# EVALUATION PROCESS

## Mission Statement

WMHA's mission is to provide player pools (when registrations numbers allow) that will see children placed in groups that meet their current development & skill sets within the sport of hockey. Player evaluations allow for the enhancement of players enjoyment and involvement within the sport, by allowing players to play with children at the same developmental level & aptitude as themselves.

## Goal

Our goal as WMHA is to split the players into developmental pools based on their skill, aptitude and behavior on the ice, to allow for similar development & playing opportunity, both in practice and gameplay, as they continue to learn and play. The player evaluation process will enable us to provide feedback to players, coaches, board members and parents for continued positive development of players within the sport.

## Introduction

The associations will endeavor to run an evaluation camp to place players where the numbers are enough to allow for more than one team.

Player evaluation is one of the most challenging tasks for WMHA. An effective and successful team is made up of players on a similar ability & aptitude scale. While this is the aim of player evaluation, this selection process is often stressful for the players, parents/guardians as well as for coaching staff.

Every minor hockey association has to deal with this, and it often leads to transparency questions, hurt feelings and complaints about why a child was placed here and not there, etc. This policy is intended to address problems that typically come up year after year, and to explain the team selection process in detail.

There is an FAQ section at the end of this policy to address the most common questions.

# Policy

A. Evaluations shall be available for all players registered in the associations, where more than one team is needed due to registration numbers. This policy will be coordinated by the Evaluation Committee. This committee shall consist of a combination of the following but not limited to; President, Vice Presidents, Coach/Manager Coordinator, Past Coaches, and potentially Past Presidents if needed, with equal representation from all involved associations.

B. All players currently registered at the time of the player evaluation process are eligible to attend, so long as the following conditions are satisfied:
    a. Player fees paid in full or appropriate arrangements made before attending evaluation events.
    b. Required respect in sport parent course must be completed, and not expired, before attending the evaluation event.

C. Evaluations will be performed by outside non-bias individuals, by either a recruited volunteer or paid group approved by board members. Evaluations are documented and remain confidential. Individual evaluation scores and rankings are not released, as our purpose is to form teams, not to rank players for the general membership. Under no circumstances will evaluation results be released to parent/guardians or players.

D. Within any division, player selection to subdivisions shall be on the basis of demonstrated skills, estimates of developmental potential and perceived aptitude and commitment.

E. To give each and every player a fair opportunity to exhibit the range of skills that they possess, they will be evaluated in a game/scrimmage and skill environment wherever and whenever possible with the exception of the Initiation level.

F. Player positions being evaluated will be as follows:
    a. U9 – No positions
    b. U11 – Position preferred but not required, Forward, Defence & Goalie
    c. U13-U18 - Players will be evaluated at position – Forward, Defence or Goalie.
    d. Players at the U11 level wishing to be considered as both a skater and goalie (hybrid player) must participate in both the goalie sessions and player sessions for their respective category. Placement of the hybrid player will be determined based on:
        i. Player evaluation scoring in both skater and goalie positions (highest/lowest)

ii. Head Coach and Evaluation Committee determination
iii. Team requirements (i.e. numbers, positions etc.)

iv. Players that are evaluated as full-time goalies and have been placed on a top or middle team, must complete the season as a full-time goalie. They cannot play as a hybrid part way through the season. Players that are evaluated as full-time goalies and have been placed on the bottom team, may play as a hybrid throughout the season.

G. The player will be evaluated, scored, and placed on teams accordingly. (A,B,C,etc). Final player placement rests with the evaluation committee. The evaluation committee will liaise with the evaluators to identify anomalies as necessary. Players in the middle ranking +2/-2 (bottom 2 of top team and top 2 of lower team) will be discussed by the evaluation committee and past coaches from all associations to ensure fair representation of the players. Final placement will be decided on by the evaluation committee. See Player Locks for more details.

H. The WMHA will endeavor to provide pooled feedback to the team head coach as a tool to provide player development and enhancement for the upcoming season.

I. Any injury/illness, family emergency, or late registration for new members which prevents a player from attending or completing the evaluations will be dealt with by WMHA executive members. The board members shall be entitled to utilize previous season evaluations, prior season level of play and prior coach reviews in making a determination of placement. Please note, however, that all players are strongly encouraged to make every effort to attend evaluations, as relying on previous season information is not as accurate and may result in your child being placed in a lower tier than expected. WMHA will endeavor to release the evaluation schedules in advance, to coordinate with other activities.

