



Bowie Hockey Club

Travel Hockey Tryout Practices and Principles

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These Practices and Principles were developed by the Bowie Hockey Club (BHC) to:

1. Achieve the most accurate player placement;
2. Provide transparency in the process for both players and parents;
3. Provide guidance to evaluators to create a more consistent process;
4. Provide evaluation standards upon which players are measured to assure the highest possible degree of fairness and objectivity in the process;
5. Provide a fair evaluation with credible level of checks and balances;
6. Ensure Bowie Hockey Club maintains viable, enjoyable, and competitive House and Developmental player programs.

Tryout coordinators, evaluators, and coaches at all levels put in a tremendous amount of time and personal commitment to adhere to the process below and principles herein created by BHC.

The Board of Directors (Board) recognizes that tryouts often cause a great deal of anxiety among players and parents. It is the hope of the Board to allay some of this anxiety by improving transparency and clarifying the process. Any player or parent who has further questions should feel free to contact the Board President or Vice President of Travel. While tryouts are ongoing, parents should refrain from speaking about the tryouts to members of the evaluation process: coaches, evaluators, or coordinators. This will help ensure that the process is run in the most objective manner possible.

1. TEAM SELECTION

Tryouts:

Tryouts will be held in accordance with established BHC By-Laws and Travel Hockey Tryout Practices and Principles. The BHC Board shall broadly publicize the tryout date and time at least two weeks in advance of the tryout session in places such as the BHC website and email. Players wishing to try out for the BHC travel teams must not be under suspension from any other organization, PVAHA, and/or USA Hockey. For a player to be eligible to register for tryouts, the player's family must not have an outstanding balance with BHC or any other youth hockey organization for that player or his/her siblings. To register for tryouts, a player's parent(s)/guardian(s) must pay the tryout fee and complete the online registration and waiver form. The tryout fee is based on estimates of the number of participants and the costs associated with the tryouts. All players and coaches participating in any on-ice event sponsored by BHC, including tryouts, must be actively registered under USA Hockey. Players are to be assigned numbered pinnies to wear during the tryouts, pinnie colors and numbers are random and do not determine team placement or grouping. Players may not wear any identifying apparel, such as nameplates, team-related jerseys, or helmets with names on them. This policy is intended to make the evaluations as fair and anonymous as possible.

Evaluation Committee:

An Evaluation Committee shall be organized by the Hockey Director and will be comprised of the Hockey Director and qualified independent evaluators, to be selected by the Hockey Director. This committee shall organize the drills and objectives for each level and shall evaluate at as many evaluation sessions as possible. The committee shall work with the coaches throughout the tryouts with the following responsibilities:

2. Independent Evaluators:

At least three evaluators shall evaluate all tryout sessions, inclusive of the upper team head coach and the lower team head coach (when named). Whenever possible, the same evaluators should be used for all tryout sessions within an age group. Evaluators will be individuals with substantial experience in evaluating hockey ability (e.g. High School Hockey Coach, Travel Coaches, etc.) Evaluators cannot have a meaningful relationship with any player trying out at that level that may reasonably constitute a conflict of interest. The evaluators will watch the tryouts from a location that is separate from spectators and parents, such as the players bench or designated area in the stands.

The role of the evaluators is to evaluate the strengths and weaknesses of the players, including skills, effort, game sense, and positional play. Their independent evaluations are considered important and as unbiased as possible to the selection process. In assessing the overall hockey ability of a player, the club will have a tryout rubric which includes on-ice performance items that the players will demonstrate at tryouts.

3. Head Coaches:

Prior to the start of the tryouts, the Board will designate the upper team head coach at each age level. If no non-parent coach for the lower team is available, the lower team head coach will be determined after the upper team has been selected.

No person who has a relative trying out for a team is permitted to be on the ice during the tryout sessions for that age group unless noted prior to tryouts and approved by the Board.

4. Tryout Supervisor:

The Board will designate the Hockey Director to supervise the evaluation process at each age level. The same individual may be assigned to supervise more than one age level.

At the start of each tryout session, the Hockey Director will provide the evaluators, head coaches with the official evaluation forms. The Hockey Director shall watch all tryout sessions in the immediate presence of the evaluators to make sure proper procedures are being followed.

