**CMHA Player Evaluation**

In any given year, the most difficult task by a hockey organization is the process of player evaluation and team selection. The problems are common regardless of the size of the organization. The most difficult task is recruiting sufficient numbers of willing/qualified volunteers for the process to work well. The majority of every membership is willing to critique any type of process used, but the minority shows genuine interest in helping to move the process forward in a positive way.

Carleton Minor Hockey Association has a Player Evaluation Process and Team Selection Process. This process should not be a rigid one and should be flexible enough to allow all participants to adapt to changes as required, provided the overall philosophy and objectives are maintained.

**Philosophy and Objectives**

* To provide a fair, consistent and effective evaluation for all participants.
* Provide a fair opportunity for all players to be evaluated in as many situations as possible.
* Ensure evaluations are well organized and supervised by qualified personnel.
* To provide players a fair opportunity to exhibit their skills and how they think and play the game.
* Provide volunteer evaluators with adequate experience to ensure individual results reflect fairly on player’s skills.
* Remove politics from the process. Ensure parents are not able to influence the decision making process at their child’s level.
* To place players on a team that is consistent with the skill level demonstrated through evaluations.
* To administer an open and transparent evaluation and selection process for coaches, players and parents.
* To educate and inform CMHA Membership on the Evaluation and Final Team Selection Process.

**Evaluation Process**

The Evaluation Committee consists of the Technical Director, the Division Director, and Impartial Evaluators. Each on ice session will be evaluated by a minimum of 3 evaluators for position players and where possible 1 goaltender evaluator.

Only members of CMHA Executive will have access to the confidential documentation and other information relative to the evaluation process.

All documents and other information pertaining to the evaluation process will stay together at all times. This information will be very strictly controlled and no copies will be given out to anyone.

All evaluation documents must remain in the control of the Evaluations Directors at all times.

**Tryout Format**

Experience has shown that with any group the players at the bottom of one tier and the top of the lower tier (eg. bottom of Comp A and top of Comp C) are very similar and the most difficult to place. With this in mind evaluations for A and C teams will take place simultaneously.

* At the start of each ice time players will be given a numbered jersey to be worn for that session.
* Evaluators will rate the players by number only, names will not be provided.
* All skaters will be guaranteed a minimum of two tryout sessions.
* Evaluations begin the moment a player steps on the ice. It is the player’s responsibility to be ready to show their best.
* Players will be evaluated by means of the CMHA evaluation form. All players will be ranked versus their peers. Scheduling of subsequent ice sessions will be coordinated based on the results and rankings of each session.
* Evaluation forms will be confidential. Upon completion of a session evaluators will turn in completed forms to the Technical Director. It is the Technical Director’s responsibility to enter all data, rank players and ensure information remains confidential.
* All ice sessions will be used to evaluate skating, puck handling and work ethic/hockey sense.
* Tryouts will take place over 5 on-ice sessions with the following breakdown and (weighting):
	+ Atom - 3 Technical/Skills Sessions (60%) and 2 scrimmages (40%)
	+ Pee Wee - 3 Technical/Skills Sessions (50%) and 2 scrimmages (50%)
	+ Bantam - 2 Technical/Skills Sessions (40%) and 3 scrimmages (60%)
	+ Midget – 2 Technical/Skills Sessions (30%) and 3 scrimmages (70%)
* After the 1st two sessions the group will be reduced to 25-30 skaters and 4-6 goaltenders to be considered for the Competitive A team. This list will be posted at the arena by noon of the following day and on the CMHA website.
* Upon completion of the 5th session the team will be selected and posted at the arena by noon of the following day at the arena and on the CMHA website. 24 hours after the team is posted the head coach will be available on request to discuss individual player assessments and areas for improvement.
* If results are deemed too close to call an additional skate may be necessary, for a group of smaller size with the consensus top and bottom players removed.
* Goaltenders will be evaluated during regular try-out sessions, and a separate position specific session if it is deemed necessary.
* Players who miss evaluations for medical reasons need to provide a Doctor’s note indicating the reason for non-participation.

**Final Decisions**

Final team decisions will be made by each coaching staff in conjunction with input from the Technical Director.

Any coach releasing a player to a lower level should do so in a private one on one meeting. It is imperative the coach identifies strengths and weaknesses to the player to give them a sense of direction going forward.

If concerns arise, a formal complaint in writing must be made to the Technical Director within Four (4) days of the placement of that player. The Technical Director and Board representative will review all relevant information pertaining to the issue raised and respond to the complaint. Please keep in mind that a 24 hour cool down period applies to all concerns. CMHA will not entertain inquiries of a heated nature prior to this period lapsing.

Concerned members will be advised to address CMHA any concerns in writing (attention Technical Director). The author should attempt to offer suggestions to improve the process rather than simply using it as an opportunity to vent. Positive feedback is always welcome.

Carleton Minor Hockey will strive to meet ideal team sizes as listed below:

Novice - 10-15 skaters

Atom A - 15 skaters Atom C - 12-15 skaters

Pee Wee A - 15 skaters Pee Wee C - 12-15 skaters

Bantam A - 15 skaters Bantam C - 12-15 skaters

Midget A - 15-17 skaters Midget C - 12-15 skaters

**Notice to Parents**

* A parent meeting will be held 30 minutes prior to the first skate of try-outs. Any questions on format or procedure can be answered at that time.
* Parents are asked to be supportive of their children during evaluation process.
* Under no circumstances is any parent to approach an evaluator during this process. CMHA Discipline Committee will deal with any individual who attempts to approach, influence or interfere with any evaluator before, during, or after the completion of try-outs.
* Concerns about evaluators or the evaluation process should be brought forward to the Technical Director/Board of Directors in writing.

**Notice to Players**

* Hockey is played for the enjoyment of the game at any level and for skill development, teamwork and social interaction. It is our hope that each and every player works hard, does their best and displays their skills to the fullest. Please be aware that player evaluation and team placement is probably the least pleasant part of any hockey season. Be sure that if you don’t make the “A” team this year, it doesn’t mean you won’t in the future if you continue to work hard. There have been numerous players in the past that got cut at some level only to go on to play hockey at a high level and be very successful away from the rink.
* Players must be dressed and ready 15 minutes prior to their ice time. No adverse behavior will be tolerated during try-outs either on or off the ice.
* Evaluations will be based on skating/puck handling/work ethic and hockey sense.
* Players must attend evaluations sessions so the process is fair for all.
* Any player given permission to try-out elsewhere must still register with CMHA prior to evaluations commencing.
* Any injury, illness, or other unforeseen circumstance must be reported to the Technical Director or Coach immediately.
* Any questions regarding the evaluations process must be directed to the Technical Director/Board of Directors in writing.