

MYHA
Player Evaluation and Team Selection Process
12/19/22 1/18/24

I. General Evaluation Session Conduct

a. Evaluation Sessions:

1. All preliminary and scrimmage sessions will have a closed rink. The only people allowed in the rink area during evaluations will be players being evaluated, evaluators, on ice coaches, respective Age Level Director and the President of MYHA, except for sessions where the president has a child being evaluated. Head Coach applicants can also be allowed in the rink for any of the sessions if they have been approved to do so by the Age Level Director. The Head Coach Applicants can provide feedback to the Age Level Director on the evaluations as requested by the Age Level Director. It is at the discretion of the Age Level Director whether or not he or she passes that feedback on to the Evaluators. The Head Coach Applicants are not to interact directly with the evaluators. Non-Parent Coaches may watch the entire tryout if approved by the Age Level Director and MYHA Board.
2. There will be three (3) preliminary evaluation sessions, and one (1) scrimmage for each pool session, except for U12 and U10. For U12 and U10, there will be two (2) preliminary evaluation sessions, and one (1) scrimmage for each pool session.
 - The Top Level Pool scrimmages (Pool 1) will be against an outside association and length will be determined by level.
 - The Next Level Pool scrimmages (Pools 2 & 3) will be inter-squad scrimmages within MYHA at each level and length determined by level.

b. Preliminary Evaluation Sessions:

1. The Age Level Director will determine appropriate number of evaluation pools and number of preliminary sessions based on the number of players registered at each age level.
2. Preliminary session evaluation groups will be balanced evenly based on player skill level, defined solely as a player's prior year team assignment, as follows:
 - Players are divided into 6 categories:
 1. Prior year same level A (AA) players
 2. Prior year same level B (A) players
 3. Prior year same level C (B&C) players
 4. Prior year lower-level A (AA) players
 5. Prior year lower-level B (A) players
 6. Prior year lower-level C (B&C) / new players
 - Each of these six categories is randomly divided into groups by the Age Level Director.
 - Evaluation groups are formed, each consisting of one section from each of the six categories (for example, In a level with four evaluation groups, each group will contain approximately 1/4 of the players from each category, unless the numbers do not support it.)

3. After the second session the Age Level Director will regroup the players into similar ability groups, based on the evaluator's rankings.

c. Scrimmage Sessions:

1. Players will advance from preliminary evaluation sessions to scrimmage sessions based on results from the evaluation process defined in Section III below.
2. Forward lines and defensive pairings will be evenly balanced by the tryout level coordinators and bench coaches. Balanced lines / pairings will be used to the best of the coach's ability.
3. Squirts and U10's will be rotated among all positions equally.
4. Pee wee, Bantam, U12 & U15: skaters are allowed to select between forward or defense, or may choose to skate both.
5. First scrimmage pool to be selected is the Top Level Pool 1:
 - The Top-Level pool will be posted after the end of the preliminary evaluation sessions.
 - The player count in the top-level pool will generally equal the quantity of players necessary to fill the projected size of the top level team plus 5 – 7 players, but pool size will ultimately be selected by the Age Level Director.
 - Players selected to the top-level pool are guaranteed a spot on the next highest-level Team if they are not selected to the top-level Team with the only exception being goalies. For goalies, evaluators may select as many goalies to participate in the top-level pool Scrimmage as the evaluators see fit, but final team selection for goalies is completed by the goalie evaluators.
 - If you are not selected and/or do not participate (absent an injury, illness or any other excused absence or board approval) in the Top Level Pool 1 then you cannot be make the Top Level (A or AA) team.
6. The Next scrimmage pool(s) to be selected:
 - Created and posted after the creation of the highest-level Pool Pool 1.
 1. For the Next Level(s) (Pools 2 & 3 as appropriate), the pool(s) will equal approximately 20 – 30 skaters. The Age Level Director may elect to adjust this Pool(s) size based on the total number of skaters at the evaluation level.
7. Pool 3
 - In situations where there will be multiple C teams (C teams ONLY due to players not participating in tryouts), evaluators will NOT divide up teams as done with multiple teams at A and B levels because all players are evaluated.
 - Instead evaluators will determine all players in the Pool 3.
 - Players in the Pool 3 will be evaluated for a minimum of two practices before broken into equal teams in a fair process.
 - The two practices will not take place until Head Coaches are named for both teams or as determined by the Age Level Director and MYHA Board.

