

Hornets Evaluation Policy



POLICY: To define the process that will be adhered to by all division levels to evaluate a player's performance for team placement, and to ensure that all athletes are evaluated in an unbiased and neutral environment.

PURPOSE: To standardize our evaluation process from the Mini-Tyke through to the Midget levels of play. As our lacrosse club continues to grow, and as we become more mature in our understanding/appreciation of the skills required for play at either a competitive or recreational level, it is necessary to ensure consistency in our process and to ensure that both the athlete and parent base understand how the process works.

The Calgary Hornets Lacrosse Association ("Hornets") strives to make the evaluation process as fair as possible. It must be understood that evaluating athletes' performance is not an exact science, and a degree of subjectivity is always at play. The evaluations are governed entirely by a base of volunteers who have a varying degree of applicable lacrosse knowledge and who are encouraged to apply their best and consistent judgment of how the athletes are ranked.

To this end, the following policy elements have been developed to assist the coordinators and evaluators work through the process in a manner that achieves the best result for the athletes. This evaluation policy is also posted on the Hornets website, which is available for access by the general public.

EVALUATION PROCESS:

The criteria listed below outlines the Hornets process for evaluations for the upcoming lacrosse season.

A TRYOUTS (PeeWee - Midget) (see commitment letter)

- Dedicated floor times will be provided for athletes wishing to participate in the **A Tryouts**.
- Athletes should be aware that cuts will be made throughout this process.
- At minimum, the top 9 evaluation scores will earn a roster spot on each A team. The remaining spots on the roster will be determined by the Head Coach(es).
- All roster spots will be filled by the completion of A tryouts. Players that do not make an A team will go through the general evaluation process to determine final placement on a B or C team.
- **Note:** If registration numbers dictate that we must have multiple A teams in an age division, the process above will still apply, and the remaining roster spots will be filled out using the general evaluation process, and creating parity teams among those players that earned a spot in the A Tryouts, as well as those players that evaluated at the top of the general evaluations. This is due to A Tryouts being conducted prior to close of registration, and the CDLA Tiering Formula which dictates how many teams we must have in each division based on how many total teams we have.

Missed A Tryouts

In line with A level season commitment, 100% attendance is expected for the duration of tryouts. Any absence must be communicated to division coordinator a minimum 24 hours prior to the scheduled session; excused absences will only be given for extenuating circumstances and will be determined by an Evaluation Committee on a case-by-case basis. Division Coordinators will attempt to make alternative arrangements with the player to avoid missed tryouts if possible. Unexcused missed tryouts and/or multiple missed tryouts may affect player score/ranking and final team placement.

GENERAL EVALUATIONS:

Groupings:

- Initial placement in groups will be based on athletes' performance from the previous season, i.e. what level they played (A/B/C) and coaches' exit evaluation scores (if received).
- Athlete groupings will be adjusted throughout the evaluation process.
 - scores from each floor time will be tabulated
 - athletes with lower scores may move down
 - athletes with higher scores may move up
 - (i.e. 5 athletes from group 1 down, 5 athletes from group 2 up)
- Group sizes will be kept as manageable as possible to help ensure athletes have ample opportunity to be thoroughly evaluated.

Scoring:

- All athletes will be scored using the same criteria:

Goalies

- Positioning, Passing, Stance and Reaction
- Size is noted and considered in a tie, but not included in average score

#	Positioning							Passing							Stance							Reaction/Movement							Size			Rank	Avg Score		
	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7	S	M	L				
	Notes:																																		

Mini-Tyke to Tyke

- Speed and Skill

Group	Color	No.	Time #1	Time #2	Fastest Time	Skill						
						1	2	3	4	5	6	7

Novice to Midget

- Stick Skills, Offense, Defense, Transition, Athleticism

Group	Color	No.	Stick Skill							Offense							Defense							Transition							Athleticism						
			1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7

- Scoring may be done by a combination of:
 - Drills
 - Scrimmage
- Each age group's evaluations will be arranged slightly different. Drills and scrimmages will be structured to be appropriate for the age and division. Evaluators will be looking for certain scoring criteria for each drill but not limited to only score that particular criteria.
- Players scoring include but are not limited to the following guideline:

Please spread out and do not talk to each other, do not use your cellphone

Do not coach players, do not discuss player scores with anyone except when asked by a board member, avoid talking to players and/or parents before, during and after floor times, immediately provide the score sheets to the division coordinator after the floor time

Scoring Guidelines

Drills give the opportunity to focus on individual players. Drills will run at a constant flow. Score the player as you see fit. It is not necessary to score each player for each rotation of the drill. Get as much data as possible. During the scrimmage, complete the scoring. You may adjust scores previously taken from drills should the player skills translate differently at game pace. At the end of the session, every player must have a score for each criteria. With 10 minutes left in the session, if there are certain players that you are missing scores for, notify who is running the floor or the players gate to ensure those players get on the floor so you may score them. DO NOT average score a player if you did not see him/her do anything. The reason why you may not have noticed this player is because they are not getting involved.

