

HARWOOD YOUTH HOCKEY ASSOCIATION

Player Assessment Policy

Effective September 23, 2019

If player numbers and skill levels dictate that an age group has the potential for two teams at different levels (Tier 1, 2, 3 or 4), prior to team formation the Board of Directors along with the Coaching Director will develop an assessment format to use for evaluating the skills and ability of players.

The purpose of this policy is to ensure a reasonably fair and unbiased assessment process that provides each child an opportunity to play at an appropriate level so they can continue to develop and be successful in our program.

The format of the assessments may include skating, stick handling, shooting and passing events, as well as game condition scrimmage events. Unbiased, experienced evaluators will rate the players.

1. **Sessions:** Assessments will take place during a minimum of two sessions held during designated practice times prior to the first regularly-scheduled games of the season. Each session will consist of skating, stick handling, shooting, passing and scrimmaging formats, in the same or varying order, to allow players the best opportunity to showcase their abilities over the course of two or more sessions. Goalies will be split up for each session as will allow the goalies who need to be assessed in net and as a skater (see Section 3 below) to have opportunity to participate in all facets of the assessment format.
2. **Evaluators:** The Coaching Director will retain a minimum of three (3) unbiased evaluators who are not affiliated with HYHA as a coach, member or by familial relation to anyone who is a coach, member or player being evaluated. At all times during assessments, players shall be identified by a numbered jersey. Players shall not be identified by name or player position on evaluation sheets; only by their jersey number. Coaches and parents shall refrain from identifying players to the evaluators.
3. **Goalies:** The general guidelines of this Player Assessment Policy also apply to goalies. Potential goalies should be identified by the coaches prior to the start of assessments. The definition of a goalie is a player who wishes to play in goal on a regular basis. 12U to 14U players who wish to play in goal and to not skate out at all during the season will be assessed solely as goalies. 8U to 10U players (and 12U and 14U players who may choose to) will play in goal and will skate out on a regular basis so they will need to be assessed in both roles: their skills and ability will be assessed in net as goalies and also out of the net as skaters in the format developed according to this Policy. In the event a goalie earns scores placing him at one Tier level as a goalie and at a different Tier level as a skater, the Coaching Director will evaluate the scores and in his/her discretion present a placement

decision to the Board of Directors for review and approval or for a request for additional evaluation information to make a final decision.

4. **Coach Involvement:** Coaches shall not contact or communicate with an evaluator in any manner that may influence the scoring and evaluation of a player. Coaches shall not identify any players to the evaluators by any means other than a jersey number.

Access to Results. After the first day of assessments, coaches will be allowed the opportunity to review the results for each player (identified solely by jersey number or some other method intended to retain anonymity). If the assessment format requires ranking, coaches and the Coaching Director may use the results after the first day to group players for purposes of their participation in the second (or any following) day of assessments.

Ties. In the event of an exact tie in scoring of two or more players, it shall be within the discretion of the Coaching Director to request completed evaluation score sheets of those specific players (identified solely by jersey number) from one or more coaches of the teams/age-groups being assessed. Once evaluation score sheets of coaches are submitted to the Coaching Director, it will then be permissible for the Coaching Director to identify each player assigned to each player number. If a player with a tied score is known to be the child of or is otherwise related to a coach, the Coaching Director will disregard that coach's score sheet. The Coaching Director will calculate scores by taking the average of the coaching score sheets and add them to the evaluators' scores to obtain a total average. The Coaching Director may also consult with any of the evaluators for additional information. In his/her discretion, the Coaching Director will make a placement decision and present it to the Board of Directors for review and approval or for a request for additional assessment information. In the event that using the above method does not break the tie, the Coaching Director will consider the following criteria to make a decision, again for review and approval by the Board of Directors:

- Age of player;
- Size and strength of player;
- Scores in separate categories, in the order of: skating, stick handling, shooting, passing and scrimmaging to break the tie. Once the tie is broken, scores for the remaining categories do not need to be considered.

5. **Attendance:** All skaters and goalies who choose to tryout must attend all assessment sessions to be a part of the assessment process. Skaters who miss assessments due to an illness must have a written medical excuse. In this instance where the player is excused, the player's past performance may be worthy of consideration for the upper team and/or a later assessment may be scheduled, within the discretion of the Coaching Director. The teams' Head Coaches must work with coaches who have prior experience with that skater to determine what team the skater should be on. The Head Coaches' recommendations will need to be submitted to the Coaching Director and the Board of Directors for approval. If for any other reason a player must miss tryouts and is not excused by the HYHA Board,

the player will be placed on the lower Tier team. All players that do not express an interest in trying out and choose not to attend assessments will be placed on the lower Tier team.

6. **Conflict of Interest:** Any individual involved in player assessments or player placements in a decision-making capacity or scoring/evaluating capacity, who is the parent of or is otherwise related to a player whose assessment score or placement is in question, is disqualified from participating in the decision-making, placement or scoring/evaluating of that player. In the event the Coaching Director is disqualified, the Board of Directors will appoint a suitable board member to fulfill the Coaching Director's duties described in this policy.
7. **Parents:** Help your child deal constructively with the assessment and placement process. Your encouragement to play hard and have fun will do more to promote a long-lived "hockey career" than anything else. Understand that the assessment process is inherently subjective. Evaluators, and if needed, the Coaching Director and the Board of Directors, must make difficult decisions. The Board has created a process that relies on experienced, impartial group of evaluators whose main goal is to evaluate players for placement on a team to maximize his/her development and growth both on and off the ice. Please do not attempt to contact evaluators or coaches during the assessment process as that type of communication undermines the integrity of the process. Upon request, parents will be provided with a copy of their player's results at the end of assessments. Parents shall not contact or attempt to communicate with an evaluator at any time to discuss scores, scoring methods or results, as doing so may hinder the organization's ability to obtain unbiased evaluators in the future.
8. **Violations:** Violation of this policy and these rules may result in formal disciplinary action by the HYHA Disciplinary Committee.