



2025 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.

COMMUNICATION: Please be aware that everyone helping with evaluations is a volunteer. Please do not speak to evaluators. If you have any questions they can be directed to evaluationdirector@hornetslacrosse.com. If you are unhappy, please use the 24hr rule before communicating with volunteers. This is to allow a "cool off" period to ensure everyone will be treated with respect.

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

** NEW THIS SEASON: Programming and data is being collected through a new software program. This program requires the use of evaluators phones or tablets. Prior to each evaluation session, they are given strict instructions to only be using their device for evaluation purposes during on-floor time.**

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

** Athletes need to understand that this is the highest level of competition and therefore, cuts will be made to determine the teams.**

- 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.
 - 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 Evaluation Committee and can be made anytime after the 2nd tryout through to the Calgary District Lacrosse Association (“CDLA”) numbers meeting being held on March 17, 2025. The Evaluation Committee will look at the scoring data completed by third party evaluators and decide where the cut line is based on CDLA numbers for each team. The Hornets organization does not determine the size of teams. Roster sizes are between 15-18 runners, 1-2 goalies.
- Scoring Athletes during “A” Tryouts
 - Head Coach or Coaching Assistant to be at each of the 3 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. Coaches can complete coaches’ picks from any of the 3 tryouts as long as an athlete is eligible. ****ATHLETES MUST BE AT A MINIMUM OF 2 OF THE 3 TRYOUTS TO BE ELIGIBLE FOR COACH PICK TO MAKE TOP 20 RUNNER ROSTER OR GOALIE POSITION.****
 - ** An exit evaluation was completed by each coach last season (A – Level) commitment), and part of the exit evaluation was a questionnaire to determine if an athlete was committed or not. If the coach determined they were not committed then that athlete will not have a chance to be a part of the locked-in group.**
 - Locked-in players will not be eligible to be cut. No athlete or parent will know which athletes are locked in (Head Coach and Evaluation Committee will know which players are locked in).
 - **Once Team sizes are determined at the CDLA numbers meeting, Coaches will make appropriate cuts based on but not limited to team dedication, effort, skill and attitude as soon as possible thereafter.**
 - Scoring is based on 5 units of complexion and given a score of 1-7 on each unit.
 - The 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 the total score accumulated 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 the 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 complexion 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 3 tryouts and the Evaluation 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 of 48 hours prior to the start of A-level tryouts via email: evaluationdirector@hornetslacrosse.com.
 - If an athlete is cut from the 20-runner roster, they will not need to participate in General Evaluations as they will be attending A-level pre team practices throughout the General Evaluations up until the CDLA numbers meeting and final teams are selected. The athletes that are cut from the final roster will be placed on a B-level team with top scores. Please take into consideration that some athletes choose not to tryout for A-level lacrosse for various reasons that could have potentially made the A team and therefore, B-level lacrosse is still great lacrosse.
- **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).

- Goalies that do not make “A” Level will go through the general evaluation process to determine final team placement.
- If after the numbers meeting it is determined that an additional goalie is needed, it will be given to the goalie that had the 2nd highest scoring from the 3 scoring sessions.
- 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” teams, it will need to be earned).
- As noted above, if a player is released from the 20-runner roster upon the CDLA numbers meeting, they will not need to participate in general evaluations.
- **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 registrations and the CDLA Tiering Formula, which dictates how many teams we must have in each division based on how many total teams we have.

Late to Tryouts: The start of the tryout is typically 5 minutes in from start time. Players are allowed to warm up. If the coach has called the players into the huddle to start tryouts, no other Athletes are allowed onto the floor. If there is discrepancy, this will be determined by the Evaluation Director who will be at the gate. This is to ensure that everyone is abiding by the same rules and regulations.

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 the Division Coordinator a minimum of 24 hours prior to the scheduled session. **THERE WILL BE NO EXCUSED ABSENCES**, as explained above, an 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.
- Athletes that have made it through the 3 Tryouts and have made the 20-runner roster are strongly encouraged to make it to the rest of the preselected practices that the coach will be running through until the CDLA Numbers Meeting after which final team size will be determined. Coaches will be taking into consideration team commitment.

GENERAL EVALUATIONS

Groupings

- Initial placement in groups will be based on athletes’ performance from the previous years exit evaluation completed by coaches. If the coach did not complete a year end exit evaluation, it will be taken from the previous years general evaluation at the beginning of session, i.e. ranking from the evaluations completed. If a player is new to the club and has no ranking, that athlete will be placed in the lowest group to start.

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

U7/Lil Roughnecks and 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:

Goalies

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

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



#	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 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 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 (ie 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 and 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 fo 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 he 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 those players are Player B = 4.2; Player C = 6.4; Player D = 4.0; and 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 PlayerA.

Team Size - Guidelines

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

U7:	9-12 runners
U9:	14-18 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 an 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 start of the review.
- Appeals will be reviewed by the Evaluation Committee, consisting of the Evaluation Director and a minimum of two 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 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 CO
- 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 their 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 as follows (as appropriate):

Division Coordinator, Director of Division Coordinators, 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 in regard to 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 registration numbers per given division, how many "A", "B" and "C" teams cannot be determined until registration and evaluations are complete.

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 .