II. Evaluation Personnel

a. Skater Evaluators:

1. MYHA will utilize 3 evaluators at each evaluation level:
 - 1 (minimum) Qualified Outside Evaluator
 1. An outside evaluator is defined as a person who does not have any affiliation to MYHA through-out the entire season which the evaluations are being completed for.
 2. Possesses experience in playing and/or coaching competitive hockey at the high school or college level, or equivalent.
 3. The Age Level Director holds the right to appoint an evaluator (inside or outside) at a moment's notice, if the outside evaluator fails to show.
 4. Any Non-Parent Coach qualifies as an outside evaluator and may evaluate the tryout if approved by the MYHA Board.
 5. MYHA will pay all Qualified Outside Evaluators for each hour of evaluating at a rate of \$35-\$50 per hour. Rate of pay will be determined by the Age Level Director. Each Qualified Outside Evaluator must submit and detailed invoice to the MYHA Treasurer to be paid for services rendered.
 - 2 (maximum) Qualified Inside Evaluators
 1. Is a member of MYHA (has a player within the organization during the season which the evaluations are being completed for).
 2. Possesses experience in playing or coaching competitive hockey at the high school or college level, or equivalent.
 3. Maintains no vested interest, direct or indirect, in the outcome of the evaluation process of the level he/she is evaluating. Conflicts of interest will be determined by the Board on a case-by-case basis and will include, but will not be limited to, the presence of a relative in the evaluation group.
 4. Will not be eligible to coach at the level that they evaluated.
2. MYHA Board will approve all evaluators and on ice coaches. The Age Level Director holds the right to appoint an on-ice coach at moment's notice if an on-ice coach fails to show up for its commitment.

b. Goalie Evaluators:

1. MYHA will utilize a minimum of 1 goalie evaluator (with a goal of two) at each evaluation level. Consisting of either one or both of the following:
 - Qualified Outside Evaluator
 1. An outside evaluator is defined as a person who does not have any affiliation to MYHA through-out the entire season which the evaluations are being completed for.
 2. Possesses experience in playing and/or coaching competitive hockey at the high school or college level, or equivalent.
 3. The Age Level Director holds the right to appoint an evaluator (inside or outside) at a moment's notice, if the outside evaluator fails to show.
 4. Any Non-Parent Coach qualifies as an outside evaluator and may evaluate the tryout if approved by the MYHA Board.

5. MYHA will pay all Qualified Outside Evaluators for each hour of evaluating at a rate of \$35-\$50 per hour. Rate of pay will be determined by the Age Level Director. Each Qualified Outside Evaluator must submit and detailed invoice to the MYHA Treasurer to be paid for services rendered.
 - Qualified Inside Evaluators
 5. Is a member of MYHA (has a player within the organization during the season which the evaluations are being completed for).
 6. Possesses experience in playing or coaching competitive hockey at the high school or college level, or equivalent.
 7. Maintains no vested interest, direct or indirect, in the outcome of the evaluation process of the level he/she is evaluating. Conflicts of interest will be determined by the Board on a case-by-case basis and will include, but will not be limited to, the presence of a relative in the evaluation group.
 8. Will not be eligible to coach at the level that they evaluated.
 2. MYHA Board will approve all goalie evaluators.
- c. Age Level Directors:
1. Age Level Directors responsibilities include:
 - Recruiting evaluators.
 - Recruiting at least 2 on ice coaches for each evaluation session.
 - Recruiting at least one individual which will be responsible to check in players, assign appropriately sized jerseys, and record jersey numbers for each evaluation level. This person can be the Age level director.
 - Provide proper evaluation sheets, pens and clip boards to the evaluators.
 - Collect Evaluation sheets after each session.
 - Return evaluation sheets to evaluators at the start of the next session.
 - Collect all evaluation jerseys at the conclusion of Pool scrimmages.
 - d. The Evaluators selected by MYHA as described above are trusted by MYHA to evaluate each player independently without bias and have the right to place players on a team level they determine is appropriate for that player. (Moved from III.a.)

