

YELLOWKNIFE MINOR HOCKEY ASSOCIATION

TEAM SELECTION 2020 – 2021 SEASON

POLICY AND PROCEDURES

Approved: __October 1st 2020__

SECTION 1 – PURPOSE

The purpose of this document is to set out the process that will be used by Yellowknife Minor Hockey Association (YKMHA) to select both League and Development teams to represent YKMHA and the Yellowknife Wolfpack for the 2020 – 2021 season.

This policy is intended to:

- Describe the principles which will guide the selection of balanced teams;
- Describe the process of distributing players among teams so that they are competitively balanced;
- Describe the principles which will guide the selection of development teams in the U11, U13, U15 and U18 divisions; and
- Ensure that all parties understand the Association approach to team selection.

SECTION 2 - OBJECTIVE

The policy will apply to all teams from the U9 to U18 divisions. YKMHA’s goals through this process is to:

- Provide a development opportunity for as many players as possible;
- Ensure league teams are balanced in each division of its league program; and
- Complete the selections in a credible, efficient, and cost-effective manner .

SECTION 3 - GUIDING PRINCIPLES

Players first: The Association will strive to ensure that all players enjoy a positive and meaningful evaluation process, with development and a competitive experience.

Equity: The Association will strive to ensure that all teams are of equal strength, to the extent possible.

Transparency: The process for establishing balanced teams should be transparent to all participants.

Collaboration: Coaches have a collective responsibility for the overall effectiveness of their respective division in addition to the welfare of their assigned team.

SECTION 4 - DEFINITIONS

“League Team” refers to a team of balanced players in their age-appropriate division that have been selected to balance teams competitively in that division.

“Development Team” refers to a team of the best available players in their age-appropriate division that have been selected to pursue enhanced competitive opportunities.

“Impact Player” refers to players who, by virtue of their collective skills are able to have an impact on the outcome of a game.

SECTION 5 – TIMELINES UNFORESEEN CIRCUMSTANCES

If unforeseen circumstances arise which do not allow for this selection process to be implemented as outlined in this document, YKMHA reserves the right to identify an alternative process or alternative timelines. Should this occur, all candidates for selection will be notified of these changes in a timely manner.

SECTION 6 - ELIGIBILITY

Members in good standing with YKMHA, Hockey NWT, Hockey North, and with Hockey Canada. All members, to sign required Code of Conduct Agreement. Those members of minority age must have agreement signed by parent or legal guardian. Players are eligible for a team evaluation under the following principles:

- Can play in their own appropriate age division;
- Can play down a division if there is an extenuating circumstance that will provide that player an opportunity to have a positive playing experience. Player must submit a request to move down a division in writing to Director of League Programs either before or during the evaluation process. Player may have to be evaluated in both divisions and could be subject to other YKMHA policies and procedures. If a player request is received to move down, Director of League programs must inform in writing that the player may not be eligible to participate in tournaments outside of the Association;
- Can try out for a higher age division league team under an approved extenuating circumstance. Player must submit a written request to Director of League Programs for approval;
- Can try out for a higher age division development team;
- Each player must participate fully in the selection process to be eligible for selection to a team. Incidents of sickness, injury or extenuating circumstances will be considered on a case-by-case basis as determined by the Team Selection Committee (Section 7) in consultation with the evaluation team and coaching staff. If a player is unable to attend one or more sessions, the evaluation team shall determine a consensus evaluation based on the best available information; and
- If the extenuating circumstance involves player injury, player must refer to YKMHA Player Injury policy.

SECTION 7 – AUTHORITY FOR SELECTION

YKMHA Executive shall approve a Team Selection Committee that will comprise of the following:

- Director of League Programs.
- Director of Development Teams.
- If required, a Director at large to replace either/both Director of League Programs and Director of Development Teams, only if there is deemed conflict of interest.
- Lead Evaluator, who is a person at large, with extensive evaluation experience, on a volunteer or compensated basis, who will oversee the Association's evaluation process, and lead each evaluation team for each division.
- Evaluation Team is comprised of:
 - Lead Evaluator;
 - Minimum of 4, maximum of 6, people, preferably with evaluation experience, approved by YKMHA Team Selection Committee; and
 - Includes the Coach of the Development Team, only after their child(s) position in the development team stream has been determined by the evaluation team.
- Each division will have its own Evaluation Team.
- An evaluation team member can participate on more than one evaluation team.
- Evaluation team should have at least one member with goaltending experience and/or goaltending evaluation experience.
- Any participant on the Selection Committee and/or the Evaluation Team must be free from actual and perceived conflict of interest as is practical and reasonable. Where conflict of interest *may exist*, Committee and Evaluation team members must identify the conflict and excuse themselves from the selection decisions where there is conflict. Decisions on conflict of interest rests with the Team Selection Committee.
- Parents of athletes, or other individuals deemed by YKMHA to have a special interest in the selection process, are not permitted to be members of the Selection Committee or Evaluation Team(s). During the selection camp, coaches that are parents of athletes trying out may not participate in any team selection discussions with any other coaches or Evaluation Team members while the athlete in question is still being considered for a position on a team. As soon as the consideration of the player's position on, or off, the team or ranking position for allocation to a

League Team can be agreed to and confirmed by the Evaluation Team, the parent *may* participate fully in the balance of the selection process. An effort to identify the player's position early in the camp is acceptable to the extent that it does not interfere with the overall efficiency of the selection process.

- Using the criteria in Section 8 – Selection Process, the Evaluation Team for each division shall by the conclusion of the selection camp develop a list designating the players selected to the Development Team and up to min 5 alternates, and develop a list designating the players allocated to League Teams. In each instance for development teams where consensus cannot be reached the head coach shall make the final decision unless the coach child is still in question, in which case the Lead Evaluator shall make the final decision.

SECTION 8 – SELECTION PROCESS

The selection of players to the Development Teams and allocation of players to the League Teams in each division will entail the following step-wise process.

MERIT: Players should be evaluated and selected on merit which reflects a combination of technical skills, attitude, and leadership skills, while recognizing that the best team may not always include the most skilled players. Therefore, a player's drive, determination, work ethic and attitude are given a lot of consideration in the evaluation process.

GENERAL:

- League Teams in divisions U9, U11, U13, U15, U18.
- Development Teams in divisions U11, U13, U15, U18.

PROCESS:

Players:

- All players registered in a division will be allocated into equal number of groups.
- Each group will receive 3 non evaluated sessions – “Dust The Rust” campaign.
- Each group within the same division will receive the same practice plan (drills) for non-evaluated and evaluated sessions.
- Each group will receive 2 evaluated sessions.
- U11 to U18 Divisions: After 2 evaluated sessions, 25 players including goalies (max number of on ice persons as permitted in the OCPHO approved Covid-19 return to play plan), will be moved into the Development Team selection stream and remaining players will be moved into the League Team selection stream.
- Development Team selection stream will consist of a minimum 2 more evaluated sessions and League Team selection stream will consist of at least more evaluated session.
- New groups will be created for both streams.
- A Player's evaluation will follow that player's path throughout the selection process, including lower age players who return to their age-appropriate division.
- U9 division: All players remain in the League Team selection stream with a minimum of 3 evaluated sessions before teams can be allocated.

Evaluators:

- Each evaluator will be provided with a standard evaluation form for recording their evaluations.
- Evaluators will be required to hand in their evaluation to Lead Evaluator after each evaluation.
- Each evaluator will be required to provide written comments about each players evaluation.
- Evaluators will not be permitted to evaluate if there is a conflict of interest (Section 7).
- Evaluators must not compare their evaluations during any evaluation session.
- Evaluators, led by Lead Evaluator, after each session, randomly select players for a discussion if there is a reasonable difference in the evaluator's assessment of the same player.
- Lead evaluator will aggregate the player's evaluation score.

- At the end of the evaluations, the Evaluation Team must come to a consensus on each player's aggregate score.
- Players will be ranked on basis of the consensus aggregate evaluation for each player.
- The decisions of the evaluation team shall be final.

