



WESTERN RIPTIDE FEMALE HOCKEY ASSOCIATION **PLAYER EVALUATION & TEAM SELECTION PROCESS**

INTRODUCTION

The Player Evaluation and Team Selection Process should be transparent, consistent and fair, while providing enough flexibility to allow all participants to adapt to changes as required, and meet the overall philosophy and objectives. The Western Riptide Female Hockey Association (WRFHA) aims for the entire evaluation process to be a positive experience for everyone involved.

Evaluations can be a stressful time for players and families so please become familiar with the information below, as we hope, it will answer most of your questions. Western Riptide can offer up to four levels of Hockey. "AAA", "AA", "A" and "C". It is imperative for families to prepare for all possible outcomes of Evaluations. Building unrealistic expectations prior to the evaluation process can have undesirable effects and spoil what could be a positive year for the player.

To ensure the process runs as smoothly as possible, the following procedures must be adhered to:

- A. Any inquiries before and after the evaluation process must be addressed to WRFHA Director of Hockey Operations, or designate, at operations@westernriptide.com
- B. No other coach, evaluation or coordinator will entertain any issues in relation to individual players.
- C. No phone calls or emails will be accepted until 24 hours have passed from the time of the placement posting. Should you call or email within 24 hours regarding your child's placement, your inquiry will not be heard.
- D. If the evaluation team feels a matter needs further review, the WRFHA Executive Committee will be consulted. In the situation warrants, the matter may be referred to members of Hockey Nova Scotia's Female Council for advice prior to a final decision being made. Some situations could result in Hockey Nova Scotia's Female Council making the final decision that WRFHA must implement.
- E. There will be no opportunity for player feedback on evaluation scores during or after the evaluation process.
- F. Harassing or threatening phone calls or emails will not be tolerated and will be immediately reported to WRFHA Executive Committee.



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NOTES FOR PLAYERS

- Players do not have to participate in evaluations; and if they choose not to participate they will automatically be placed on the lowest level team available in the division.
- Please show up a minimum of 40 minutes prior to the first evaluation and 30 minutes before each subsequent evaluation.
- If specific dressing rooms or groups are assigned to players during the evaluation process for any reason, players must adhere to the assigned groupings.
- All players must wear their assigned numbered evaluation jersey/pinnie. Players are not to trade jerseys/pinnies at any time.
- All private hockey program or identifying attire is not permitted to be worn during evaluations, including pant shells, socks, gloves, helmets, etc. Western Riptide socks are permitted.
- The player's hair should be tied back or braided in a way that will not restrict seeing the number on their jersey.

PHILOSOPHY AND OBJECTIVES

- A. To provide a fair, consistent, and effective evaluation process that will result in players participating in a classification that best suits their skill level as evaluated.
- B. Provide a fair opportunity for all players to be evaluated in as many situations as possible.
- C. To have all "AAA", "AA" and "A" category teams made up of the highest level of skilled players to ensure the most competitive team possible.
- D. To be well organized and use an effective number of volunteers.
- E. To provide Volunteer Evaluation Facilitators with hockey experience and knowledge.
- F. To provide Unbiased/Independent Volunteer Evaluation Facilitators.
- G. To run well organized on-ice evaluations.
- H. To provide evaluation ice times that provide players a fair opportunity to exhibit their skills and how they think and play the game.
- I. To remove politics and parents from the decision-making process.
- J. To attempt to place players on teams with players of similar skill level and commitment level.
- K. To administer an open and transparent evaluation and selection process for Coaches, Players, and Parents.
- L. Participation in on a team one year does not impact the eligibility to be selected for that same team the following year.

EXPECTATION FOR COMPETITIVE HOCKEY

WRFHA acknowledges that players may be involved in other sports and activities, and fully supports that whenever possible. We also acknowledge that hockey is a team sport, and both coaches and teammates will expect players and their parents/guardians to be committed to their respective hockey team; especially at competitive levels. In order for players to learn and



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develop, there is an expectation that players will attend practices, games, team sanctioned events, dry-land training (if/when applicable) and extra development sessions (if/when applicable). There will always be some situations that arise that cause a player to miss practice or other activities, but they should be kept to a minimum. When players miss practice, they also miss out on opportunities to learn and develop with their team which could result in reduced playing time during games. Our aim is to ensure players are placed at an appropriate level for both their skill and commitment level.

