

**BEDFORD & DISTRICT MINOR HOCKEY
ASSOCIATION**

**Tryout & Evaluations Document
2023-2024 Season**



Contents

Purpose	3
BDMHA Tryout & Evaluation goals	3
General Policies	4
Evaluator Guidelines	5
Absences & Injuries	7
U13 AAA Competitive Tryout Process	8
U11 / U13 / U15 (AA, A, B Levels)	9
Player Groupings	9
Team Selection & Player Scoring	10
Process Outline	11



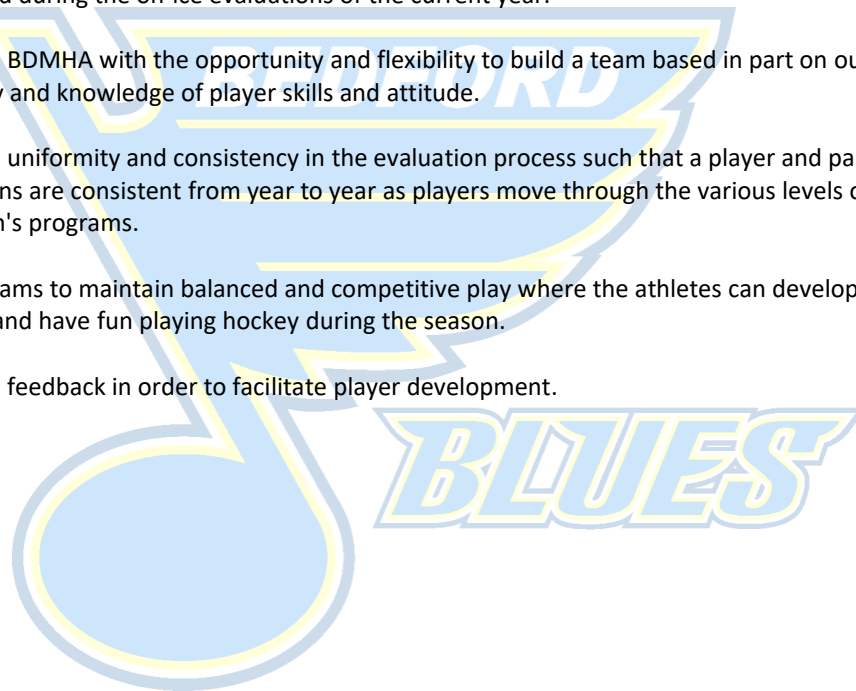
Purpose

The key objective of the Bedford & District Minor Hockey Association (BDMHA) Competitive Tryout and Recreation Evaluation process is to conduct an objective evaluation of player skills and place players where they have the opportunity to participate at a level commensurate with their abilities, further develop their skills and most importantly, have fun.

BDMHA wants to ensure that each player is given a fair evaluation and that all players are placed at the appropriate level for their abilities.

BDMHA Tryout & Evaluation goals

- To provide a fair and impartial assessment of a player's total hockey skills.
- To ensure that players have the opportunity of being selected to a team appropriate to their skill levels as determined during the on-ice evaluations of the current year.
- To provide BDMHA with the opportunity and flexibility to build a team based in part on our coaching philosophy and knowledge of player skills and attitude.
- To provide uniformity and consistency in the evaluation process such that a player and parent expectations are consistent from year to year as players move through the various levels of the association's programs.
- To form teams to maintain balanced and competitive play where the athletes can develop and participate equitably and have fun playing hockey during the season.
- To provide feedback in order to facilitate player development.



All Divisions – General Policies

1. The overall Evaluation Committee for the 2023-2024 season will consist of Megan Douglas (Divisional VP), Nancy Oldford (Divisional VP), Brian Furdas (Divisional VP), Ken Lenihan (VP Operations), Craig Lynk (VP Finance), Andre Lefebvre (HDP), and Matt Oxford (BDMHA Administrative Coordinator).

