

KC NORTH HOCKEY
EVALUATION POLICIES AND PROCEDURES



Approved by the KC North Board of Directors

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Appendix A: Hockey Alberta: Alberta One Standardized Tiering Model

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1.0 Overview

1.1 Evaluation Objectives

- To evaluate players and tier teams in accordance with the tiering policies set forth by Hockey Edmonton, the Edmonton Federation Hockey League (EFHL) and the Alberta One Standardized Tiering Model (Appendix A).
- To provide a 3rd party impartial player evaluation for Time Trials and Evaluation games.
- To create balanced and competitive teams in each division based on the Alberta One Standardized Tiering Model.
- To create teams with players of similar skill level and development at the beginning of the season.

1.2 Evaluation Committee

- Vice President of Hockey Operations will chair all Evaluation Committees.
- Each Age Category will have an Evaluation Committee consisting of the two Age category directors, Vice President of Hockey Operations, President and Vice President Administration.
- Addition committee members may be voted in by the committee members.
- The Evaluation Committee has the authority to make decisions during the whole evaluations process to ensure that it is carried out in a fair and timely manner. The decisions of the Evaluations Committee during the evaluation process are final.

1.3 Grievance Committee

- The Grievance Committee will be chaired by the Vice President – Hockey Operations and will consist of the Vice President - Administration, Vice President of Hockey Operations, two (2) KC North board members (preferably the President and Past President) and two (2) KC North members.
- All Grievance Committee decisions are final.

1.4 Evaluation Format

- Time Trials will be used to determine evaluation game groupings.
- A weighted system between the Time Trials and the Evaluation games will determine the final rank of the players.
- U11 and U13 goalies will be evaluated in a separate Goaltending Evaluation laid out in section 4.0.
- U13 players will be evaluated based on position submitted on their player registration form (ie. Forward, Defense, or Goalie).

1.5 Process Subject to Change

- This KC North Evaluation Policies document is subject to change without notice, if necessary. The KC North Executive Board reserves the right to make changes they deem necessary in the best interest of the club.

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2.0 Player Evaluation Process

2.1 Impartiality

- The KC North Evaluations process will be as impartial and transparent as reasonably possible.
- KC North will use a 3rd party Professional Evaluation company to administer the Time Trials, evaluate all players in the Evaluation Games and rank each player based on their evaluation scores.
- Player evaluations will not be influenced by player history or any other pre-conception of a player's ability.
- The 3rd party Professional Evaluation company will be paid to perform their service. KC North Board or Committee members will not interfere with their professional process.
- Evaluators from the 3rd party Professional Evaluation company must be allowed to perform their job unhindered by anyone associated to the players being evaluated. This includes:
 - Having an area in the stands solely for Evaluators that goes from blueline to blueline
 - No interaction whatsoever (before, during and after evaluation games) with parents or those related to the players being evaluated. Those in violation of this will be removed and banned from attending the rest of the Evaluation process.
 - Members of the Evaluation Committee will be required to liaise with Evaluators to communicate changes in the Evaluation process such as helmet number changes, jersey color changes, missing players, or other administrative changes.

2.2 Time Trials

- Time trials are a one session event that will be used to measure the fundamental skating and puck handling skills of each player.
- Coaches that are helping on the ice or on the benches are not to encourage or coach the players. They are there to only provide simple instructions and assist outside evaluators administer the drills.
- Players will be ranked from top to bottom based on the results of the Time Trials and will be placed into groupings for the Evaluation games.
- Descriptions and procedures of the Time Trial Drills can be found in Appendix B.

2.3 Helmet Stickers

- KC North will be providing helmet stickers to help identify the players throughout the evaluation process.
- Players are required to keep the stickers on their helmet for the entire evaluation process.
- Only helmet stickers will be used to identify the players. Jersey or pinny numbers will not be used.