Players who are placed at higher levels can anticipate the requirement of having to pay additional fees on top of registration fees. Team budgets at these levels are higher in order to pay for such things as additional ice for practices and potentially exhibition games, development opportunities, tournament fees, and extra off-ice activities or other items. These additional costs are covered by parent/guardian contributions and/or fundraising. Historically, costs not included in registration fees at any level include: tournament fees (if applicable), additional ice (beyond the ice time allotted each week to teams), Western Riptide team socks (home and away). These additional costs are covered by parent/guardian contributions and/or fundraising.

At higher levels, depending on the make-up of the league, players can expect province-wide travel for games anywhere from Cape Breton to Yarmouth. The majority of games will take place on weekends and travel will be expected.

Expectations for home arenas for practices and games may be hard to anticipate. WRFHA will attempt to schedule equitable ice allocations for games and/or practices depending on the geographical distribution of finalized rosters.

Teams at higher levels may also anticipate the requirement to pay evaluation fees to participate in the evaluation process. This is also not covered as part of registration fees.

EVALUATION TEAM

The Evaluation Team will be comprised of the following:

- The Director of Hockey Operations, or Designated Board Member, Independent Evaluators and Approved Coaching Staff who have no conflict of interest.
- The Evaluation Team will create the drills to be used for player evaluations.
- Ice sessions will be evaluated by a minimum of three (3) evaluators for positional players and where possible, one (1) goaltender evaluator.

Evaluators will be selected to fulfill these requirements;

- Have not coached any of the players in the last three years,
- Are not family members of any participant,
- Do not have any other significant relationship with any player (ie. teacher, close family friend, employer or employee of a player's parent/guardian, etc.)
- Evaluators must have a strong history of coaching and/or hockey experience.



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The Evaluation Team will be educated on the WRFHA Player Evaluation Process and meet with the Director of Hockey Operations, or Designated Board Member, prior to the start of the process as well as throughout the process.

All individual player ratings and scores are confidential within the members of the evaluation committee. There will be NO DISCLOSURE of any player ratings, scores, or placement.

- A. The Evaluation Team must check in with the Director of Hockey Operations, or Designated Board Member, prior to each ice session to ensure consistency in the evaluation approach; attendance will be recorded.
- B. Only the members of the Evaluation Team and WRFHA Executive will have access to the confidential documentation and other information relative to the evaluation process.
- C. The on-ice evaluation process will be coordinated by the Director of Hockey Operations, or Designated Board Member, and any other help as deemed necessary.
- D. On-ice coaches will not provide any feedback to players during evaluations.
- E. The Evaluators will be on site to score all players for each session.
- F. Scores will be tabulated for each player to provide an overall score. This score will be used to create the top 80% of players named to the team at each level and will further inform the final selection of players named to the team.
- G. Only the next six (6) players in scoring will be eligible for the final 20% of the roster.
- H. Coaching staff will provide input on the final 20% of selections if they are not a direct family member of the players in question. (Ie if their child is not in consideration for this 20%).

*** All members who are involved in the evaluation process are required to declare any conflicts of interest prior to the beginning of the evaluation process. Evaluation committee members, WR Executive members, coaches, and volunteers who have a player involved will be removed from the process for the level at which their child plays.

EVALUATION PROCESS

- A. All players will be assigned an identification number or pinnie at the start of evaluations.
- B. Players may be requested to declare the position they are trying out for.
- C. The players' next ice session will be posted on the WRFHA website no later than noon the day following their last ice session.
- D. Evaluators will rate the players by number only; names will not be provided.
- E. Each player will be evaluated on a minimum of two (2) ice sessions. This process is consistent from level to level. For clarification and in the case of "AAA", "AA" and/or "A" evaluations, the two (2) minimum ice sessions to attend must be prior to the first round of releases.
- F. Evaluations begin the moment a player steps on the ice. It is the player's responsibility to be ready to show their best.
- G. Players will be ranked by means of the WRFHA Evaluation Form. These forms will be recorded and analyzed by the Independent Evaluator, who will then provide results and a basis for player movement.
- H. Evaluator's scores will be averaged and recorded after each ice session.