The sole purpose of the Evaluation Committee is to establish the processes and procedures at all levels along with overall planning/implementation of the entirety of the tryout process – ice scheduling, evaluators, referees, bench staff, check-ins, technology, etc.

The Competitive Tryout Committee (sub-committee) for the 2023-2024 season will consist of Brian Furdas (Divisional VP/VP of Competitive), Ken Lenihan (VP of Operations), Craig Lynk (VP of Finance), Andre Lefebvre (Hockey Development Professional, Jamie Moore (non-parent), & Tyler Doyle (non-parent), along with 1-2 other non-parent members to be announced prior to the start of the Sessions on September 20th.

The sole purpose of this sub-committee will be to ensure the process and procedures at the competitive levels are followed.

CONFLICTS:

- U11 – Kyla Burry (Secretary), Nancy Oldford (VP Recreation), Megan Douglas (VP U7/U9), Craig Lynk (VP Finance)
- U13AA/A/B – Brian Furdas (VP Competitive), Ken Lenihan (VP Operations), Nancy Oldford (VP Recreation)
- U15 – Chris Snide (VP Development), Nancy Oldford (VP Recreation)
- U18 – Brian Furdas (VP Competitive).

Brian Furdas will be excluded from any decision-making involvement in U13AA/A/B along with U18. Ken Lenihan will be excluded from any decision-making involvement in U13AA/A/B and Craig Lynk will be excluded from any decision-making involvement in U11. For these reasons, we've included 2-3 non-parent members of the competitive tryout committee to fill in, not only at these levels, but for the entire process. The remaining executives above will be removed from any decision pertaining to levels their children or family members play at.

2. The Competitive Tryout Committee will establish a group of evaluators and ***will work with this group to establish the drills to be used for players evaluation.*** The drills used for player evaluations and standard player evaluation form will be documented and posted on the Team Selection section of the Association Website at least three (3) days prior to the start of a competitive Team Selection process.
3. All individual player ratings and scores will be held confidential within the selected members of the Executive Committee and evaluators. ***Under no circumstances*** will player ratings, scores, or placement relative to others be made public or disclosed to any individual not involved directly in the Team Selection process.
4. The ONLY Evaluation Committee member with administrative access to any tools used for evaluations will be the BDMHA Administrative Coordinator, Matt Oxford.
5. All members of the Competitive Tryout Committee will be required to sign a Confidentiality & Privacy Acknowledgement.

Evaluator Guidelines

1. Evaluators will be chosen by both the Divisional VP and the Hockey Development Professional, with support from the Competitive Tryout Committee.
2. **NEW:** Evaluation sessions have been shortened from 50 minutes to 45 minutes for the sole purpose of allowing extra time for evaluator debriefs in between sessions. We will establish a debrief room near ice level where the evaluators can congregate and review the scores to primarily check for any anomalies. For example, if there are 6 evaluators and the player scores are say 6, 6.5, 5.5, 7, 6, 4 then the '4' may require some discussion and context. This could become more of a factor should sessions be light on evaluators as the averaging impact would be higher ex. 6.5, 7, 6.5, 3.
3. It is our goal to create an a set of evaluators for each level that will consist of an overall evaluation lead and a robust group of evaluators. We will utilize a combination of paid external evaluators and some former coach volunteers. The desired mix will be 2/3 paid independent and 1/3 former coach.
4. In the past, we have seen sessions with a less than ideal number of evaluators, for a variety of reasons despite the best of intentions. It is our hope that supplementing potential shortages from a pre-vetted pool of former coaches (at least one level removed), along with post session evaluator debriefs, will aid in creating more consistency and accuracy in evaluation scoring. The post-session debrief should help to eliminate or smooth any biases potentially remaining (after the vetting and after the 1-2 levels removed).
5. Evaluation leads are responsible to ensure data integrity and consistency throughout the tryout and evaluation process along with leading the debrief sessions in conjunction with our Hockey Development Professional.
6. Evaluators will use the Team Genius software and BDMHA tablets will be provided in order to digitally record player scores during the evaluation process. All evaluators will be pre-trained on how to properly use the Team Genius scoring system. Paper scoring sheets, along with the Team Genius App, will be available as a backup, in the event of technology (wifi) and battery issues. **Some evaluators maybe on their phones during sessions and this maybe due to technology issues noted above and them using the Team Genius App on their phones.**
7. Players are identified in Team Genius by jersey color and number so no names are available to evaluators. Scores recorded in the Team Genius software are locked and not able to be adjusted following the conclusion of the evaluation session.
8. We would ask parents to please refrain from packing private hockey program socks and pant shells. **Players with private hockey pant shells or socks will be asked to change or leave the ice. Please wear BDMHA issued socks or plain colour socks.**
9. Evaluators will meet with the Hockey Development Professional before tryouts begin to ensure consistency in the evaluation approach. The intent of the session is to review drill plans, expected skill demonstration and the nature of the evaluation.
10. Evaluators will be set up separately from spectators. We plan on establishing a debrief room in one of the unused dressing rooms for the evaluators to congregate and share notes (debrief) after the sessions. We ask that there be no parent interaction with evaluators during the entirety of the process.
11. **Parents are NOT permitted to be at ice level during evaluations. They are required to watch from the available space accessible from the second floor at the HRM 4Pad.**

