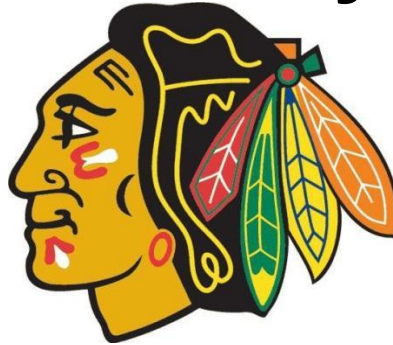




Kneehill Minor Hockey Association



Player Evaluation Process

EVALUATION GOALS

To provide an environment that is fair for all players.

To provide an environment that is safe for all players.

To eliminate political maneuvering and interference from the player selection process and let players be evaluated on their own individual skills and development.

HEAD COACH SELECTIONS

The Executive of KMHA will choose (sometimes through an interview process) the Head Coaches for each team. The Head Coach will be determined as early as possible during the tryout process in order for the Head Coach to select the final 20% of the team.

Executive to work with the coaches at the beginning of the year to ensure teams get off to a great start. (Guidelines for parent meetings, practice planning, yearly plans, conflict resolution).

In divisions U11 and up, a parent coach cannot be appointed as the head coach of a team until the child of the potential coach qualifies him for that team.



TEAM SELECTIONS

For U13 levels and higher the evaluated blocks for selection will be based on positions for forward, defense, and goalie. For U11 levels evaluated blocks for selection will be based on positions for players and goalies.

It will be the goal of the evaluation team to first pick the highest level team and proceed down from this point. The final player selections (20%) for each team (U11 through U18) will be determined by each Head Coach. The Head Coach will have final say on the last 20% of the players (to a maximum of 3 players) selected for each team as long as the majority of the evaluators agree. The evaluators will provide the selection of the first 80% of the players for a team.

EVALUATION COMMITTEE

The President will create an evaluation committee with a minimum of three evaluators. For tiered levels, the potential Head Coach for the team being evaluated should not be a part of the evaluation team.

The President will try to create an evaluation team that has a minimum of one outside evaluator. That being an evaluator who is not connected to a player in that age category.

The evaluators will work together with the President to tier all the teams using the player selection criteria provided.

It is encouraged that the evaluators sit separately when evaluating to ensure independent evaluations. Immediately following an evaluation session all evaluators will hand in their evaluation forms for aggregate scoring.

When evaluating goalies, the President will try to find evaluators with Goaltending knowledge. There may be one session dedicated to evaluating goalies specifically.

Note: Potential coaches and/or evaluators will not evaluate their son/daughter throughout the tryouts.



EVALUATION COMMITTEE RESPONSIBILITIES

Select and meet with the evaluation team prior to tryouts to go over the player selection criteria, tryout dates and player release procedures.

Work with on ice session leaders for assessment drills throughout the evaluation process.

Organize players (player jersey numbers and dressing rooms) for the drill session.

Organize players on scrimmage teams with appropriate numbers and sweaters and dressing rooms.

At the end of each session ensure all the jerseys are put back up in the equipment room for the next division to use.

Once teams are organized and finalized, evaluators will hand in all player evaluations to the President to be kept on file.

U7 & U9

The first step is to identify head coaches for each team and then allow the players to skate/practice at least three times

KMHA will have a draft to pick equal teams. The head coaches in conjunction with the evaluation committee will draft equal teams.

TIERED LEVELS (U11 through U18)

The objective for tiered levels within KMHA is to select the “A” team then the second and any subsequent teams following the evaluation process. There will be a minimum of 3 sessions set aside for the evaluation process. There may be movement after the 3rd session.

First session – warm up drills followed by scrimmage. Some movement between groups may be necessary after scrimmage evaluation.

Second session – warm up drills followed by scrimmage. Some movement between groups may be necessary after scrimmage evaluation. Some players may be asked not to participate.



TIERED LEVELS CONT'D (U11 through U18)

Third session – warm up drills followed by scrimmage. Some movement between groups may be necessary after scrimmage evaluation. Some players may be asked not to participate.

Fourth session – warm up drills followed by scrimmage. Some movement between groups may be necessary after scrimmage evaluation. Some players may be asked not to participate.

PLAYER EVALUATION PROCEDURE

Each evaluator will give each player a score between 1 and 5 (the maximum allowed). Players will be evaluated on a scale of 1 to 5 for player selection criteria. The scale meaning 5 being exceptional/dominant, 4 being above average, 3 being average, 2 being below average and 1 being poor. The ranking is a relative process against all players on the ice at that time. For example in each evaluator's opinion they would give the player with the most skill a 5, and so on. In order to separate players properly, each session must have a player near the top of the scale and one near the bottom. It is easiest to establish your upper and lower benchmark players first to have a range to compare against when evaluating the rest of the players on the ice. With so many players on the ice and a relatively short time to evaluate, it can be hard to pay an equal amount of attention to all the players on the ice. The purpose of the evaluation procedure is to separate the players into groups. In the tiered divisions, after a first pass to establish your top and bottom players, you should concentrate your focus on those players who are close to making the team. They are the ones typically who will require good reasoning why they didn't make the team.

Remember the purpose of evaluation is to be able to separate players into teams. If all players are scored equal, the process is made very difficult. All evaluations and scoring criteria are expected to be done in confidence and handled with professionalism. When there are words spoken in a meeting pertaining to particular players, those words stay in that room and are held in confidence.

Within 48 hours of completion of the evaluation process the tiered teams will be posted on KMHA website.

INJURED OR ILL PLAYERS

Players who are injured or ill and unable to participate during any of the tryout sessions will be placed on the lowest level team and have the ability to move up a team at the discretion of the President and coach of the higher level team. No player(s) on the higher level team will be asked to move lower. This policy does not include players absent from the evaluation process.



CONFLICTS FROM EVALUATION PROCESS

All conflicts will be directed to the Director of each level after the 24 hour wait period has been observed.

If there is a conflict with player selection, the evaluation team and the coach will make the final decisions.

Note: It is usually the final 2 or 3 cuts which cause the most difficulties for the evaluators, coaches, players and parents. One person may consider the player good enough for the particular team whereas someone may disagree. In the long run both may be right, but a decision needs to be made and KMHA's evaluation process will be supported. Once the evaluation process is complete it will be considered final.