The evaluators need to use the full range of evaluation scores when evaluating players. They need to find players in the lower range (1-2) and higher range (9-10). They are not comparing numbers between different floor times, so there should always be a "weakest" and "strongest" evaluated player.

Stick Skills (1 to 7)

Passing

- Proper technique
- Accuracy
- Quality and Speed

Shooting

- Proper technique
- Accuracy
- Velocity

Catching

- Consistency in catching
- Ability in catching less than perfect passes
- Proper technique (not snapping at the ball)

Cradling

- Does he/she do it
- Proper technique
- Ability to protect the ball

Loose Balls

- Proper technique
- Speed and ability

Offensive Ability (1 to 7)

- Proper side of floor
- Stick up in triple threat
- Player movement -does he/she cut, pick and/or drive to the net (with and without the ball)
- Awareness-does he/she see what teammates are doing and adjust (with and without the ball)
- Ball handling
- Choice of plays—shoot VS run VS pass

Defensive Ability (1 to 7)

- Ability to stop attack
- Floor Positioning—recognize where to be
- One on one defense ability
- Awareness to react
 - Pick up loose player
 - Read picks
 - Defensive switches/collapse



Transition (1 to 7)

- Line changes at the correct time (and speed of line changes)
- Choice of plays, pass vs run down the floor, change vs help move ball up
- Awareness—does he/she carry the ball away from the bench, will the player slow the play down for a line change
- Reaction—quick decision quick decision to fall back to D, fast breakout/hustle

Athleticism (1 to 7)

- Acceleration and speed
- Quickness and ability to stay on their feet
- Aggression on loose balls
- Strength to battle physically

1 Poor
2 Below average
3 Moderate to weak skills, need more time to develop skills
4 Average
5 Proficient skills
6 above average
7 excellent, exceptional skills demonstrated

Goalie Evaluations:

Goalies will attend evaluation dates dedicated to goalies. Based on evaluation scores, goalies will be ranked and then placed on teams during the team setting of general evaluations. While goalie may be asked to attend general evaluations, they will NOT be evaluated during those sessions. Goalies attending A Tryouts will be evaluated during the A Tryouts.

Team Placement:

- When there is more than one team at a certain level, athletes will be placed on parity teams.
- Final evaluation scores will be tabulated and athletes will be ranked highest to lowest.
- Athletes will be placed on teams based on their evaluation scores using one of two methods:

1) Snake Method

Example using 3 parity teams:

Team 1 gets player 1, 6 and 7.

Team 2 gets player 2, 5 and 8.

Team 3 gets player 3, 4 and 9 etc...

2) Draft

Players are placed into one of three groups based on evaluation scores. Head Coaches, under the supervision of coordinators and Board members, draft players within one group until all players are placed. Then the second group is drafted until completion, followed by the third and final group.

- Adjustments may be made during the process of setting teams to address floor balance (right handed and left handed players), the size of athletes, and to ensure coach and manager volunteers are balanced, at the discretion of Coordinators and the Evaluation Director.
- Teams may play an icebreaker game to ensure team parity.
- Teams will be reviewed by the Coordinators as well as the Board of Directors if issues or concerns arise.
- **Friend Requests** – will only be considered at Mini-Tyke and Tyke age divisions. A player may make one friend request, which must be reciprocal (ie each player must request the other friend). Coordinators will make best efforts to accommodate the friend request, while still building parity teams.

Team Size - Guidelines:

- Different age groups may require different sizes of teams
- The following are optimal sizes per age group:
 - Mini-Tyke: 9-12 runners
 - Tyke: 10-14 runners
 - Novice: 14-16 runners
 - Peewee: 15-18 runners
 - Bantam: 15-18 runners
 - Midget: 15-18 runners

- If a team does not have a dedicated goalie, they will be given an extra runner.
- Team sizes are determined by the Board of Directors, in conjunction with the division coordinators to accommodate the CDLA tiering formula.

Missed General Evaluation Consequences:

The Division Coordinator must be notified 24 hours in advance for an evaluation that a player will be absent for. The Division Coordinator will work with the player to make other arrangements if possible. If other arrangements cannot be made, every effort will be made to have the player ranked and placed on an appropriate team.

