



PLAYER EVALUATION AND TIERING OF TEAM POLICY

Purpose of Evaluation & Tiering of Teams

Teams should provide players with the opportunity to have fun, improve ringette skills, build self confidence, and create friendships. Tiered divisions will be evaluated with the purpose of placing players on teams of like calibre of play, with similar skills sets and development objectives. Each individual will be fairly and impartially evaluated. The scores will be tallied and used to determine the placement of players into higher or lower calibre teams within the division, if applicable. The head coaches of the tiered teams may have input on the placement of the final three roster positions for their team. A player may request not to be evaluated for the more competitive team and be placed on the lower calibre team within the division. The League (LMRL) also requires our association to accurately evaluate our players in order to properly place our teams where 'tiered' and 'pooled' divisions exist.

Principles of Player Evaluation

For divisions that will be divided into different calibres of play (A,B,C), the association will arrange a minimum of two (2) evaluation sessions for each age division, at a minimum (preferably more depending on the availability of ice time, coaches and evaluators). Individuals shall be evaluated in three key areas: skating skills, ring skills, and game play. Players and parents should be informed ahead of time by the onice coach or an evaluator what skills will be evaluated at that session. Players therefore should be prepared 15 minutes in advance of their ice time to allow coaches to address the players in the dressing room. All players will have an equal opportunity to perform and be placed on the appropriate calibre team in their age division. No player will be guaranteed a spot on a higher calibre team due to a past association, past participation in a 'AA' program, relationship with the evaluation team, or relationship with the coaching staff. Any player unable to attend a minimum of two evaluation sessions, will by default be placed on the lower calibre team (if applicable) unless due to documented injury or illness. If the player is injured or ill, the player may be individually evaluated at a later date when they become available. A player who is unable to attend a minimum of two evaluation sessions due to exceptional personal circumstances must seek permission in advance of the session to be missed by way of a letter/email to the VP Admin or Player Development, who will determine whether to approve the request. Failure to attend a minimum of two evaluation sessions because of holiday travel will not be considered acceptable.

Team Selection

All individuals must be named to a team when teams are selected. Non-Tiered or Non-pooled divisions will be divided as equally as possible. When there is more than one team in a Tiered Division, the final determination of player numbers on each team will be made by consensus from the Director of Coaching and Director of Player Development.

The Director of Coaching and the Director of Player Development, will meet with the appointed Head Coach(es) in each division and recommend team placement based on evaluation results and the betterment of the association. At that time, a Head Coach can provide input on the final three roster spots for the higher calibre team based on recommendations from the Evaluation team. If a conflict arises that cannot be resolved with consensus, the Head Coach, Director of Coaching, and Director of Player Development will vote. The VP Admin will mediate.

If multiple teams are required in a division, more players should be placed on the lowest calibre team to allow players to be called up to the higher calibre team to gain experience. (Note: There is a quota for the number of times an individual player from a lower division may be called up to a higher division in both League and Provincial rules.)

The association will strive to form teams with the optimal number of players to produce an environment conducive to player development.

Evaluator Duties and Conduct

The Evaluation team will be chosen by the mutual consent of the Director of Coaching, Director of Player Development, and the VP Admin. There must be a minimum of three evaluators for each evaluation. Evaluators should have some proven expertise in ringette, skating and coaching. Each individual should be evaluated by at least two independent evaluators. There should be no communication between parents/guardians with the Evaluators while the evaluations are in progress.

An Evaluator with an arm's length relationship to a player (i.e., daughter, son, grandchild) must recuse themselves from evaluating that individual. Evaluators must keep evaluations confidential and must not disclose information to players or parents during or after the evaluation process. Evaluators are to sit independently and not to converse. All evaluations should be collected immediately after the evaluation session and given to the Director of Coaching, Director of Player Development, or the VP Admin. Evaluators should meet prior to an evaluation session and review the practice plan and evaluation methods to be used during the session to ensure consistency.

Conflict of Interest

When the Director of Coaching, Director of Player Development, or VP Admin has a conflict of interest in team formation, i.e., when their children are on the team being discussed, they will remove themselves and the Board will appoint another Board member as a replacement who does not have a conflict of interest.

Coaches on a team, as they are usually parents of children on the team, are deemed to have a conflict of interest, but are not removed from team formation discussions. They are expected to act in their capacity as coaches and not parents.

Evaluators appointed should not have a conflict of interest. This may necessitate different evaluators for different divisions.

Requests for Players to Play Together

If two or more players wish to play together due to friendship, travel arrangements, family ties, etc., the requesting players will be placed on the lower calibre team unless both players are at a level of the higher competitive team. These requests should be made in writing prior to the commencement of the evaluation process. Granting this type of request is a courtesy and must not be detrimental to the operations of the CPMRA. For example: If player A and B both are ready for the highest competitive team, then they will both be placed on that team together. If player A or player B is ready for the mid or lower competition teams and the other is ready for the highest competition team, both players will be placed on the mid or lower teams.

Player Movement (Between Divisions)

The Association believes it should be a priority that players play with their peer group in their correct age divisions and player movement should only happen if deemed necessary. We take these requests very seriously; therefore a process is in place to ensure fairness to all involved. Player movement shall be discussed with any coaches involved and their input will be taken into consideration.

Parent Driven Request:

Players must initially register in their correct age division. Once registered, the parents must contact the VP – Admin in writing, requesting their child play in a different division and the reason for the request.

Children placed into an older age division will only be done with the utmost consideration based on Sport Canada's Long Term Athlete Development (LTAD) initiative. Players wishing to play down an age division must have formal approval from the LMRL and BCRA. Players wishing to move from a non-tiered to a tiered division must be supported by the Association according to this policy and approved by LMRL and BCRA.

Player movement between divisions must not disrupt team formation and not be detrimental to the operation of CPMRA. For example, increase or decrease the number of players on a team to an undesirable size. Players in tiered or pooled divisions selected to play on the higher calibre team may elect to play on the lower calibre team (except when the player also plays for the AA team in the current season). This particular request must be stated before the team rosters are submitted to the LMRL. All player movements must meet LMRL and BCRA policy.

Association Driven Request:

At the beginning of the season, the association may have a need to move players registered in their division to another division for the benefit of team formation. Any proposed moves would be in compliance with LMRL and BCRA policy. We would contact the parents of the suitable player(s) if they would consider a move. All player movements of this nature are on a strictly volunteer basis.

Disputes

If during the evaluation process a player, parent or member feels that the principles outlined above have been intentionally or inadvertently compromised, a written complaint can be submitted to the VP Admin for consideration. The VP may then escalate to the President or Past President (if there is no current president) to resolve or the VP Admin may directly resolve the issue. Any issue dismissed by the VPs and President cannot be brought forth again.

If there is a concern about team placements, the parent should contact the Director of Coaching and the Director of Player Development and VP Admin in writing, after 24 hours has passed, detailing their concerns. The Director of Coaching and Director of Player Development and VP Admin will arrange to meet with the parent (and/or athlete if the athlete is 13 years and older) to review their child's evaluation and discuss and document the parent's concerns. The Director of Coaching and the Director of Player Development will then consider the concerns and report back to the parent within 48 hours with their recommendations in writing.