12. All Evaluators involved in the tryout process will be required to sign a Confidentiality & Privacy Acknowledgement.
13. Players will be evaluated based on the skills displayed during the on-ice sessions and not what group they begin the process in.



Absences & Injuries

1. The Tryout and Evaluation process provides an opportunity to evaluate players in a common forum to ensure proper placement at the most appropriate level. **It is our expectation that all players will attend all tryout sessions.**
2. There is recognition that there may be circumstances which preclude a player from attending sessions due to injury, bereavement, or other circumstances.
3. Players who miss all or part of the tryout process will be handled based on the reason for their absence and the nature of their injury.
 - a. At the assessment and discretion of the tryout committee, the Divisional VP and the Hockey Development Professional, the missing player MAY be linked to a player in the tryout process who is deemed to be the closest in terms of ability/skill/score.
 - b. Should a player be linked, this will form the basis for their on-ice scoring but will not necessarily result in the same placement as the player(s) they were linked to. The Competitive Tryout Committee, along with the incoming Coach, will decide on a case-by-case basis how absenteeism is handled. Prior year's coach's feedback will also be utilized and consulted.
 - c. If a player is linked and they are on the short list or bubble, their name will be included in the pre-vetted list provided for consideration for placement on the team.
 - d. All injured player decisions will be documented by the Competitive Tryout Committee with rationale provided to the Executive for approval in advance.
4. For this policy to apply, parents need to notify the tryout committee at tryoutattendance@bedfordblues.com (or Divisional VP, VP of Operations or our administrator, Matt Oxford) in advance of tryouts for any pre-existing injuries or expected absences. All such instances will be reviewed on a case-by-case basis.

U13 AAA Competitive Tryout Process

This process, schedule, and flow chart, has already been posted to the BDMHA web site and should you have any questions, please send to Brian Furdas, VP Competitive at b.furdas@bedfordblues.com or to Ken Lenihan, VP Operations at k.lenihan@bedfordblues.com



