



MAVERICKS

Mavericks Hockey
Player Evaluation and
Placement Manual
August 2018

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1.0 INTRODUCTION

With over 550 hockey players registered annually, The Mavericks Hockey Association evaluation process is a fundamental component of the overall hockey program. The Player Evaluation and Placement Manual (the “Manual”) is approved by Mavericks Hockey Board of Directors. We encourage all members to read the manual thoroughly and contact the VP On-Ice or the Director of Evaluations (Evaluation Team) to answer any questions you may have. This document will act as the general guidelines for all involved to ensure a consistent application of the principles of evaluation are applied throughout the process. All comments, questions, and concerns for improvements should be forwarded to the VP On-Ice or the Director of Evaluations for consideration.

2.0 THE PROGRAM

2.1 Evaluation Objectives

The objectives of the Evaluation Process are:

- To provide each player the opportunity to evaluate to the best of their ability.
- To provide an impartial, consistent and comprehensive evaluation of a player’s total hockey skills that include Functional Intelligence, Speed, Puck Possession skills and Competitive Spirit.
- To ensure that all players have a reasonable opportunity of being selected to a team appropriate to their level of skill, as determined during the evaluation process of the current year.
- To provide uniformity and consistency in the evaluation process such that player and parent expectations are consistent from year to year as players move through the various levels of the Association programs.
- To form teams to maintain the balance of skill where the players can develop and participate equitably and have fun playing hockey during the season.
- To eliminate political manoeuvrings and interference during the evaluation and player selection process and let players be evaluated strictly on their individual skills and development.

2.2 Evaluation Team – Roles, Responsibilities & Accountabilities

2.2.1 VP On-ice

Works in conjunction with the Director of Evaluations to oversee the Evaluation process.

2.2.2 Director of Evaluations

The following are the roles, responsibilities, and accountabilities of the Director of Evaluations:

- Act as an impartial representative on behalf of the Mavericks Hockey Association, its members, and its players
- Form an evaluation team with the Vice President On-Ice;
- Coordinate on ice coaches with the Director of Coaches;
- Ensure each division has coordinated volunteers for the following: Check-In Desk, Jersey Handout, and Dressing Room/Bench Supervision;
- Responsible for overall coordination and oversight of player evaluations;
- Periodically attend evaluation sessions for all Age Groups and provide guidance for the Age Group Coordinators and the Evaluation Teams ensuring ongoing integrity and consistent application of processes as outlined by the Mavericks Hockey Player Evaluation and Placement Manual;
- Ensure that any behaviour inconsistent with Mavericks policies and procedures and Respect in Sport is dealt with immediately and where necessary, reported to the Director of Safety and Governance;
- Arbitrate any disputes arising during players' evaluations;
- Participate in the ongoing Evaluation Review Committee and present proposals to the Board of Directors for changes to the player evaluation process.

2.2.3 Administrator/Registrar

The following are the roles, responsibilities, and accountabilities of the Administrator:

- Provide registration information with regular updates to the Evaluation Team;
- Provide summary of coach evaluations for all previous season players to the Evaluation Team;
- Advise Director of Evaluations of all pertinent timelines and procedures;
- Post evaluation information on the website as required.

2.2.4 Ice Scheduler

The following are the roles, responsibilities, and accountabilities of the Ice Scheduler:

- Work with the Director of Evaluations and the Director of Technology to schedule the appropriate number of skates per Age Group at the appropriate times;
- Provide appropriate intervals between skates to accommodate data entry, review and posting of future skate times;
- Work with the Director of Evaluations to schedule free skates and checking clinics.

2.2.5 Age Group Coordinators

The following are the roles, responsibilities, and accountabilities of the Age Group Coordinators:

- Coordinate the volunteer scheduling for a specific Age Group as provided by the Director of Evaluations ensuring compliance with the Mavericks Hockey Player Evaluation and Placement Manual;
- Act in a confidential manner ensuring the integrity of the evaluations process;
- Communicate the evaluation process to the players and their parent/guardians through various means including, but not limited to, emails, meetings, website postings, etc.;
- Be visible and accessible throughout the process to answer general questions from parents and players;
- Communicate the process and skate times with the players and/or parent/guardians in a timely manner;
- Responsible for notification of injured, absent or late players to the Director of Evaluations;
- Work with the Mavericks Hockey Discipline & Grievance Committee to address any reviews in a timely manner and according to the reviews process outlined in this Manual;
- Ensure that all Evaluators have the same evaluation page with the same jersey numbers and colours;
- Ensure that all necessary equipment including pucks, pylons, clip boards and other on-ice equipment are present for the beginning of each session and in good, working condition
- Assign and work with Check-in Desk/Jersey Coordinator for your age group.

2.2.6 Goaltending Consultant

The following are the roles, responsibilities, and accountabilities of the Goaltending Consultant:

- Act as an impartial representative on behalf of the Mavericks Hockey Association, its members, and players;
- Disclose the names of any MHA players who have participated/attended any development programs hosted by the consultant. Reports directly to the Director of Evaluations;
- Follow and enforce the Mavericks Hockey Player Evaluation and Placement Manual;
- Work closely with the Age Group Coordinators and On-Ice Coaches to implement and facilitate the session plans to ensure compliance with the intent of the Mavericks Hockey evaluations process;
- Actively participates in the evaluation process by providing insight and guidance for the evaluation of players, player movement, and committee pick selection and player grievance.

