their son, daughter, niece, nephew, or grandchild).

During evaluations players shall be assigned a number and evaluations shall be completed utilizing that player’s number to identify them. Reasonable efforts should be made to ensure players remain anonymous to evaluators during evaluations (e.g., only player numbers will be indicated on evaluator record/results sheets).

Evaluators will:

- Review the evaluation criteria prior to the process to ensure that all Evaluators are evaluating the same skill with the same intent.
- Make sure that all Evaluators have the same evaluation page with the same jersey numbers and colours.
- Stay physically separate and independent from all other Evaluators and parents during the evaluation ice sessions.
- Provide a fair, unbiased and thorough analysis of all players.
- Overall ranking will be provided from evaluators.
- Will not share comments or opinions with any parents/players or other interested observers.
- Maintain confidentiality of player scores and rankings at all times.
- Meet as a group with the HY Tryout Administrator and Head Coach to review and submit evaluation rankings at the end of each session to ensure that there are no errors and evaluation forms are 100% completed.

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No evaluators should be chosen at the “door” unless there is a shortage of evaluators present for a session or for an age group. Hockey Yukon will strive for a minimum of 3 to 4 evaluators per session. An evaluator may be removed by the Hockey Yukon Tryout Administrator should he/she leave sessions early, attempts to influence the ratings of other evaluators, or unfairly evaluates players.



Copies of the results of the player evaluations for each ice session shall be provided to the Hockey Yukon Tryout Administrator immediately after each ice session. The Tryout Administrator will enter the player evaluation data into a spreadsheet. See Section 9 for a description of how the evaluations will be used for player release and team selection.

Questions from players or parents regarding the evaluation process shall be directed to the Hockey Yukon Tryout Administrator. During the evaluation phase, only the evaluation process may be discussed (not individual player results).

6.0 ORIENTATION FOR PLAYERS AND PARENTS (OPTIONAL)

The Hockey Yukon Tryout Administrator assigned to the tryout event may provide a handout sheet at the start of the evaluation with the following information:

1. Outline the Tryout Process.
 - a. Reference this procedure, and have copies ready for distribution as requested.
 - b. Attach a Head Coach welcome letter, if available.
 - c. Include the event schedule.
2. Introduce the Head Coach and independent evaluators assigned to the event.
3. Outline how tryout selections will be communicated with hard time lines associated with each round of selections.
 - a. Identify after which ice session the initial grouping will be posted and how that will be communicated (e.g., email after 3rd and 4th tryout session).
 - b. Identify after which ice session or by what date the final team selections made, when and how this will be communicated.
4. Outline expectations of parents during first round of tryouts.
 - a. Encourage all communication or inquiries be directed to the Hockey Yukon Tryout Administrator.
 - b. Encourage parents to keep their distance from the Head Coach and Evaluators for the duration of the tryout and not to ask Evaluators for player information or interfere with the Evaluators efforts to watch all the players on the ice.
 - c. Remind parents that the Head Coach and the evaluators aren't being rude if they don't enter into long conversations at the rink during tryouts, but rather they are just trying to maintain the integrity of the evaluation and selection process.

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7.0 PLAYER EVALUATION CRITERIA

Players will be rated on a sliding scale depending on their demonstrated ability in the areas described below. The scale used includes the following ratings:

- 0 Did Not Rate** - Characteristic was not observed/assessed by evaluator.
- 1 Beginner** - currently lacks athleticism, awareness, and ability in all metrics for category. Bottom 10%
- 2 Below Avg.** - Needs to further develop athleticism, skills, and gain experience for all metrics in category. Bottom 25%
- 3 Average** - Demonstrates potential. Needs to refine performance for several metrics in category. Middle 50%
- 4 Above Average** - Solid and well-rounded performance for all metrics in category. Top 25%
- 5 Outstanding** - Demonstrates excellent performance for all metrics in category. Top 10%

SKATER EVALUATION CRITERIA

SKATING – Most important Skill

Acceleration - gets to top speed quickly
 Overall quickness and foot speed
 Powerful stride
 Good balance and stability on skates
 Agility and mobility – moves well laterally
 Turns and pivots are smooth
 Ability to skate well both forward and backward

WORK ETHIC / COMPETITIVENESS / DISCIPLINE/ATTITUDE

Competes and battles to the best of ability in all situations
 Wants to be first to the puck in all situations
 Consistently high work ethic/ high level of fitness
 Disciplined in all situations on/off the ice.
 Displays a positive attitude at all times both on and off the ice.

SKILLS – TACTICAL



Thinks quickly – reads and reacts well
 Supports teammates in all situations
 Drives the net effectively with and without the puck
 Is a responsible positional player.
 Positions self well when defending the rush

SKILLS – PUCK CONTROL / PASSING

Handles the puck effectively at high speeds
 Good control in traffic – protects puck well
 Shows creativity with the puck
 Head up – looks for options and to head-man the puck
 Passes are crisp and accurate
 Passes and receives smoothly at high speeds

SKILLS – SHOOTING / SCORING

Can score
 Strong and accurate shot with a quick release
 Has and uses a variety of shots
 Ability to read shot or deke options
 Gets into position to score

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GOALIE EVALUATION CRITERIA

BALANCE / AGILITY / MOVEMENTS

General balance and posture
Retains ready position after blocking shots
Holds ready position in movement
Lateral and vertical movements
Recovery to balanced stance
Moves with speed & in control in ready position

WORK ETHIC / COMPETITIVENESS / ATTITUDE

Constant desire to excel in all situations
Constant work ethic in all situations
Never gives up / battles for pucks
Displays a positive attitude at all times both on and off the ice.