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2.4 Evaluation Games

2.4.1 Player Evaluation Criteria

- **Skating**
 - Acceleration – gets to top speed quickly
 - Overall quickness and foot speed
 - Powerful stride
 - Good balance and stability on skates
 - Agility and mobility – moves well laterally
 - Turns and pivots are smooth
 - Ability to skate well both forward and backward
- **Work Ethic/Competitiveness/Discipline/Attitude**
 - Competes and battles to the best of ability in all situations
 - Wants to be first to the puck in all situations
 - Consistently high work ethic/ high level of fitness
 - Demonstrates leadership on/off the ice
 - Disciplined in all situations on/off the ice
 - Respect exhibited by the athlete towards coaches, teammates, opponents, officials, etc.
 - Always displays a positive attitude
- **Tactical Skills**
 - Thinks quickly – reads and reacts well
 - Supports teammates in all situations
 - Drives the net effectively with and without the puck
 - Is a responsible positional player
 - Positions self well when defending the rush
- **Skills – Puck Control/Passing**
 - Handles the puck effectively at high speeds
 - Good control in traffic – protects puck well
 - Shows creativity with the puck
 - Head up – looks for options and head-man the puck
 - Passes are crisp and accurate
 - Passes and receives smoothly at high speeds
- **Skills – Shooting/Scoring**
 - Does the player have a scoring ability?
 - Strong and accurate shot with a quick release
 - Has and uses a variety of shots
 - Ability to read shot or deke options
 - Gets into position to score

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2.4.2 Sample Evaluator Scoresheet

- Please see Appendix B

2.4.3 U9 Evaluations

- Evaluation games teams will be created based on the rankings established from the Time Trials.
- All players will not be evaluated by position as there are no designated positions at the U9 level.
- Game format will follow the 4 on 4 hockey with no designated positions.
- Player shifts will run in 90-seconds intervals with the score clock buzzer indicating shift changes.
- On the buzzer the puck is to be left where it is and players are to exit the ice while the new line entering the ice can play the puck immediately.
- Shooter tutors will be used unless volunteer goalies can be secured. U9 Directors and/or the Evaluation Committee will have discretion to utilize or not utilize shooter tutors or goalies to ensure fair evaluations.
- There are no goalie evaluations at U9
- Coaches assisting with evaluation games (on the bench or on the ice) are not to provide encouragement nor instructions. These coaches are also not to be on the bench which their child is on.

2.4.4 U11 Evaluations

- Evaluation games teams will be created based on rankings established from the Time Trials
- Players will not be evaluated by position except for goalies.
- Game format will be 5-on-5 and players will be asked to rotate through all positions.
- Player shifts will run in 75-second intervals with the score clock buzzer indicating shift changes.
- On the buzzer the puck is to be left where it is and players are to exit the ice while the new line entering the ice can play the puck immediately.
- Offsides and icings will be observed however it will just be a change in possession for any play stoppages including goals and saves. No faceoffs except the opening faceoff.
- Egregious infractions will be noted by the on-ice official and resulting a penalty shot. All others players will take a knee on the blue line and will be permitted to back check the shooter on the whistle. Play will continue if a goal is not scored.
- Coaches assisting with evaluation games (on the bench or on the ice) are not to provide encouragement nor instructions. These coaches are not permitted to be on the same bench which their child is on.

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2.4.5 U13 Evaluations

- Evaluation games teams will be created based on rankings established from the Time Trials.
- Players will be evaluated on their designed position.
- Player shifts will run in 75-second intervals with the score clock buzzer indicating shift changes.
- On the buzzer the puck is to be left where it is and players are to exit the ice while the new line entering the ice can play the puck immediately.
- Offsides and icings will be observed however it will just be a change in possession for any play stoppages including goals and saves. No faceoffs except the opening faceoff.
- Egregious infractions will be noted by the on-ice official and will result in a penalty shot with all other players lined up on the blueline on one knee behind the shooter. These players can chase the penalty shooter and can continue the play immediately if a goal is not scored.
- Coaches assisting with evaluation games (on the bench or on the ice) are not to provide encouragement nor instructions. These coaches are also not to be on the bench which their child is on.

2.4.6 Evaluation Games Player Movement

- Across all three age categories the Evaluation Committee will facilitate player movement between groups based on the results provided by outside evaluators.
- There can be **up to 8** players moving between groups (4 up and 4 down) for each evaluation game depending on evaluation game player scores.
- At the discretion of the Evaluation Committee, players may be removed from future evaluation games after the second evaluation game to allow a more effective evaluation of other players in the group.

3.0 Goalie Evaluations

3.1 Overview

- Hockey players that are committing to play goalie at U11 and U13 will be evaluated separately from the player evaluation process.
- The goalie evaluations committee will be chaired by the Goalie Director and comprise of U11 directors, U13 directors, President, VP Admin and VP Hockey Ops.
- KC North will use a 3rd party Professional Evaluation company to evaluate all goalie prospects.
- A Goalie Skills Evaluation will occur during the player Time Trial skates. The Goalie Skills Evaluation will be facilitated by a 3rd party Professional Evaluation Company and will be used to establish initial rankings and Evaluation Game team assignment.
- The goalie prospects' final ranking will be determined by the scores achieved at a skills session (occurs in conjunction with player time trials) and over 3 evaluation games.