2.2.7 On-Ice Coaches

The following are the roles, responsibilities, and accountabilities of the On-Ice Coaches:

- Reports to Director of Evaluations;
- Submit their application for On-Ice Coach (available on the Mavericks Hockey website). This can be for regular season Head or Assistant Coach Position or for those individuals only interested in assisting solely as an On-Ice Coach for the evaluation process;
- Ensure compliance with the Mavericks Hockey Player Evaluation and Placement Manual;
- Review and understand the drills and skills identified within the practice plans to ensure a clear understanding of the on-ice process;
- Attend training sessions as required;
- Act in an unbiased and impartial manner during the evaluation process;
- Keep the pace and flow of the drills to finish within the allocated ice time providing equal opportunity to all players;
- Encourage players to perform to the best of their ability;
- Ensure that players understand the drills and have equal opportunity to participate.
- Assist in running free skates, if necessary, prior to the start of evaluations

2.2.8 Check-In Desk & Jersey Coordinator

The following are the roles, responsibilities, and accountabilities of the Check-in Desk and Jersey Volunteers:

- Each age group will have a Check-in Desk-Jersey Coordinator
- Check-in Desk/Jersey Coordinator reports to the Age Group Coordinator for that specific age group;
- Manage the “check-in desk” process and ensure any player absences are immediately reported to the Age Group Coordinators;
- Inform skaters of dressing room assignment, jersey number and colour;
- Maintain confidentiality of the team and number list. Do not allow any photographs of the list to be taken
- Hand out jerseys and take attendance in dressing room 5 minutes prior to skate time;
- Collect all jerseys after each skating session and at the end of the day;
- Arrange to have jerseys washed at the end of each session.

2.2.9 Dressing Room & Bench Supervisors

The following are the roles, responsibilities, and accountabilities of the Dressing Room & Bench Supervisors:

- Reports to the Age Group Coordinator;
- Provide supervision in the dressing rooms prior to and after each session;
- Manage the benches i.e. shift changes, player position rotation, player conduct, during scrimmage play ensuring that players stay in numerical order, or the assigned order for that skate time;
- Act in an unbiased and impartial manner during the evaluation process;
- Encourage players to perform to the best of their ability;
- Responsible to not be on the same bench as their own child.

2.2.10 Director of Technology

The following are the roles, responsibilities, and accountabilities of the Director of Technology:

- Reports directly to the Vice President Off Ice;
- Provide the evaluation pre-seed as per defined process;
- Ensure data integrity and confidentiality at all times throughout the process;

- Ensure the data entry personnel collect and manage all evaluation forms from the evaluators after each session;
- Provide timely results to the Age Group Coordinator.

2.2.11 Data Entry Leads and Assistants for Novice

The following are the roles, responsibilities, and accountabilities of the Data Entry Assistants:

- Data Entry Leads and Assistants Reports to the Director of Technology;
- Ensure data integrity and confidentiality at all times throughout the process;
- Review data results after entry and verify accuracy;
- Ensure that all results and forms are kept strictly confidential as they are not intended for public knowledge;
- Must be available and capable to meet the turnaround time required by the Age Group Coordinator.

2.2.12 Evaluators and/or Selection Committee

The following are the roles, responsibilities, and accountabilities of the Evaluators:

- Sign the Evaluator's Code of Conduct;
- Ensure compliance with the Mavericks Hockey Player Evaluation and Placement Manual;
- Review and understand the drills and skills identified within the practice plans to ensure a clear understanding of the on-ice process;
- Review the evaluation criteria prior to the process to ensure they are evaluating the same skill with the same intent as the other evaluators;
- Attend Mavericks Hockey training sessions as required;
- Stay physically separate and independent from all other Evaluators and parents during the evaluation program;
- Provide a fair, unbiased and thorough analysis of all players;
- Will not compare notes, scores or rankings with other Evaluators during sessions. The Team Lead may ask for feedback during the skate;
- Will not share comments or opinions with any parents/players or other interested observers;
- Maintain confidentiality of player scores and/or rankings at all times;
- Review evaluation rankings at the end of each session;
- Submit Evaluation Forms to a member of the Data Entry Team immediately following the completion of each ice session;

- Refer questions, comments or complaints that you may receive to the Age Group Coordinator or Director of Evaluations without offering comment on the question or complaint;
- Immediately inform the Age Group Coordinator or Director of Evaluations of any potential conflicts of interest prior to the start of a session, or as soon as it has been identified;
- Will not evaluate their own child
- Do not take any photographs of evaluation materials, team lists, sign in sheets etc.
- During the evaluation time, use of cell phone is prohibited except in the case of an emergency. Texting and phone calls are not allowed as the role requires full attention for the duration of the session.

2.2.13 Mavs Cup Facilitator

The following are the roles, responsibilities, and accountabilities of the Facilitator:

- Sign the Evaluator's Code of Conduct;
- Ensure compliance with the Mavericks Hockey Player Evaluation and Placement Manual;
- Review the evaluation criteria prior to the process to ensure they are evaluating the same skill with the same intent as the evaluators;
- Attend Mavericks Hockey training sessions as required;
- Lead the discussions in the evaluation room after the game play sessions;
- Provide a fair, unbiased and thorough analysis of all players;
- Will not share comments or opinions with any parents/players or other interested observers;
- Maintain confidentiality of player scores and rankings at all times;
- Review evaluation rankings at the end of each session;
- Refer questions, comments or complaints that you may receive to the Age Group Coordinator or Director of Evaluations without offering comment on the question or complaint;
- Immediately inform the Age Group Coordinator or Director of Evaluations of any potential conflicts of interest prior to the start of a session, or as soon as it has been identified.

