



COMPETITIVE STREAM TEAM SELECTION

Terms Definition:

Association – for the purposes of this policy will mean North Delta Minor Hockey Association (NDMHA) unless otherwise indicated.

Camp – is a term denoting a group of players short-listed by the evaluation process from which the Coaches will select their final team. Players in the “A1 Camp” will be competing for positions on the *Rep A1* team, while players in the “A2 Camp” will be competing for positions on the *Rep A2* team, and so forth.

Competitive Stream – is the Rep A level of the Association.

Conflict of Interest – for the purpose of this policy, conflict of interest will be determined by the 1st Vice President. Committee composition will be adjusted accordingly.

Evaluation – the process by which a player is rated on the decision criteria as set forth in this policy. This process occurs on the ice (skills, ability, desire and knowledge) and off the ice (attitude, leadership and desire).

Evaluation Skate – is a session when players are evaluated for their on-ice technical skills, desire and tactical knowledge.

Recreational Stream – is the Rep C (*Recreation/House*) level of the Association.

Release (Cut) – is the term used to indicate that a player was unsuccessful in his attempt to make the higher level team.

Rep – denotes a “representative”, a long-established term that has its origins from the days when a team of players would be assembled to represent the Association in regional tournaments. Nowadays all of the Association teams represent the Association and the term is used in all divisions except Initiation.

Rep A – the highest level of competitive hockey in any division within an Association. The Association may elect to field more than one *Rep A* team in which case the teams will be designated by rank in the order, A1, A2, etc.

Rep C - is sometimes referred to as “recreation” or “**house**” and considered recreational hockey. This level of hockey and the players that comprise it are no less important to the Association than Rep A.

Rep team – for the purposes of this policy denotes a Rep A1 or A2 team generally consisting of a maximum of 19 players (usually 17). Two of the players are carded as goalies. See paragraph on Final Rosters.

Scrimmage – is a 60 to 90 minute simulated game environment session, when players are evaluated for their on-ice technical skills, desire and both tactical and strategic knowledge.

Try-out (Rep A Selection Process) – the process by which a player challenges to qualify for a position on a competitive team.

Definition of Roles:

Coach, Coaches, Coaching staff – are individuals with the requisite credentials, knowledge and experience, selected by the Coach Selection Committees to lead the various Rep teams. Above all, these Coaches will have a strong history of player development.

Rep A Coach Selection Committee – consisting of the President, 1st Vice President, 2nd Vice President, Coach Coordinator and Director of Hockey Operations is responsible for the coach selection process. In the case of conflict, during the competitive stream (coach selection)



process, such as a member of this committee is a parent of a player trying out, such member shall be ineligible to make recommendations in the committee for the division the player is trying out for. If two or more coach selection committee members are in conflict, they shall be replaced by another Executive member without conflict. Conflict member may still be in the interview process as the coach may be open to another team, and said board member will be used for their insight to that age group, but will not have a vote.

Evaluation Committee – will consist of Director of Hockey Operations, and two neutral evaluators. This committee is established only to evaluate the players that are selected to Camps. This committee will not be used to select the final teams.

Rep Appeal Committee – will consist of 1st Vice President, President or 2nd Vice-President, and Director of Hockey Operations or Coach Coordinator. If any of Rep Appeal committee members are in conflict or unavailable for the decision being appealed, shall be replaced by another Executive member without conflict.

Parent – for the purposes of this policy, is the parent or other recognized adult per the Association's bylaws and policies, who can act as an advocate on behalf of the Player.

Player – for the purposes of this policy, is a child or young adult that is of age to play in a division that has a recognized competitive stream. In the spirit of the competitive stream, players are expected to show up for the tryouts in top physical shape and ready to compete.

Introduction

This policy is based on BC Hockey's Best Ever, High Performance Program. The process is designed to test players' physical abilities and their capacity to compete in a structured environment.

Philosophy/Principles:

Hockey is both a recreational activity as well as a competitive sport. NDMHA is committed to providing a fun and safe environment for both the recreational and competitive players to develop the skills required to enjoy the game of hockey at the level they wish to participate at. This policy is drafted to ensure that every player that wishes to participate at the competitive level will be afforded fair and equitable chance to qualify for a position on a competitive team.

Objectives:

In addition to the Safety First objective, NDMHA has established an overall policy of operating in a fair and transparent manner with its stakeholders. The Competitive Stream Selection Process is designed to do just that as it pertains to selecting the Association's Rep teams. The primary objective of the process is to select the most competitive teams the Association can assemble while ensuring that the participating members have every assurance that the process is fair..

