

SWAT Player Evaluation Program 2009-2010

Revised August, 2009

1.0 SWAT Player Evaluation Policy Statement

The goal of the SWAT Player Evaluation Process is to fairly and consistently evaluate players for the purposes of tiering. This will be achieved through the establishment and maintenance of an evaluation program consistent across all the categories. The SWAT Player Evaluation Process will use standardized scoring of skills and/or timed drills **or previous playing history** to determine **initial** game groupings. Final player rankings will be determined by scoring of game skills during evaluation games. Timed drills do not directly determine the final rankings.

Evaluations will not be influenced by player history or any other preconception that could affect the tiering process. Coaches will be selected only after the tiering of all players. Coach selection **is independent of** the ranking of players; further, coaches have no influence in the selection of the teams. The SWAT Tiering Committee will participate in the player evaluations to assist in the consistent implementation of the SWAT Player Evaluation Process.

2.0 Evaluator Selection

2.1 Introduction

Evaluators must have an appropriate background to effectively evaluate player skills and performance. **Volunteer evaluators typically have coaching experience or have similar qualifications of SWAT coaches. Here are some examples of qualifications required:**

1. Experience with player evaluation and performance systems;
2. Background in hockey as a player;
3. Knowledgeable person with coach training qualifications for the category;
4. Acceptable ratings from previous years SWAT Coach Evaluation Program;
5. Experience as a coach.

Using the criteria above, the category directors shall strive to have a cross- section of representation from different Tiers and, if possible, different categories. It is desirable to have a consistent group of Evaluators throughout the entire process. Preference shall be given to Evaluators that are able to commit to the entire evaluation process: the orientation session, skills sessions **(where applicable)**, and all game sessions.

Enough Evaluators should be present to achieve an appropriate sample. It is recommended that at least 10 Evaluators be prepared for each ice session, **five evaluating each team (colour of pinnie)**.

A list of proposed Evaluators shall be submitted by the Category Directors. Evaluators are subject to the approval of the Tiering Director and Tiering VP.

Evaluators are expected to sit apart from each other and from parents in the arena during the evaluation sessions. Evaluators are expected to behave professionally and not to discuss the results of their evaluations with others in the arena. Any evaluator not acting in the spirit of fairness and honesty will be asked not to participate in future evaluations.

2.2 Use of Outside Agencies

An outside agency(s) (or paid evaluators) may be utilized to evaluate one or more categories at the discretion of the Tiering Committee. The selection criteria and remuneration must be approved by the Board prior to awarding a contract.

2.3 On-Ice Instructor Selection

The On-Ice Instructors fulfill a key role in the evaluation process. They are responsible for the organization of players during the skating sessions, executing a proper warm up, explanation of the drills and demonstration of the drills. On-Ice Instructors should be selected from the Evaluator group based on the following criteria:

1. Previous coaching experience or experience communicating drills to young players.
2. Adequate skating and athletic ability to demonstrate the drills correctly; and
3. Ability to quickly organize players and to stay on schedule during the evaluations.

2.4 Evaluator Management

Prior to the pre-season evaluation process, an Evaluator Information and Training Meeting will be held for all Evaluators and On-Ice Instructors. The meeting will be chaired by the Category Directors. A representative of the SWAT Tiering Committee may also attend to explain the SWAT Player Evaluation Process. The meeting will explain the overall role of the Evaluators and On-Ice Instructors. The following points will be covered at the meeting:

1. SWAT Player Evaluation Process,
2. Expectations of Evaluators,
 - Time commitment
 - Duty to learn and understand drills and scoring criteria
 - Duty of fairness, objectivity and impartiality
3. Role of On-Ice Instructors for Drills,
 - Control and organization of players
 - Leading a proper warm up
 - Explanation to players of drills and skills being scored
 - Demonstration of drill
 - Timing consistency and repeat policy
 - Where applicable, ensuring that players alternate positions during scrimmages to give them equal opportunity to play all positions
4. Scoring system for game play scrimmages,
 - Evaluation of game play skills relative to other players
 - Game skill components and scoring
5. Review of Category drills and scoring criteria,
6. Distribution of Category Drill packages for review and use at evaluation sessions.

Prior to evaluation sessions, Category Directors will be responsible for notifying all Evaluators of the evaluation session times and durations with sufficient advance notice. To be practical, evaluation session ice time will be scheduled in blocks to allow several evaluations to be performed in one sitting.

Category Directors will also be responsible for the coordination of On-Ice Instructors and Evaluators, notification of players, greeting and marshalling of players at evaluation sessions, distribution and coordination of pinnie numbers and colours, distribution and gathering of scoring sheets and coordination of refreshments for volunteers.