5. Selection Process:

After each tryout session, the Hockey Director will take sole possession of all evaluation forms from the evaluators and conduct a roundtable discussion with the team head coach to review the results. The only people permitted access to the evaluations at this time are evaluators, Hockey

Director, VP of Travel, and President. It will be considered a violation of Board policy to share or discuss any information about the player evaluations with any other individual, unless the Board grants specific permission to do so.

The team head coach has the primary responsibility for developing the team roster with the assistance of at least one of the approved evaluators, with final approval for all selections by the President and VP of Travel, subject to BHC By-Laws. Goalies are not allowed to also be counted as skaters. At the end of the tryout, players may only be offered a position as either goalie or skater, but not both.

Roster selections will be based on the following criteria of each player's hockey ability:

- The tryout evaluations completed by the Evaluators.
- The tryout evaluations completed by the head coach and coaching pool.
- A player's performance in past seasons, especially the most recent one, as assessed by team statistics, the personal observations of the head coach, and input from a player's former coaches.
- A player's coachability, attitude, and work ethic, as assessed by the personal observation of the head coach and input from a player's former coaches.
- A player's experience at playing particular positions.

In addition to a player's hockey ability, the following roster selection considerations will also be considered:

- Commitment. A player's and parent(s) regular attendance and financial commitment are important factors for a positive team experience.
- 2nd year players within a level. If a 1st Year and 2nd year player at the same level (e.g. 12U) score similarly in hockey ability, preferential consideration may be given to the 2nd year player.

Note: When possible, goalies will be evaluated by the most qualified goalie evaluators that the BHC can obtain. The goalie evaluations will take place during the regular tryout sessions and at a goalie tryout.

All players who are selected for a travel team will be contacted by a club official by email no later than 48 hours after all tryouts for all ages are concluded. Players have up to 24 hours to accept or decline a position, which must be via an email response. The tryout results will be posted on the Bowie Hockey Club website by tryout number.

6. Appeals:

While the established process is designed to be impartial and as fair as possible, we recognize that perceptions can sometime cause frustrations. Any parent or player with questions or concerns about the team selections shall contact the Board via email within 5 days of team announcements on the website. The team head coach should be prepared to explain the basis for the team selection decisions. The Board will commit to diligently and thoroughly investigate and

follow-up with all concerns to the best of its ability and aim to respond within 7 days. This is in no way a guarantee of overturning the team selection decision.

7. Tryout Waivers:

In exceptional cases, such as serious injury or illness, the Board may grant a tryout waiver to a player unable to attend the tryout sessions. An acceptable reason (e.g. doctor’s note, vacation, etc.) should accompany any such request. In the event a player is granted a waiver; the Board will try to arrange for an alternative method of evaluation of that player’s hockey ability. A granted tryout waiver player will still be responsible to paying the applicable tryout fee.

A player granted a tryout waiver can only be placed on a team’s roster if he/she is of such hockey ability that, in the judgment of the team head coach and the Board, he/she is clearly among the players who should be selected for the team based on the selection indicators specified above.

8. Team Vacancies:

A player may be added to any team at any time up to December 31 without attending tryouts by coach’s selection upon approval of the Hockey Director, VP of Travel Hockey, and President. These players would generally be ones moving to the area in-season, transfers from Rec, or internal transfers of BHC travel players. Rosters are locked on December 31 for USA Hockey.

The Club will not accept transfers of players from other clubs who were rostered on CBHL teams on or after June 1 except in extreme cases; for example, if a player from outside the CBHL moves into the area and would like to tryout for a travel team after tryouts have concluded, a CBHL team disbands, etc. A player not liking a coach or the level that another team is placed at in the CBHL is not grounds for a transfer exception.

Any contact between a prospective player, parents, or another club and BHC must go through the VP of Travel. The VP of Travel, Hockey Director, and head coaches for that skill level will determine the appropriate level for the player if a transfer is accepted.

9. Travel Expectations Player and Parent

Bowie Hockey Club seeks to provide each player equitable/fair opportunity in practice sessions and games to develop his or her full hockey potential. However, the coach/coaches have full discretion in games to adjust lines, shifts and individual player ice time.