III. Evaluation Process:

a. Goalies: (Moved from V. Evaluation Process General Notes)

1. In addition to the preliminary and scrimmage evaluations, there will be an evaluation session strictly for evaluating goaltenders. All evaluation sessions will be used cumulatively for the final goalie ranking and placement.
2. The goalie evaluators will rank each goalie and place them on teams according to their ranking and ability.
 - When there are more goalies than teams, the goalies will be placed at the level that the evaluators feel is most appropriate for that goalie.
 - In the case of a goalie shortage at a particular level, goalies will be placed starting with the highest level and working down. Then a combination of a goalie moving up from a lower level and/or identifying skaters that will transition to the goalie position, or skaters who will rotate through goalie may be required to form the team.

b. Preliminary Evaluation Session(s):

1. At the end of the final preliminary evaluation session, the evaluators will individually rank all players from most skilled to least skilled, based upon the preliminary evaluation session(s) performances and provide the list to the Age Level Director.
2. The ranked (highest to lowest skilled) list will be used by the Age Level Director or the MYHA President for Pool selection.

c. Scrimmage Pool / Final Team Selection:

1. At the end of the final scrimmage, each evaluator will independently rank players in the scrimmage pool from most to least skilled. Each evaluator will consider the player's cumulative performance from the preliminary and scrimmage sessions determining their ranking.
2. Once each evaluator has prepared their list, they will compile a cumulative final list. This list will be made by adding each evaluators rankings of the players. The player with the lowest total will be ranked number one. The player with the second lowest total will be ranked number two, etc. Ties will be collectively resolved by the evaluators, if it has an impact on the final team roster. Evaluators will determine the final team roster(s) by utilizing this list.
3. Coach picks: Head Coach applicants will be allowed to watch all three practice sessions and all scrimmage sessions at the discretion of the Age Level Director. Head Coach applicants are allowed to give feedback on players to the Age Level Director. It is at the discretion of the Age Level Director whether or not he or she passes that feedback on to the Evaluators. The Head Coach Applicants are not to interact directly with the evaluators. After the teams are selected the head coach of each team will then be named, as described in section VI, with the exception of a Non-Parent Coach. A Non-Parent Coach may be named prior to the tryouts. The head coach will then have the opportunity, if they so choose, to change three players from the bottom three that made the top team with one of the top three players that did not. For example, if fielding 13 skaters, three skaters from #11- #13 may be exchanged with three skaters from #14- #16. If the named head coach

has a child or relative in this group (a player ranked #11-#16 in this case), then the number of coach picks will be determined as follows: If the named head coach's child or relative is ranked as #11 (2 Coach Picks), #12 (1 Coach Pick) and #13 (No Coach Pick).

4. When attempting to create two equal teams within the same age level (i.e. two Squirt B2 teams or two PWB1 teams), the evaluators rankings will be used to initially split the teams. This initial list will not be made public. Instead, the players at the level where equal teams will be made will be posted as one group with a note that specific teams will be announced within 1 week (i.e. if two equal PWB2 teams are to be made, after the evaluation players will know that they made PWB2 just not a specific Blue or Gold team). After 1 hour of combined practice, held as soon as our ice availability allows, following the last evaluation, with the players that were selected to this level, the head coaches and age level director will determine if any players need to be switched to equalize the teams. After the head coaches and Age Level Director finalize the teams, the Final Rosters shall be posted on our website in alphabetical order.
5. Pool 3: In the event of multiple C teams (and multiple C teams only), evaluators will NOT divide up players into equal teams. Instead, evaluators will determine all the players in the Pool 3 that were evaluated and combine them with those players that did not participate in evaluations. Those players in the Pool 3 will be evaluated by the coaches and anyone else as determined by the Age Level Director for a minimum of two practices before being divided into equal teams. The process of dividing into equal teams may be done through a coach draft (monitored by the Age Level Director) or any other process as determined by the Age Level Director and MYHA Board.
6. The Final Team Roster(s) will then be posted on the MYHA website by either the Age Level Director, the MYHA President, or a person selected by either the Age Level Director or MYHA President.