U11 / U13 / U15 (AA, A, B Level), U18

Player Groupings

- Initial groups (ex. Group 1, 2, 3 etc.) will each be formed with players from all levels and will be balanced. The balancing will be primarily based on the level of play for the 2022-2023 season. On the ice, players will be placed into station groups by the on-ice facilitators. This is to ensure each player is given an equal opportunity.
- Each tryout group will be divided evenly into manageable sizes
- Flow charts for each level will be posted by September 15th to the main BDMHA web site. These charts will outline the composition for the various stages per age level. Stages 1-3 will differ at each age group but Stages 4 and 5 will be more standard.
 - U11 – Stage 1-2 will consist of skill/battle-based sessions. Stage 3 will have a third skill-based session along with an intrasquad game.
 - U13 – Stages 1-2 will consist of skill/battle-based sessions. Stage 3 will be intrasquad games.
 - U15 – Stages 1-2 will be skill/battle and intrasquad and Stage 3 will be intrasquad.
 - U18 – Stages 1-2 will either be one skill/battle session and 1 intrasquad or will consist of two intrasquad games. This will be determined in consultation with our Hockey Development Professional. Any change to this format will be posted to the schedule asap before the start of their first session.
- After Stage 2, at all levels other than U13AAA, the players will be re-grouped and the prior scores will be wiped heading into Stage 3. These new scores will be maintained throughout the balance of the tryout process, will be equally weighted for the remaining sessions, and will be the basis for any movement up, or down, as the stages progress and ultimately to determine final placements.



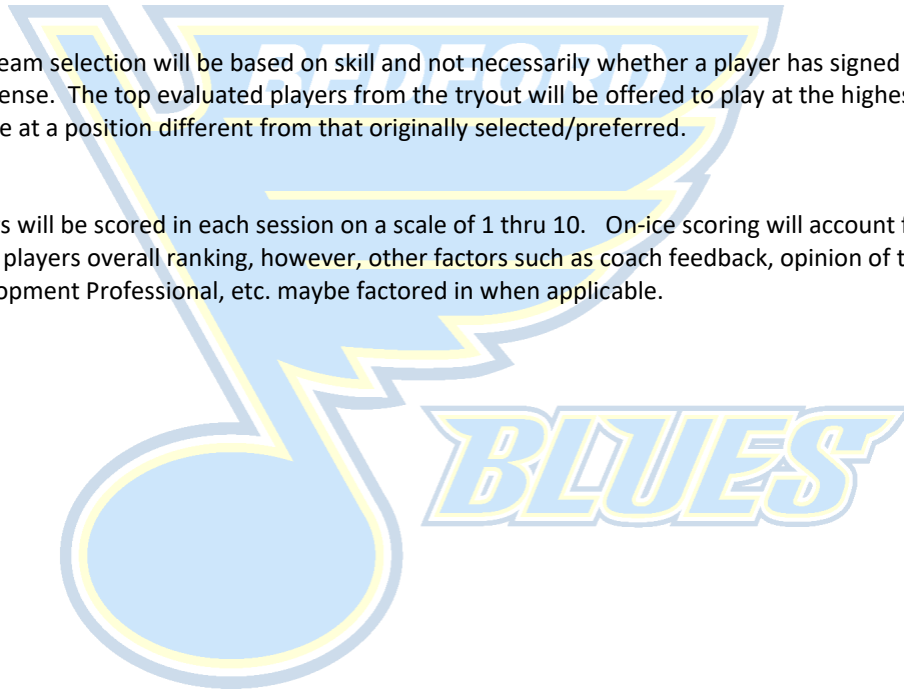
Team Selection & Player Scoring

1. For the 2022 tryouts, there was a rule that no second year returning BDMHA player within an age group would play at a lower level of hockey than what they played in their first year at the age group. **This rule will be eliminated for the 2023 tryouts.**

Given the size of our organization and the differing development stages of all players, we need to allow for a process that identifies, and chooses, the most deserving player on an annual basis. Should a returning player be 'on the bubble' and tied for placement (as determined by the Competitive Tryout Committee – ex. within 5 points on a 100 point scale or within 0.5 points on a 10 point scale) at the level he/she played at the prior season, they will be placed back at that level.

Please note: If parents want their player(s) to be placed at a lower level for any reason, they can request this by contacting the Competitive Tryout Committee. We ask that this is done as soon as possible and, ideally, prior to the completion of the Stage 4 sessions and preferably no later than October 2nd.