Ice Time estimates for each level, (B, A, AA)

Example for Skaters:

Travel B:	Roll lines with the following exceptions: a) in some special team situations during the game; b) in the last four (4) minutes of the third period; and c) in any overtime period(s) that ensue.
Travel LA:	Roll lines with the following exceptions:

	<ul style="list-style-type: none"> a) in some special team situations in the first and second periods; b) in all special team situations in the third period; c) in the last five (5) minutes of the third period; and d) in any overtime period(s) that ensue.
Travel UA/AA:	<p>Match lines with the following exceptions:</p> <ul style="list-style-type: none"> a) in some special team situations in the first and second periods; b) in all special team situations in the third period; c) in the last five (5) minutes of the third period; and d) in any overtime period(s) that ensue.

Example for Goalies:

Travel B:	Coaches have the option of changing goalies during the mid-way point of each game or play full games as long as they have equal game time throughout a season.
Travel LA:	Coaches have the option of changing goalies during the mid-way point of each game or play full games as long as they have equal game time throughout a season.
Travel UA/AA:	Coaches have the option of changing goalies during the mid-way point of each game or play full games. Equal playing time is not guaranteed throughout a season.

Note: Coaching decisions may be driven by game specific situations, player capabilities, strengths and weaknesses, attitude, work rate, adherence to game plan and disciplinary issues. In addition, coaches, may deviate from the guidelines for tournaments and playoffs.

Expected Knowledge of the Game

Players should be expanding their knowledge of systems and the game as they progress through age groups and skill level in the following system.

- Defensive-zone entries.
- Defensive-zone coverage.
- Breakouts.
- Offensive-zone entries.
- Attack (offensive) Zone.
- Fore-checking.
- Back-checking.
- Neutral-zone counters and regroup.
- Penalty Kills.
- Power plays.
- Face-Offs.

Expected Attendance

Unexcused absences or tardiness for any on and off ice activities will result in missed ice time during games, (shifts, period, or games). Coaches cannot implement systems in games without 100% participation at practices. A coach should be made aware as early as possible when the player is going to miss a practice and games.

Expected Behavior and Consequences for Infractions

BHC follows the “USA Hockey Participant Code of Conduct”, which must be signed by all players prior to any on or off ice participation. The BHC maintains a Disciplinary Review Board (DRB) that monitor all game reports along with reviewing all player and parent issues both on and off the ice. Repeat offenses will result in action by the DRB which can result in suspension or expulsion from BHC. In game issues may result in missed ice time during the current game, (shifts, period, or remainder of the game).

Expectations for Practices

Practices Rules: Practices will last approximately 75 minutes. Players should be at the rink and fully dressed 15 minutes prior to practice. The coaches will have a 15-minute whiteboard session after practice to go over system and game strategy.

- All players will participate in the drills in the designated fashion and contribute in a positive manner.
- All required equipment will be worn at all practices.
- No player will leave the ice without a coach’s permission

10. Tryout Format:

Session 1 – 60 minutes

- Skating drills
- Skill drills (shooting and passing)
- Battle drills
- Scrimmage

Goal: Allow players to understand the form of the tryouts

The skating, shooting and passing drills are important for evaluating each individual’s skill set. These drills can really expose players who lack the skill set to even compete for a position on the team. Drills will be set up with battle situations to show a player’s will, determination, grit and compete level. A scrimmage will follow to put the players in game scenarios to see how they react. The goal of the first session is to allow the players to become familiar with the tryout format.

Session 2 – 60 minutes

- Skating drills

- Skill drills
- Scrimmage
- Battle drills

Goal: Identify the top and bottom players

Session 2 will consist of skating and skill drills, but the concentration will be on how they handle competition with a heavy focus on battle drills and a scrimmage.

Session 3 – 60 minutes

- Skating drills
- Skill drills
- Scrimmage
- Goal: Finalize the roster

Session 3 will consist of skating and skill drills, but the concentration will be on how they handle competition with a heavy focus on battle drills and a scrimmage.

11. TEAM SIZE

The Club intends to field competitive teams while balancing the financial aspect of fielding teams. The numbers below include goalies and teams may take an additional goalie or skaters depending on skill and need.