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- I. All WRFHA Evaluation Forms will be kept by the Director of Hockey Operations, or Designated Board Member.
- J. All ice sessions will be used to evaluate individual hockey skills, work ethic and game play in accordance with the WRFHA Player Evaluation Guidelines.
- K. WRFHA Evaluation Forms are confidential and will be turned in to the Director Hockey Operations at the end of each evaluation session.
- L. Evaluators are not to discuss their opinions with other Evaluators, Coaches, Players or Parents/Guardians.
- M. Evaluators are to sit apart from each other during the ice sessions and no unauthorized person is to communicate with the evaluator at any time.
- N. Ice times for all players will be consistent to ensure all players have the same number of opportunities to be evaluated.
- O. Preliminary placement of all players on respective teams, based solely on evaluation results, will be completed at the end of the designated evaluation sessions. However, if deemed necessary by the Evaluation Team, additional session(s) may be scheduled to further evaluate closely ranked individuals/groups.
- P. Following the preliminary placement of Players, "AAA", "AA" and "A" coaches reserve the right to move up a maximum of five (5) players based on their performance in team practices and exhibition games. Coaches may move additional players (i.e., in excess of 5), but must receive approval from the WRFHA Executive to do so. It must be kept in mind that building a team requires Coaches to consider a player's skill set along with their effort and attitude, something that is difficult to assess through the preliminary placement process.
- Q. Goaltenders will be evaluated during regular try-out sessions. Depending upon the need, as determined by the Evaluation Team, goaltenders may also be evaluated during a separate position specific session.
- R. In cases of multiple teams at the same division and category of play, all Coaches will attend a Team Balancing Meeting with the WRFHA Vice Chair and Director of Hockey Operations. The purpose of the meeting is to use the player evaluation results to create balanced teams. WRFHA will do their best to accommodate team placement requests, however it will not always be possible.
- S. Top level evaluations will take place first at all levels, followed by lower level evaluations if necessary, depending upon the number of players registered.

FAMILY RESPONSIBILITIES

Volunteers have dedicated many hours to enable a fair process to place players on the Western Riptide teams. Please respect their time and feel free to thank them for providing the opportunity to ice competitive teams and develop young athletes.

Outstanding Fees: Any player who has an outstanding account balance is not eligible to participate in tryouts until those fees have been paid. All players must be registered with the Hockey Canada Central Registry in order to participate in tryouts. This is for insurance purposes.



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Before Evaluations: It is the responsibility of families to be aware of evaluation scheduling and changes as posted on our social media and website. Again, prepare your child for all possible outcomes, avoid setting false expectations.

During Evaluations: Parents, siblings, guardians, friends, or other interested parties are not permitted in the following areas without special permission from the evaluation team lead:

- A. Near the player benches,
- B. In the dressing room or dressing room hallway, (dressing room supervisors will assist players if needed)
- C. All spectators Should remain in spectator areas,
- D. Near evaluators wherever they are located during a session;

Failure to adhere to these rules will result in disciplinary action determined by the Western Riptide Board of Directors. Spectators during the evaluation sessions are not permitted to verbally instruct their player or cheer in any way.

After Evaluations; Any inquiries during and after the evaluations; must be addressed to the Director of Operations or the Chair. No phone calls or emails will be accepted until after 24 hours have passed from the time of the placement posting. Should you call or email within 24 hours regarding your child's placement, your inquiry will not be heard.

