

Forest Lake Hockey Association

Player Evaluation Policy

- 1. PURPOSE:** The FLHA believes one of the critical success factors in the long term development of all players is the process to formally measure, evaluate and provide valuable feedback to each player as they progress through each level of play. The FLHA shall encourage and support the coaches in their efforts to measure and provide individual feedback on skill development to each player.
- 2. GOALS:**
 - a. Promote goal setting related to peer group thereby increasing motivation & compliance
 - b. Provide objective / quantitative reference points to compare & improve performance
 - c. Helps to group players with similar training needs to maximize efficiency in training and coaching time
 - d. Measures performance on a player to player basis
 - e. Helps to develop coaches by increasing awareness, experience, knowledge and observation of players skills related to age and level of play
- 3. SCOPE:**
 - a. This policy applies to all players participating in the programs offered by the FLHA
 - b. The Level Directors and Coaches Selection Committee (CSC) shall be involved in the on-going communication of the expectation for all coaches to conduct player evaluations as part of their job description
 - c. The Player Development Committee (PDC) shall be responsible for the selection of the evaluation instrument and the process and procedures to be utilized to ensure it is age & level appropriate
 - d. The Goalie Committee will provide input to the PDC regarding goalie specific evaluations
 - e. The Coaching staff shall be involved the process and procedures to evaluate the players
 - f. Parents / Guardians must be involved in the process as recommended by the PDC & Coaching Staff
- 4. DEFINITIONS (None)**
- 5. RESPONSIBILITIES:**
 - a. Board of Directors:
 - (1) The Level Director shall be responsible for ensuring that all players at their level of play will be evaluated by their team's Head Coach and Assistants
 - (2) Receives and processes complaints & ideas for enhancing the player evaluation process and reports this information to the PDC in a timely manner
 - b. Player Development Committee:
 - (1) Shall be responsible for developing & maintaining the procedures for implementing the "Player Evaluation Process"
 - (2) Selection of the method used to evaluate the players at each level and the on-going evaluation of other methods to improve / enhance the feedback to players
 - (3) provide training to the coaching staff as needed or by request
 - (4) Is responsible for posting the "Player Evaluation Policy" and "Player Evaluation Form" for each level of play, on the FLHA webpage under the "Player Development" tab and update needed
 - (5) Receives and processes complaints & ideas for enhancing the player evaluation process

- c. Coaches Selection Committee
 - (1) Provides input to the PDC regarding development & maintenance of the procedures to evaluate players
 - (2) Coordinates and implements the policy through the Coaching Staff
 - (3) Serves as the primary source for communicating the expectation for coaches to participate in the process: at the time of coaches interviews and when the coach is named, the CSC is to make each coach aware of the policy regarding player evaluations and where he/she can obtain the eval form(s).
 - (4) At the time of the exit interview with each coach, the CSC is to obtain feedback on the player evaluation process and report this information to the PDC in a timely manner
- d. Goalie Committee
 - (1) Works closely with the PDC to help develop goalie specific evaluations
 - (2) Provide training to the coaching staff regarding goalie evaluations if requested by the Coach or PDC
 - (3) Receives and processes complaints & ideas for enhancing the player evaluation process and reports this information to the PDC in a timely manner

6. GUIDELINES:

- a. Expectation:
 - (1) Head Coaches are required to perform player evaluations as a key component of their duties and responsibilities
 - (2) Head Coach is responsible for reading the "Player Evaluation Policy" and obtaining the level specific "Player Evaluation Form". Both of these are located on the FLHA webpage under the "Player Development" tab
 - (3) The Head Coach is responsible for contacting a member of the PDC if he/she has any questions regarding the "Player Evaluation Form" or the "Player Evaluation Policy"
 - (4) At the time of the exit interview, provide feedback on the "Player Evaluation Process" and "Player Evaluation" tool, to the CSC member who is conducting the interview. At any time, the Coach/Assistant can contact the PDC with input regarding these things
- b. Frequency:
 - (1) It is an expectation that players be evaluated by the Coaching Staff, at minimum, at the beginning and end of each hockey season
- c. Methodology: To be determined by the PDC on an annual basis
 - (1) To select a "standard" format & evaluation methodology that is being used in the hockey community
 - (2) The method / instrument should provide a means to rank the player to their peer group
 - (3) Must be age & level appropriate
 - i. Incorporates both subjective and objective data elements
- d. Results Reporting:
 - (1) Head Coach should be encouraged to include a written "plan for improvement"
 - (2) Should be shared at the minimum with the following:
 - i. Player
 - ii. Parent
 - (3) Head Coach should be encouraged to establish a private conference with each player and/or the player's parents or guardians. For conferences with players where the player's parent is not in attendance, coaches must follow the rule regarding having an adult present who is the same gender as the child (if meeting in a locker room) and has passed a background check.

7. PROCEDURE: TBD by the Player Development Committee on an annual basis

- a. *See Level Specific Player Evaluation Forms*

8. REFERENCES:

- a. USA Hockey Skill Progressions for Player & Coach Development
b. Ontario Minor Hockey Association (OMHA) Development Guidelines
c. Hockey Canada Player Development Model & Evaluation Tools

Policy Title:	Player Evaluation Policy		
Policy Number:			
Developed By:	Player Development Committee		
Approved By:		Date:	
Revised By:		Date:	