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3.2 Goalie Evaluation Criteria

- Goalies will be evaluated on:
 - Mobility – Score out of 5. Positioning, balance, lateral movement, agility, cutting down angles. Smooth, powerful movement. Is recovery from butterfly smooth or choppy?
 - Recovery – Score out of 5. Are they locked in a butterfly with full-body effort to recover, or are they able to return to edges with some fluidity.
 - Glove & Blocker – Score out of 5. Looking for clean catches in the glove and rebound control from the blocker.
 - Stick use – Score out of 5. Is the stick used to direct rebounds away, block passes, or pull loose rebounds in to cover.
 - Shot tracking – Score out of 5. Are goalies in a forward lean on the release, attempting to follow a puck mid-flight, and picking up rebounds.
 - Effort – Score out of 5. Are they competing on rebounds without being told? Do they line up to rebounds or just letting them go?
 - Extra Notes – Any other notables or asterisks with a particular goaltender to explain or justify a score.

3.3 Evaluation Games Goalie Movement

- The Goalie Evaluation committee will review the 3rd party Professional Evaluators scores and rankings at the end of each Evaluation Game round and adjust the groups accordingly.

4.0 Final Ranking and Team Selection

4.1 U9 and U11 Final Rankings

- Upon the completion of the evaluation games, players will be ranked based on their weighted aggregate score given by the 3rd party Professional Evaluation Company.
- The ranking lists will be given to the age category directors for team selection with the Evaluation Committee.

4.2 U13 Final Rankings

- Upon the completion of the evaluation games, players will be ranked by position based on their weighted aggregate score given by the 3rd party Professional Evaluation Company.
- The ranking lists will be given to the age category directors for team selection with the Evaluation Committee.

4.3 Additional Evaluation Skates

- Final selection for some teams may involve an additional 1 or 2 evaluation skates comprising of a selected group of ranked players.
- These skates will be evaluated by some or all the members of the Evaluation Committee.

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4.4 Team Selection

- Team selection for all age categories and divisions/tiers will be done by the Evaluation Committee.
- Teams can be tentative till the end of the EFHL tiering round.
- Teams may have player additions or subtractions due to late registrations, rep team or AA cuts, player-team fit or player transfers to or from another club/association.

4.4.1 Friends Playing with Friends

- Requests from players wishing to play together will be given consideration.
- These requests must be made by all players involved.
- In the circumstance that the players are evaluated at different tiers:
 - There can only be 1 tier difference between the players for a player to be moved
 - The higher tiered player must move to the team of the player with the lower tier.
- These requests will be granted solely on the discretion of the Evaluation Committee and their decision is final.

4.4.2 Team Blending

- The Alberta One Standardized Tiering Model (Appendix A) requires associations to blend teams that are put forth in the same tier.
- The Evaluation committee will make two equal teams in such situation prior to the Tiering Round games.

5.0 Administrative Policies

5.1 Absenteeism

- Players missing Time Trials will be put in a group at the discretion of the Age Category Directors and the Evaluation Committee
- Scores and final rank of players with partial attendance will be reviewed by the Age Category Directors and Evaluation Committee and will be dealt with on a case-by-case basis.
- At the discretion of the Evaluation Committee, players that have partial attendance may be required to practice with multiple teams to ensure their proper placement.

5.2 Late Registrants

- If a player registers **during** the evaluation process:
 - The Age Category Directors will have discretion to put the player into whatever grouping they see fit.
 - The Age Category Directors will take into consideration group sizes and what level (age category and tier) the player played in the previous year.

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- If the Evaluation Committee is not satisfied with the limited number of evaluation skates, the player may be required to practice with multiple teams to ensure their proper placement.
- If a player registers **after** the evaluation process the Age Category Directors will take into consideration what level (age category and tier) the player played in the previous year and place the player into practices with multiple teams (no less than three) to ensure their proper placement.

