



Leeds Minor Hockey Association Executive Committee

POLICY

POLICY NAME:	Player Selection Process
POLICY NUMBER:	P04
DATE CREATED:	January 29, 2019
DATE FOR REVIEW:	January 29, 2020

Introduction:

The goal of the Leeds Minor Hockey Association is to fairly and consistently evaluate the player's ability for the purposes of proper team placement. This will be achieved through the establishment and maintenance of an evaluation program consistent across all levels. The Leeds Minor Hockey Association player evaluation process will be based upon the standardized scoring of skills against an established set of criteria augmented by the evaluation of game skills during evaluation drills / scrimmages or exhibition games. Evaluations will not be influenced by player history or any other preconception that may affect the tryout process.

Evaluation Committee:

- The Executive at a special meeting to be called prior to the tryout period shall meet to appoint knowledgeable evaluators for each level (Novice through Midget). Those individuals shall not have a family member involved at the level which they are evaluating. At the end of the tryout period players will be rank ordered based on Evaluator's scores. Those players deemed to be the most qualified and competent will be invited to join the higher level team. This is a temporary list; no player will be notified until after the coach has been selected.
- Teams at the same level shall be selected by a draft of available players done by coaches of the respective teams. All efforts shall be made to make the teams as equal as possible at the beginning of the season. This should be determined by an exhibition game between the two teams to ensure the teams are equal.
- If, after the evaluation process, a discrepancy arises, the Player Development Coordinator / Coach Mentor, Registrar, Level Convenor and President will convene to make a final decision that will reflect the best interest of the child, the coach and the Association.
- The team selection committee will be chaired by the Player Development Coordinator / Coach Mentor and consist of at least three evaluators (whom have a knowledge of hockey), the President (or a designate chosen by the President). Once a coach is chosen, he or she will also be involved in the team selection process. All of whom will have input into who is to be placed on what team. In the best interest of the child, in the event of a conflict of interest with the Chair or the President (ie their child is trying out for the team), the President will designate someone from the Executive team to sit in.

Process:

- The evaluation committee will participate in the player selection process until the prospective team roster is down to the number normally carried by that team, plus three, unless the Coach, selected during this process has a child trying out which would require the Evaluation Committee to remain in place as provided for below.
- The targeted team size will be 17 players, dependent on registration numbers for that particular level. The goal of the Player Selection Committee will be to rank order the number of players to be carried by the team plus three. For example: if the team is going to carry 16 players, they will agree on a list that begins with 1 (the highest ranked player) and ends with 19. In this example the first 13 kids are definitely on the team and the Coach may then make an evaluation on the final 6 players in order to select the final 3 players for his or her team. This final 3 selection will be made by the selected Coach unless the Coach has a child trying out for that team who is definitely not on the team as decided by the rankings and ranked 14 through to 19 in the example.
- If a team selection committee member has a conflict of interest with any player trying out for a team, he / she will inform the LMHA executive and be excused from the selection process for that team. The LMHA Executive will appoint a temporary Team Selection Director to coordinate the selection process where conflict arises.
- When a coach has his/her child trying out for the team he/she will coach or a team selection committee member has a child trying out for the team, the following guidelines shall be used in initial player selection:
 1. The Coach / Level Convenor will disclose to the LMHA Player Selection Committee that their child or children are trying out for the team
 2. The Coach / Level Convenor will not make any decisions regarding his/her child
 3. The Coach / Level Convenor will not participate in any discussions with the selection committee regarding his/her child
 4. Depending on where the coach's child has been ranked the following should occur:
 - If the child is ranked in the group of players that are definitely on the team (1 through 13 in the above example), the coach will assume his/her responsibilities for final player selections
 - If the child is not among the players who have made the team according to the rank order evaluations but is within the targeted team number play three (14 through 19 in the above example), the coach may assume responsibility for the final three selections, however the player selection committee shall remain in place and input in the final selections
 - If the coach and selection committee cannot agree on the final team roster that includes the coach's child, they will present their case to a panel of members from the Executive. The members of this panel shall not have a bias or conflict of interest with the evaluators, the coach or the coach's child. The decision of the panel is final.
- Players being imported from other associations will have an equal opportunity to make LMHA teams. The import player cannot be part of the coaches selections as per the selection process.

Evaluation Process & Guidelines:

- The suggested list of evaluators needs to be submitted to and approved by the President, Vice President, Player Development Coordinator / Coach Mentor prior to the commencement of the evaluations.
- As much as possible there should be consistency of evaluators for a given age group or division.
- There is a provision for discretion in the case of an emergency with the approval of 3 Executive members, one of which is the President.

Evaluators Should:

- Review the skills being observed so that they are clear on what they are observing.
- Stay separate from the spectators and parents as much as possible during the entire on-ice process.

- Ensure the evaluation form is filled out in its entirety and upon completion submit to the Level Convenor.
- Not share comments or opinions with any players / parents or any other interested observers.
- Refer any questions to the Player Development Director.

Requested Player Feedback:

- Players or parents may request feedback by providing the player name and level via email to the President within seven (7) days of the release. Feedback will be provided within two weeks after tryouts, player rankings are not provided.

Appeal of Results:

- LMHA acknowledges that isolated circumstances affecting the tryout of a particular player may occur. If it appears that a player has been grossly released, that player's ranking may be appealed.
- A ranking will be investigated only if a written appeal is received from the player's parents or guardians within 24 or 48 hours of the player being advised of the release from the given level. The written appeal shall be addressed to the LMHA President. Appeals via email will be accepted. The appeal shall state the player's age, category and the reasons for the appeal. No appeals will be heard after the 48 hour period.
- The appellant player's evaluation scores will be reviewed independently by the Player Development committee and the President to ensure no data anomalies exist. If it is the opinion of the Player Development committee and the President that there is merit to the appeal, the evaluators will be asked to attend another practices / scrimmage / exhibition to further evaluate the player. Pending these results, a recommendation will be forwarded to the President regarding the suitable response to the appeal.
- Appeals may be founded on compassionate grounds such as personal tragedies or family deaths for example.
- The appeal process will not accommodate claims due to lack of preparation, absence due to holidays, lack of understanding the drills, claims of slow starts, minor illness, tryout results of previous years, tryout results from previous team mates, tryout results from other hockey clubs, dissatisfaction with the Evaluators, Directors, Coaches, On Ice Officials, Off Ice Officials or the type or tryout process.
- Appeals linked to, or regarding the rankings of others players will not be considered.
- Appeals alleging tampering, persecution, mismanagement of the evaluation process or competence of the evaluators will not be considered..
- Appeals issuing ultimatums will not be considered.
- Appeals will be reviewed as expediently as possible, preferably within 48 hours of receipt. All decisions regarding the appeal will be final.
- All appeal documentation as well as synopsis report on the conclusion of the appeal will be filed with the association.