IV. Evaluation Criteria:

a. Skaters - The following skills will comprise the basis of the skater evaluation by the Evaluators:

1. Hockey Skills:

- Stick handling
- Shooting
- Passing

2. Skating:

- Forward
- Backward
- Crossovers – forward and backward
- Edges
- Transitions
- Balance
- Agility
- Speed

3. In Game Play:

- Hockey Sense
- Positioning
- Anticipation
- Puck Possession
- Passing
- Aggressiveness
- Work Ethic
- Competitiveness

b. Goalies - The following skills will comprise the basis of the goalie evaluation by the Evaluators:

1. Physical Characteristics

- Balance
- Mobility
- Quickness
- Fitness Level

2. Technical Characteristics

- Low Shots
- High Shots
- Use of Stick

3. Situation Tactic Characteristics

- Positioning & Angles
- Face-Offs
- Deflection and Screen Shots
- Play at Posts

4. Mental Characteristics

- Concentration
- Anticipation
- Consistency
- Confidence
- Desire
- Discipline
- Communication
- Coachability

V. Evaluation Process General Notes:

- a. 24-HOUR RULE (NO CONTACT WITH LEVEL DIRECTOR RULE)
 1. Once final teams are posted there will be a 24-hour period of no contact with any level director for any reason (with the exception of an emergency). That means no email, social media, telephone or in person contact with any level director will be allowed.
 2. Level Directors may send this warning to the Parents and players at their level if they wish:
 - i. **ONCE THE FINAL TEAMS ARE POSTED THE 24-HOUR RULE WILL BE ENFORCED. IF YOU CONTACT YOUR LEVEL DIRECTOR WITHIN THE FIRST 24 HOURS AFTER FINAL TEAMS ARE POSTED YOU MAY FACE SUSPENSION OR OTHER DISCIPLINARY ACTION. PLEASE ALLOW 24 HOURS TO PASS PRIOR TO CONTACTING YOUR LEVEL DIRECTOR. ALSO, THERE IS TO BE NO CONTACT WITH ANY EVALUATOR FOR ANY EVALUATION RELATED REASON WITHIN THE 24-HOUR PERIOD OR AT ANY TIME IN THE FUTURE.**
- b. As evaluations progress, evaluators (and only evaluators) will advance a player's status from "undecided" to "out" or "in". Any decisions to "sit" a player will be made only by the evaluators.
 1. The longer a player remains in an "undecided" status, the greater the amount of ice time he/she will generally be given.
 2. The evaluators have the discretion to move players to different positions, lines, defensive pairings or match ups.
- c. When pools and final team rosters are posted, MYHA will post player names or evaluation numbers in alphabetical or numerical order to ensure clarity and impartiality of communication.
- d. Any player who is unable to try out will need to notify the age level director in writing prior to tryouts. ~~The age level director will make every effort to provide a future try out for an appropriate level team for these players prior to the district 2 deadline for teams to be finalized.~~ If a player is unable to try out, due to injury for example, that player **may ask to** ~~will~~ be placed on an appropriate level team. **The placement shall be based on the level that the player played at the previous season, and from past coaches' input and comparison to a similar player trying out at that level.** The age level director, **in collaboration with the evaluators,** will recommend the team for the players placement and the board will vote to approve. **The placement of said player will occur at the end of the evaluation prior to the teams being posted. The placed player cannot be subject to a coaches' pick and all evaluation data will remain confidential pursuant to Section VII subparts a and b.**
- e. It is the parents and players responsibility to be informed of all tryout policies and procedures as published in MYHA By-Laws, Player Evaluation and Team Selection document and the MYHA Handbook which are all available on the MYHA website.

f. Post Evaluation - Travel Team Roster Changes:

The purpose of this procedure is to evaluate, recommend and approve any team roster changes that are initiated by a roster opening on a traveling level team. When a roster opening occurs, the head coach of the higher-level team will work with the Age Level Director to make a recommendation of the player or players to be moved up or if any player should be moved at all to fill the vacant roster spot ("The Investigative Process"). If the Age Level Director and the higher-level head coach recommend that it is appropriate to move a player up, then the head coach of the higher-level team will be allowed to make a coaches' pick recommendation of any player or players on the lower-level team regardless of evaluation rankings and/or position. During the Investigative Process the Age Level Director may consult with the player or players involved (to determine if they would like to move teams) as well as current and prior year coaches (if necessary and at the discretion of the Age Level Director). After the Investigative Process is complete, the Age Level Director will make a recommendations to the board. The board will vote on appropriate action on a case-by-case basis.