2.2.14 Mavs Cup Observer

The following are the roles, responsibilities, and accountabilities of the Observer:

- Sign the Evaluator's Code of Conduct;
- Ensure compliance with the Mavericks Hockey Player Evaluation and Placement Manual;
- Does not evaluate players or offer reviews/opinions of players;
- Is present to ensure that the process is followed according to the manual;
- Will not share comments or opinions with any parents/players or other interested observers;
- Refer questions, comments or complaints that you may receive to the Age Group Coordinator or Director of Evaluations without offering comment on the question or complaint;
- Immediately inform the Director of Evaluations of any potential violations of the manual as soon as it has been identified.

2.3 Evaluation Ethics for Board Members

- Board members shall provide full support of the evaluation process and methodology as outlined in this Manual and act with highest level of integrity expected of a Board Representative.
- Board members, who are not part of the Evaluation Team, shall not request ranking or assessment information for any registered player during the period when evaluations are being conducted.
- Board members, who are not part of the Evaluation Team, shall refrain from being in the evaluation room unless specifically requested by the Mavericks Hockey Executive.
- Board Members must remain in the parent viewing area when their players are being evaluated.
- During the evaluation period, Board members shall not forgo other Mavericks Hockey board or Hockey Calgary responsibilities and/or commitments due to being actively involved in evaluation process.

- Board members shall not use their position or rank title to gain influence or unsolicited involvement in the evaluation process, or in any situation arising during evaluations.
- A violation of any of the above responsibilities or ethics could result in disciplinary action by the Mavericks Hockey Board of Directors and could result in the removal of that board member from the Mavericks Hockey Board of Directors.

2.4 Volunteer Bond

All roles which will qualify for the Mavericks Hockey Volunteer Bond Program will be defined by the Board and posted in advance on the Mavericks Hockey website.

2.5 Parent & Caregiver Responsibilities

- Attend the Mandatory Parent Evaluation Meeting prior to evaluations starting
- Practice what you have learned in Respect in Sport.
- Do not take any photographs of evaluations materials, team lists, sign in sheets etc.
- Be aware of the importance of evaluations and the corresponding schedules. September is the primary month for evaluations, and players are required to attend all scheduled sessions. Missed sessions may alter the process for all players. Consult the Mavericks Hockey website frequently, and if you are ever unclear about anything regarding the process, refer to this Manual or contact your Age Group Coordinator or the Director of Evaluations for clarification as soon as possible.
- Help your player to be prepared. Be at the rink early enough for your child to be completely ready 15 minutes before the ice time starts. Players should be dressed and sitting on the benches in the dressing room with their sticks at the door. Make sure all their equipment fits, skates are sharpened and all items are in the equipment bag when you leave your home. Full equipment including neck and mouth guards are mandatory and must be in place for your child to participate in the evaluation process.
- Promote positivity and support. Help your player understand the process: Traditional Evaluation Process vs. Mavericks Cup format. Mavericks Hockey needs to be able to compare different groups of skaters with each other to ensure everyone has a chance to show where they fit. In the Traditional Process, this is achieved by changing the number of skaters in the first 2 skills sessions. Please refer to chart in the Novice Section.

- Understand the process yourself. Be as informed as possible about the associations, both Mavericks Hockey and Hockey Calgary, and the evaluation process. <http://www.maverickshockey.ca> or www.hockeycalgary.com.
- Contact Mavericks Hockey early if you have a question or concern.
- Contact Mavericks Hockey early if your player is sick or injured. Contact the Director of Evaluations and your Age Group Coordinator directly by email.
- Respect the Association Evaluators. Do not ask Evaluators for player information.
- Promote and support having fun throughout the process.

2.6 Evaluation Attendance

2.6.1 Missing Evaluation Ice Times

If a player does not show up for a session, they may be negatively affected in the overall final assessment from a lack of weighting during a particular day. This will have the effect of lowering their overall final ranking which may jeopardize the team they ultimately will be placed on.

2.6.2 Legitimate Personal, Family & Medical Emergencies

Legitimate personal, family and medical emergencies are situations that will not count that day in the final player ranking. Each case will be reviewed separately including consultation with the Director of Evaluations, the Director of Safety & Governance, and the Age Group Coordinator. The Vice President On-Ice and the Vice President Off-Ice may be asked to participate in the decision-making process. In the case of medical emergencies, documentation must be provided from the Doctor detailing the injury/sickness and include the return to play date.

2.6.3 Injured and Sick Players

If a player is or becomes injured or sick and is unable to attend any/remaining of the evaluation sessions for the upcoming year, the parents of the player must contact the Director of Evaluations and the Age Group Coordinator directly to provide medical documentation and explain the situation. All decisions regarding placement of injured or sick players will be made in collaboration between the Director of Evaluations, the Director of Safety & Governance, and the Age Group Coordinator. The Vice President On-Ice may be asked to participate in the decision-making process. The group will consult and consider (but is not limited to) the player's pre-seed rank, previous coach's evaluations,

discussions with previous coaches, and discussions with the Evaluations Selection Committee.

If applicable, parents must provide medical documentation clearing the player for participation before the player can be reinstated.

2.6.4 Players Returning from Quadrant Tryouts

Players wishing to try-out for AA or AAA quadrant teams must follow the registration guidelines determined by the Association to be considered during the Player evaluations and placement process. Spaces may not be held in the Association and acceptance into Mavericks may not be guaranteed unless players are pre-registered prior to the start of the Association Evaluation Process. Players that are selected for quadrant teams will be reimbursed all hockey fees paid to Mavericks. Refund requests must be submitted in writing to the Administrator by email.