The budget and plan for teams is as follows:

- 8U: Minimum of 13 and no more than 15
- 10U: 15-16 players (top team) and no fewer than 15 players (second team)
- 12U: 15-16 players (top team) and no fewer than 15 players (second team)
- 14U: 17-19 players (both teams)
- 16U: 17-19 players (both teams)
- 18U: 18-20 players (fewer may be selected depending on number trying out)

If individual teams or the Club in general does not meet the minimum number of players per team, some or all teams may have to pay for their own showcase or tournament fees. This will be announced immediately following tryouts.

12. TEAM DECLARATION

The Club will evaluate the talent and number of players at tryouts to determine the exact number of teams and their levels. The preliminary plan for the 2018-2019 season is:

	Upper Team	Lower Team
(8U)	TBD	n/a
(10U)	Derek Rabold	TBD
(12U)	Jason Kaplow	Joseph Loschiavo
(14U)	Jeffrey Matthews	TBD
(16U)	TBD	TBD
(18U)	Bill Schmidt	TBD

Note: Teams listed with coaches as TBD, will be named after tryouts.

13. TEAM STIPENDS

Parent Head Coach: \$500 fee waiver

Non-parent Head Coach: Reimbursement with receipts for travel, hotel and meals.

1. Travel or mileage at .54 per mile.
2. Hotel not to exceed \$150 a day, unless otherwise approved by VP of Travel.
3. Meals not to exceed \$60 a day.
4. Reimbursement expenses must be submitted via the coaches [Expense Form](#) found on the BHC website.

14. TEAM SEASON PLAN

8U Season Plan

The 8U Program, is the backbone of the Club; providing as many kids as possible the opportunity to play at the highest level their skills allow is critical to building and maintaining a strong youth hockey program.

The goal of the club is to have enough skilled and committed players to field one Mite Travel Team of no less than 12 players.

First Practice: Mid-August
Skills Session: August through January
Practices: Two practices a week, with some exceptions.
Season Fee: \$1600

What's included: Skills sessions August through January, approximately 45 practice slots, 15 Non-League Games, 6 CBHL jamborees, and goalie instruction.

10U Season Plan

The Bowie Hockey Club will field two travel teams at the 10U level. The top team will play AA or possibly Upper A in the CBHL. The second team will most likely play Lower A in the CBHL.

First Practice:	Mid-August
Skills Session:	August through January
Practices:	Two practices a week, with some exceptions.
Season Fee SQ1:	\$2100
Season Fee SQ2:	\$2000 if non-EJEPL
Team Fee:	Should the tournaments exceed non-parent coaches stipend an additional team fee will be applied to cover the cost for, travel, hotel and meals.

What's included: skills sessions August through January, approximately 42 practice slots, 15 home game slots, 2 club paid tournaments (SQ2), EJEPL Showcase season fees (SQ1), CBHL and EJEPL season fees, and goalie instruction.

12U Season Plan

The Bowie Hockey Club will field two travel teams at the 12U level. The top team will play AA or possibly Upper A in the CBHL. The second team will most likely play Lower A in the CBHL.

First Practice:	Mid-August
Skills Session:	August through January
Practices:	Two practices a week, with some exceptions.
Season Fee PW1:	\$2100
Season Fee PW2:	\$2000 if non-EJEPL
Team Fee:	Should the tournaments exceed non-parent coaches stipend an additional team fee will be applied to cover the cost for, travel, hotel and meals.

What's included: Skills sessions August to November, approximately 42 practice slots, 15 home game slots, 2 EJEPL Showcases or 2 tournaments, CBHL and EJEPL season fees, and goalie instruction.

14U Season Plan

The Bowie Hockey Club will field two travel teams at the 14U level. The top team will most likely play Upper A in the CBHL. The second team will most likely play Lower A in the CBHL.

First Practice:	Mid-August
Skills Session:	August through January
Practices:	Two practices a week, with some exceptions.
Season Fee BN1:	\$2100
Season Fee BN2:	\$2000 if non-EJEPL
Team Fee:	Should the tournaments exceed non-parent coaches stipend an additional team fee will be applied to cover the cost for, travel, hotel and meals.

What's included: Skills sessions August through January, approximately 42 practice slots, 15 home game slots, 2 EJEPL Showcases or 2 tournaments, season fees, and goalie instruction.

18U/16U Season Plan

The Bowie Hockey Club plans to field two travel teams at both the 16U & 18U level. All teams will play in the CBHL.