Notes:

Hockey Canada does not recognize competitive hockey below the Peewee division. Pacific Coast Amateur Hockey Association recognizes only one level of competitive hockey at the Atom level.



In the interest of fairness, at no time during the try-out process, should a Coach or other team official single out any one player, in an effort to “coach”, by providing feedback, advice or council to that player. Messages from the Coach should be directed to all of the participants including, whenever possible, players in subsequent or other sessions.

Process

The Competitive stream selection process will consist of the following steps:

Registration

It is the policy of NDMHA that all registered players must declare their intention to try out for the competitive stream no later than one week before the Association’s first evaluation skate. Any registered NDMHA Player that registers for the competitive stream must attend at least one (1) on ice evaluation session during the first two (2) weeks of tryouts. In the event of vacation, or tryouts with a higher level team such as Major Midget or Junior, a player must apply to the First Vice President for an alternate evaluation date. Normally this will be conducted prior to the regular evaluation skates. Players not able to attend evaluation sessions due to other tryouts must include proof of the higher level tryout which includes the tryouts dates and times and approximate release dates. In the event of injury, bereavement or extreme circumstances, the evaluation committee will meet to decide proper placement for that player taking past history and previous performance into consideration. Appropriate medical documentation will be required.

All players declaring their intention to tryout must submit the Rep try out fee prior to their first evaluation skate. Cheques post-dated past the first evaluation session will not be accepted.

Any player who has not paid the Rep Tryout fee in full prior to the first evaluation skate will be considered ineligible to join a Rep team at a later date.

Prior to the rep tryouts, the player and the parents must receive electronic version or a link to the ND Hockey website to review this policy.

There is expected to be no difference in commitment between the Rep A1 and Rep A2 programs. It is natural that players selected to compete at the Rep A2 level are keen on competing and may be playing at the Rep A1 level in subsequent years.

Consequently, in addition to developing player’s skill deficiencies, the *Rep A2* programs must also prepare players for intensity and commitment for which they aspire. In keeping with the spirit of competitive hockey, players can only choose to opt into the tryout process or not. Specification of team preference will not be accepted as the process is intended to identify players who wish to compete at the highest level. Players selected to represent the Association at the *Rep A1* level who then elect to not play at that level will be then released to the *Recreation* level. In other words, players will not be able to select to play at the *Rep A2* level or be affiliated to a Rep A1 or A2 team for the remainder of the season. Players may choose to be released to Rep C (*Recreation*) at any time during the process.



Players must declare the position they are trying out for in advance. They can select: Forward (F), Defense (D), Either (F or D) or Goalie. This designation is simply for the allocation of the evaluation jerseys and a sense of the number of players by preferred position. This does not mean that the Coach must select this player in this position, with the exception of goaltenders. The Coach will have the final say as to which position players will be assigned.

Parent/Coaches Meeting

At some point prior to the first evaluation skate the Association will conduct a parent Coaches meeting. The objective of this meeting is to ensure that the parents and players be introduced to Rep Coaches and to be informed about the competitive stream selection process.

All Coaches and specific Association executive must be in attendance. Executive should include: President, 1st Vice President, Director of Hockey Operations, Ice Scheduler and Registrar.

Players attending this meeting will be given their ice time schedule.

It is recommended that players and parents sign an acknowledgement of this policy and its contents. The meeting agenda must include but not limited to:

Introduction to the competitive stream, including:

- The objective of the competitive stream.
- Commitment in both time and money.
- Expectations, rewards and commitment to development
- Future in hockey.

Coaches introductions, including:

- A brief description of their background and proposed program.
- Their Coaching philosophy.
- Player development goals.
- Estimated costs and any proposed special events.
- Team selection criteria, post Camp.
- Player's expected behavior during the tryout process.
- Expected pre-ice routine including arrival times.

Question and answer session, expect questions on:

- Costs, specifically rep fees (carding fees)?
- Ice times?
- Selection process?
- What if the player doesn't make the Competitive Stream?

