

## 4.0 Player Evaluation and Team Selection

### *General*

The primary goal of the SARA Player Evaluation Policy is to fairly and consistently evaluate athletes for the purpose of placing them on teams with athletes of similar ability. There are procedures that will be identified throughout the policy that will be unique to specific age Divisions or Levels.

At the beginning of the Ringette season, athletes from all Divisions (U-10-U19) will be given the opportunity to attend a minimum of two or three evaluation ice times. The process will provide an impartial assessment of each athlete's overall Ringette skill level, and will determine their appropriate playing level within their Division. This process will also assist the Association in forming competitively balanced teams in those divisions that have more than one team at a given level.

It is important that athletes attend all of their designated ice times, as absences from evaluation skates may have a significant impact on their final placement. Exceptions, such as illness, may be taken into consideration. In this case, a written explanation from the athlete or parent will be required and must be submitted to the Evaluation Director and Division Coordinator as soon as possible. It is understood that certain unavoidable factors may contribute to an athlete being unable to attend an ice time and for these situations the Evaluation Director, Division Director, and representatives of the Board will conduct a review of the information and make a decision as to the appropriate team placement.

### *4.1 Evaluations*

#### **"AA" Evaluations**

There will be a separate registration process and fee for U-14AA, U-16AA, and U-19AA evaluations in addition to the regular registration process and fee.

#### **"A - C" Evaluations**

During registration players will be asked to indicate their highest level of desired play. This information will be used to help determine evaluation groupings.

Following the completion of evaluations, if a player's ranking is indicative of a likely placement in a division higher than that indicated on their registration, the player and player's family will be contacted to verify if the player is willing to be drafted to the higher level team.

### *4.2 Universal Athlete Assessment (UAA)*

All U-10, U-12, and U-14 athletes are required to attend a UAA ice session as designated by Ringette Alberta. This will measure their skating proficiency in the areas of forward skating, backwards skating, tight turns, and pivots. There will be approximately 30 players on the ice for each UAA session.

Results of the UAA will be used to determine groupings for the first evaluation scrimmage for U-10, U-12, and U-14 A/B/C. Groupings for subsequent scrimmages will be determined by a combination of UAA results and evaluation results from prior scrimmages.

The UAA results presented as average scores for all players will be used within the association to support athlete and program development. The UAA information will also be provided to RAB in accordance with their time constraints.

While UAA Scores are not used in determining individual player ranking within their division, SARA shall use the RAB Target Team Scores and Target Ranges to form their teams. Each team's Team Score shall be as close as possible to the Target Team Score for that tier, and each athlete's score should be within the Target Range for the tier, where possible (some exceptions to individual athlete's scores being within the Target Range are acceptable – for example in an Association with only one team for an age division, it is understood that some athlete's scores will fall outside of the range). Aggregate UAA scores are used to ensure SARA teams are declared in the appropriate division for their skill level.

#### *4.3 Skills & Scrimmage Evaluations*

Independent evaluators will be contracted, when available, for skills and scrimmage evaluations. These evaluators will assess athletes relative to the group they are playing with, on a scale of 1-5, in the areas of skating, ring skills (ring control, passing and shooting), and game sense/team play. Evaluators will be encouraged to use the full 1-5 scale for ranking players during the evaluations. When independent evaluators are not available, the Evaluation Director will recruit qualified evaluators from coaches, parents and possibly older players, none of which have any direct connection to the Division being evaluated.

Some player movement between groups is required after each evaluation session. Player movement can include movement between skating groups, or between teams within a skating group. All players will have a cumulative evaluation score based on all evaluations to date (including on ice skills and scrimmage evaluations, prior year coach feedback, and UAA scores if applicable) to determine subsequent ice times and/or determine player draft position. At the end of the evaluation process, the athlete will be ranked based on all evaluation scores to generate the draft lists. (Note: U10 teams are formed, not drafted, and so players are not ranked, but rather sorted by their cumulative evaluation score).

