



Glenlake Minor Hockey Club Evaluation Procedure

Introduction

The evaluation process outlined in this document is intended to ensure that the best interest 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 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, U9, U11, U13, U15 and U18 age divisions.

Parent and Player Expectations

Parents and players are expected to familiarize themselves with Glenlake's evaluation process by reviewing the information provided in this document and other key resources available on the Glenlake website. Ensuring parental awareness of policies and procedures helps reduce confusion, minimizes email volume, and alleviates the workload for the Evaluation Committee, Age Group Coordinators, and administrators.

To improve parental awareness:

Communication of Resources:

- Web links to key documents and resources will be included in the Age Group Coordinators' welcome emails and group assignment emails.
- During registration, parents will be required to acknowledge they have read and understand the evaluation policies and procedures.



Guidelines for Parents:

- Direct any evaluation-related questions or concerns to the Age Group Coordinators as the first point of contact.
- If additional assistance is needed, members of the Evaluation Committee (not evaluators) may provide further clarification.
- To maintain impartiality, parents are not permitted to discuss evaluation matters 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 directions 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

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
- 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.

Evaluator Policy and Selection Process

The primary responsibility of an evaluator is to remain unbiased while objectively assessing players' skill levels against pre-determined hockey skill criteria. To ensure a fair and accurate evaluation process, evaluators are expected, to the extent possible, to possess a foundational level of hockey knowledge.

The Glenlake Board has decided to involve former and prospective coaches in the evaluation process where feasible and practical. These individuals bring valuable insights and experience to the assessments. To maintain impartiality, evaluators will be assigned to evaluate a different age group from the one in which their child is currently, or would likely be, enrolled.

The Evaluation Committee will coordinate the recruitment of evaluators and ensure their alignment with these guidelines. Evaluation forms, designed to assess skaters consistently and effectively, are provided as part of the evaluation procedures and must be used throughout the process.

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

Evaluator Sign-Up and Scheduling

To ensure sufficient coverage across all sessions:

- **Blind Block Sign-Up:** Evaluators must sign up for evaluation sessions in advance without knowing specific block details to ensure even coverage and reduce selective participation. The Evaluations Committee and Sign-Up Coordinator will ensure evaluators are not assigned to the age group in which their child is currently, or would likely be, enrolled.

Expanding the Evaluator Pool

The Evaluation Committee will continue exploring strategies to increase the evaluator pool to improve the depth and quality of evaluations. Efforts may include targeted outreach, recruiting additional coaches, and engaging individuals with relevant hockey knowledge and experience.

Non-Parent Coach Contributions

To maintain balance and avoid over-reliance on specific contributors, contributions from non-parent coaches will be limited to **one** evaluation sheet per session. This ensures diverse perspectives and supports the integrity of the evaluation process.



Evaluation Forms

Standardized evaluation forms, designed to assess skaters consistently and effectively, are provided as part of these procedures. Evaluators are required to use these forms to ensure fairness and transparency in player assessments.

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

- Evaluation process will include 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
- Final 2 sessions will be scrimmage evaluation sessions to enable a micro sort of players and guide in ultimately forming teams
- NOTE: It's important for players and parents to understand that evaluation groups do not correspond directly to team assignments. Evaluation groups will typically include players from multiple teams.

U11/U13

- Evaluation process will include 5 to 6 skating sessions in total.
- Session 1 will feature timed drills conducted by a third-party performance testing company. This session will facilitate a macro sort of players and establish initial seeding groups.
- Subsequent sessions will focus on scrimmage evaluations to further refine the macro sort of players.
- Final two sessions will involve scrimmage evaluations aimed at a micro sort of players, helping to finalize team placements.
- NOTE: It's important for players and parents to understand that evaluation groups do not correspond directly to team assignments. Evaluation groups will typically include players from multiple teams.

U15/U18

- Evaluation process 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
- Final 2 sessions will be scrimmage evaluation sessions to enable a micro sort of players and guide in ultimately forming teams
- NOTE: It's important for players and parents to understand that evaluation groups do not correspond directly to team assignments. Evaluation groups will typically include players from multiple teams.



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 or dictated by a change to the Hockey Calgary grid for teams and divisions Glenlake will form for the upcoming minor hockey season.
- 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.

Missed Evaluations

Attendance Responsibility

Players who miss one or more evaluation sessions may not be properly or fully evaluated. It is the responsibility of the player and their parent/guardian to ensure attendance at all evaluation sessions to enable a complete assessment.

Initial Evaluation Group Assignment

If a player misses one or more initial evaluation sessions, the player will be assigned to an initial evaluation group at the discretion of the Evaluation Committee. Every effort will be made to place the player in a group that reflects their skill level, based on available information.

Eligibility for Group Advancement

Players who miss an evaluation session may not be eligible to advance to a higher evaluation group. They will remain in the group where they were last evaluated unless otherwise determined by the Evaluation Committee.

Provisional Placement

The Evaluation Committee is under no obligation to grant Provisional Placements, except in exceptional circumstances where illnesses, injuries, family emergencies, or other significant factors made it unreasonable or impossible for a player to attend the evaluation session(s). Minor ailments, as determined solely by the Evaluation Committee, do not warrant Provisional Placement.

To substantiate claims of illness or injury, the Committee will typically require a doctor's note. However, the Evaluation Committee reserves the exclusive right to determine exceptions to this requirement and will exercise reasonable judgment in evaluating the validity of any other causes presented. All decisions made by the Evaluation Committee in this regard are final.

In cases where a player misses enough evaluation sessions that an accurate assessment cannot be made, the player will be provisionally placed on a team. This placement will be made by the Evaluation Committee based on the best available information.

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.



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 \$300 payable to Glenlake Minor Hockey.

The fee is non-refundable. Review of such data shall only include data related to the player who requested the review.

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 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

Glenlake Player Evaluation Criteria

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 (Another 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 (Peewee and up) – See Forward & Defense Specific Criteria sheet



Glenlake Player Evaluation Criteria – Positional Criteria

U13/U15/U18

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 attacker's 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





Appendix 4 – Example Goaltender Evaluation Criteria

Glenlake						
Skills Session	Out of 10	Out of 10	Out of 10	Out of 10	Total Score (Out of 40)	
	Drill 1	Drill 2	Drill 3	Drill 4	Session	Session
GOALIE#	Recover	Butterfly	Reactions	Net Attacks	TOTAL	RANK

Glenlake							
3vs3 Session	Out of 10	Out of 10	Out of 10	Out of 10	Out of 10	Out of 10	Total Score (Out of 60)
	Movement/Mobility		Ability to Make Saves		Battle/Compete/Confidence		
GOALIE#	Evaluator 1	Evaluator 2	Evaluator 1	Evaluator 2	Evaluator 1	Evaluator 2	TOTAL

Glenlake							
Game Play							
	Net		Rebound/Re		Save		
GOALIE	Evaluator 1	Evaluator 2	Evaluator 1	Evaluator 2	Evaluator 1	Evaluator 2	TOTAL