Players that have previously registered and return from quadrant tryouts for the Calgary Buffaloes during the evaluation process will be placed within the Mavericks Hockey evaluation program based on the team they played on the previous year and the prior year's coaching evaluation. The overall goal is to place players returning from quadrant tryouts within Mavericks Hockey at a level that is consistent with their ability and does not penalize them for their efforts with the Calgary Buffaloes. Every effort will be made to begin the Bantam and Midget Mavericks Cup Tournaments after the final Buffaloes cuts. If a player returns at or near the end of the Mavericks Hockey evaluation program, these players will be dealt with on a case by case basis by the Director of Evaluations, the Director of Safety & Governance and the appropriate Age Group Coordinator. They will place that player on the appropriate Mavericks Hockey team, utilizing all information available to them. The Vice President On-Ice may also be asked to participate in the process. In general terms, the later it is during the process that the player returns to Mavericks Hockey from the quadrant system, the higher in the evaluation grouping that they will be placed.

2.6.5 Players New to the Association

New players to Mavericks Hockey will normally be placed in the bottom group of their Age Group for the first evaluation. At the discretion of the Director of Evaluations, and the Age Group Coordinator for an age group, new players that have previous hockey experience may be placed in a higher group depending on where they played the prior year in their past association. The Hockey Canada database will be relied upon to verify this information for players transferring into Mavericks Hockey. Players coming into Mavericks

Hockey that do not have a Hockey Canada file will be required to provide documented proof in the form of a letter from their previous association to assist in their initial placement within Mavericks Hockey. This approach will ensure all new players are properly placed without infringing on the placement of existing Mavericks Hockey players.

2.7 Goaltender Evaluations

The evaluation of goaltenders is specialized due to the nature of the position and the unique experience and understanding of the position required of the Evaluators.

Designation of goaltenders in Atom to Midget Age Groups is mandatory on the official Hockey Calgary rosters. It is important for goalies to be aware, that when they elect to evaluate at the goaltender position, they will be expected to remain at that position through the balance of the year.

The number of goaltenders per team will vary depending on the number of eligible candidates and the number of teams in an age group. If registration numbers allow, 2 (two) goaltenders will be placed on each team. Following the pre-evaluation sessions, Mavericks Hockey will indicate to goaltenders if they can reasonably expect to be placed on a team as a goaltender. In instances where it is likely that a goaltender will not be placed on a team, the parents will be informed so that the goaltender can then be evaluated as a player, or elect to be released to another association as a goaltender. This will only occur when there are more goalies interested in playing the position than there are positions available on teams within the age group. If the registration numbers indicate that there will not be 2 (two) goaltenders per team, then it will be up to the discretion of the Evaluation Team to determine which team(s) should be allotted only 1(one) goalie.

This season, Goalies will be evaluated in the Mavericks Cup Tournament Games. They will generally play a period for each team during a Mavericks Cup game. The goalies will be evaluated by the Selection Committee, which will include Independent Goalie Evaluators. A Technical Evaluation component will be used in conjunction with Mav's Cup for the Atom and Peewee age group.

3.0 THE PROCESS

3.1 The On-Ice Evaluation Program

The following requirements govern the on-ice evaluation program:

Use standardized evaluation criteria and apply it consistently across all age groups. Evaluators must be able to account for their opinions and it should be readily apparent to any onlooker that the system being applied in any age group follows the Mavericks Hockey Player Evaluation and Placement Manual.

Members of the Age Group Coordination Team should include volunteers for different age years (ex. a parent of a second year Atom player, and a parent of a first year Atom player) to ensure continuity in the program from year to year.

Age Group Coordinators report to the Director of Evaluations, who in turn reports to the VP On- Ice who reports to the President. If a conflict of interest occurs involving any member, they shall be immediately removed from the process until full resolution has occurred.

3.2 Evaluators and On-Ice Instructors

It typically takes 15-20 volunteers to run one ice time effectively during the evaluation process. This can include Evaluators, on ice coaches and bench staff, depending on the age group, the evaluation program being implemented, and the number of players on the ice.

Those volunteers wishing to Coach and Assistant Coach are expected to be active participants in the evaluation process. Volunteers may be asked to complete an application form which may be reviewed to determine the level of competency of skill. Those who are interested in assisting Mavericks Hockey solely with evaluations may be asked to complete an application form.

Successful volunteers will be required to make a significant contribution by attending all ice times (varies from 16 to 25 ice times per age group) as this helps to ensure consistency within the program. Recognizing that this is not always possible or realistic,

preference will be given to Evaluators that are prepared to commit significantly more time (over half of the sessions is preferable).

The other primary criterion for qualifying as an Evaluator is the level of hockey knowledge. While not an absolute requirement, it is preferable that the individual have previous hockey experience either in the form of playing the game for an extended period or through many hours of observation and training as a Coach. The commitment and knowledge of an Evaluator cannot be underestimated.

3.3 The Pre-Evaluation Seminar

At the beginning of the annual evaluation process, the Director of Evaluations and Directory of Coaches will schedule a meeting of all the Evaluators and On-Ice Coaches to discuss the overall philosophy, standards and requirements of Mavericks Hockey evaluation program. Guidance will be provided on what to specifically look for during a session, how to utilize the evaluation forms provided to affect movement and what is required per ice time in the form of final player rankings from each Evaluator

3.4 The Pre-Seed - The Initial Placement of Players

Mavericks Hockey utilizes a pre-seeding process to ensure the effective handling of the large number of players to be evaluated. This is the process of placing players in initial groups based on the previous year's age group category, teams they played for last year, and the player evaluations completed by the coaches at the end of the previous hockey season.

