



## 1.0 PURPOSE & OBJECTIVES

The purpose of the Player Evaluation and Team Selection Procedure is to provide for a fair, objective, transparent, and consistent player evaluation and team selection process that has the best interests of all players and the Association in mind.

The objectives of the Evaluation Process are:

- To provide each player the opportunity to evaluate to the best of their ability.
- To provide a fair, consistent and comprehensive evaluation of a player's total hockey skills during the skating, skills, and scrimmage sessions.
- To ensure that all players have a reasonable opportunity of being selected to a team appropriate to their age, level of skill and commitment to the game, as determined during the on-ice evaluations of the current year.
- To provide coaches with the opportunity and flexibility to build a team based in part on their own coaching philosophy and knowledge of player skills and attitude.
- To provide uniformity and consistency in the evaluation process such that player and parent expectations are consistent from year to year as players move through the various levels of the Association programs.

## 2.0 PROCESS OVERVIEW

The Whitehorse Minor Hockey Player Evaluation and Team Selection process is based upon standardized player evaluation criteria established by Hockey Canada and research of best practices of hockey associations in Canada. These criteria are attached to this Procedure as Appendix A.

Prior to the tryout process Whitehorse Minor Hockey reviews and approves applications for head coaching positions for the developmental hockey programs under its administration. The Team Head Coach is expected to design the drills and activities of each tryout ice session and provide suitably qualified and equipped adult personnel to assist in executing the ice sessions.

Independent evaluators will rate and rank players during the initial phase of the evaluation process (up to 4 ice sessions). At the end of the initial evaluation phase the player ratings and rankings will be aggregated and a ranking of players will be used to finalize the team selection, or if desired by the Head Coach, proceed to second phase of evaluation ice sessions as described below in Section 8. It may be necessary to release players from evaluations after Ice Sessions 2 and 3 in order to limit numbers or balance the level of players during the evaluation scrimmage games.

Players will be evaluated based on the position that they signed up for in their evaluation registration. At times, evaluators may ask for certain lines to play together. A player may also be asked to play a position different than the one she/he indicated she/he is trying out for.

Player evaluation is for the current season only. Players must try out for each specific team they wish to play on each season.

### **3.0 EVALUATION COMMITTEE**

#### ***3.1 GENERAL***

The Evaluation Committee (EC) is made up of the Whitehorse Minor Hockey President, Vice President, and the individual Divisional/Team Tryout Administrators appointed by the Whitehorse Minor Hockey Board of Directors for the coming hockey season. Other Directors on the Board of Whitehorse Minor Hockey may be appointed to the EC as necessary.

A meeting of the EC will take place to review and confirm the evaluation process outlined here prior to each team tryout event. It is the EC's responsibility to ensure that the process used is consistent with this procedure.

#### ***3.2 ROLES AND RESPONSIBILITIES***

- It is the responsibility of the individual Divisional Whitehorse Minor Hockey Tryout Administrator to ensure the proper execution of this procedure. During the evaluation process, EC will be in constant contact with the Tryout Administrators to ensure the process is followed.
- Occasionally it may be necessary for a Tryout Administrator to make a decision relating to a specific element of this procedure (e.g., participant absences). During these times, it is not uncommon for the Tryout Administrators to discuss options to see if similar situations have occurred in the past and to understand what actions have been taken.
- It is important to note that the Tryout Administrators are not responsible for evaluating players. Their duties are to understand the evaluation process and coordinate the necessary evaluators, volunteers, collect/enter data, release/move players based on the findings of the evaluators and to hear parent concerns during the process.
- The EC is not responsible for evaluating players. Their duties are to ensure the process is clearly laid out for the Tryout Administrators, to ensure the Tryout Administrator have followed the process and to review the results to ensure they are consistent with the Association's evaluation procedure. After the evaluation process, they are also responsible for reviewing specific cases upon written appeal and to collect suggestions from all stakeholders and recommend changes to the procedure for next year's evaluations.

### **4.0 EXPECTATIONS OF THE INDEPENDENT EVALUATORS**

Whitehorse Minor Hockey relies on paid evaluators and volunteers for evaluators. In general, the majority of the evaluators are individuals who are Whitehorse Minor or Whitehorse Minor Hockey coaches in prior/current years and/or potential coaches for the upcoming season. Evaluators do not have to be coaches or former coaches to volunteer. However, preference will be given to volunteers who have prior hockey experience. Under no circumstances will the evaluator evaluate a specific group that includes their son or daughter.