SECTION 9 - TEAM SELECTION / ALLOCATION

- Number of League Teams will be determined in response to the number of players who register in the division. Teams will normally consist of 14-17 players, depending upon the number of registrants but will not be less than 12 players or more than 20 players.
- A Development Team will normally consist of same number of players as for a League Team in same age division.
- A Development team may select 2 goalies unless selecting 2 goalies leaves a team in that age division without a goalie, then only 1 goalie can be named to the Development Team.
- A Development Team must name a minimum of five (5) affiliated players to a maximum as permitted in YKMHHA Affiliated Player Policy, but not to exceed the maximum number as permitted by Hockey Canada.
- **Development Team selection:**
 - U11, U13 and U15, Evaluation Team will select players ranked one (1) to maximum number approved for team size (as above), next (5) highest ranked players as Affiliated Players.
 - U18, Evaluation Team will select players to the team in accordance with the following considerations:
 - Top twelve (12) ranked players;
 - Next two (2) players must be selected from the players ranking 13 – 18;
 - Remaining players selected from the players ranking 13 – 22; and
 - A minimum of five (5) players named as Affiliated Players.
 - Player selection shall occur as soon as possible after completion of the player evaluations.
 - Additional team personnel will not be approved until after the teams have been finalized.
 - Player trying out for a higher age division development team, must be ranked in the top seven (7) players (impact player) for that team, if not successful, must return to age appropriate division and player's evaluation score will follow that player. If a player returns to age appropriate division, the player must participate in at least one evaluation session in that age division.
 - Player trying out for a higher age division development team ranking in the top 8-10 positions may request to Evaluation Team to be considered named to the team due to an extenuating circumstance. Evaluation team must provide its decision for review to the Evaluation Committee for final approval.
 - An effort to identify a lower age player's position early in the evaluation process is acceptable to the extent that it does not interfere with the overall efficiency of the selection process.
 - Goaltender trying out for a higher age division development team, must be ranked as the top ranked goalie.

➤ **League Team selection:**

- Players will be allocated based on number of teams to create equal competitive teams as best as possible.
- Players will be allocated based on position of ranking determined by player's aggregate evaluation score as follows:

Team 1	Team 2	Team 3	Team 4
1 st overall player	2 nd ranked player	3 rd ranked player	4 th ranked player
8 th ranked player	7 th ranked player	6 th ranked player	5 th ranked player
9 th ranked player	10 th ranked player	11 th ranked	and so on.....

- Goaltenders shall be ranked and selected to League Teams after the players have been allocated. Goaltender selection shall be undertaken in a manner which will assure balanced teams.
- Player allocation shall occur as soon as possible after completion of the player evaluations

- Once player allocation to teams is complete, Head Coach will be given a list of players allocated to his team.
- Head Coach may negotiate trade(s) with any other head coach. Each team is only permitted to trade up to three (3) players in total.
- Within 48 hours, coaches meeting will be held to complete trades.
- All player requests for coach / team will be approved on a case-by-case basis by the Evaluation Team, Director of League Programs and Governor of the applicable division.
- One Assistant Coach may be approved by YKMHA policy at the same time as Head Coach selection. If so, Evaluation team will make best effort to allocate both coaches children to the same team without impacting the balance of the teams.
- Teams will not disclose any trade transactions.
- Teams will be released once finalized after trade deadline.
- Additional team personnel will not be approved until after the teams have been finalized
- If players are “tied” in the ranking list, Evaluation Team may consider other factors in the allocation of the players, for example, coach’s children to be allocated to same team, special requests approved for players.
- A goalie may play up in a higher age division if there is a team without a goaltender and the movement to the higher division does not leave a team in the age-appropriate division without a goaltender.
- A goaltender may be invited to play in a higher division if there is a need for a goaltender in that division. The highest ranked goaltender in the age appropriate division will be invited in the first instance. If that goaltender declines, the next ranked goaltender will be invited. All requests must be made by the head coach to both governors of each division, in which the governor of the age-appropriate division will invite the goaltender and track those invites.

SECTION 9 - PLAYER EVALUATIONS

Five-Point Player Evaluation Method

The five-point evaluation rating provides a more detailed individual player evaluation and group rankings. Players are segregated into a broader classification ranging from unacceptable to excellent. When using this method, half marks should not be used. A player should either be a 1 or a 2, but not a 1.5.

