



Leeds Minor Hockey Association

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

POLICY

Leeds Minor Hockey Association (LMHA) aims to fairly and consistently evaluate player abilities for the purposes of:

- Providing a fair and impartial assessment of a player's total hockey skills during the skating and scrimmage sessions
- Ensuring that players have a reasonable opportunity of being selected to a team appropriate to their skill levels as determined during the on-ice evaluations of the current year.
- Providing coaches with the opportunity and flexibility to build a team based in part on their own coaching philosophy and knowledge of player skills and attitude.
- Providing uniformity and consistency in the evaluation process such that a player and parent expectations are consistent from year to year as players move through the various levels of the association's programs.
- Forming teams to maintain balanced and competitive play where the athletes can develop and participate equitably and have fun playing hockey during the season.
- Providing feedback in order to develop players.

This is achieved through the establishment and maintenance of a player selection process consistent across all levels, in congruence with Hockey Eastern Ontario's Pathways policies and LMHA P05 Tryout Process policy.

Player Selection Committee:

- The LMHA Executive Committee, at a special meeting to be called prior to the player selection process, shall meet to appoint knowledgeable evaluators for each level (U9 through U18) who possess no conflict of interest within LMHA (i.e. a family member for which the evaluation is taking place), to be a member of the Player Selection Committee.
- The proposed list of evaluators shall be submitted to and approved by the President, Vice President, and Player Development Coordinator/Coach Mentor prior to the special meeting and the commencement of the player selection process, see P05 Tryout Process.
- Teams at the same level shall be selected by a sort of available players completed by the Player Selection Committee with input from the coaches of the respective teams. All efforts shall be made to make the teams as equal and fair as possible during the sort out process. Equality and fairness shall be determined by an exhibition game between the two teams.
- As much as possible there should be consistency of evaluators for a given age group or division.

NOTE: A provision for discretion exists in the case of an emergency where there is an insufficient number of evaluators available, with the approval of 3 Executive members, one of which is the President, unless a conflict of interest is at play.

- The Player Selection Committee will be chaired by the Player Development Coordinator/Coach Mentor, the President (or designate), Vice President, and Level Convenor.
 - Qualifications required to be selected as an evaluator include knowledge and understanding of hockey through coaching or player experience such as:
 - Ability to critically evaluate basics of the game including skating, passing, playmaking, puck control, shooting, checking, positional play, and decision making
 - Ability to critically evaluate player communication, body language, and attitude, and its impact
 - Ability to critically evaluate a goalie's positioning, angles, rebound control, and movement.
- The evaluators shall:
 - 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
 - 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.
- The Player Selection Committee will participate in the player selection process until the prospective team roster is down to the number normally carried by that team in accordance with HEO pathways policies, plus three.
- In the event there is a tie after evaluations have been completed, the Player Selection Committee will consult with the evaluators and/or the evaluation forms.
- The Player Selection Committee will remain in place in the event the Coach has a child participating in the player selection process.
- Once a coach is chosen, they shall also be involved in the team selection process as provided for below.

NOTE: In the event of a conflict of interest with the Chair or the President (i.e. their child is trying out for the team), the Executive Committee will designate someone from the Committee to sit in their place.

PROCEDURE

Players will be ranked in order by the Player Selection Committee in accordance with [Hockey Canada's Minor Hockey Development Guide: Player Selection and Evaluation Process](#). The Player Selection Committee will rank order the number of players to be carried by the team plus three. The final 3 selection will be made by the Player Selection Committee with input from the Coach, unless the Coach has a child trying out for that team who was not of top ranking (scored greater than the final three).

In the event that a Coach, Level Convenor or a Player Selection Committee member has a child participating in the player selection process for the team being selected, the following guidelines shall be used in initial player selection:

1. The Coach/Level Convenor/Player Selection Committee member will disclose to the LMHA Player Selection Committee the conflict of interest.
2. The Coach/Level Convenor/Player Selection Committee member will not participate in any discussions with the selection committee regarding his/her child.

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 coach's selections (i.e. must be ranked in the top 13) as per the selection process. If, after

the evaluation process, a discrepancy arises, the Player Development Coordinator/Coach Mentor, 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.

No player will be notified of the team roster until after the coach has been selected.

All players must participate in the player selection process, or they will be placed on the lowest level team for their age group.

Players or parents may request feedback by providing the player's name and level via email to the President and/or Convenor within seven (7) days of the release.

The level Convenor/President will provide feedback within two weeks after the player selection process has been completed, player rankings are not provided.

Appealing Decisions of the Player Selection Committee:

LMHA acknowledges that isolated circumstances affecting performance during the player selection process of a particular player may occur. If concern exists that a player has been grossly released, that player's ranking may be appealed.

A ranking will be investigated only if a Notice of Appeal (Appendix A) is received no sooner than 24 hours and not more than 48 hours after the player being advised of their release from the given level.

The written appeal shall be addressed to the LMHA President, or delegate.

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 Selection Committee and the President and/or Convenor to ensure data anomalies do not exist.

If it is determined that there is merit to the appeal, the Players Selection Committee will be asked to attend a practice / scrimmage / exhibition to further evaluate the player. Pending these results, a recommendation will be forwarded to the President, or delegate, regarding a 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, results of previous years, tryout results from other hockey clubs, dissatisfaction with the Player Selection Committee, Directors, Coaches, On Ice Officials, Off Ice Officials or the player selection process itself.

Appeals linked to, or regarding the rankings of other players will not be considered.

Appeals alleging tampering, persecution, mismanagement of the player selection process or incompetence 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 but no longer than 4 days.

All appeal documentation as well as a summary report on the conclusion of the appeal will be filed with the association.

All decisions regarding the appeal are final.

ASSOCIATED POLICIES

P03 – Coaching Selection

P05 – Tryout Process

APPENDICES

Appendix A: Notice of Appeal

Appendix A

Leeds Minor Hockey Association Notice of Appeal

In accordance with this policy, please note 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, results of previous years, tryout results from other hockey clubs, dissatisfaction with the Player Selection Committee, Directors, Coaches, On Ice Officials, Off Ice Officials or the player selection process itself. Appeals linked to, or regarding the rankings of other players will not be considered. Appeals alleging tampering, persecution, mismanagement of the player selection process or incompetence of the evaluators will not be considered. Appeals issuing ultimatums will not be considered.

Player Name: _____

Player Level: _____

Player Category: _____

Details of Appeal:

Signature of Appellant: _____ **Date of Appeal:** _____