Scrimmage game play can consist of 3 on 3, 4 on 4 and 5 on 5 at the discretion of the Division Coordinator, the on-ice coordinator and coaches (only when identified prior to evaluations).

Game sessions should not exceed 30 skaters, to ensure the evaluators can adequately assess all players in all categories. On the sound of the buzzer or whistle (after approximately 90 seconds – time keepers are encouraged to assess current game play and stop play at an appropriate time that does not interfere with an active play) the players will abandon the ring and leave the ice. The next line will rotate onto the ice in the assigned order, as determined by their pinny or jersey number. The players will be re-organized periodically throughout the scrimmage to prevent the same players playing together on every shift.

During the U-10, U-12 and U-14 evaluation scrimmage, athletes will rotate between centre, forward and defense – bench volunteers will be responsible for ensuring that all players are given equal opportunity to play all three positions.

During U-16 and U-19 evaluations, the players will be allowed to play their preferred positions for the entire game provided there are proportional numbers of preferred positions on each team. In case where this is not possible the bench volunteers will manage the players so they play a suitable number of shifts in their preferred positions.

The volunteer assistants on the players' bench and on-ice coordinators are not to provide coaching assistance to the players. Ideally, prospective coaches should not be on the bench for the evaluation. Parent volunteers should not be on the same bench as their child.

#### **U-10 Pre-Season**

- Two conditioning sessions groupings based on age and experience
- Universal Athlete Assessment – timed skating drills as designed by RAB
- Two or Three on-ice evaluation sessions – initial groupings for first evaluation are based on UAA results – groupings for subsequent scrimmages are based on a combination of UAA results and evaluation scores from prior evaluations and evaluator feedback
- Team formation by U-10 Division Coordinator

#### **U-12 Pre-Season**

- Two conditioning sessions
- Universal Athlete Assessment – timed skating drills as designed by RAB
- Two or Three on-ice evaluation sessions – initial groupings for first evaluations are based on UAA results, coach feedback and experience – groupings for subsequent evaluations are based on a combination of UAA results and evaluation scores from prior evaluations
- Team selection draft by coaches for U-12A, U-12B and U-12C teams within parameters outlined below

#### **U-14 Pre-Season**

- U-14AA evaluations – two conditioning skates, UAA and three on-ice evaluations, with possible cuts after the second evaluation.
- U-14AA team selection by coaches
- Two conditioning sessions (for all remaining skaters)
- Universal Athlete Assessment – timed skating drills are designed by RAB – mandatory for all U14 skaters, including those already selected to the U-14AA team
- Up to three on-ice evaluation sessions for selection of U-14A team(s) – initial groupings for first scrimmage are based on UAA results, coach feedback and experience – groupings for subsequent scrimmages are based on scores from prior evaluations.
- Team selection draft by coach(s) for U-14 team(s) within parameters outlined below.
- If requested by coaches, the association will provide one additional on-ice evaluation for all players not selected to a U-14AA or U-14A team, assuming that there will be more than one U-14B/C team. The purpose is to allow U-14B/C coaches to evaluate the remaining player pool to help them with team selection. If there will be only one U-14B/C team, this scrimmage will not be necessary, and all remaining players will be placed on the U-14B/C team.

#### **U-16 Pre-Season**

- U-16AA evaluations– three on-ice evaluations, with possible cuts after the second evaluation
- U-16AA team selection by coaches
- Two conditioning sessions (for all remaining skaters)
- Three evaluation sessions for selection of U-16 team(s) – initial evaluation groupings will be made by the Division Coordinator in an effort to form equal teams. Groupings for subsequent scrimmages are based on evaluation scores from prior evaluations.
- Team selection draft by coach(es) for U-16 team(s) within parameters outlined below
- If requested by coaches, the association will provide one additional on-ice evaluation for all players not selected to a U-16AA or U-16A team, assuming that there will be more than one U-

16B team. The purpose is to allow U16B coaches to evaluate the remaining player pool to help them with team selection. If there will be only one U16B team, this scrimmage will not be necessary, and all remaining players will be placed on the U-16B team.

