

Evaluation Process

SEMI Hockey



Principles and Objectives



- No single person selects a team
- Provide a fair and impartial assessment of a player's total hockey skills during the skating and scrimmage sessions.
- Ensure that players have a reasonable opportunity of being selected to a team appropriate to their skill levels as determined during the on-ice evaluations of the current season.
- Provide coaches with the opportunity and flexibility to build a team based in part on coaching philosophy and knowledge of player skills and attitude.
- 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's programs.
- Form teams to maintain competitive play where the athletes can develop and participate equitably and have fun playing hockey during the season.
- Provide feedback in order to develop players.
- To strive for transparency and accountability throughout the process.

Overview



- 3 phase process
- Phase 1 Entry and Skills sessions - Eval Team Concept
 - Pee Wee and above entry is based on past year history
 - Atom is alpha based
 - Players evaluated on core hockey skills, skating, puck control, shooting, passing. Older ages add in more tactical skills, puck protection, decision making etc.
- Phase 2 Scrimmages/small area games - Eval Team Concept
 - Evaluated based on more competitive game play scenarios
 - Positional play is evaluated at Pee Wee and above

Overview



- Phase Three - Team Selection
 - Players placed in tiered practice groups by Eval team
 - Some releases may be made to C div.
 - Now selection decisions are made by Head Coaches
 - Limited number of releases
 - Criteria expands and now can include:
 - Athletes attitudes, work ethic and maturity
 - Positional fit, left/right shot, on ice chemistry with other players
 - Discipline, sportsmanship, team work
 - Consists of Practices, Exhibition games, team building events
 - Coaches have a deadline to set final roster
 - Try to cascade releases, A1→A2→A3
 - Possible to be released twice but rare

Overview



- Phase 3 continued
 - Coaches can call for extra evaluators to assist
 - Association still monitors process and releases
 - In rare cases a grossly misplaced player could be moved up a level
 - Releases should be made face to face and include constructive feedback
 - Released players are expected to report to their new teams as soon as possible

Evaluation process



- Each divisions process follows a pre-determined “Matrix”
- This flow document provides transparency to the players so that they know in advance what is required of them at each interval
- Matrixes are designed to allow multiple opportunities for advancement regardless of where you start in the process
- Minor changes can occur in the Matrix, due to injuries, drop outs etc, but generally we strive for a consistent posted flow

Evaluation Process



- Who evaluates?
 - Evaluation team consists of designated head coaches, independent evaluators (experienced hockey people with no ties to the division)
 - Usually 4-6 total evaluators per division
 - Each carries equal weight
- Parent-coach designates
 - In some divisions parents are appointed as coach-designates
 - Their position is not confirmed until team placements are determined
 - They are expected to remove themselves from discussions or votes regarding their son/daughter
- Admin and oversight
 - Division manager administers process and liaises with parents, has no say in player evaluations
 - SEMI exec member without a child in that division oversees each division ("EOR")

Evaluation Process



- The war room
 - Each evaluator watches the session independently
 - They are given a pre-determined task based on the published matrix (ie: top 6 players), may be positional above atom later in process.
 - They make their own independent list supported by notes.
 - At the conclusion of the session, all evaluators deliberate together to reach a consensus that matches the matrix requirement
 - Evaluators list their choices by pinnie number one by one and the tallies are added up. In the case of ties or close votes, robust open discussions ensue on the merits of the different athletes until a decision can be made
 - Process is facilitated by Division manager assisted by EOR

Appeals



- Members of the Association have the right to appeal decisions on team selection. Members exercising their right to appeal must:
 - Send a formal written notice of appeal to the Executive Director within 2 days of the final team selection.
 - Indicate the grounds for appeal. Appeals will not be heard strictly on the grounds of technical hockey decisions. (Example: Player A scored more goals in a scrimmage than player B). Grounds for appeal must be based on issues related to Procedural Fairness.
 - Be prepared for a formal hearing and review.
- Appeals will be heard in as timely a manner as possible.
- An appeal will be heard by a panel consisting of members of the Semiahmoo Hockey Executive not directly involved in the initial evaluation group, and as determined by the President. This panel may include the Executive Director of Performance Hockey. The decision of the Appeal Panel will be final.

Appeals



- In the case of team selection, any remedies can have wide reaching effect, and consequences of the remedy on other members must be considered. Options available to the Appeals Panel include:
 - Extended review - the player in question may be given a longer period of time to be evaluated
 - Independent Review - a new Evaluation Team may be put in place on a temporary basis to evaluate the player in question.
 - Direct placement - the Appeals Panel may decide on placing the player on a specific team.

Goaltenders



- Follow a similar published matrix
- 3 Phase process, skills, scrimmages, exhibition games
- Specialized goalie evaluators are added to the overall evaluation team
- Still an evaluation team collaboration with input from goalie expert
- In Phase 3 coaches can request further expert goalie evaluation help

Injury and other exemptions



- Further detailed info included in Rep Policy document
- Alert Div Manager as soon as possible so that alternative planning can commence
- Case by case options, depends on length of absence, players past history, position
- Options include
 - Extended evaluation
 - Use of past performance data
 - Direct placement with opportunities to advance through AP process

Tips for player preparation



- Limit the Hype
- Let player know that at the end of the process they will be playing hockey, at SEMI, on a team, that is appropriate for their ability
- Remind them that they can develop and have fun regardless of the team that they are on.
- Avoid comparing your player to others, or commenting on other players at all
- Avoid disrespectful comments about coaches or evaluators or process
- Study the matrix and point out where the advancement opportunities are
- Keep player well rested, hydrated, and fed.
- Make sure equipment is inspected and repairs made in advance
- Encourage them to try to make one or two new friends over the week