

Glenlake Minor Hockey Club Evaluation Procedure for the 2021/2022 Minor Hockey Season

Introduction

The evaluation process outlined in this document is intended to ensure that the best interests of our players is held paramount throughout the process and to also recognize that community hockey at Glenlake is about fun, skill development, learning life lessons and what we hope will be the start of a lifelong love of the game of hockey

The Glenlake Evaluation Committee and Board of Directors review the evaluation process annually. At the end of each season we survey our members, engage in an evaluation debrief by our Evaluation Committee, and we hold board discussions at which the board considers and votes its approval or nonacceptance of the Evaluation Committee's recommendations for change. This document is the result of all these efforts. Glenlake's evaluation process strives to achieve fairness in governing the evaluation of players and in creating teams which are balanced and competitive.

We encourage every member to read and understand our evaluation procedures and to volunteer to take part in the process.

Application

These evaluation procedures apply to U7 (formerly Timbits), U9 (formerly Novice), U11 (formerly Atom), U13 (formerly Pee Wee), U15 (formerly Bantam) and U18 (formerly Midget).

Parent and Player Expectations

Parents and players are expected to become familiar with Glenlake's evaluations process through this document. Evaluations are a hectic, chaotic and stressful time for parents and players. Please remember that all members involved in evaluations are Glenlake volunteer parents dedicating a lot of time and energy to provide the most effective process possible. All efforts are made to consider players and parents during evaluations through preparation, communication, openness and transparency. Parents are encouraged to communicate through their Glenlake Age Group Coordinators regarding any questions during evaluations. To the extent necessary or helpful, Evaluation Committee members (not evaluators) may respond to those questions. Parents are not permitted to discuss evaluation issues directly with evaluators.

Evaluation Committee

The Glenlake Board of Directors will establish annually, an Evaluation Committee to oversee all evaluations and to provide for accountability in the process. The Evaluation Committee will approve all major functions in the evaluation process. The main purpose of the Evaluation Committee shall be to administer the evaluation process and give direction to age group coordinators as necessary.

Evaluation Committee Members

The Glenlake President shall be an ex officio member of the Evaluation Committee. The Glenlake VP Operations shall oversee the Evaluation Committee for the Glenlake board and shall be a member of the Evaluation Committee. At the Board of Directors' discretion, the Evaluation Committee shall be composed of a minimum of two Co-Chairs. The Evaluation Committee shall also include additional members, as required, responsible for goalie evaluations in each of the U11 through U18 age categories.

Age Group Coordinators

A Glenlake Age Group Coordinator's role during evaluations includes: communication with members regarding evaluation times and processes; distribution of ice times, and bib/pinnie numbers; and provide all operational requirements during evaluations such as pucks, pylons, on-ice volunteers, and volunteers to run the benches and clocks. The Age Group Coordinators for each age category will ensure that these Evaluation Procedures are followed for all evaluations.

Evaluators

The role of an evaluator is to be un-biased in fairly determining the skill levels of players against pre-determined hockey skill sets. For that reason, to the extent possible, evaluators should possess a certain level of hockey knowledge. The Glenlake board has decided to utilize former and prospective coaches to participate in the evaluation process, where possible and practical. The Evaluation Committee will be soliciting these individuals to sign-up to evaluate a separate age group from which their child is, or would be, enrolled in. The evaluation forms used to evaluate skaters is attached to these evaluation procedures.

Goaltenders shall be evaluated by a separate and dedicated group of independent goaltender evaluators, identified prior to the start of evaluations.

Team Genius

The Glenlake Evaluation Committee will be continuing their use of the Team Genius software program to compile evaluator scoring of players, and enable communication emails to parents ahead of evaluation sessions.

Evaluation Process – Players

U7

- This will be one (1) 30 minute skating session to macro sort the players and form evenly balanced teams per the Hockey Calgary Timbits Manual

U9/U11/U13

- This will consist of 5 to 6 skating sessions in total
- Session 1 will be timed drills ran by a third-party performance testing company. This will enable a macro sort of players and will establish initial seeding groups
- Session 2 to 3 or 4 will be a mix of skills and scrimmage evaluation sessions to further enable a macro sort of players
- The final 2 sessions will be scrimmage evaluation sessions to enable a micro sort of players and guide in ultimately forming teams
- It is important for players and parents to recognize that evaluation groups DO NOT equate to team numbers. Evaluation groups will generally be comprised of players for more than one team

U15/U18

- This will consist of 4 skating sessions in total
- Players will be initially seeded into groups based on the team category and level they played the previous season
- The final 2 sessions will be scrimmage evaluation sessions to enable a micro sort of players and guide in ultimately forming teams
- It is important for players and parents to recognize that evaluation groups DO NOT equate to team numbers. Evaluation groups will generally be comprised of players for more than one team

Player Movement

- To determine how many players in each session will move up to the next higher group in that age category for the ensuing evaluation session, the Evaluation Committee will develop a “Player Movement Chart” of anticipated player movements for all sessions. Player Movement Charts are a guide only. Target group sizes will vary by age group and session and, based on a variety of factors, more or fewer players may move at the discretion of the Evaluation Committee after the evaluation points have been tabulated.
- With the exception of goaltenders, player movement during the evaluation process should be upwards only. This DOES NOT mean that players are guaranteed to move to a higher team than the player played for the previous season – each player must, during evaluations, earn his or her way onto the team for which that player will play during the upcoming season. Players may play

for a lower team or in a lower division than in the previous season, which possibility is dependent upon how that player performs during evaluations relative to the other players in his/her age group.