#### **U-19 Pre-Season**

- U-19AA evaluations – three on-ice evaluations, with possible cuts after the second evaluation
- U-19AA team selection by coaches
- Two conditioning sessions (for all remaining skaters)
- Two or Three evaluation sessions for selection of U-19A team(s) – initial groupings will be made by the Division Coordinator in an effort to form equal teams. Groupings for subsequent scrimmages are based on evaluation scores from prior evaluations.
- Team selection draft by coach(s) for U-19A team(s) within parameters outlined below
- If requested by coaches, the association will provide one additional evaluation session for all players not selected to a U-19AA or U-19A team, assuming that there will not more than one U-19B team. The purpose is to allow U-19B coaches to evaluate the remaining player pool to help them with team selection. If there will only be one U-19B team, this scrimmage will not be necessary, and all remaining players will be placed on the U-19B team

#### **Evaluation Scoring and Weighting**

- U-10 Division – player placement is based on evaluation score, age, prior experience, coach feedback where available, and UAA score. Every effort will be made to ensure that where there are multiple teams in the same division that those teams are competitively balanced.
- U-12 Division – final evaluation score is based on weighting of 25% for Coach feedback and 75% for evaluation sessions
- U-14 Division – final evaluation score is based on weighting of 25% for Coach feedback and 75% for evaluation sessions
- For U10 to U14, SARA shall use the RAB Target Team Scores and Target Ranges to determine the number of teams that will be declared at each division level. As such, each athlete's UAA score should be within the Target Range for the tier, where possible (some exceptions to individual athlete's scores being within the Target Range are acceptable – for example in an Association with only one team for an age division, it is understood that some athlete's scores will fall outside of the range).
- U-16 Division – final evaluation score is based on weighting of 25% for Coach feedback and 75% for evaluation sessions
- U-19 Division – final evaluation score is based on cumulative score from all evaluation sessions

Where coach feedback is not available, for example in the case of a player new to the association, the player's final evaluation score will be based 100% on their evaluation session score.

#### **4.4 Final Skate Evaluations**

Final skates are by invitation only and will be based on the cumulative scores achieved in the UAA and the previous two evaluations. The number will be based on the number of teams and expected team size. However, this number can be altered by the Evaluations Director and Division Coordinator, who will have the right to remove from final skates:

- any protected players (players by virtue of their initial scores place them within the mandatory selection of the team), plus
- any players at the other end of the spectrum mathematically eliminated from making the next level.
- Coaches' daughters (if applicable)

Final skates are therefore used to aid evaluators by comparing an athlete against athletes of comparable experience and skill. Removing the players at either end of the spectrum at the final stages makes this comparison easier.

#### 4.5 Team Selection Process

Upon completion of a division's evaluation, a team selection committee comprising of up to two Board members, the Division Coordinator, and a maximum of two members of each coaching staff will draft the team(s).

#### Team Roster Size Guidelines

This chart shows the SARA roster size guidelines – final roster sizes will be dependent on the number of players registered in each Division, and the Evaluation Director with support of the Board will determine the actual number of players per team, and may deviate from this list if registration numbers so require. SARA will determine the team breakdown for each Division based on the number of registered players, in accordance with Ringette Alberta policies.

AGE	LEVEL	MINIMUM ROSTER SIZE	MAXIMUM ROSTER SIZE
U-10	1	8	11
U-10	2	8	11
U-10	3	11	13
U-12	A	11	13
U-12	B	11	13
U-12	C	11	13
U-14	AA	13	15
U-14	A	12	15
U-14	B	12	15
U-14	C	12	15
U-16	AA	13	15
U-16	A	12	15
U-16	B	12	15
U-19	AA	13	16
U-19	A	12	16
U-19	B	12	16

#### Mandatory Selections

- For U-12A and U-12B, all skaters ranking in the top 50% of the total number of skaters being selected are mandatory selections for coaches.
- An example – if there are two U-12A teams being selected, each with 13 skaters, a total of 26 skaters will be selected. In this case, the top 13 ranked skaters must all be selected, going to either one of the two U-12A teams.
- For U-14AA and U-14A, all skaters ranking in the top 40% of the total number of skaters being selected are mandatory selections.
- For U-16AA and U-16A, all skaters ranking in the top 30% of the total number of skaters being selected are mandatory selections.
- There are no mandatory selections in U-19.