5 - Excellent Elite-Level Performance

Player executes extraordinarily well at position and within role on team. Clearly outperforms others at same position and dominated play the majority of the time. This player had a lasting dominant effect throughout the game. Players of this caliber are rare and can definitely play and impact at this level.

4 - Superior Performance

Player demonstrates superior skills at position and within role on team. Good plays and decisions clearly outnumber poor ones. Factors not enabling outstanding performance might include slight physical deficiency, specific skill deficiency, slight inconsistency in terms of effort, grittiness, lapse in discipline or emotional control. Player clearly demonstrates the ability to play at this level.

3 - Average Performance

Player demonstrates average skills at position and within role on team. Very close to being an acceptable performance but displayed weaknesses in several areas requiring further development. Player made their share of mistakes/poor decisions, but they were countered by an equal number of good plays/decisions. Player warrants consideration as a candidate for this level with limitation being overall depth at this position.

2 - Below Average Performance

Player demonstrates limited skills at position and within role on team. Able to accomplish acceptable performance in only a few skill areas. Displayed weaknesses in key areas requiring further development. Player made their share of mistakes/poor decisions which outnumber good plays/decisions. Player may have lacked effort and hustle and made errors costly to the team. Attitude, behavior and performance questionable. Physical and mental components were deficient and below average. This player shows some potential but has definite limitations that would not allow them to play at this level.

1 - Unacceptable Performance

Well below acceptable standards. Not approaching level of contribution required or expected. Bad plays/decisions clearly evident. Player lacks effort, work ethic and made errors costly to the team. Attitude, behavior and performance is inferior. Significant deficiencies in all areas. Player does not show signs of potential to play at this level.

Evaluation Criteria

The following criteria will be used in the evaluation process:

Fitness Protocol

All Players overall fitness will be evaluated based on a standard protocol that will test your explosive speed, core strength, stamina and recovery. Depending on camp schedule, only the competitive group may receive this testing.

Forwards and Defenseman will be evaluated on the following criteria:

- Skating: balance, agility, speed, both forward and backward directions.
- Shooting: ability to score, quickness, and accuracy.
- Passing: giving and receiving.
- Puck Control: head up, smooth and quiet, protects in small spaces and in traffic.
- Checking: defensive ability and technique.
- Strength: physical strength, strength on the puck, mental strength.
- Hockey Sense: positioning, offensive and defensive techniques, and understanding the basic principles of hockey.
- ATTITUDE: commitment to the team play, listening, being on time, and getting along with other players will all be part of the evaluation process.

Detailed Evaluation Criteria

Skating: Acceleration, speed, mobility, agility, balance, stride, crossovers, pivots, acceleration out of turns, quick feet, controlled skating, change of pace.

- ◆ Can the players perform the basic forward and backward stride?
- ◆ Are the players knees well bent with the back slightly forward and the head up, or is the player hunched over, bending at the waist with little knee bend?
- ◆ Good skaters will use long strides with a complete recovery of the stride leg before striding with the other leg. Their strides will look very smooth and appear not to require much effort to move around the ice?
- ◆ Does the player look smooth when they skate or do they appear off balance?
- ◆ Can the player turn in both directions with little trouble or do they struggle to turn in one or both directions?
- ◆ Can the player stop in both directions? Younger players will often have trouble stopping in one direction?
- ◆ Can the player keep up with the play or do they struggle to stay with the other players on the ice?

Shooting: Power, accuracy, quick release, can shoot in motion, goal scorer, rebound control, variety of shots.

- ◆ Can the player execute the technique of a wrist shot and backhand?
- ◆ Does the player follow through to the target on all shots?
- ◆ Can the player raise the puck and hit the target?
- ◆ Is the shot with some velocity?
- ◆ Does the puck sit flat in the air or does it wobble?
- ◆ Can the player execute a one-time shot?
- ◆ Is the player accurate when shooting?

Passing: Receiving, passing choices, on backhand, unselfish with the puck, presents a good target, receives and retains with control, touch passing.

