



COMPETITIVE PLAYER ASSESSMENT GUIDELINES

GENERAL

The purpose of this document is to provide information to players and parents regarding WORA's team selection process. The guidelines outlined in this document include the principles of equal opportunity and objectivity in selecting players. Please note that these are guidelines only and minor adjustments to the selection process may be made on a case-by-case basis with the agreement of the Competitive Director, Coach and Executive of the Association in order to best meet the needs of the players, the teams and the Association in general.

Additional details regarding the assessment process and team formation can be found in the document under [Policies and Procedures](#) entitled "Procedure for Team Placement and Modification".

The selection process occurs to ensure that players play on a team with players of similar playing ability. In order to do this, ringette associations hold assessments or tryouts that are used to formulate teams by rating a player's abilities.

Any player registered with WORA, or registered with another association and able to present a properly completed player tryout notification form at the time of the first tryout session, can attend the tryout sessions. The tryout schedule is posted on the WORA website at: www.westottawaringette.com

The first round of tryouts is used to identify players for the top competitive level within that age group. All players who tried out will be given instruction as to when and where to go for the next tryout session if necessary.

There are considerations both players and parents should be aware of before attending the tryouts. The following information may help you decide which level of competition you feel your player should play at.

If you participate in the tryout process you are affirming your intention to play at the competitive level should you be offered a spot on a team.

If you try out for a competitive team you are committing to be available for all tournaments including Provincials. Tryouts are not "extra ice" or "conditioning", please register if your player is serious about playing at the competitive level.

Reasonable Expectations

As an association, we encourage players to play at the highest level they are comfortable with and capable of playing and where they are prepared to meet the commitment expectations associated with that level of play. However, players have to approach the competitive team tryouts with realistic goals in mind. As a rule of thumb, a **realistic goal** would be to move up one skill level in the second year of that age group, or maintain the same skill level when moving up to a higher age group. This is just a guideline as everyone develops at different rates and there are several factors that can come into play. Certain age groups can be very deep with skilled players and/or the number of players in the age group and both may play a role in keeping your player at a lower skill level than you may have anticipated.

There is no guarantee based on previous year's level of play that a player will move up a level or even make the same level team. Players should also consider changes in their own personal circumstances, such as their school and job commitments and changes in a family's ability to meet the attendance requirements. Where financial circumstances impact a player's decision about level of play, players or their families are encouraged to reach out to discuss these concerns with either the President or Vice-President of the Association.

Players on the Bubble

After the initial assessments, there are usually a handful of players who are 'on the bubble', in other words, those from among which it is very difficult to determine who should make the team. During the final evaluations, only the bubble players are being evaluated by multiple evaluators to gain as much data as possible.

The underlying philosophy of ringette is to have fun and play with players of equal ability. Everyone should give careful consideration as to which team she will attempt to make, as not everyone will make the team they try out for.

PLAYER SELECTION PROCESS

By adhering to the following guidelines, the selection committee will provide equal opportunity to the players competing for positions and maintain committee objectivity in selecting players.

At the tryout session the Competitive Director and volunteers will take attendance and hand out coloured and numbered pinnies or jerseys. Before the players go on the ice, the Competitive Director (or someone else assisting with the process) will explain to the players what will be happening during the player assessment process. Once the players are on the ice, the Competitive Director (or someone else assisting with the process) will hold a short parents' meeting. The meeting is to welcome parents, review and explain the player assessment process, explain the need for volunteers, such as assistant coaches, managers, trainers, scorekeepers, time keepers, shot clock operators, and to answer any questions from the parents. Every family must be involved in some way with the team.

The selection process for the competitive teams is based on the player's performance at tryouts as well as, for players "on the bubble", the player assessment from the previous season.

There are 3-4 independent evaluators at each tryout session. All of our evaluators are unbiased ringette experts who have been asked to facilitate our competitive tryouts – our competitive director works with the evaluators to facilitate the process. Where an evaluator is the parent of a player within our Association, they will not be permitted to evaluate their own children, or for their child's team. Various skills are evaluated including, skating, ring skills, defensive ability, offensive ability and game/scrimmage performance.

No cuts are made after the first tryout. As the tryouts progress some players are released while others are locked in so the evaluators may concentrate on the final picks. If a coach has already been chosen, they may become involved in the final stages of the process.

The players will be notified by email if they are continuing in tryouts or not. Players are always welcome to contact the competitive director for feedback on the tryouts. The only feedback provided will be feedback from the evaluators. Overall rankings can be provided upon request.

The order a player is released from a level of play is NOT a ranking and there are multiple reasons for players to be invited back for further evaluation e.g. need more information on a player's skill level, discrepancy in evaluators' scores or feedback, or coach's evaluation does not match evaluators' feedback. At times players are also kept by position for scrimmaging purposes. Note: For U14 and up, positional requirements may determine team placement.