Players with missed evaluations will be kept in the same group after a missed evaluation. If a player misses the last evaluation before placing players on teams, coordinators will review on a case by case basis to determine best placement.

The intention is that an athlete who misses an evaluation (with proper notification) should not benefit nor be penalized for missing a session.

Equipment:

Players are required to wear ALL equipment including mouth guards. If they do not have all the proper and required equipment, they will not be allowed to participate in the evaluation. Pinnies will be provided when athletes check in for each session.

Evaluation Appeal Process:

At the conclusion of the evaluation process, should a specific athlete's final team placement be called into question, the parent/guardian of the athlete may request an Evaluation Assignment Appeal.

- A completed 'Evaluation Assignment Appeal Form' must be completed and submitted to the Evaluation Director (evaluationdirector@hornetslacrosse.com) and the President (president@hornetslacrosse.com) NO LATER than 48 hours of notification of final team assignment; appeals submitted after this time will NOT be considered.
- A \$100 fee will apply for each appeal submitted, and must be paid in full, prior to start of the review.
- Appeals will be reviewed by the Evaluation Committee, consisting of the Evaluation Director and two appointed board members (as determined by the Evaluation Director).
- The complainant will receive response with the Evaluation Committee decision upon full review via email, within 24 hours upon receipt of appeal.
- Appeal may include, but does not guarantee, a scheduled meeting with the Evaluation Director and President to review the Evaluation Committee report.
- All Evaluation Committee decisions are final, and non-negotiable.

The Evaluation Assignment Appeal will consist of, but is not limited to the following:

- Full review of the evaluation process, to ensure compliance with the Evaluation Policy throughout all evaluation sessions.
- Review of evaluator score sheets.
- Review of athlete attendance, scores sheets, movement following each evaluation session, and final ranking.
- No information will be provided for any other athlete and there will be no comparison/consideration made between other athletes.

The following will NOT be considered as valid reasons for appeal:

- Requests to play with, or not be placed, with a specific player(s) and/or coach(es).
- Previous experience or prior season team assignment.
- Placement in relation to another player(s).
- Absence, injury or illness.

Any appeal submitted for the above said reasons will be denied without review, and full forfeiture of the \$100 fee.

In the event the Evaluation Committee determines procedures inconsistent with the evaluation process resulting in the final team placement of the named athlete be overturned, \$50 of the initial fee will be reimbursed to complainant.

- Athlete movement following an appeal will ONLY occur if it will not affect team size, and said movement is compliant with CDLA guidelines and requirements for team size.
- No athlete will be moved down a team as result of the appeal from another athlete to make room on the roster.

Evaluation Rules and Regulations:

- 1) Unless it is completely unavoidable, an evaluator will NOT be allowed to evaluate a division in which their child is participating. If an evaluator is required to score in a division in which their child participates they will NOT be allowed to score their own child(ren).
- 2) Evaluators will avoid standing together and talking to each other during the evaluations.
- 3) Evaluators will not be allowed to discuss or compare athletes' scores with other evaluators.
- 4) Evaluators should refrain from talking to athletes and parents in the division he/she is evaluating before, during and after the evaluation (with the exception of the Evaluation Committee and Division Coordinators).
- 5) In all divisions, immediately after the floor time ends, score sheets will be collected and validated by the Evaluation Associate.
- 6) Evaluation Associate will not be involved in a division which their child(ren) are participating.
- 7) Evaluation Associates will be involved for monitoring the evaluation results.
- 8) Parents may be asked by Division Coordinators to assist in opening and closing bench gates. Parents that are asked to help will not be allowed to coach or talk to the participating players.

CDLA Governance:

The Hornets belong to the Calgary District Lacrosse Association and must adhere to the rules set out by the CDLA Board in regards to tiering and parity.

Tiering:

Teams are formed by age group and skill level. The CDLA requires that certain age groups field a number of "A", "B" and "C" skill level teams based on the total number of teams registered for a given division.

The CDLA also governs how many "A", "B" and "C" teams can be formed in relation to registration numbers per division. "A" players are typically associated with being the most skilled players within the division, involving the most competitive level of play. "C" players are typically associated with a more recreational level of play. Multiple teams in any division will be parity teams.

Since the number of teams is based on the registration numbers per given division, how many "A", "B" and "C" teams cannot be determined until registration and evaluation is complete.

# of Teams	A	B	C
1	0	1	0
2	0	1	1
3	1	1	1
4	1	2	1
5	1	2	2
6	1	3	2
7	1	4	2
8	2	4	2
9	2	4	3
10	2	4	4
11	2	5	4
12	2	5	5

Note: These numbers apply to clubs that are not merged for the purpose of "A" teams.