For the Novice Age Group, a pyramid structure is utilized to ensure all players have an equal opportunity to aspire for higher level teams each year. Initially having fewer players in the higher groups provides an opportunity for more upward movement during the process, particularly during the first and second ice sessions. The number of players in each group is staggered so players will be allowed to move through the system as quickly as possible. For example, a player that begins their evaluation (first skate) in Group #3 and has been identified for upward movement will then skate in Group #2 for the first skate of that group where possible. Note that logistical issues such as the size of the groups, and the scheduling of ice times will not always make this possible. At the end of the Evaluation Program, the groups noted above, typically balance out to form more of a rectangle as players move through the process of evaluation, get placed into groups consistent with their individual abilities.

For the Mavericks Cup Tournaments, the pre-seed will be used to balance teams. For Novice, the Mav Cup teams will be drafted based on the results of the 2 skills skates. The draft is to ensure that the teams are as even as possible.

Note: For all age groups, the pre-seed is a guide to place players in their initial group and not used to determine their final team placement.

3.5 Timbits (age 5-6) Evaluations

All evaluation procedures will be as outlined by the Hockey Calgary Timbits Manual.

https://www.hockeycalgary.ca/assets/file/Timbits_Guide.pdf

3.6 The Novice Evaluation Process

New to Novice this year will be the splitting of the Novice age group into Novice Minor and Novice Major. The Evaluation process evaluates all the player's hockey skills. The process evaluates a player's functional intelligence, speed, puck possession skills and competitive spirit.

The Evaluation sessions and practice plans will be designed under the guidance of the Director of Evaluations and Director of Player Development to provide the very best conditions for the players to showcase their skills and provide an equal opportunity for the player to be seen as often as possible and in as many situations as possible.

All players, regardless of level will receive the same amount and number of ice sessions. The evaluation sessions will be broken out as follows:

Novice Sessions	
Session 1	Skills
Session 2	Skills
Session 3	Mav Cup Game 1
Session 4	Mav Cup Game 2
Session 5	Mav Cup Game 3

3.6.1 Novice Evaluation Format

The day rank of each skills session is averaged between the evaluators and these results are totalled to arrive at an overall final ranking for the entire group for that skate. The overall skills rank represents the basis from which the Novice Mav Cup team selection process begins. See Mav Cup Description below for more details.

All players are encouraged to attend all sessions of the evaluation to ensure they are properly assessed by the system.

3.6.2 Session #1, #2 - Individual Technical/Tactical Skills

Ice sessions will be planned by the Director of Evaluations in conjunction and the Director of Player Development to incorporate specific drills to showcase player individual talent.

3.6.3 Tabulation of Results

The Director of Technology is responsible for tabulating the results after each ice time. The Director of Evaluations, Vice President on Ice and the Age Group Coordinator will review the data and assign players to their groups for the next skate.

The first 2 ice sessions for each age group will be focused on upward movement and the rebalancing of all groups based on the skills of the players.

The ice sessions will be staggered, where possible, such that a player who is asked to move will be able to immediately skate in the next group above for the same session number as the group that they just left. For example, a player who begins in Group 3 and is asked to move, may then skate in Group 2 for that session.

This approach will help speed player movement through the system. For the Mavericks Hockey Evaluation Process to run effectively there will be upward movement as required to ensure all players are placed properly at the end of the program

Note: Movement is done based on the skate of the day. It may, or may not, reflect how a player would fit within a group over “the long term”. The purpose of movement is to see if players in one group have similar or different skills than players in another group. The formation of “groups” is necessitated by having a minimum of 20 and a maximum of 34 skaters on the ice at one time so teams can be formed to scrimmage. The breaks between

groups, especially near the beginning of evaluations, can seem quite arbitrary but by the final session, players in a group should be showing highly similar skills.

3.6.4 Sessions #3-5 – The Mav Cup Process

After the completion of the 2nd evaluation session, the tabulation of the final overall rankings for the skills portion is completed. After this ranking is complete, balanced Mav Cup teams will be drafted solely based on the skills results. Players will play on their Mav Cup teams for all 3 remaining Mav Cup games.

3.6.5 Novice – Hockey Calgary Divisions

Consistent with Hockey Calgary guidelines, both the Major and Minor Novice Age Groups will consist of 3 divisions. The placement of teams will depend on the final number of minor and major novice teams and will follow the Hockey Calgary grid as shown below. Hockey Calgary has mandated that associations follow this format to allow for development and to provide for a more equalized level of competition throughout the city.

NOVICE SEEDING GRID 2018-19 SEASON

MAJOR & MINOR: Grids are the same for both divisions

Please note there will be 3 divisions of Major Novice and 3 divisions of Minor Novice to begin the season

TEAMS	DIV 1	DIV 2	DIV 3	TOTAL
2 Teams		1	1	2
3 Teams	1	1	1	3
4 Teams	1	2	1	4
5 Teams	1	2	2	5
6 Teams	2	2	2	6
7 Teams	2	3	2	7
8 Teams	2	3	3	8
9 Teams	3	3	3	9
10 Teams	3	4	3	10
11 Teams	3	4	4	11
12 Teams	4	4	4	12

3.7 Mavericks Cup Tournament Evaluation Format (Atom – Midget)

Mavericks Hockey will utilize the Mavericks Cup Tournament evaluation format for players in the Atom – Midget Divisions. This process evaluates players based on their performance in the tournament games. Players will be assigned to the same team for the

round robin games. New teams may be made for an Overtime Game(s) at the discretion of the Selection Committee.

The intent is to minimize the players' anxiety during the process by eliminating in skate and skate to skate moves experienced in the previous evaluation process.