- Criteria for determining the number of players to move will include the number of players in the group and the session number, and will be determined at the sole discretion of the Evaluation Committee.

- Evaluation sessions will be divided into two different groups of sessions:
 - Macro-Sort - All sessions prior to the last two (2) sessions are Macro-Sorts of players, after which players will be moved into groups with players of similar skill and abilities. The primary goal of the Macro-Sort sessions will be to identify the top players in a group who will move up to the next higher group in that age category for the ensuing evaluation session. The remaining players will stay in the lower group for the ensuing evaluation session. After each Macro-Sort session, evaluation data will be gathered, and the points of each player will be calculated and the Evaluation Committee will determine the number of players that will be moved up. All players will be contacted by email to advise which group they will skate with at the next session.

 - Micro-Sort - The final two sessions will be a Micro-Sort where players will be ranked, to facilitate forming teams. The evaluators will place all the players in one of five categories: Category 1 being approximately the top 20% and Category 5 approximately the bottom 20%. The evaluators will put a checkmark in the appropriate category for each player. That is, if there were 25 skaters on the ice, 5 would be category 1, 5 would be category 2 and so on with the bottom 5 being in category 5.

- There is potential for a player to move after any session until that player is in the top group for the player's age category. For example, a player moving up after session 1 could again move up after session 2.

Goalie Sessions

- There will be 2 goalie only sessions per age group that will be evaluated by a third party evaluator. Initial rankings will be based on these two individual sessions (U11, U13, U15, U18)
- Goalies will then be included in scrimmage sessions to evaluate their game play by a third party evaluator (U11, U13, U15, U18)
- Hybrid goalies in U11 will be evaluated in 2 goalie only skills sessions by a third party evaluator, and will take part in the player timed and skills sessions as players, as well as scrimmages as goalies (U11)
- Full time goalies in U11 will be evaluated in 2 goalie only skills sessions by a third party evaluator, and will take part in scrimmage sessions as goalies (Full time goalies will not participate in timed drill sessions) (U11)

Missed Evaluations

- Players who are absent for one or more evaluation sessions may not be properly or completely evaluated. It is the responsibility of the parent and the player to ensure that players attend each evaluation session.
- Should a player miss one or more of the initial evaluation sessions for whatever reason, the player will be placed in an initial evaluation group at the sole discretion of the Evaluation Committee.
- Should a player miss an evaluation session, that player shall not be eligible to move up, and shall remain in the evaluation group in which the player evaluated in the immediately preceding evaluation.
- Should a player miss evaluation sessions to the extent that the player cannot be properly evaluated, the player will be provisionally placed (“Provisionally Placed”) on a team at the sole discretion of the Evaluation Committee.
- When Provisional Placements are made, the Evaluation Committee retains the right, within one month following the Provisional Placement, to move the player one team higher or lower than the team on which the player was Provisionally Placed.
- All players provisionally placed will have member(s) from the Evaluation Committee and/or GL Board Executive come and watch players during practice and game within one month of placement and discuss the players placement with the Head Coach to confirm placement is deemed correct.
- The Evaluation Committee is not obligated to Provisionally Place, except in cases where illnesses, injuries, family emergencies, or other factors, made it unreasonable or impossible for the player to attend the evaluation session(s). Ailments determined by the Evaluation Committee to be minor in nature, shall not justify a Provisional Placement. The Evaluation Committee will typically require doctors’ notes to verify illnesses or injuries. The Evaluation Committee in its sole discretion shall determine any exceptions to the requirement to provide a doctor’s note, and shall reasonably determine the validity of any other causes.

Data Review

In the event that a player and/or his or her parents wish to discuss the backup data supporting that player’s performance and resulting group placements or ultimate rankings of the player as a result of evaluations, such player or parents must first provide a data review fee of \$500 payable to Glenlake. The fee is non-refundable. Review of such data shall only include data related to the player who requested the review AND IN NO CIRCUMSTANCES shall such review provide or discuss any data related to any player other than the player who requested the review. All decisions of the Evaluation Committee related to the data that is reviewed are final.

General

The following shall be posted on the Glenlake website: the Evaluation Procedure; and such other information as the Evaluation Committee deems appropriate.