3.0 Evaluation Process

3.1 Introduction

The SWAT Player Evaluation Process is centered upon a tiering policy and an established player scoring and ranking process across all categories. Players are evaluated initially on their ability to perform and demonstrate skills that will yield appropriate ability groupings for purposes of evaluation games. The use of timed drills will allow for the collection of objective results that establishes a base line for comparison of player skill level(s) relative to age appropriate performance criteria.

3.2 Skill Sessions

Players will generally be evaluated in groups of 25 to 50 players. Players will be split into appropriate numbers of groups by the Category Directors. Grouping of the players for the initial drill session may be random or may be done with some consideration of past rankings. Any method of grouping will have no bearing upon a player's ultimate ranking after all skating sessions have been completed, as all players start out with a zero score and scoring is not relative to the performance of other players on the ice. **Ultimately 100% of the players rank is determined by his/her game evaluations.**

Atom, Pee Wee and Bantam do not have skills sessions. Players will be pre-grouped according to their Tiered placement the previous season. Where the player was not in SWAT the previous season, the Tiering Committee will pre-group the player on the best information available.

3.3 Step 2: Evaluation Games

Movement of players between groupings will generally be performed after each session according to the following guidelines:

Evaluation Game #1 through #3

- Individual player's scores allow ranking within their group (e.g. from 1 to 25),
- Where scores indicate, players will be moved to the adjacent group
- From time to time situations arise where a large group of players of roughly equal skill are in different skill groupings. Where these situations arise Category Directors may arrange Evaluation Games where a broader range of players participate from two different skill groups occurs. This may involve the removal of players who's overall ranking is more clearly evident.
- Players changing groups should be watched carefully in subsequent sessions to ensure the move was appropriate.
- Rank players within each group (e.g. from 1 to 25) based on scores obtained in all evaluation games.
- After each Evaluation Game, Category Directors will normalize each teams, i.e., white and black scores, by ensuring that the range and mean of all players scores are generally equal.

At the discretion of the Tiering Committee, players may be removed from future evaluation games after the second evaluation game to allow more effective evaluation of other players.

Category Directors must notify the VP Tiering and Tiering Director of any player movement up or down.

It should be noted that the above model serves as a guideline, and that from category to category, there will necessarily be differences in its implementation.

4.0 Evaluation Scoring

4.1 Skill Evaluation

Each evaluation session will consist of several age appropriate drills designed to allow players to demonstrate their particular level of competence in a given skill. See individual categories to view drills and scoring criteria.

4.2 Game Playing Skill Evaluation

In general, three quarters of the tiering sessions (with the exception of Bantam where there is no skill session) will be dedicated to evaluation games where players will be evaluated on their ability to play against other players of similar skill. Players' game playing skills will be evaluated against the following scoring criteria:

Offence 0 to 10 points

- scoring, shooting, fore checking, puck carrying, stick handling, passing

Defense 0 to 10 points

- back checking, positioning, taking away scoring chances

Physical Play 0 to 10 points

- effective corner work, winning battles, ability to give and take checks

Team play 0 to 10 points

- passing and puck movement, positional play

Total Score 0 to 40 points

For each Evaluation Game, players will be scored, relative to the group they are skating with (and not relative to the entire category), on the following point criteria:

1	2 – 4	5 – 6	7 – 9	10
Unable to perform the required skill(s)	Demonstrates a below average degree of skill	Demonstrates an average degree of skill	Demonstrates an above average degree of skill	Demonstrates an excellent degree of skill

For the first Evaluation Games, teams will be made based on player ranking after the skill sessions (where applicable), and hence forth based on their Evaluation Game results. Players will receive pinnies as they arrive at the rink, based upon their overall rank to that point, i.e. 1st Rank White, 2nd Rank Black, 3rd Rank White, etc. The lists should be prepared alphabetically so as not to divulge the current placement. The pinnies will be reallocated for every session in this manner. Evaluators will be randomly assigned a colour for evaluation but should not evaluate their own children. In addition, evaluators who feel their objectivity towards a player is compromised are expected to not evaluate that player or request a different team.

4.3 Final Ranking and Team Selection

Players' final ranking will be determined as follows. After the three evaluation game sessions have been completed, relative rankings of players within the groups will be created. Direct comparisons of scrimmage game scores from group to group will not be possible as each group is expected to play at a different level. For example, 25 out of 25 in Group C is not equivalent to 25 out of 25 in Group A.

At this point, a new 1 to n ordering of all players is possible and tentative team cut lines will then be drawn by the Category Directors with the input of the VP Tiering and / or Tiering Director. Category Directors will select teams by dividing total ranking into teams according to logical team sizes.