POSITIONING / ANGLES

Knows position in net at all times
Assumes neutral position at top edge of crease
Positions self properly prior to shot
Lines up properly on puck

ANTICIPATION / JUDGMENT

Ability to read the shooter
Ability to read play around them
Ability to make appropriate adjustments

PUCK STOPPING SKILLS / PUCK CONTROL (REBOUNDS)

Absorbs pucks well
Effectively controls and deflects rebounds
Use of body to make saves
Handles puck effectively and controls rims

8.0 EVALUATION ATTENDANCE

8.1 MISSING EVALUATION ICE TIMES

In the event that a player elects to simply not show up for a session, they will potentially suffer in the overall final assessment from a lack of weighting during a particular evaluation session. This will have the effect of lowering their overall final ranking, which may jeopardize their selection to the team.



8.2 PRE-EVALUATION INJURIES AND SICKNESS

If a player becomes injured or sick during the off-season and is unable to attend any of the evaluation sessions for a team, the parents of the player must contact Hockey Yukon and the Team Head Coach to explain the situation. A team position for the player may be reserved based on the prior year's coaching evaluation. At the end of the initial evaluation phase, the player may then be placed as the last pick for the team. All decisions regarding placement of injured or sick players will be made collaboratively between the Hockey Yukon Evaluation Committee and the Team Head Coach. All decisions will be documented.

9.0 TEAM SELECTION PROCESS

9.1 GENERAL

All player ratings shall be reviewed by the Hockey Yukon Tryout Administrator after each session and entered into a spreadsheet. The individual evaluation results from each of the independent evaluators will

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be aggregated (averaged) to develop a combined evaluation ranking of the players participating in the tryout. The aggregated results shall be reviewed by the Hockey Yukon Tryout Administrator for adherence to this procedure and shared with the Head Coach prior to any initial tryout release communications being issued (e.g., after ice session 2 and/or 3) as well as prior to the final team selections being announced to players and families.

After the completion of the 2nd ice session the aggregated player ratings/rankings may be used to reduce the player complement to *no fewer than* 24 skaters and 3 goaltenders. After the 3rd ice session the aggregated player ratings/rankings may be used to reduce the player complement to *no more than* 24 skaters and 3 goalies.



After the completion of the 4th evaluation ice session, the tabulation of the final overall player evaluation rankings will be used to place players in ranked order and this ranked order is used to create the proposed team. Team selection adheres to the ratings from the current evaluations only. At this stage the Head Coach shall use the aggregated player evaluation results to select the top 15-20 ranked skaters and top 2 ranked goaltenders to the team (depending on team compliment directives/allowances provided by HY and/or Event Organizers such as the Canada Winter Games Society).

9.2 ADDITIONAL EVALUATION PHASE (OPTIONAL)

If the Head Coach requires additional opportunities to consider the abilities of a player group that is larger than the prescribed final team complement, they may retain the required roster of skaters and goalies, plus up to 3 additional skaters and 1 additional goalie for a secondary tryout phase of additional ice sessions (e.g., more scrimmage time, exhibition games, evaluation events/tournaments).

The Head Coach must notify the Hockey Yukon Tryout Administrator of the need for an extended/secondary tryout period prior to the Tryout Administrators or the Head Coach notifying players and families of an interim team list. The Head Coach and Hockey Yukon Tryout Administrator will maintain close contact during this extended tryout period to ensure the process requirements are met and appropriate communications are being made to players and families.

If a secondary tryout phase is required, the Head Coach will have some latitude to select players who are evaluated outside of the top group provided by the Independent Evaluator’s rankings, but he/she cannot select anyone further than 3 spots from the team. For example, if the team is to be composed of 15 skaters the coach cannot select a player who was ranked outside of the top 18 during the initial evaluation phase. This provision allows Head Coaches limited, but reasonable flexibility to retain a player that, in their view, complements or enhances the overall team make-up/dynamic, and goes beyond strict consideration of the individual player skills ranking.

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9.3 AFFILIATED PLAYERS

After the final team selections are made, those 4 skaters ranked directly below the selected/rostered skaters and the 3rd ranked goalie may be offered Affiliate Player (AP) positions by the Head Coach. If there is a desire to list more affiliate players, they shall be listed and activated in the order of their evaluated skill ranking during the initial evaluation phase.

10.0 PROCESS APPEALS

Appeals of the outcomes of the player evaluation and team selection process will only be considered if clear evidence is provided that:

1. The decision under appeal was influenced by demonstrable bias;
2. There were irregularities in the process (described here) leading up to the original decision, such that the outcomes are unjust.

If an appeal is desired after considering the above, a player's parent must provide a letter/email stating their concerns and issues as to why they feel their child was improperly evaluated. A copy must be provided to the President of Hockey Yukon and the specific Hockey Yukon Tryout Administrator responsible for the evaluation process, within 48 hours of a player release or selection announcement, otherwise the appeal will be denied.

11.0 NOTE REGARDING THE SELECTION OF ASSISTANT COACHES

Applications for assistant coaching positions, where those applicants have a family member (as defined in Section 5.0) trying out, will only be considered after the final team selection process is concluded and accepted by Hockey Yukon. Pending confirmation by Hockey Yukon that applicants have the requisite coaching certifications/credentials, are in good standing with the association, and have a clean criminal record check, the Head Coach will make their assistant coach selections and formally announce who will take on the assistant coaching role(s). Failure to pass security or reference checks will automatically result in disqualification of coaching candidates.

12.0 PROCEDURE REVIEW

This procedure will be reviewed annually by the Hockey Yukon Board of Directors and amended as necessary with an eye to continual improvement.