First Practice: Mid-August

Practices: The teams will have two practices per week until early October and then move to a 1-2-1-2 rotation for the remainder of the season. This will allow the players time off and, for those that have jobs or play high school hockey, time to rest. The season fee reflects the adapted schedule.

Season Fee: \$1600

What's included: Approximately 38 practice slots, 15 home game slots, and goalie instruction.

15. PLAY-UP POLICY

A player will be allowed to play at a level above his/her USA Hockey level as determined by their birth date if the Hockey Director, VP of Travel, and President determine that the player demonstrates skills such that, at the higher division, he will be one of the top six players (i.e. a first line player or top goalie) on the higher level top team. Goalies may play up under certain circumstances. Mites may not play up. **Play-up requests are not generally granted.**

16. PAYMENTS and REFUNDS

Tryout Fee Schedule

Due at Registration: \$75

The tryout fee is non-refundable. No player will be allowed to tryout without first paying the \$75. If a player is placed on a travel team, a \$400 deposit is required within 48 hours of accepting a position on a team.

Season Fee Schedule

- Season fees vary by team and are found in the registration materials and in the information above
- Full payment is due by September 1, of the current year
- Players are not allowed on the ice after September 1 if there is an outstanding balance in their account
- Players that join the Club after tryouts must have all obligations paid by no later than two weeks after being placed on a team, or September 1, whichever is later
- Payments may be made via credit card payment on the BHC website or by check mailed to Bowie Hockey Club at PO Box 2205, Bowie, MD 20718. More details are in the registrations materials.

Tryout Refund Policy

- Withdrawal via email 24 hours to one week after accepting a position; half the season fee must be paid in order to release a player
- Withdrawal via email more than a week after accepting a position; the entire season fee is due in order to release a player

Refund/Pro-Rated Payment examples:

Withdrawal one week after tryouts causes undue problems for the club and team that the player was placed on. Below are the only exceptions to the rule that the entire season fee is due in this circumstance.

An exception may be granted if a player leaves a team because of injury or illness, moves more than 50 miles from the Bowie Ice Arena, or there is an unexpected change in family circumstances. For any exceptions to be considered they must be submitted to the VP of Travel, via email. Upon approval by the Board of Directors, a prorated fee schedule may be applied. The prorated portion shall be calculated based on the season fee for the team (less any prepaid items that were missed such as tournaments). The prorated fee schedule will also be used for players that join a team after the season has started.

17. BOWIE TRYOUT FAQs

- Players must be registered on the BHC website, paid the registration fee, and have a valid USAH# for the 2017-2018 or 2018-2019 season to participate in tryouts.
- The schedule on the website is correct and current. It is important to attend all sessions so the players can be effectively evaluated. If you cannot attend a tryout session, please advise the Hockey Director and VP of Travel **via email**.
- Upon arrival, players **only** should go to the registration table near the hockey entrance to sign in and receive a pinnie. The pinnie is to be returned after each tryout and will be re-issued. Players may wear any jersey they choose except ones with their names on them.
- Players should come ready to listen, skate hard, and demonstrate their abilities. Tryouts are not practices or clinics. On-ice officials will explain the drills and what is expected but will not generally demonstrate the drills unless necessary. Bring a water bottle and a desire to work hard.
- There will be a 15-minute parent-coaches meeting prior to the first tryout at every level. We will try and keep it brief and go over the main points of the tryouts.
- The evaluation system we use looks at players in total not just individual aspects. A great pass is often much more important than a goal.
- As tryouts progress, similarly talented players will be placed together to better evaluate them one on one. It may also be the case that weaker players are matched up against stronger players to see how they fare as well. The evaluators and on-ice officials will manage this.
- The club will work with players who cannot attend any sessions due to injuries or unforeseen circumstances, which may require a supplemental tryout later in the year.
- We will not make a final determination about what level teams are playing until after tryouts are concluded.

REVISION HISTORY

Date	Person	Note
3/14/2017	JL	Initial Document
3/19/2017	JL	Removed reference to third travel team. Added third session for tryouts.
3/22/2017	JL	Section 9, Player and Parent expectations.
3/22/2017	JL	Updates to division names and expectations.
3/21/2018		Season Updates