At Bantam and Peewee, teams will be selected based on player ranking within their selected position.

4.4 Team Blending

Category Directors reserve the right to blend teams in certain situations. Category Directors will determine which teams to blend and submit a written recommendation, with justification, to the VP Hockey Operations, VP Tiering and Tiering Director for final approval. Blending of teams is a process by which a group of players of generally equal skill will form two or more teams that will begin play at the same EMHA level.

4.5 Friends Playing with Friends

Players wishing to play together will be given consideration only if the higher tiered player moves to the tier of the lower player and at the discretion of the Category Directors. Players requesting to play together must **both** submit a written request to the Category Director prior to the first evaluation game. A move of one tier will generally be considered. In order to move more than one Tier, a parent or guardian of the player in question must provide a written request to the Category Director. Upon recommendation of the Category Director, the VP Tiering and Tiering Director, at their sole discretion, have the authority to grant such a move. Their decision is final.

4.6 Atom and Pee Wee Tier 1 Team Selection

4.6.1 Introduction

Players for the tier 1 teams in Atom and Pee Wee will be determined in accordance with all policies contained within this document, except as noted in this section. All references to Tier 1 refer to Atom and Pee Wee only; Bantam, Novice and Initiation levels are not affected.

4.6.2 Selection Process

Tier 1 teams will be determined using a "tryout" process, which therefore will possess a more competitive atmosphere. All players will be invited to participate in the tryouts, at a non-refundable cost of \$50.00 per player.

Tryouts will consist of four evaluation scrimmage sessions. Depending upon the number of players, each player will be invited to either one or both of the first two sessions. After the second session, the top 30 players as determined by SWAT's standard evaluation policy will be eligible for the final two evaluation sessions.

The final Tier 1 team selections will be determined using SWAT's standard evaluation policy.

The Tiering process in general must consider two conditions. At the Pee Wee level, players are evaluated by position, while player sin Atom are not. Secondly, the number of players on each team can be affected by the number of players registered at each level. And can vary from year to year. Those conditions require that the Tiering Committee reserve some discretion on player selections.

Goalie selection will follow a similar process. At the completion of the second session, the four top goalies as determined by evaluator scores will be eligible to participate in the final two evaluation sessions.

All player not assigned to the Tier 1 Team will be required to participate in the standard evaluation process, beginning with the skills sessions as described above.

4.7 Female Novice Team

An effort will be made to establish a team at the Novice level consisting entirely of female players. This will depend upon the number of players interested in this concept and the range of player abilities available. If a sufficient number of players are available in a reasonably narrow band of skill level, a female team may be established and entered in the most appropriate tier. A final decision will be made at the completion of all the evaluation sessions by the Category Directors.

5.0 Goalie Evaluation Process

5.1 Introduction

Goalies will be evaluated in one skill session or game sessions depending on the category. These evaluations may be done by a combination of an outside agency(s) and SWAT evaluators. The skill session, when used, will be held separate from the players' skill session, with SWAT on-ice personnel and evaluations by SWAT Evaluators or an outside agency. Goalies are evaluated on their ability to perform and demonstrate a series of game skills. The scores from these results will rank the goalies for the purpose of placement for game evaluations. Where skill sessions are not used, initial game placement will be made based on previous years playing history. Should previous year information not be available, the best information available will be used. Goalies will then be evaluated in game sessions to assess their skills in a game atmosphere. Goalie movement may take place after each game evaluation to ensure goalie placement is within their level of ability. Final scoring will be done from game evaluations only. These scores will rank the goalies accordingly. The Category Director will do tiering placement of goalies within the category.

Where ice availability exists, a wider variety of game situations will be employed for goalie evaluation purposes, e.g. 3 players versus 3 players, power play situations, shootouts, etc. **Players will not be evaluated during these special goalie evaluation sessions.**

Novice players wishing to play goalie on a part-time basis will be evaluated as skaters to ensure they are placed at a proper level for the games when they are not playing goal. Novice players, except for the top teams, are not encouraged to play goal full time.

5.2 Goalie Evaluation Scoring

5.2.1 Skills Evaluation:

For each drill/skill station, the goalies will be scored on the following point criteria:

1	2 – 4	5 – 6	7 – 9	10
Unable to perform the required skill(s)	Demonstrates a below average degree of skill	Demonstrates an average degree of skill	Demonstrates an above average degree of skill	Demonstrates an excellent degree of skill

5.2.2 Game Evaluations:

Goalies will participate in a series of game evaluations. Goalies will be given an equal amount of ice time and will be rotated throughout the game.

5.2.3 Puck Control

Goalies will be evaluated on their puck handling ability during game play.