Evaluation Skates

Every player will be allocated two evaluation skates where they will be asked to perform a series of drills designed to test their proficiency in the on-ice skills and tactics required to play at a competitive level. If the number of players at tryouts does not exceed the maximum allowable players at camp, then the A1 coach can take all players straight to camp and use tryout ice to run



their camp. Director of Hockey Operations will still evaluate the first two skates to determine the protected players, but no outside evaluators will be used. The on-ice drills will be planned by Director of Hockey Operations. On-ice staff will be prepped at least one hour before ice time to ensure the session is well-organized and efficient. Ice times should be scheduled so as to not give any one player or group of players an unfair advantage or disadvantage. The objectives for each session are:

Session one – This is intended to be a skills evaluation session. This practice plan should challenge the players: skating including balance, agility, acceleration, quickness, speed and stamina; stick skills including pass giving, receiving, shooting, stick handling and puck handling.

Session two - This session will vary between Atom/Pewee and Bantam/Midget: The Atom/Pewee's practice should be a continuation of the last plan but consider including angling, position specific, and some battle drills. Add some fun stuff but no scrimmage, as they will be playing in two scrimmages in the next phase. Bantam/Midget should go right into angling, position specific, battle drills (toughness) and then move to cognitive evaluation drills (game knowledge). Fun activity should be kept to a minimum and no scrimmages, as they will be participating in two scrimmages in the next phase. This process is similar to the BC Best Ever "evaluation" sessions. This has been endorsed by Hockey Canada as a fair and effective process to select Players with varying degrees of skill.

A separate session should be held specifically for goaltenders. These sessions will be designed under the supervision of a neutral goalie evaluator. The intent is not to have a goalie instructor oversee this session in order to avoid conflict of interest. Goalie schools might arrange the drills to favour their students. All shooters must be from Division above.

Coaches will be expected to observe the evaluation skates and goalie sessions from off the ice as it offers a wider and larger scope of view. It is easier to observe more players from a distance and it will ensure that the evaluation forms are more accurately recorded.

Scrimmages

Upon completion of the evaluation skates, all players excluding goalies will be placed on a number of **balanced** (evenly matched) teams. The number of teams will depend on registration and balancing will be based on the evaluation committee's ratings.

To ensure fairness, each team will play an equal number of scrimmages of equal length and all players must be afforded equal (within reason) ice time for their position.

All the goalies must rotate through every team and must play a minimum of ten straight minutes.

These scrimmages will have two key considerations: one, all players must receive equal ice time, within reason; and two, each player must rotate with every other player, on their team, that is in their assigned F or D position.



These scrimmages are designed to test the player's proficiency in the on-ice skills, tactics and strategic knowledge of the game of hockey in a high-pressure game-like environment.

All players involved in the Scrimmages will be named on the game sheet, including all goalies. Referees will call penalties but players will only have to leave the ice surface but not be asked sit in the penalty box.

Players incurring any major (or other more severe) foul(s) will be dealt with by the members of the Rep Appeal Committee in an appropriate manner.

All persons asked to assist on the bench must have been rostered with BC Hockey the previous season and if a parent, must not be on the same bench as his/her player.

Camp Rosters

The Evaluation Committee numbers will determine the placement of the players. The RepA1/A2 Coach will have input on the process, The process will be facilitated by the 1st Vice President to ensure full discussion of all relevant information.

The Evaluation Committee and Head Coach may take into consideration other factors including, but not limited to, attitude, prior history such as penalties, suspensions, and attendance or any other factor deemed by them to affect the ability of the player to play on the team.

At the end of the evaluation skates the players will be placed in either the A1, A2 camp. The remaining unassigned players will be placed in the C Division.

Every roster must be signed by the teams Coach, the Coach one level down (i.e. the A2 Coach signs the A1 Camp Coach roster). By signing the roster, the lower level Coaches agree to accept any players released to them from the higher level Camp. Completed camp rosters will be submitted to the 1st Vice President for final approval.

Rep A1 Camp will consist of a maximum of three goalies and minimum of 17 skaters. The maximum number of skaters that can be assigned to a *Rep A1* Camp is 20 or four full lines.

The *Rep A1* Coach may elect to release any player from the A1 Camp roster at any time. The released player will be assigned to the A2 Camp. If a released player is recalled and that player accepts the recall, they cannot be released again. The player must, from that point forward remain with the *Rep A1* or A2 team, as the case may be. This does not include goaltenders. A player that is originally assigned to the A2 Camp can be called up as often as the *Rep A1* Coach requests and the player accepts.

The *Rep A1* Coach cannot release a skater that was ranked in the top five forward or three defensemen as rated by the evaluation committee. The Coach can petition to the Evaluation Committee to review a player's rating. To overturn a rating the Evaluation Committee must agree that there are at least three players in the A2 Camp that have higher skills than the player in



question to overrule the evaluation rating. The Evaluation Committee, at their own discretion, can use a third party evaluator to review the player's rating.