Players will be evaluated by a Selection Committee. The Selection Committee will consist of:

- Facilitator
- Independent Player Evaluator(s)
- Independent Goalie Evaluator(s)
- Evaluators – MHA Coaches from within and outside of the age group division
- Non-Evaluating Observer – Mavericks Hockey Board Member (i.e. - Director of Safety & Governance, Director(s) at Large, Director of Player Development)
- Specific Team Coaches – As Selection Committee agrees on obvious choice/team. Coach input is valued and appreciated; the Selection Committee will consider the feedback provided by the coach as part of their assessment of final player placement.

Players will be evaluated on the following broad characteristics:

- Functional Intelligence
- Speed
- Puck Possession Skills
- Competitive Spirit

Mavs Cup Tournament

The tournament will consist of a 3 to 5 team round robin tournament format. The teams will be drafted from the pre-seed data in to balance them as evenly as possible. The number of players per Mavs Cup team will be determined by final registration numbers. In a 4 team Mav Cup, the teams will play 3 round robin games, and a 4th game based on round robin results; 1st vs 2nd and 3rd vs 4th. At the conclusion of the Mavs Cup, the selection committee may request an additional "Overtime Game" with a selection of players from that Mavs Cup tournament. The players selected to play in this game may or may not be selected to play based on rank order from the evaluation process.

In a 5 team Mav Cup, the teams will play 4 round robin games.

Player Removal from the Evaluation Process

During a Mavs Cup Tournament, a high performing player may be removed from a tournament if unanimously agreed upon by the Selection Committee, the Director of Evaluations, and the VP On Ice. If a player is removed from a tournament, he/she will not be re-inserted back into the same tournament.

This step would be taken for an 'obvious' choice and can occur when we have new players in the organization who we feel are originally misplaced or to improve the contribution and visibility of remaining skaters in a Mavs Cup Tournament/Game to help the Selection Committee focus in on team cut lines.

Overtime Game

At the conclusion of the Mavs Cup, the selection committee may request an additional "Overtime Game" with a selection of players from that Mavs Cup tournament. The players selected to play in this game may or may not be selected to play based on rank order from the evaluation process.

4 Team Sample Tournament Schedule

Teams – Blue, White, Gold & Green

Round Robin Games:

- Game 1: Blue vs White
- Game 2: Gold vs Green
- Game 3: Blue vs Gold
- Game 4: White vs Green
- Game 5: Green vs Blue
- Game 6: Gold vs White

Championship Games:

- Game 7: 3rd place team vs 4th place team
- Game 8: 1st place team vs 2nd place team

Overtime Game (if required)

Most players participating in the first Mavericks Cup tournament for their age division will be placed on teams at the conclusion of the tournament. Approx. 10-15 players will be asked to participate in second Mavericks Cup Tournament for that age group division.

Not all players invited to play in the second Mavericks Cup Tournament will be placed on a higher team; they are being offered the opportunity to play higher based on the results from the first tournament.

The process would begin again for the second tournament. At the conclusion of the second tournament, all players will be placed on teams and notified by the age group coordinator shortly after.

3.7.1 Atom Division (9-10 Year Olds)

Hockey Calgary supports a Regional Division Format for the Atom Division. This is a change as there are no longer city divisions in Atom.

The Atom Evaluation program is designed to first assess all players as athletes based on their hockey talent and competitiveness. This will form the core of the final ranking assessment. Supplementing this will be an evaluation of their ability to play in their declared position. An Atom player who has designated themselves as defence will not necessarily be accelerated onto a higher team due to this designation and/or low registration numbers for that position. The Selection committee reserves the right to place players based on their “overall hockey ability”. For example, if only 10 players declared to play defence, they will be placed on teams according to the skill level that they demonstrated during the evaluation process, and not be placed on teams 1 & 2 due to a perception of the number of required defencemen per team. Conversely, while a player may have evaluated as a forward, once assigned to a team, their coach may ask them to rotate or consider playing defence during the season.

Mavericks Cup Tournament #1

4 evaluation teams will be drafted from the ~60-75 lowest pre-seeded players; (number confirmed with final registration). Three teams will be determined by this tournament. Approximately 10-20 players may be asked to play in the second Mavericks Cup Tournament.

Mavericks Cup Tournament #2

4 evaluation teams will be drafted from the remaining pre-seed players and invited players from the first Mavs Cup Tournament. The tournament will determine the remaining 4 teams in the Atom age group.

3.7.2 Peewee Division (11-12 Year Olds)

Hockey Calgary has changed the divisional format for the 2018-2019 Season. There will be 1 Peewee AA division that plays across the city of Calgary. All other peewee divisions will be a north/south regional format consisting of divisions 1-6.

Mavericks Cup Tournament #1

4 or 5 evaluation teams will be drafted from the ~60-75 lowest pre-seeded players; (number confirmed with final registration). The three lowest tiered teams will be determined by the tournament. ~10-20 players will be asked to play in the Mavericks Cup Tournament #2.

Mavericks Cup Tournament #2

4 evaluation teams will be drafted from the remaining pre-seed and invited players from the first Mavs Cup Tournament. The tournament will determine the remaining 4 (4) tiered teams.

3.7.3 Bantam Division (13-14 year olds)

Hockey Calgary now has 2 Bantam categories. Body contact and non-body contact. Divisions 1-3 will be the body contact league and Divisions 4-7 will be the non-body contact league. The number of teams in contact and non-body contact is determined by registration numbers. Associations are required to follow the Hockey Calgary grid for body contact and non-body contact teams.

Not all players that chose to evaluate for body checking are guaranteed to be assigned to a body-checking team. Factors such as player registration numbers and Hockey Calgary/Hockey Canada Policies will dictate the number of teams.