1	2 - 4	5 – 6	7 – 9	10
Unable to execute puck control with any degree of competence	Demonstrates minimal puck control during game play	Demonstrates reasonable puck control during game play	Demonstrates high degree of puck control during game play	Demonstrates excellent degree of puck control during game play

5.2.4 Shots/Angling/Positioning

Goalies will be evaluated on their positioning and angles towards the shooters and their readiness for the shot.

1	2 – 4	5 – 6	7 – 9	10
Fails to be in the ready position while facing a shot	Inconsistent with being ready for the shot	Maintains an reasonable ready position prior to and after the shot	Maintains an good ready position prior to and after the shot	Maintains an excellent ready position prior to and after the shot

5.2.5 Overall Impression

Goalies will be evaluated on how well they react to the speed of the game and the game play around them.

1	2 – 4	5 – 6	7 – 9	10
Goalie does not react well to the speed of the game and game play around them	Demonstrates slow reaction to the speed of the game and game play around them	Demonstrates reasonable reaction to the speed of the game and game play around them	Demonstrates fast reaction to the speed of the game and game play around them	Demonstrates excellent reaction to the speed of the game and game play around them

6.0 Administrative Policies

6.1 Absenteeism

Players missing any of the tiering sessions will be placed into groups at the discretion of their Category Directors. Scores derived from partial sessions will not be extrapolated to give full scores as this is felt to be unfair to those attending all the sessions. Absentee players will be considered on a case by case basis.

Bantam players returning from try-outs at Southside Athletic Club will be evaluated based on the criteria and philosophy set forth in this document. Every effort will be made to accommodate these players at a level appropriate to their skill.

6.2 Late Registrants

Players missing the tiering process entirely will be asked to practice with as many teams as necessary to ensure their proper placement.

6.3 Underage Players

SWAT is regulated by Edmonton Minor Hockey policies, inclusive of EMHA's April 12, 2006 policy on "Player Acceleration" on under-aged players. A player wanting to play in a higher category must meet the EMHA qualifications, and have written support of all the following prior to the commencement of the evaluation process: Category Directors from the player's birth year, the VP Tiering and the Tiering Director.

Initiation players are not currently covered by the EMHA policy. Initiation players that wish to enter the Novice evaluation process are welcome to do so. Initiation players that demonstrate a skill level that places them on the top 5 SWAT teams, regardless of Tier, will be permitted to remain in Novice. Players not placed on the top 5 teams will return to Initiation. Initiation players that are permitted to play Novice in their first year will be permitted to remain in Novice in subsequent years, regardless of where they place in the evaluation process. This policy is subject to review should the EMHA policy change to include initiation players.

Please review EMHA's policy at www.emha.ca.

6.4 Initiation Players

Initiation I players will participate in an entry level hockey program, with no regularly scheduled games, where no skills evaluation occurs.

Initiation II players will participate in half-ice hockey games and practices. Players will participate in a skills evaluation session, where players will be ranked according to their abilities using the same scoring system as player Evaluation Games noted above. Players will be assigned to teams by the Category Director(s) together with the VP Tiering and the Director of Tiering, with the objective of forming teams of relative equal abilities (i.e., teams will have a range of higher and lesser skilled players).

In order to better ensure all players are equally challenged and afforded development opportunities, the Category Director(s) together with the VP Tiering and the Director of Tiering may, if deemed appropriate, identify players of superior abilities at the commencement of the hockey season to form an Initiation IIB program. Players in this program may participate in some full-ice hockey games, if ice time is available.

7.0 Appeal Process

SWAT acknowledges that special circumstances affecting the tiering of a particular player may occur. If it appears that a player has been grossly mis-tiered, the player's ranking may be appealed under the SWAT Appeal Policy.

The player will not be considered to be grossly mis-tiered if a move to the next available team above his current team is contemplated. Any player movements will not be made at the expense of another player's positioning. Similarly, moves will only be made if there is reasonable room on another team's roster.

The appeal process is intended only to review instances where a player's evaluation has been grossly affected due to a documented medical condition or injury that may have significantly impeded the player's ability to perform during the evaluations. Appeals may also be founded on compassionate grounds, such as personal tragedies or family deaths.

The appeal process will not accommodate claims due to lack of preparation, absence due to holidays, lack of understanding of drills, claims of slow starts, minor illness, tiering results of previous years, tiering results of former team mates, tiering results of other hockey clubs, dissatisfaction with Evaluators, Directors, Coaches or the type of tiering process. Appeals linked to, or regarding the rankings of other players will not be considered. Appeals alleging tampering, persecution, mismanagement of the evaluation process or competence of Evaluators will not be considered. Appeals issuing ultimatums will not be considered. Movement to another category will not be considered as a remedy to a tiering issue.