In the event the coach cannot be named until the final selection, the selected players will be notified that they have made the team and who the coach is. These players will be given 24 hours to accept or decline a position on the team. The released players will not be notified until all selected players have responded, or after the 24-hour period, whichever occurs first. If a selected player opts to leave the team after the 24-hour grace period, that player will not be guaranteed a spot on a competitive team. Every effort will be made to give the player a place, but it may not be a team of the desired caliber.

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Head Coaches

Ideally the head coach will be identified before the completion of the evaluation process. The selected head coach's child will not be given preferential treatment and must be able to make the team based on their own merit. All parent head coaches are advised that the offer to coach is contingent upon their child being selected for the team.

Individuals who have been selected to head coach a team shall be permitted to participate in the selection process of the team but not in evaluations involving their child.

For information about our coach selection process please refer to: [West Ottawa Ringette Association Coach Selection Policy](#)

Assessors

There will be a minimum of three qualified assessors at each tryout session. The Competitive Director is responsible for arranging and approving the qualified assessors used at each tryout session.

Assessor Qualifications

Assessors must possess one of the following qualifications:

- i. AA teams – must be CI Certified
- ii. A teams – must be CI Trained
- iii. Equivalency experience as deemed sufficient by the Competitive Director

Sign In / Out

Volunteers are responsible for handing out pinnies or jerseys, creating a list of players and what pinnie/jersey they are wearing and making sure all the pennies are returned. They also record attendance at each ice session and ensure all players on the ice are properly registered and their home association has been notified (if from other associations).

On-Ice Drill Instructors

On-ice instructors are chosen by the competitive director. The competitive director, in collaboration with the evaluators, creates an on-ice plan and is responsible for ensuring the on-ice instructors understand the plan. It is preferred to have at least two skaters on the ice, unless it's a small group (20 or fewer).

Out of Association Players (OOA)

Out of Association players may try out for any West Ottawa AA or A competitive team provided that they are properly registered with their home association and a valid and signed Tryout Notification form is presented prior to going on the ice.

Please refer to the WORA Out of Association Player Policy, which can be found [here](#).

Size of Teams

The number of players selected for any team will vary and will be based on up-to-date registration numbers at each age level. It is the responsibility of the Competitive and Regional Directors, in conjunction with the Registrar, to determine team size. Decisions will be made to avoid negatively impacting the association's ability to form additional teams at the same age level. Teams may have either have 1 or 2 goalies depending on skill level and team requirements

Assessment Cost

Tryout fees are set each year and posted on the website. The fees must be paid in full before the start of the first session.

Evaluating Tangibles and Intangibles

At the younger age groups, most teams are selected based on who can skate and handle the ring. The evaluation criteria are tangible or measurable.

As players get older and their skills develop, they are rated on both tangible and intangible skills and abilities. They will be evaluated on skills such as balance, acceleration, turning, skating backwards, wrist shots, ability to shield the ring from the defense and passing. These skills are typically marked out of 5. A score of 1 for backward skating, for example, indicates inexperienced and improvement is greatly required. However, a score of 5 indicates an accomplished backward skater. All skills are tabulated to get an idea of tangible skills.

The intangible skills that are evaluated are those that can't always be evaluated in a drill or exercise but are observed at practices, game drills and scrimmage situations. Does the player attend all practices? How is the player's attitude? What

is the player's work ethic? Can the player move to open ice? Can the player cut in front of the defense to create an opportunity for a shot on the net? Does the player play in the proper position? Are they a team player? Does the player pass the ring or hold on to it too long? Does the player come off the ice when they are told? All of these intangible abilities may be used in the assessment process and past player evaluations are used to assess these intangibles.

Once the players reach the higher age groups and skill levels, there is more emphasis placed on the intangible skills and abilities. There is a greater expectation that these players should be proficient in both tangible and intangible skills. By this time, the physical part of the game is more or less equal. Almost everyone can skate and shoot equally. Now it's up to the assessors to evaluate intangible abilities. Does the player know what to do with the ring? Can the player follow drills in game situations? Does the player listen and react to what they are being told? How does the player react?

Individual player evaluation is only the first component of selecting the players for a team. The final formulation of the team is not a cookie-cutter or formula driven process. Subjective factors do play a role in creating the best possible team. Do you want 6 shooters that will never pass the ring to each other? Do you want 3 players with good shots and 3 checkers but no playmakers? Do you sacrifice a good skater for a calm, steady player who can lead the team? Players are evaluated based on positions at U14 and above, and therefore will be asked by the volunteer when they sign in the position they want to play should they be selected for the team. The assessors try to pick the best possible team from the players they have available.

Concerns / Questions

All concerns and questions should be directed to the Competitive Director as listed on the WORA website www.westottawaringette.com

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