Checking clinics are mandatory for all Bantam aged players regardless of their body contact/non-body contact designation. The course teaches excellent body positioning skills that will aid non-body contact players as well.

Mavericks Cup Tournament #1 - Body Contact Tournament

4 evaluation teams will be drafted from the players who choose to play in the contact divisions, Numbers confirmed with final registration. The 2 contact teams will be

determined by the tournament. **Not all players that chose to evaluate for body checking are guaranteed to be assigned to a body-checking team.**

Mavericks Cup Tournament #2 – Non - Body Contact Tournament

Three evaluation teams will be drafted from the body contact players that did not make teams 1 and 2 and the non-contact players. The 2 non-contact teams will be selected.

3.7.4 Midget Division (15-17 year olds)

Hockey Calgary now has 2 Midget categories. Body contact and non-body contact. Divisions 1 - 3 will be the body contact league and Divisions 4 - 6 will be the non-body contact league. Associations are required to follow the Hockey Calgary grid for body contact and non-body contact teams.

Not all players that chose to evaluate for body checking are guaranteed to be assigned to a body-checking team. Factors such as player registration numbers and Hockey Calgary/Hockey Canada Policies will dictate the number of teams.

Mavericks Cup Tournament #1 - Body Contact Tournament

4 evaluation teams will be drafted from the players who choose to play in the body contact divisions. Numbers confirmed with final registration. The three contact teams will be determined by the tournament. **Not all players that chose to evaluate for body checking are guaranteed to be assigned to a body-checking team.**

Mavericks Cup Tournament #2 – Non-Contact Tournament

Three evaluation teams will be drafted from the remaining players. The 2 non-body contact teams will be selected.

Note: Depending on registration numbers for the Midget Age group, the number of evaluation teams could increase or decrease.

4.0 SELECTION OF COACHES

4.1 Coaches and Finalizing the Process

Mavericks Hockey reserves the right to select Head Coaches before, during and/or at the conclusion of the Evaluation Process. See the Coach Selection Process as outlined in the Mavericks Hockey Policy and Procedure Manual.

4.2 Team Roster

Once a team roster is finalized and approved, Coaches will be given a team roster.

- Age Group Coordinators are to send a BCC email to everyone assigned to a team introducing the head coach. After this email is sent, the head coach may phone/contact players welcoming them to the team.
- No player evaluation results will be released as per Mavericks Hockey Policy and Procedure Manual.

5.0 Dispute Resolution Process

5.1 Mavericks Cups Tournament Format (Novice – Midget)

There are no reviews in the Mavericks Cup Format. Players are evaluated and placed on teams that the Selection Committee feels is the best fit for them. Selection Committee takes notes on every player, every game.

Parents can request a Process Review if they believe that the Evaluations Manual was not followed. There will be a \$100 fee for the review, refundable if an error occurred. The review will be performed by the Vice President On-Ice Operations, the Director of Safety & Governance, and the Director of Evaluations. If the player's parent failed to attend the mandatory Parent Evaluation Meeting prior to the start of Evaluations, without approval from the Vice President On-Ice Operations of their absence, they are not allowed to request a process review.

5.2 Player Placement review Guidelines

There are many factors that are considered in the process of a review.

1. Is there room for movement such that team sizes remain in compliance with the Hockey Calgary guidelines and requirements for team sizes? This includes the guidelines for team size and differentiation of team sizes within a community. No

player will be moved down a team as a result of a review of another player. As such, the compliance with the aforementioned guidelines is of great importance.

2. Is there an error in the evaluation calculations that compromises the placement of the player subject of a review? Reference should be made to the procedure in place in the Mavericks Player Evaluation and Placement Manual.
3. Was there an illness, injury, health concern that impacted the players' performance in evaluations and was that taken into consideration in the evaluation and in a manner consistent with the Mavericks Player Evaluation and Placement Manual? A review will not necessarily be successful as a result of an injury, illness or health concern.
4. The position of the player in relation to the desired team. For example, is the player next on the depth chart in terms of players being placed on a particular team?
5. Was the review request made in the timelines required by Mavericks Hockey?
6. Was the review made on the form requested by Mavericks Hockey?

The following are not acceptable reasons for a review, and reviews made for such reasons will be denied.

- Desire to play with a particular player or players on another team.
- Desire to play for a particular Coach or Assistant Coach.
- Desire not to play with a particular player or player on the assigned team.
- Desire not to play for a particular Coach or Assistant Coach on the assigned team.
- Previous year(s) performance or placement alone.
- Placement in relation to another particular player.

A review places the burden on the player or parent making the review to explain to the Director of Evaluations and the Age Group Coordinator the appropriate reasons for the review.

The review Form is intended to assist in ensuring that adequate information is provided such that an appropriate determination can be made. The review Form is to be used for filing a review request. A payment fee of \$100.00 must be attached the form. The payment fee will be refunded if the review is validated. If the review request is not made on the form or if the form is not complete properly, the review shall be automatically dismissed with no further recourse.

The Director of Safety & Governance, the Director of Evaluations, the Vice President of Off-Ice, and the appropriate Age Group Coordinators will meet to consider and review all reviews and meet with the parents afterwards to discuss the review and their results.