The final roster of the *Rep A1* team shall be determined at least two full days, or with enough time for the *Rep A2* team to have one exhibition game before the *Rep A2* must make their releases. The Final A1 cuts shall be moved to the A2 team where they will be evaluated for at least one game after which the final *Rep A2* team roster will be set. Timing and ice time coordination is important to this process and will need to be efficiently coordinated based on the number of *Rep A2* teams being dressed.

Rep A2 Camp will consist of a maximum of four goalies (the maximum goalies between this level and higher cannot exceed two goalies for every rep team plus one) and maximum of 18 skaters. The maximum number of skaters that can be assigned to the final *Rep A2* Camp is 18 or three full lines plus three. The higher level Coach may elect to release any player from their Camp roster at any time. The released player will be assigned to the final A2 Camp. If a released player is recalled and that player accepts the recall, they cannot be released again. The player must, from that point forward remain with the higher level team. This does not included goaltenders. A player that was originally assigned to the C Camp can be called up as often as the *RepA2* Coach requests and the player accepts.

The final roster of the *Rep A2* team shall be determined at least three full days before the *Recreation* team must submit their rosters.

Both camps will allow players to be evaluated through practices and sanctioned exhibition games. Fair ice time must be given to all players within the camp as much as possible. A coach can elect to decrease ice time of the top 5 forward, top 3 defensemen and top goalie in order to better evaluate players that are of a lower placement. A coach can elect to move players to various positions, regardless of what the player indicated they were trying out for. All final team selection is at the sole discretion of the head coach.

Players Returning from Major Midget/Junior tryouts

Placement of returning players (released from Junior tryouts or Major Midget) will be at the discretion of the appropriate Vice President, based upon date of player return.

Releases

PeeWee and below

All camp assignments and releases for PeeWee and below will be communicated through an email to each parent. The email will communicate the next ice time and the result.



Bantam and above

All camp assignments and releases for Bantam and above, will be completed through a meeting process whereby each individual player will be given the results. Each player shall be given an identical envelope containing next ice time and result (A1 Camp, A2 Camp or C Division). The Player will be asked not to discuss their selection until they arrive at their home. It will be important to stress the positive attributes (i.e. specific skills, attitude, leadership qualities, etc.) as well as those weaknesses that need to be addressed. This approach should be conducted in a supportive, nurturing and dignified manner).

All players Bantam and above will be given the courtesy and respect of being told on a personal basis by the Rep A1 or A2 Coach and Division Manager. The only exception will be if a Player misses or is absent on a release date, a written report will be made to the responsible Vice President of the Division.

Player Feedback

Any player released to a lower level must be given a written evaluation. Players are entitled to a detailed and objective skills based evaluation based on their performance, including specifics on their strengths as well as the areas requiring additional development.

The First Vice President must then inform the appropriate *Rep C* Division Manager of the players released to the *Rep C* Division. It is recommended that a formal release form be implemented to formalize the communication to ensure that no players are overlooked during this process.

The *Rep C* Division Manager will ensure that the player is advised and welcomed to the Division and confirm the players next ice time.

Under no circumstances is a player to be informed of being released over the phone or through a third party.

Final Rosters

The final Competitive Stream team rosters will be at the sole discretion of the Rep Coach and the recommended minimum number of players will be as follows:

	Atom	Peewee	Bantam	Midget
Goalie	2	2	2	2
Skaters	14 – 15	14 - 15	15 - 16	15 - 16
Total Roster	16-17	16-17	17 - 18	17 - 18

The suggestion is to have a minimum of 18 skaters and 2 goalies on a Juvenile team.



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Appeals

Appeals for the Competitive Stream Selection Process must be made in writing no earlier than three days and no later than 5 days starting from the time the player was notified of the release. Timelines will be strictly adhered to.

An appeal may only be made for players released from A to C. No appeals will be granted from players released from one A team to another A team.

The appeal must be made in writing addressed to the Rep Appeal Committee of the Association and must document **all** of the grounds for appeal. The appeal will be limited to those issues presented in the document. The committee will meet within 7 days of receiving the appeal.

This committee will determine if there are grounds for the appeal. All decisions of this committee will be final.

Having an appeal upheld will mean that the appellant will return to the camp and be re-evaluated among the players. An upheld appeal does not mean that a spot on a team has been gained.

Adjustments

Adjustments to this policy may be made prior to rep tryouts as long as a notice about the changes are posted on the website, and approved by the board.