### List of Draft Eligible Skaters

A list of skaters eligible to be drafted to a given team will be provided to each coach at the draft. The number of skaters on this list will be the total number of skaters being drafted times a minimum factor of 1.5. As an example, if two U-12A teams are being drafted, each with 13 skaters, a total of 26 skaters will be drafted. Applying the factor of 1.5, the total number of draft eligible skaters will be a minimum of 39.

### Import Players

- No import players will be allowed on U-10, U-12 or U-14A/B/C teams
- At U-16A and U-19A, import players are allowed to attend SARA evaluations if their home association will not be hosting an “A” team for that season, in accordance with Ringette Alberta Policy. These import players are subject to the same evaluation and team selection criteria as SARA players
- At U14AA, a maximum of 25% non-resident and import skaters can be selected to the team. Import players can only be selected providing that their evaluation ranking places them in the top 50% of the skater roster size. Players whose home association will not be hosting an AA team for that season shall be considered non-resident players, and shall be subject to the same evaluation and team selection criteria as SARA players. Because SARA uses the RAB Target UAA Team Scores and Target UAA Ranges to determine team composition, should there be an excess or lack of SARA players who fall within the target range, the Selection Committee may increase or decrease the number of import and non-resident players allowed to be selected for a given season to ensure a viable team can be formed.
- At U16AA and U19AA, a maximum of four import skaters can be selected to the team, providing that their evaluation ranking places them in the top 2/3 of the roster. Players whose home association will not be hosting an AA team for that season shall be considered non-resident players, and shall be subject to the same evaluation and team selection criteria as SARA players.
- At U-16B and U-19B, import players are allowed in cases where their home association doesn't have sufficient players to field a team. This is subject to review by the Board, to ensure that team roster size guidelines are maintained.
- Import goalies for U-14, U-16 and U-19 Divisions will be considered on a case-by-case basis by the Board.
- All potential import players must inform their home association, in writing, of their intent to attend SARA evaluations.
- An import player is defined as a non-resident player, who attends SARA evaluations with the intent to play for a SARA team only if picked for the specific level they are trying out for. If not chosen for the team, the player would return to play at their home association. Players who will play for a SARA team regardless of the division in which drafted are not considered import players, though they may be a non-resident player (i.e., a player who does not live within the St. Albert boundaries but plays for SARA.) Athletes who have previously played for SARA are not considered import players but cannot be deemed a must pick unless they have an APPROVED release from their home association.

#### 4.6 Goaltender Evaluation and Selection

All Goalies from the U-12, U-14, U-16 and U-19 Divisions will be evaluated through their performance during both the goalie skills evaluation and evaluation scrimmages. In the U-12 Division, goaltenders are encouraged to participate in evaluations as a skater as well to help determine the most appropriate team for each athlete.

There are no full-time goalies in U10 Ringette. At this age, all players are encouraged to try all positions.

##### **Goaltender Technical Skills Evaluation**

- A mandatory goaltender skills evaluation will be conducted for all Divisions;
- This will consist of each goaltender rotating through a series of stations, each running a different drill, and will be designed to evaluate all technical goaltending skills. All goalies will be evaluated in the areas of skating and balance (i.e., forward and backward telescoping, shuffle and T-pushes and lateral movement), tracking skills (i.e., crease positioning and awareness, stick work and corner coverage, blocker/catcher and ring distribution).
- The Goaltender Technical Skills Evaluation will be designed by the SARA Goalie Coordinator, who will also recruit evaluators.
- There may be on-ice and off-ice evaluators; these evaluators may be paid outside evaluators, or SARA volunteers with extensive goalie-specific expertise. When SARA volunteers are used, they are not allowed to evaluate goaltenders in any Division where they have a child playing or where they are coaching.
- The results of this evaluation will be used to generate a Skills Ranking of all goalies in each Division.
- These results will also be used to determine the most appropriate scrimmage grouping for each goaltender.