6.0 REFERENCES

1. Hockey Canada – Minor Hockey Development Guide – Player Evaluation and Selection
2. Hockey Alberta – Player Evaluation Process
3. Mavericks Hockey Association – Bylaws
4. Mavericks Hockey Association - Policies and Procedures

7.0 APPENDIX

Evaluators Code of Conduct
Volunteers Code of Conduct
Review Process Form

EVALUATORS CODE OF CONDUCT

1. I will ensure compliance with the Mavericks Hockey Association Player Evaluation and Placement Manual.
2. I will review and understand the drills and skills identified within the practice plans to ensure a clear understanding of the on-ice process.
3. I will review the evaluation criteria prior to the process to ensure that all Evaluators are evaluating the same skill with the same intent.
4. I will attend training sessions as required.
5. I will stay physically separate and independent from all other Evaluators and parents during the evaluation process.
6. I will provide a fair, unbiased and thorough analysis of all players.
7. I will not compare notes, scores or rankings with other Evaluators, unless requested to do so by the Director of Evaluations.
8. I will not share comments or opinions with any parents/players or other interested observers.
9. I will maintain confidentiality of player scores and rankings at all times.
10. I will review scores as the end of each session to ensure that there are no errors.
11. I will submit Evaluation Forms to a member of the Data Entry Team immediately following the completion of each ice session.
12. I will refer questions, comments or complaints that I have or may receive to the Age Group Coordinator, or Director of Evaluations without offering comment on the question or complaint.
13. I will not take any pictures of evaluations related materials
14. During the evaluation time, use of cell phone is prohibited unless in the case of an emergency, not texting or phone calls allowed as this causes issues with the parent group

I acknowledge that I reviewed, understand and will comply with the Mavericks Hockey Code of Conduct and understand that failure to comply with this code of conduct will result in disciplinary action as per the Mavericks Hockey Policy and Procedure Manual.

Date: _____

Evaluator's Name: (Please Print): _____

Signature: _____

VOLUNTEER CODE OF CONDUCT

1. I will ensure compliance with the Mavericks Hockey Association Player Evaluation and Placement Manual.
2. I will attend training sessions as required.
3. I will stay physically separate and independent from all Evaluators during the evaluation process.
4. I will not share comments or opinions with any parents/players or other interested observers.
5. I will maintain confidentiality of player scores and rankings at all times.
6. I will not allow anyone to take pictures of any evaluation materials.
7. I will refer questions, comments or complaints that I have or may receive to the Age Group Coordinator Director of Evaluations without offering comment on the question or complaint.
8. I will not take any pictures of evaluations related materials

I acknowledge that I reviewed, understand and will comply with the Mavericks Hockey Code of Conduct and understand that failure to comply with this code of conduct will result in disciplinary action as per the Mavericks Hockey Policy and Procedure Manual.

Date: _____

Volunteer's Name: (Please Print): _____

Signature: _____

NOVICE PLAYER PLACEMENT REVIEW FORM

THE PLAYER

Name: _____
(the "Player")

Novice Age Category: Minor Major

Placement Team: _____ (Team Number of Division)

Parent Name: _____ Phone Contact: _____

Email: _____ Alternate Phone: _____

PLAYER HISTORY (last 3 seasons)

Season Association _____

Community Team# _____

Hockey Calgary Division _____

Season Association _____

Community Team# _____

Hockey Calgary Division _____

Season Association _____

Community Team# _____

Hockey Calgary Division _____

EVALUATION ATTENDANCE

Did the player attend all evaluation sessions? Yes No If no, why?

ILLNESS /INJURY OR MEDICAL CONDITION

Was the player suffering from an illness, injury, or other medical condition during the process?

Evaluation Session 1 Yes No

Evaluation Session 2 Yes No

Mav Cup Game 1 Yes No

Mav Cup Game 2 Yes No

Mav Cup Game 3 Yes No

If yes, please describe the nature of the illness, injury, or other medical condition:

Was the injury/illness reported to the Evaluation Coordinator or the appropriate Age Group Coordinator? Yes No

If yes, when was it communicated? _____/_____/_____
Day Month Year

Was the injury, illness or medical condition communicated in writing?

Yes No

If yes – please attach a copy of the written communication to this form.

Is the injury, illness, or medical condition something the player suffers from on a regular basis?

Yes No

Please explain:_____

If an injury is an issue, did the injury occur on ice during an evaluation or conditioning skate:

Yes No

PARTICULARS OF THE REVIEW REQUEST

Describe the reason for the review with a mind to the factors used to determine a review: (Use additional pages if required)

Was there a particular problem with any evaluation session other than an injury?

Evaluation Session 1 Yes No

Evaluation Session 2 Yes No

Mav Cup 1 Yes No

Mav Cup 2 Yes No

Mav Cup 3 Yes No

Please describe the problem(s) with particular reference to the Mavericks Hockey Association Player Evaluation and Placement Manual where appropriate (Use additional pages if required)

ACKNOWLEDGEMENTS

Has a parent or guardian of the Player been involved in the evaluation process for this year?

Yes No

If yes, Name _____

I acknowledge that the review and review decision will be communicated to the Mavericks Hockey Association Board of Directors: Yes No

I acknowledge that a record of this review will be kept by Mavericks Hockey
Yes No

I acknowledge that if this form is not completed in full that my review request may be denied on that basis: Yes No

I acknowledge that filing this review request does not entitle the player or parent to access all of the information from evaluations.
Mavericks Hockey Association shall use that information at its sole discretion.
Yes No

I acknowledge that I have read the Mavericks Hockey Association Player Evaluation and Placement Manual prior to filing the review:
Yes No

I have attached payment in the amount of \$100.00. I understand that if my review is not successful; this amount will not be returned to me.
Yes No

Date: _____

Printed Name: _____

Signature: _____

Please note, once a decision has been made by the Mavericks Hockey Association Review Committee, the decision is final with no further avenue of recourse available.

You are permitted to attach further pages with any additional information you feel is necessary for the review.