PLAYER ABSENTEEISM AND LATE REGISTRANTS

- A. Attempts will be made to slot late registrants into the appropriate category as players missing ice times due to legitimate reasons must not be penalized.
- B. If a player should become sick or injured or for compassionate reasons and are unable to attend any or all session(s), the player shall be scored for the session(s) in which they participated, then the player's scores shall be prorated for the session they were unable to attend. If the Evaluation team feels like that the collected scoring is not sufficient see Injury and Medical Situations section.
- C. Any player who misses 50% or more of the evaluations for any reason that is not approved by the Board of Directors will be started at the lowest Category, and be further evaluated at the discretion of the Evaluation Committee. Should upward movement be deemed fair and equitable, the Director of Hockey Operations will make a written recommendation to the WRFHA Executive for approval.
- D. For U11 evaluations where there are only 2 sessions, a player who misses 50% of the evaluations and is approved by the Board shall have their scores prorated based on the session they attended.
- E. If holding 3 or more evaluations, any player who misses 50% or more of the evaluations for any reason that is approved by the Board of Directors will have their score prorated to determine ranking but be ineligible to be considered part of the initial top 80% and will have to be further evaluated in a method determined by the Evaluation Team.



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INJURY OR MEDICAL SITUATIONS - FULL ABSENCE

- a) Where a player for medical reasons is unable to participate in the Evaluation Process, that player must provide a note from a licensed medical practitioner indicating the reason for non-participation to date and the player's current fitness for participation.
- b) If the player provides the proper documentation, and is medically cleared to play, the player will start at the second tier team being suited and practice with the first tier team. The Coach and the Director of Hockey Operations will attend the practice to assist in the evaluation of the player. Should the consensus be that the player be considered for the top tier Category, the Director of Hockey Operations will make such a written recommendation to the WRFHA Executive.

Other criteria that may be considered for exceptional circumstances include;

- Where the player played last season and how they developed during that year.
- The injured player's performance at the end of the previous season relative to the other players on their team.
- The player may be pegged to another undisclosed, like skilled player so that a score can be given and used in tabulating a final score.
- Discussion with prior coaches for other qualitative factors.

FINAL DECISIONS

- A. Final Team decisions will be made by each coaching staff in conjunction with input from the Evaluation Team.
- B. If a concern arises, a written complaint may be submitted to the Director of Hockey Operations within four (4) days of placement of the player. The Vice Chair and Director of Hockey Operations will review all the relevant information pertaining to the issue raised and respond to the complaint. The twenty-four (24) hour rule will apply to all concerns (i.e., the WRFHA will not entertain inquiries of a heated nature prior to this period of time.

APPEALS PROCESS

Should a family wish to appeal the level this player has been assigned, they may do so by request through the chair@westernriptide.com email address.

The only appeals that are acceptable are appeals based on the process described in their document not being followed. Appeals related to evaluation scores and comparison from one player to another will not be entertained. Upon submission of an appeal, it will be reviewed by the Evaluation Committee. The committee shall contact the complainant with their decision/solution. If the complainant does not agree with the decision/solution of the Evaluation Committee, then an Investigative Committee will be established to review the details of the appeal. The Committee, led by the Chair, will include one of the original Evaluators and one additional WRFHA Board member. No Investigative Committee member may be in conflict of interest. The results of the Investigative Committee review will be shared with the complainant and findings will be final and binding.



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EVALUATION SESSIONS

Session 1 (Skills and Practice)

Players will be scored on all drills completed in the session. There will be skating, puck handling, 1-on-1 and 2-on-2 small space battle drills. Players will be scored in compete skill level, decision-making, second efforts and creativity displayed for all drills.

Session 2 (Skills and Battle)

All players will participate in a skills and battle evaluation session. Players will be scored on all drills completed in the session. There will be skating, puck handling, 1 on 1 and 2 on 2 small space battle drills. Players will be scored in compete level, decision-making, second efforts and creativity displayed for all drills.

Session 3 (Inter-Squad Game - U13/15/18)

Players will be assigned to teams for session 3 where we will have an inter-squad game. The evaluators will be looking for a player's decision making, second efforts and creativity as well as individual skating and puck skills.

If Required - Session 4+ (U13/15/18)

Players may be required to attended additional tryouts dates if deemed necessary by the Evaluation Team and the Board of Directors.