##### **Goaltender Evaluation During Skills and Scrimmages**

- One (at a minimum) dedicated goaltender evaluator will be scoring each goalie on performance for every on-ice valuation
- This evaluator will be providing evaluation scores in the areas of skating mobility (i.e. forward/backward telescoping and lateral movement including T-push, and shuffle step) positional awareness and reaction, anticipation of shot or scoring chance (i.e. awareness and setting up for the shot, including rebounds and reading the offence), finding/tracking the ring, , engagement in the play (i.e. always alert and reading the play), communication with defense/centre in triangle, ring distribution and overall compete level (e.g. willingness to battle to make saves when out of position).
- Additionally, the goaltender evaluator will rank all goalies based on their game performance in each specific scrimmage game. After all evaluation scrimmages have been completed, an overall evaluation ranking will be generated by averaging the results of all on-ice evaluations.

##### **Goaltender Selection Process**

- Each goaltender's final evaluation ranking will be based on the Technical Skills Evaluation (33%) and the Evaluation Scrimmage ranking (67%).
- Goalies will be drafted to their teams concurrent with skaters, with team selections being made from highest to lowest division. When two teams are being drafted at a particular level, the winner of a coin flip will be given the option of drafting the first

goalie or the first skater. If they choose to select the first goalie then the other team will be given first pick of skaters, and vice versa. This process may need to be adjusted depending on the rankings of coaches' kid.

**When one team is being drafted at a particular level:**

- If the team is selecting one goaltender, the coach will select one of the top two goalies from those remaining (in the case of other teams in that Division having already selected their teams).
- If the team is selecting two goaltenders, the coach will select two of the top three ranked goalies from those remaining.

**When two teams are being drafted at a particular level:**

- If the teams are selecting one goaltender, then the top three remaining goaltenders will be made available for selection.
- In the situation where two goalies' evaluation scores result in a tie in the rankings then an additional goalie may be made available to be selected. For example, if three goalies are available for selection but the third and fourth ranked goalies' evaluation scores are identical, then four goalies in total will be made available.

For situations that don't fall into any of the above scenarios, the goalie selection process will be determined by a committee consisting of the Evaluation Director, the Goalie Coordinator, the Division Coordinator, and at least two SARA Board Members.

#### *4.7 Missed Session policy*

In our attempt to create fair evaluations and treat athletes equitably, it is our policy that all athletes should attend all evaluations. Any athlete missing a session will not be given a score, and the remaining sessions averaged. For those athletes missing more than one session, and when those averaged scores place an athlete within the protected mandatory pick zone, the athlete will be positioned one spot outside the mandatory zone, yet within the coach pick zone.

The rationale for this is not to punish the athlete, but to ensure that every athlete be evaluated fairly. For this to happen, they must be evaluated on different occasions. The more times an athlete is viewed the more accurate the rating.

Missed UAA sessions may be replaced with a score from the previous season.

In a continued effort to evaluate in the fairest manner, however, an asterisk may be placed beside their name and the Evaluations Director will determine any adjustment to the ranking of the players who have missed a session.

#### *4.8 Injured / Sick Player missing all evaluations*

There may be circumstances which prevent an athlete from participating in evaluations. The Evaluations Director must be made aware of this before the first skate. The Evaluations Director and Division Coordinator will determine the approximate ranking of the player who has missed the session, and an asterisk will be placed beside their name. This will be done using past evaluations, coach assessments, etc. The coach may select this player as an additional coach pick beyond the pre-determined team size. In instances where team sizes do not allow an additional player to be taken (i.e., small teams), the