



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 U7/Lil Roughnecks through to the U17 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.

EVALUATION PROCESS

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

A TRYOUTS (U13 – U17) (see commitment letter)

- Dedicated floor times will be provided for athletes wishing to participate in the **A Tryouts**.
 - 3 club-led sessions that will be evaluated by 3rd Party Evaluators.
 - 1 session run and evaluated by the designated Head Coach(es) for that age group.
 - Goalies will be evaluated in the above sessions
- Athletes should be aware that we may release players to the general evaluations throughout the process. The Cuts will be at the discretion of the Evaluations Committee and can be made after any of the 4 tryouts. The Evaluations Committee will look at the scoring data completed by third party evaluators and make a determination where the cut line is.
- Scoring Athletes during A tryouts
 - Head Coach or Coaching assistant to be at each of the 4 Tryouts
 - A minimum of 10 runners (but no more than 75% of roster) per division will automatically earn a spot on the A team based on evaluation scores from the club-led sessions. The remaining spots on the roster will be determined by the Head Coach. The Head Coach will rank remaining players up to 18 (maximum Roster size). Head coach may have other coaches help make final decisions.

- There will be a total of 4 tryouts. The first 3 tryouts will be scored by Third Party Evaluators. The 4th and final session will be a coaches pick Tryout. Coaches can complete coaches pick from any of the 4 tryouts as long as an athlete is eligible
Athletes must be at 2 or more tryouts of the 4.
 - Scoring is based on 5 units of complexions and given a score of 1-7 on each unit.
 - Average of the first 3 sessions will dictate ranking and who is locked in. Again, cuts can be made at any point after a session.
 - Locked in players will be determined by total accumulated score over the 3 days. Players locked in will not be told at any point, so please be sure to make it to each session for best opportunity to make the A team.
 - **If a player misses a tryout for ANY REASON, they will be given all 3's in each unit of complexions out of 7, working out to an average score of 3 for the session, thus significantly reducing their average score to obtain a locked in spot.**
 - If an athlete is injured prior to tryouts and cannot compete, They are expected to be at each of the 4 tryouts and Evaluations Committee along with the coach of that division will make a "case by case" decision. This will need to be made clear to the Evaluations Director a minimum 48 hrs prior to the start of A tryouts via email: evaluationdirector@hornetslacrosse.com
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- **Goalies:** The top ranked goalie after the club-led sessions will earn a spot on the A team. A maximum of 3 goalies will be invited to the final session being run by the Head Coach(es) (including the locked in goalie). One additional goalie may be placed on the A team following that session. (This is dependent on how many goalies each age group has registered and the projected number of teams in that age group).
 - Players that do not make an A team will go through the general evaluation process to determine final team placement.
 - Depending on the registration numbers, we might not be able to determine the team sizes prior to the general evaluations commencing. We may only announce the first 15 runners for the roster, so they don't need to attend general evaluations. Once we have confirmed the final team size (based on the # of registrations), we will announce the additional team members, if any. These will be based on the Head Coach ranking from the A Tryout and can be determined through any of the 4 tryouts.
 - Scores for the A Tryouts are used for the A Tryouts only. Players who are released from the A Tryouts will need to attend the general evaluations to be placed on the appropriate team (i.e. trying out for A does not guarantee a spot on the B team, it will need to be earned).
 - **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 of 24 hours prior to the scheduled session. THERE WILL BE NO EXCUSED ABSENCES, as explained above, a Average score of 3 will be given for each missed tryout.
- Based on the policy above, we want to reiterate the importance of participating in all available tryouts.

GENERAL EVALUATIONS

Groupings

- Initial placement in groups will be based on athletes' performance from the previous two years of evaluations, i.e. ranking from the evaluations completed in 2023 season.
- Athlete groupings will be adjusted throughout the evaluation process.
 - scores from each floor time will be tabulated
 - athletes with lower scores may move down a group
 - athletes with higher scores may move up a group
 - (ex. 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.

U11

- All U11 tryouts will be held during General Evaluations. There will be no Coaches pick. Top 14-18 Runners (depending on number of athletes) will be selected for A team. All other divisions will be parity.

Scoring

- 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. Below is the scoring criteria & the skills they will be basing their scores on.

