

Evaluation Process

Semiahmoo Ravens 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
 - U11,U13, U15 and U18 is alpha based on day 1
 - U11, U13, U15 and U18 skill based post day 1
 - 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 U13 and above
 - Some releases may be made, these are done via phone call

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

Sample "Matrix"



SMHA 2019 Atom Rep Evaluation Progression Matrix - As of September 10, 2019 - Subject to change

Skills Evaluations			Intra-Division Scrimmage Evaluations					Practice Groups Exhibition Games
05-Sep Thursday	06-Sep Friday	07-Sep Saturday	08-Sep Sunday	10-Sep Tuesday	11-Sep Wednesday	12-Sep Thursday	13-Sep Friday	14-Sep Saturday
Goalie Session 1 9 G Cent: 1700-1815		Goalie Session 2 9 G Cent: 0845-1000 Goalies ranked 1-9	Scrimmage - 3A 19P + G 1,2 Cent: 1015-1130	Scrimmage - 4A 27P + G 1,2,3 SS 1630-1730	Scrimmage - 5A 31P + G 2,3,4,5 Newt: 1645-1800			Group 1 18P + 3G GPF-AM 1215-1330 vs. Surrey
Players 1A (A-H) 26 P Cent: 1645-1800	Players assigned to Session 2 groups based on ranking from Session 1	Players Skills 2A 25P Cent: 1015-1130	Scrimmage - 3B 29P + G 3,4,5,6 Cent: 1145-1300	Scrimmage - 4B 27P + G 4,5,6,7 SS 1745-1845		Scrimmage - 6A 31P + G 3,4,5,6 SS 1945-2100		Group 2 14P + 2G Day Off
Players 1B (H-P) 26 P Cent: 1815-1930		Players Skills 2B 28 P Cent: 1145-1300	Scrimmage - 3C 30P + G 7,8,9 Cent: 1315-1430	Scrimmage - 4C 20P + G 8,9 SS 1900-2015	Scrimmage - 5B 31P + G 6,7,8,9 Newt: 1815-1930	Scrimmage - 6B 26P + G 7,8,9 Cent: 1930-2045	Scrimmage - 7 29P + 4G GPF 1730-1845	Group 3 15P + 2G UBC (FB) 1000-1115 vs. T-Birds
Players 1C (P-Z) 26 P Cent: 1945-2100		Players Skills 2C 25P Cent: 1315-1430	1P 7P+1G 20P+2G 3P 4P Withdrew --> C	22P+2G 9P+2G 18P+2G 13P+2G 7P Released to C	Top 5P+1G Top 5P+1G 5P+1G 26P+3G 6P+1G 7P+1G Released to C	Top 8P+1G 23P+3G 13P+1G	14P+2G 15P+2G	Group 4 13P + 1G TBD

Evaluation process



- In the sample matrix you can see that players can advance from “the bottom” of the matrix ie: Skills 2C on day 2, right up to the A1 practice group, with multiple pathways to get there.
- Similarly a player from Skills 2A can move across and potentially not earn a rep spot
- This allows for multiple points of data, some players excel in skills but do not stand out in game play and vice versa, this combination of phases allows for a balanced perspective.
- Goalies follow a similar pathway, 1-2 skills sessions to determine where they start in the scrimmage, with multiple pathways for progression through the matrix, in our example a goalie from Scrimmage 3C can advance to the A1 practice group, and a goalies starting in scrimmage 3A, can move across and end up in group 4.

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
 - The coach will be assigned after Phase 2 and will be making decisions with consultation from the hockey development team.
 - 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 evaluation process
 - Each evaluator watches the session independently, and can add notes and scores to the “Teamgenius” app
 - They are given a pre-determined task based on the published matrix (ie: top 6 players), may be positional above U11 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
 - Teamgenius can be used to aid discussion, but evaluator discussion is more important than Teamgenius data in final decisions
 - 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 Semiahmoo, 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