2. U11 Team selection will be based on skill and not necessarily whether a player has signed up for forward or defense. The top evaluated players from the tryout will be offered to play at the highest level but it may be at a position different from that originally selected/preferred.
3. Players will be scored in each session on a scale of 1 thru 10. On-ice scoring will account for the majority of the players overall ranking, however, other factors such as coach feedback, opinion of the Hockey Development Professional, etc. maybe factored in when applicable.



Process Outline

1. For the competitive tryout process, BDMHA will use our stage-based evaluation model. This will consist of Stages 1-5 and culminate with team selection. Our process will allow for potential promotion, demotion, or lateral movement in stage 3 and beyond.
 - a. Stage 1 – traditionally Spring ID, not held therefore combined with Stage 2
 - b. Stage 2 – Stages 1/2 will be two (2) ice times with either skills, battles or intrasquad games (depending on level) and will form the basis of the primary sort heading into Stage 3. At the conclusion of Stage 2, scores will be set to 0% of cumulative score, in other words, wiped out.
 - c. Stage 3 – will be primarily intrasquad games, except U11, and will be 2 sessions at all levels. Between the two sessions there can be lateral player movement, movement up a group or movement down a group. This will allow for promote, demote, lateral movement and provide 2 opportunities for players to change groups. (note that at stage 1 & 2, the group numbers are meaningless as they are all balanced to begin with. At stage 3, the groups will be in rank order)



NOTE: Group 3 players can move to Group 2 or laterally to Group 3. What is not illustrated above is that they can also be assigned to the recreational level.

- d. Stage 4 – will be exhibition game(s) and will now be more of a stage where players are starting to settle into their level. Movement at this stage will be rare and the majority of the movement will be down.
- e. Stage 5 – will consist of a Coach’s Skate/Session/Selection depending on scheduling. It may include having the named Coach observe the final exhibition game(s) and, with the assistance of the HDP, and, under the guidance of the Competitive Tryout Committee, participate in the selection of the final spots.

2. The level of teams fielded at each age group is based on registration numbers, demonstrated skill levels, and exhibition game performance. BDMHA aims to maximize the number of the competitive teams at the highest level but we will not rush into this decision. The Competitive Tryout Committee will always assess this matter during the process but material discussions will commence during the intrasquad sessions and into the exhibition game(s). **All communicated decisions on the number of teams at a particular level will be final.**
3. Player placement/group movement decisions will be made at the conclusion of Stage 2, 3, 4, 5. At any point along this process, the Competitive Tryout Committee can decide to a) assign a player to the recreational level or b) park a player at an appropriate level. It is not our goal to do either very often but we need to include this flexibility as it may be used to provide certain players every opportunity to play the highest level possible.
4. During the tryout process, some players will be assigned to the recreation level. These players will not have to participate in the recreation assessment process as their scores from the competitive tryouts will be used when drafting teams at the recreation level.



Communication for Absences/Illnesses/Injuries

- Inquiries pertaining to any absences, illnesses, or injuries – please send to this mailbox asap once known: tryoutattendance@bedfordblues.com
- Please include a CLEAR subject in any email correspondence including the division, player name, and subject of the email ex. U13, John Doe, INJURY.
- Groupings and scheduling are set and balanced. It can be difficult to accommodate any requested changes and we would ask that they not be made unless absolutely necessary. Such requests maybe considered, approved or declined, and the committee will assess on a case-by-case basis. Often once one exception is made, others follow.

Feedback

- Any feedback regarding the 2023 Tryout Process can be sent to tryoutfeedback@bedfordblues.com
- Feedback relating to grouping and placement, will not be entertained during the process and will be responded to upon completion in a reasonable time frame. We will evaluate the email flow to ensure any themes are noted and corrected, if possible, but we simply won't have time to deal with the volume of email while trying to execute a successful process for the majority.
- We are making every attempt to make things as clear, fair and robust as possible but, with 450+ kids trying out, mistakes will be made and are unavoidable. We will do our absolute best to eliminate or limit as much as possible but, at the end of the day, we are all volunteers trying to kick off the season in as coherent a fashion as humanly possible. We appreciate your patience, understanding and cooperation.