As established by District 2, no roster change/movements from one team to another are permitted after December 31st. However, players can be removed from a team roster at any time for disciplinary actions or injury at any time.

g. Mites:

1. The Mite program is intended to provide a challenging and instructional program for all skaters. The age requirements for the Mite and Intro to Mite (Mini-Mite) levels are listed in Appendix C. The Mite program is intended to provide a challenging and instructional program for all skaters.
2. Mite players may be eligible to move to the Squirt "C" level if there is a need to balance out the number of players per team at the Squirt "C" level. This does not guarantee that any mite will play at the Squirt "C" level.

h. ~~Goalies:~~ Moved to III. Evaluation Process

VI. Coach Selection Process

- a. Prospective coaches shall apply for coaching positions during the registration process.
 1. Coaching applicants will specify the level or levels they are applying to coach for and whether they are applying for the head coach or assistant coach positions. A coach can only be the head coach of one team.
 2. The level directors will then compile a list of prospective coaches and forward the list to the Interview Panel. The interview panel will interview all of the head coach applicants.
 3. Each member of the interview panel will rank the head coaching applicants for the various levels. The highest and the lowest score for each applicant will be thrown out. The rankings will then be compiled into a final ranking. After the evaluators have chosen the teams, the highest-ranking coach, who has a kid on that team, will be chosen as head coach. Again, with the exception of a Non-Parent Coach being named prior to the tryouts.
 4. The head coach will select his/her assistant coaches from their own choosing.
 5. The Interview Panel will consist of at least five people including the Age Level Directors. They do not need to be a member of the Mahtomedi Hockey Association and should not have a conflict of interest in choosing a coaching applicant.
 6. A board member who is applying for a head coach position will not participate in the interviews or rankings for the level he or she is applying to.
 7. A head coach applicant that applies after the interview panel has conducted its interviews, must still be interviewed. The late head coach applicant must be interviewed at a minimum by at least the Level Director, the President and one other person. The late Head Coach applicant will still be eligible to be a head coach at any level.

VII. Evaluation Confidentiality:

- a. The evaluation notes and evaluator lists shall be viewed exclusively by the evaluators, Age Level Director and the MYHA President. No other person within MYHA shall see such lists unless an Age Level Director or MYHA President needs to consult with a selected individual or panel.
- b. The Evaluators, Age Level Director or MYHA President will not disclose any player ranking, to any coach, board member or other party, at any time during or subsequent to the process. The exception to this will be in the case of coach picks as described in section III above.

VIII. Evaluation Review and Amendment Process:

- a. After the evaluation process is complete and the teams are formed, the MYHA President and the Age Level Directors will meet and review the evaluation process. Problem areas will be identified and possible solutions or improvements for the following year will be discussed. This group will then make their recommendations to the board at the annual evaluations review meeting.
- b. Every December, during the MYHA monthly board meeting, there will be a review of the evaluation process.
 1. A notice will be posted on the MYHA website 30 days prior to the meeting.
 2. There will be an open comment period at the beginning of this meeting for MYHA members to comment on the evaluation process.
 - Members who would like to comment on the evaluation process should e-mail the president of the MYHA at least a week prior to this meeting stating their concern and request a chance to comment.
 - The president has the right to limit the amount of time each member has to speak based on the number of members who would like to comment.
 3. MYHA members will also be able to email their comments of the evaluation process to the board prior to this meeting.
- c. After considering all comments and recommendations the board will decide whether or not to vote on making changes to the MYHA Player Evaluation and Team Selection Process document.