- ◆ Can the player pass the puck to its intended target with minimal effort?
- ◆ Can the player make an accurate pass to a moving target?
- ◆ Can the player receive a pass on their backhand or do they tend to shift their body to receive the pass on the forehand?
- ◆ Can the player pass the puck off of the backhand with some speed and accuracy?
- ◆ Does the player call for the puck vs. banging their stick on the ice or saying nothing at all?
- ◆ Does the player passing the puck make eye contact with the intended receiver or do they just pass the puck blindly?
- ◆ Can the player execute a saucer pass over sticks and other obstacles?
- ◆ Can the player pass the puck off of the boards to another player?

Puck Control: Head up, smooth and quiet, good hands, protection, in small spaces, in traffic.

- ◆ Does the player have the basic skills to execute a forehand pass?
- ◆ When the player passes the puck do they slap at it or is the motion smooth with the player following through to the intended target?
- ◆ Does the player appear to be comfortable handling the puck while skating or do they appear to fight the puck and have trouble skating with some speed while handling it?
- ◆ Can the player keep his/her head up while carrying the puck?
- ◆ Can they execute dekes and fakes with the puck?
- ◆ Can they stop quickly or change directions while handling the puck?
- ◆ Can the player continue to handle the puck while in traffic and under pressure?
- ◆ Does the player get pushed or checked off the puck easily?

Checking Concept: Angling skills, good body position with balance and control, defensive side position, aggressive checker, strength, taking checks.

- ◆ Can the player execute basic stick and body checks?
- ◆ Does the player check properly with their hands down or do they get their arms up to give a check?
- ◆ Can the player receive a check properly, not turning their back and staying close to the boards?
- ◆ Can the player check and opposing player and pin them on the boards?
- ◆ Does the player shy away from other players?

Strength: physical strength, strength on the puck, mental strength

- ◆ Is the player strong with the puck?
- ◆ Can the player compete along the boards?
- ◆ Can the player compete in face-offs?
- ◆ Does the player get out-muscled?
- ◆ Does the player remain focused and compete hard regardless of the score?
- ◆ Can the player be thrown off their game, or get rattled easily?

Hockey Sense: Ability to see the play developing both offensively and defensively and moves to support, judgment, anticipation, understands systems, disciplined.

- ◆ Does the player seem to understand where he/she are to play on the ice?
- ◆ Do they support the puck in defensive and offensive situations?
- ◆ Does the player show patience or do they tend to panic when pressured?
- ◆ Do they protect the mid lane and force opposing players inside out?
- ◆ Can the player angle another player off of the puck?
- ◆ Does the player force the play or do they wait too long?

Attitude:

- ◆ Does the player commit to team play?
- ◆ Does the player willingly take and follow instruction and direction?
- ◆ Does the player focus and listen?
- ◆ Is the player always on time and prepared to play?
- ◆ Is respect exhibited towards coaches, officials, spectators, opponents, etc?
- ◆ Can the player accept constructive criticism and learn from mistakes?
- ◆ Does the player have drive, determination, work ethic?

Goaltenders will be evaluated on the following criteria;

➤ **PHYSICAL CHARACTERISTICS**

Balance

- Retains ready position after blocking shots
- Holds ready position in movement
- Recovery (regains position after leaving the net)

Mobility

- Skating ability
- Remains on feet
- Moves with speed & in control in ready position
- Reacts well to puck movement in zone
- Ability to recover from knees, side

Quickness

- Reacts well to quick untelegraphed shots
- Effective in close
- Relaxative movements and reaction time

Fitness Level

- Physically fit
- Not prone to injury

➤ **TECHNICAL CHARACTERISTICS**

Low Shots

- Use of skates
- Use of Stick
- Rebound control: off stick, off pads
- Ability to butterfly at appropriate time
- Ability to maintain balance

High Shots

- Quickness of gloves: blocker / catcher
- Position: blocker / catcher

- Rebound control: blocker / catcher / chest

Use of Stick

- Passing/clearing
- Poke check

➤ **SITUATIONAL TACTIC CHARACTERISTICS**

Positioning & Angles

- Knows position at all times
- Assumes neutral position at top edge of crease
- Positions self properly prior to shot
- Ability to orient self instantly
- Lines up properly on puck
- Knowledge of shooter's options

Face-Offs:

- Looks for potential shooter
- Set and in position

Deflections & Screen Shots

- Ability to locate potential shooters
- Position with respect to potential deflectors
- Works hard to find puck
- Use of body
- Reaction to change of direction
- Control of rebounds

Play at Posts

- Position self properly (play behind net, corner)
- Lateral mobility
- Use of stick to decrease scoring opportunities
- Ability to challenge slot pass

➤ **MENTAL CHARACTERISTICS**

Concentration

- Alert at all times
- Follows puck at all times
- Maintains conc. despite bad plays/early goals

Anticipation

- Understands offensive team play options
- Able to pick up open man
- Able to read shooter
- Finds puck in scramble

Consistency

- Able to make key saves
- Able to perform in pressure situations

Confidence

- Displays an 'in charge' attitude
- Positive mental attitude at all times

Desire

- Size of heart
- Constant desire to excel in all situations

- Constant work ethic in practices
- Never gives up /battles for pucks

Discipline

- Controls temper
- On time and organized

Communication

Coachability

SECTION 10 – PARENT REQUESTS

The Association occasionally receives a parent request to assign their child to a particular team. The Association is committed to the equitable allocation of players to each team as competitive balance is a priority. The Association may consider such requests provided that it does not affect the overall balance of teams. All requests will be provided to the Lead Evaluator to share with each Evaluation Team once all evaluations are completed, and prior to start of player allocation to teams.

Player or parent on behalf of the player may request to the Lead Evaluator for a written statement of the player’s aggregate score with feedback from the evaluators notes on the player.

SECTION 11 - ADJUSTMENTS TO TEAM

Adjustments may be made to the teams, during the first two weeks of the season, if it is apparent that the teams are not reasonably well balanced.

Any such adjustments must be made through a meeting of the coaches, Team Selection Committee, which is chaired by the Governor of the applicable division

SECTION 12 – AFFILIATED PLAYER

All teams must adhere to YKMHA Affiliated Players Policy.

In addition to the “Affiliated Players Policy”, a player from a lower division may be considered as a Specially Affiliated Player if all requirements are met below:

- Player must have fully participated in the Development Team Stream evaluations, unless approval for an extenuating circumstance was granted;
- Player must have been ranked in the top 25 players; and
- Player must be playing on lower division development team.

A lower division aged player who is ranked in top 10, who declines a full time roster spot and meets the requirements above, will be approved as a Specially Affiliated Player regardless of their age, therefore, can be approved before other age-appropriate players ranked in the top 25.

A lower division aged player who is not ranked in the top 10, may only be approved after all other age-appropriate players ranked in the top 25 are approved or decline a Specially Affiliated Player spot with the team. For example, lower age player ranks 14th, this player can’t be approved before all age-appropriate players who rank in top 25.

SECTION 13 – DISMISSAL FROM A TEAM

A player may be dismissed from a team if the player:

- Fails to remain a member in good standing with YKMHA, Hockey NWT or Hockey Canada.
- Fails to meet team coaching staff performance expectations.
- Fails to train towards or meet the physical standards expected by the team coaching staff.

- Violations of Code of conduct agreements by themselves, their parent or legal guardian.
- Exhibits conduct that is detrimental to the image of hockey.
- Is unable to perform due to injury, illness or other medical reasons as determined by appropriate medical staff
- When necessary and appropriate, a player may be replaced by an alternate player (provided the alternate player is still eligible) from among the approved alternate players.

SECTION 14 - PLAYER MOVEMENT

Players who are approved as Affiliated Players are not subject to YKMHA Player Movement Policy, specifically Section 3.2 when “called up.”

SECTION 15 – APPEAL

The selection of players for the team may be appealed only if:

- The selection process did not conform with Association policy;
- There is evidence of bias by the Selection Committee, Selection Team, or coaching staff; or
- Certain decisions are grossly unfair or unreasonable.

Disagreements over the merits or substance of the selections will not be considered valid grounds for an appeal.

An appeal must be submitted to the President of YKMHA in writing. The appellant must indicate the decision to be contested and the reasons for challenging the decision.

The appeal will be considered according to the Association process for considering appeals (see Code of Conduct).

SECTION 16 – CONFLICTS WITH YKMHA POLICY

This policy will supersede all other YKMHA policies for the 2020-2021 season.