U7/Lil Roughnecks to U9

- Speed and Skill (cradling, scooping, passing and shooting)

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

U11 to U17

- Stick Skills, Offense, Defense, Transition, Athleticism

Age Division:		Evaluation Date:														Evaluator:																				
Group	Pinnie	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

- Players scoring include but are not limited to the following guideline:

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

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 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
 4 Average
 5 Proficient Skills
 6 Above Average
 7 Exceptional Skills



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:																																

Goalie Evaluations

- Goalies will attend evaluation skills sessions dedicated to goalies. Based on evaluation scores, goalies will be ranked and then placed into general evaluation sessions with the other players. Goalies will continue to be evaluated through the general evaluation sessions and may move between groups.

Team Placement

- When there is more than one team in a 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 the following method:

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...

- Adjustments may be made during the process of setting teams to address floor balance (right-handed and left-handed players) and to ensure coach/manager volunteers are balanced, at the discretion of Coordinators and the Evaluation Director.
- Teams will be reviewed by the Evaluation Committee.
- **Friend Requests** – will only be considered at the U7/Lil Roughnecks and U9 age divisions. A player may make one friend request, which must be reciprocal (i.e. each player must request the other friend). Coordinators will make best efforts to accommodate the friend request, while still building parity teams, and cannot be guaranteed.
- **Injured Players** – for returning players that are injured & unable to evaluate, we will assign them a score. We calculate this as follows:
 1. Based on last year's evaluations, find the players with the same year of birth who scored close to the same as the injured player.
 2. Using the 2023 scores of those players, average their scores as a proxy score for the injured player.
 3. In the event there is a big variance in scores in 2023, we will reach out to last year's coach & without providing any scoring info, ask them to provide names of players who the injured player's skillset is closest to. We will then use that score (or average scores if there are more than one teammate who has a similar score)

Example: Player A is injured. When we look back at the scores from 2023, we see there are 4 players (Players B, C, D, & E) who are close in scores to Player A. In 2024, the scores for these players are Player B = 4.2, Player C = 6.4, Player D = 4.0 & Player E = 3.2. In this case, there is a wide variance, so we ask the coach which of the 4 players have a similar skill set as Player A. The coach indicates player D. Given Player D & B have close scores, we would average them & assign a proxy score of 4.1 for Player A.

Team Size - Guidelines

- Different age groups may require different sizes of teams
- The following are optimal sizes per age group:

U7/Lil Roughnecks:	9-12 runners
U9:	10-14 runners
U11:	14-18 runners
U13:	15-18 runners
U15:	15-18 runners
U17:	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/jerseys will be provided when athletes check in for each session.

EVALUATION APPEAL PROCESS

Our goal with Evaluations is to place each athlete within the proper division of skill level so that all players can be challenged and have opportunity to grow. 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 the player's 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 the start of the review.
- Appeals will be reviewed by the Evaluation Committee, consisting of the Evaluation Director and minimum 2 appointed board members (as determined by the Evaluation Director).
- The complainant will receive a 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 the 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 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 (except for the Evaluation Committee and Division Coordinators).
5. In all divisions, immediately after the floor time ends, score sheets will be collected and validated by a member of the Evaluation Committee.
6. 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.

EVALUATION SPECTATOR ETIQUETTE

During your child's evaluation, we ask that parents move to the spectator viewing area (NE Genesis Centre – upper level, if available) or to wait outside the Fieldhouse area.

Please keep in mind that evaluations/tryouts can be a stressful time for your player(s). We ask that you do not speak to your player(s) during their floor time (i.e. no coaching, no cheering, etc), unless there is an emergency. Spectators who do not respect this request may be asked to leave the area until their player(s) is done with their session.

Players and spectators are also asked not to speak to the evaluators during the floor time.

It is unacceptable to speak to the evaluators or coaches about scores at any point, including prior to coach pick sessions for the A Tryouts to campaign for their player. Failure to comply could result in disciplinary action.

COMMUNICATION

All questions and concerns should be directed to your Division Coordinator (refer to our website for details). If the Division Coordinator is unable to answer your question or needs to escalate your concern, the chain of communication is follows (as appropriate):

Division Coordinator → Division Coordinator Director → Evaluation Director → Evaluation Committee → President

CDLA GOVERNANCE

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

TIERING

Teams are formed by age group and skill level. The CDLA will determine what divisions (i.e. A, B or C) will be in each age group, as well as how many teams each club will need to have in each division, based on the total number of registrations. Multiple teams in any division will be parity (i.e. equal skill) 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.