During evaluations players shall be assigned a number and evaluations shall be completed utilizing that player's number to identify them. Reasonable efforts should be made to ensure players remain anonymous to evaluators during evaluations (e.g., only player numbers will be indicated on evaluator record/results sheets).

Evaluators will:

- Review the evaluation criteria prior to the process to ensure that all Evaluators are evaluating the same skill with the same intent.
- Make sure that all Evaluators have the same evaluation page with the same pinney/jersey/helmet numbers and colours.
- Stay physically separate and independent from all other Evaluators and parents during the evaluation process. NOT BE ON THEIR CELL PHONE etc.
- Provide a fair, unbiased and thorough analysis of all players.
- Overall ranking will be provided from evaluators
- Will not share comments or opinions with any parents/players or other interested observers.
- Maintain confidentiality of player scores and rankings at all times.
- Meet as a group to review and submit evaluation rankings at the end of each session to ensure that there are no errors and evaluation forms are 100% completed. (Evaluators are not allowed to leave until the group agrees with all the evaluation rankings).

No evaluators should be chosen at the "door" unless there is a shortage of evaluators present for a session or for an age group. Whitehorse Minor Hockey will strive for a minimum of 3 to 4 evaluators per session. An evaluator may be removed by the Whitehorse Minor Hockey Tryout Administrator should he/she leave sessions early, converse with other evaluators, or unfairly evaluates players.

Copies of the results of the player evaluations for each ice session shall be provided to the Whitehorse Minor Hockey Tryout Administrator immediately after each ice session. The Tryout Administrator will enter the player evaluation data into a spreadsheet. After the completion of the 3<sup>rd</sup> ice session the aggregated player ratings and rankings will be used to reduce the remaining player complement to a suitable number as directed by the head coach.

Questions from players or parents regarding the evaluation process shall be directed to the Whitehorse Minor Hockey Tryout Administrator. Only the evaluation process may be discussed (not individual player results).

## **5.0 PLAYER EVALUATION CRITERIA (SUBJECT TO CHANGE ON REVIEW)**

Players will be rated on a sliding scale depending on their demonstrated ability in the areas described below. The scale used includes the following ratings:

- 0 **Did Not Rate** - Characteristic was not observed/assessed by evaluator.
- 1 **Beginner** - currently lacks athleticism, awareness, and ability in all metrics for category. Bottom 10%
- 2 **Below Avg.** - Needs to further develop athleticism, skills, and gain experience for all metrics in category. Bottom 25%
- 3 **Average** - Demonstrates potential. Needs to refine performance for several metrics in category. Middle 50%
- 4 **Above Average** - Solid and well-rounded performance for all metrics in category. Top 25%

- 5 **Outstanding** - Demonstrates excellent performance for all metrics in category. Top 10%

## **SKATER SELECTION CRITERIA**

### **SKATING**

- Acceleration - gets to top speed quickly
- Overall quickness and foot speed
- Powerful stride
- Good balance and stability on skates
- Agility and mobility – moves well laterally
- Turns and pivots are smooth
- Ability to skate well both forward and backward

### **WORK ETHIC/COMPETITIVENESS/DISCIPLINE/ATTITUDE**

- Competes and battles to the best of ability in all situations
- Wants to be first to the puck in all situations
- Consistently high work ethic/ high level of fitness
- Disciplined in all situations on/off the ice.
- Displays a positive attitude at all times both on and off the ice.

### **SKILLS – TACTICAL**

- Thinks quickly – reads and reacts well
- Supports teammates in all situations
- Drives the net effectively with and without the puck
- Is a responsible positional player.
- Positions self well when defending the rush

### **SKILLS – PUCK CONTROL / PASSING**

- Handles the puck effectively at high speeds
- Good control in traffic – protects puck well
- Shows creativity with the puck
- Head up – looks for options and to head-man the puck
- Passes are crisp and accurate
- Passes and receives smoothly at high speeds

### **SKILLS – SHOOTING / SCORING**

- Can score
- Strong and accurate shot with a quick release
- Has and uses a variety of shots
- Ability to read shot or deke options
- Gets into position to score

## **GOALIE SELECTION CRITERIA**

### **BALANCE / AGILITY / MOVEMENTS**

- General balance and posture
- Retains ready position after blocking shots
- Holds ready position in movement
- Lateral and vertical movements
- Recovery to balanced stance
- Moves with speed & in control in ready position

### **WORK ETHIC / COMPETITIVENESS / ATTITUDE**

- Constant desire to excel in all situations
- Constant work ethic in all situations
- Never gives up / battles for pucks
- Displays a positive attitude at all times both on and off the ice.