In general, the following principles shall guide the evaluations for Glenlake: Glenlake's Evaluation Process is not absolute. Flexibility is purposely built into the evaluation process, to enable the Evaluation Committee to adapt to the many varied circumstances that may arise during evaluations. Such circumstances may include: shortages or excess players for particular positions in an age group; mathematical ties among groups of players; significant year-to-year changes in number of players in an age group; unintentional errors made by Glenlake volunteers which impact the process; shortage of volunteer evaluators, or other required volunteers; etc.

All decisions of the Evaluation Committee shall be made taking into account the best interests of all the players in an age category. All decisions of the Evaluation Committee regarding evaluations, or the evaluation process, are final.

Post Evaluation Process Debrief

The Evaluation Committee should conduct an annual post-evaluation review (debrief) of the evaluations for all age categories. Resulting recommendations for changes to the process will be presented to the Board of Directors for consideration.

Appendix 1 – Evaluations Criteria

Glenlake Player Evaluation Criteria

All Levels/All Sessions

Skating

- Executes tight turns both ways
- Executes cross over both ways
- Stops facing either direction
- Accelerates well
- Maintains good balance while skating; strong on skates
- Does not exhibit any major flaws in skating

Puck Handling

- Controls puck while looking down
- Stick handles forehand and backhand (doesn't just push the puck)
- Executes tight turns with the puck, on forehand and backhand
- Able to protect puck by using body to shield it from defender
- Stickhandles beyond 45 degrees in front of body; moves the puck side to side and front to back

Passing

- Passes accurately
- Receives pass with control
- Passes and receives passes at top speed
- Executes forehand and backhand passes
- Adjusts position to receive off-target passes

Shooting

- Shoots with power and accuracy
- Releases shot quickly
- Executes forehand and backhand shot
- On forehand executes wrist, snap and slap shot

All Levels/All Scrimmages

Hockey Sense

- Anticipates the play
- Makes high percentage play, especially in high risk situations
- Is engaged and plays well away from the puck
- Provides offensive and defensive support for teammates
- Makes smart shift changes (if applicable)
- Versatile and can play different positions (covers for teammates)
- Plays all 200' of the ice surface (backcheck/forecheck)
- Faces puck/maintains awareness

Determination

- Strong on the puck
 - Offensively when protecting it
 - Defensively when checking
 - When battling for loose pucks
- Stays on feet in battles for pucks

Offensive Play (Player's team has the puck)

- Exhibits strong puck control (puck control at varied speed, through traffic, patient with puck)
- Provides passing options to teammates
- Opens passing lanes
- Communicates with teammates
- Stick positioned on the ice
- Positioned well to be prepared for turnovers

Defensive Play (Other team has the puck)

- Forechecks and backchecks to regain possession
- Aware of other players and covers open opponent
- Head on a swivel and active away from the puck
- Anticipates play
 - Identifies puck carrier's options
 - Aware of other attacking players
 - Stick is on the ice
 - Strives to maintain position between attackers and net while applying pressure (D-side checking)

Physical Play

- Boards and corners
 - Battels hard – Not afraid of contact
 - Physical presence
- Makes most of size and strength – Holds ground
- Conditioning – stamina through shift and game
- Checking
 - Knows how to execute checks of all kinds
 - Priority is puck separation
 - Avoids making dangerous body checks (applicable to divisions with body checking)

Positional Play (Pee wee and up) – See Forward & Defense Specific Criteria sheet

Glenlake Player Evaluation Criteria – Positional Criteria

Peewee/Bantam/Midget

Forward Specific

Offensive play

- Supports puck
 - Creates options –
 - Moves to open ice
 - Opens passing lanes
- Covers for rushing defensemen
- Executes offensive skills (passing/shooting/skating)
- Protects puck
- Demonstrates scoring touch

Defensive Play

- Anticipation
 - Reads play, controls gap
 - Understands pressure vs. contain
- Positioning
 - Angles well
 - Active away from puck
 - Understands defensive side positioning
- Forecheck
 - Works hard
 - Active stick (on ice/on puck)
 - Pays attention to teammates on the forecheck
- Does not over-commit (3rd player in)
- Backcheck
 - Works hard
 - Picks up open opponent
 - Through all three zones
 - Head on a swivel
 - Active stick

Defense Specific

Defensive Play

- Anticipation
 - Reads play, controls gap away from the puck
 - Understands pressure versus containing a player
- Positioning
 - Angles well
 - Active away from the puck
 - Understands defensive side positioning
- Skating
 - Strong backward skater
 - Matches attackers speed
 - Controls Gap
 - Mobility
 - Good lateral movement
 - Pivots well
 - Can transition fwd/bkwd, bkwd/fwd
- Against the rush
 - Identifies the odd man rush and defends accordingly
 - Takes away the middle and passing lane
 - Applies gap pressure
 - Doesn't get beaten wide
- Net Front
 - Head on a swivel
 - Aware of passing lane
 - Active stick

Offensive Play

- Supports puck
- Creates options – jumps into play
- Protects puck
- Intelligent/accurate passing
- Rushes the puck if/when opportunity presents itself