J. Player movement (see WMHA Hockey Operations)
    a. Sibling splits – should families choose to keep their children together for economic and convenience purposes, the players will be grouped in the lower tiered team.
    b. Underage players – Underage players will be allowed based on one of the 2 following scenarios:
        i. Team number requirements – If player numbers are at a critical level, where using underage players are required (determined by WMHA executive), a specific number of underage tryouts will be allowed. The players will be placed according to the results of the evaluations.

ii. Parent request – If a parent requests their child to play as an underage player, the player will be required to place in the top third of the evaluations (based on Hockey Alberta's recommendations) to play as an underage player. Requests for underage player consideration must be sent to the player's home association President, at least 1 week prior to evaluations.

c. Players returning to their age division after evaluations at an older age division will be placed on the most appropriate team. This will be based on past evaluations, past coach feedback as well as team skates to determine placement.

K. After evaluations have been completed, players shall not be re-assessed or re-evaluated.

# Evaluation Committee and Subcommittee Details

The Evaluation Committee will oversee the overall player evaluation and selection process.

A **subcommittee will be established for each age level being evaluated**. Each subcommittee must be present throughout the evaluations for its assigned level to observe the process, identify any abnormalities or inconsistencies, and provide clarification when required. Subcommittees will also provide input to the full Evaluation Committee during the final player selection process.

The **President will oversee all evaluation subcommittees** and ensure the evaluation process is conducted consistently, fairly, and in accordance with WMHA's evaluation policies.

**Conflict of Interest**

- Board members and past coaches may participate as members of the Subcommittee or the broader Evaluation Committee, provided they do not have a conflict of interest.
- Any Evaluation Committee or subcommittee member with a **conflict of interest must not participate in discussions or decisions related to the affected player or evaluation level**.

### Example Subcommittee Structure

| Evaluation Level | Subcommittee Composition |
|---|---|
| **U9** | 2 Past Coaches + 1 Vice-President |
| **U11** | 2 Past Coaches + 1 Vice-President |
| **U13** | 2 Past Coaches + Coach/Manager Coordinator |

The specific composition of each subcommittee may be adjusted as needed to ensure appropriate experience, independence, and coverage for each evaluation level.

# Player Locks

A. The following selection procedure relies heavily on the integrity of the independent groups overall rankings; however, it allows the coaches some flexibility and additional accountability during selections. The coach can make choices (within the eligible rankings) based on previous performance, player attitude and other intangibles to build his/ her team.
B. Player locks U9-U18.Players **outside** the middle ranking +2/-2 (bottom 2 of top team and top 2 of lower team) will be locked on the appropriate team.
C. Goalie locks U11-U18. The top ranked goalie will be a lock.
D. The middle ranking players +2/-2 (bottom 2 of top team and top 2 of lower team) and additional eligible goalies will be available for the coach to pick their remaining players and provide this list to the WMHA Evaluation Committee. The coach will have the opportunity to explain his top choices for players. Those players not chosen to a team will be a lock on the following team within the age division.

E. The top ranked goalie is a lock. The next ranked goalies will compete for the

remaining 1 goalie spot and the next ranked Forwards and Defense will compete for the remaining Forward and Defense positions. This process will continue down through the teams until selections are complete.

F. If rosters are full, players and goalies may be released if team placement is not possible.

# Question & Answers

**Q. When are the player evaluations?**

A. Evaluation camps will be posted on the WMHA websites & communicated through Association communication channels.

**Q. Do I have to show up for both days of the evaluation?**

A. Again, while nothing is mandatory, if you miss a day, you will be scored zero for that day. This could impact where you are placed.

**Q. Does my child need to wear full gear?**

A. Yes, absolutely.

**Q. Do the evaluators know who the players are?**

A. No. They are pulled from outside the area and will score against the jersey number your child will get when they sign in on the first day of the evaluation. They do not, and will not, know the child's name on the ice, nor will they interact with general members of WMHA during the evaluation.

**Q. How will I know what team my child is placed on?**

A. You will be called by the coach or a member of the board, following the final team roster placement. Also, the rosters will be posted online.

**Q. Will I see where my child placed in the scoring?**

A. No, please refer to policy C.