### **POSITIONING / ANGLES**

- Knows position in net at all times
- Assumes neutral position at top edge of crease
- Positions self properly prior to shot
- Lines up properly on puck

### **ANTICIPATION / JUDGMENT**

- Ability to read the shooter
- Ability to read play around them
- Ability to make appropriate adjustments

### **PUCK STOPPING SKILLS / PUCK CONTROL (REBOUNDS)**

- Absorbs pucks well
- Effectively controls and deflects rebounds
- Use of body to make saves
- Handles puck effectively and controls rims

## **6.0 EVALUATION ATTENDANCE**

### ***3.3 MISSING EVALUATION ICE TIMES***

In the event that a player elects to simply not show up for a session, they will potentially suffer in the overall final assessment from a lack of weighting during a particular day. This will have the effect of lowering their overall final ranking, which may jeopardize their selection to the team.

### ***3.4 PRE-EVALUATION INJURIES AND SICKNESS***

If a player becomes injured or sick during the off-season and is unable to attend any of the evaluation sessions for the upcoming year, the parents of the player must contact Whitehorse Minor Hockey and explain the situation. A team position for the player may be reserved based on the prior year's coaching evaluation. At the end of the initial evaluation phase, the player may then be placed as the last pick for the team. All decisions regarding placement of injured or sick players will be done in collaboration between the Whitehorse Minor Hockey Board Executive, the Whitehorse Minor Hockey Tryout Administrator, and the Team Head Coach. All decisions will be documented.

## **7.0 TEAM SELECTION PROCESS**

All player scores shall be reviewed by the Whitehorse Minor Hockey Tryout Administrator after each session and entered into a spreadsheet (potential to use an evaluation online tool ONE CLICK ICE) . The individual evaluation results from each of the independent evaluators will be aggregated (averaged) to develop a combined evaluation ranking of the players participating in the tryout. The aggregated results shall be reviewed/approved by the Whitehorse Minor Hockey Tryout Administrator and shared with the Head Coach prior to communicating any initial tryout releases (i.e., after ice session 3) as well as the final team selections to players and families.

At the conclusion of the initial evaluation phase (after ice session 4) the Head Coach shall use the aggregated player evaluation results to select the top 15-17 ranked skaters and top 1 or 2 ranked goaltenders to the team.

After the final team selections are made, those 4 skaters ranked directly below the selected/rostered skaters and the (2<sup>nd</sup>) and 3<sup>rd</sup> ranked goalie may be offered Affiliate Player (AP) positions by the Head Coach.

## **8.0 PROCESS APPEALS AND PLAYER DEBRIEFINGS**

### ***3.5 PROCESS APPEALS***

Appeals of the outcomes of the player evaluation and team selection process will only be considered if clear evidence is provided that:

1. the decision under appeal was influenced by demonstrable bias;
2. there were irregularities in the process (described here) leading up to the original decision, such that the outcomes are unjust

If an appeal is desired after considering the above, a player's parent must provide a letter/email stating their concerns and issues as to why they feel their child was improperly evaluated. A copy must be provided to the President of Whitehorse Minor Hockey and the specific Whitehorse Minor Hockey Tryout Administrator responsible for the evaluation process, within 48 hours of a player release or selection announcement, otherwise the appeal will be denied.

## **9.0 NOTE REGARDING THE SELECTION OF ASSISTANT COACHES**

Applications for assistant coaching positions will only be considered after the final team selection process is concluded and accepted by Whitehorse Minor Hockey. Pending confirmation by Whitehorse Minor Hockey that applicants have the requisite coaching certifications/credentials, are in good standing with the association, and have a clean criminal record check, the Head Coach will make their assistant coach selections and formally announce who will take on the assistant coaching role(s). Failure to pass security or reference checks will automatically result in disqualification of coaching candidates.

## **10.0 PROCEDURE REVIEW**

This procedure will be reviewed periodically and amended as necessary with an eye to continual improvement.