5.3 Overage/Underage Players

- We are required to follow Hockey Edmonton's Operating Directive when it comes to Overage players and Player Acceleration.
- The rules and regulations can be found in section [5.1 Overage Player Approval and 5.2 Player Acceleration of the Hockey Edmonton's Operating Directive document](#)

6.0 Evaluation Grievances

- In the event that a player or parent(s) does not agree with their player's placement during or after evaluations, the player or parent(s) may file a grievance in order to have their case heard by an Evaluation Grievance Committee. The follow steps must be observed for an audience with the Evaluation Grievance Committee:
 1. The grievance must be formally filed within twenty-four (24) hours of the completion of the first team practice.
 2. The written evaluation grievance must state the age, category, player's identification number (HCR#), the parents Respect In Sport number, and any additional comments the parent(s) may wish to make.
 3. A cheque in the amount of \$250.00 must be delivered to one of the appropriate Age Category Directors. If the Evaluation Grievance is successful, the cheque will be destroyed. If it is not successful the monies will be deposited into the KC North account and added to the operating budget.
 4. One or both Age Category Directors will explain the process of Evaluations and provide the parent(s) with the evaluation ranking of the grieving player from the current evaluations.
 5. The Vice President of Hockey Operations is the KC North Evaluation Grievance Committee Chair.
 6. Upon receiving an Evaluation Grievance in writing the Vice President of Hockey Operations will form an Evaluation Grievance Committee, which shall include him/herself, both appropriate Age Category Directors, two KC North Board members (preferably President and Past President), and two KC North members who have no affiliation to the grieving players age category (no kids in the age category and not coaching in that age category).
 7. A meeting with the parent(s) and the Evaluation Grievance Committee will be scheduled to discuss the evaluation grievance. After which, the Evaluation Grievance Committee will review all evaluations from the current year and make a formal decision.

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8. The Evaluation Grievance Committee will be provided with the evaluation rankings of the grieving player and any evaluator comments from the Independent Professional Evaluation Company.
9. The decision of the Evaluation Grievance Committee will be final. A grieving player will be notified, in writing, of the decision of the Evaluation Grievance Committee as soon as possible following the meeting.
10. There will be NO Evaluation Grievances for goalies in any age level or for any player in U9 or U7.

Appendix A

Standardized Tiering

The Standardized Tiering Model is a key component of the Alberta One initiative, where Hockey Alberta and its Minor Leagues work together to build a unified structure and strategic model that enables Leagues to adopt the same tiering, seasonal structure and other operational processes.

Standardized tiering is the first step in this initiative, and the following leagues/ organizations implemented the Alberta One Standardized Tiering Model in 2018-19:

- Hockey Calgary
- Hockey Edmonton
- Central Alberta Hockey League
- Northern Alberta Interlock
- All Peace Hockey League
- North Eastern Alberta Hockey League

Under the Alberta One Standardized Tiering Model, leagues/ organizations operate six tiers within the divisions of U11, U13, U15 and U18. Larger leagues/ organizations can split tiers into more manageable groups based on number of teams and travel. Smaller leagues/ organizations may not operate all six tiers within a division but will follow a grid that determines the number of tiers based on the total number of teams at a division.

The Alberta One Standardized Tiering Grid provides all Minor Hockey Associations a starting point for the placement of their teams within a specific division with teams then proceeding through tiering rounds with final placement determined by the policies within the individual league. Having now completed one season under the tiering model, Hockey Alberta's Minor Leagues Committee has made a few adjustments to the Alberta One Standardized Tiering Grid. Specifically, the changes to the Tiering Grid come where associations are required to have multiple Tier 1 teams based on the number of teams they have within a division.

All leagues/ organizations utilize the Alberta One Standardized Tiering Grid as a starting point in their tiering placement. The grid provides all Minor Hockey Associations a starting point for the placement of their teams within a specific division. Teams then proceed through tiering rounds for final placement determined by policies of the individual league.

<https://www.hockeyalberta.ca/members/alberta-one/standardized-tiering/>

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Tiering Model and Grid

	U11						
	HADP	Tier 1	Tier 2		Tier 3	Tier 4	Tier 5
	U13, U15 & U18						
	Tier 1	Tier 2	Tier 3		Tier 4	Tier 5	Tier 6
	Body Checking (U15 & U18)				Non-Body Checking / Body Contact Only		Total
One team			1 (Option)				1
Two Teams		1			1		2
Three Teams	*1		1 (Option)		1		3
Four Teams	1		1		1	1	4
Five Teams	1		1		1	1	5
Six Teams	1	1	1		1	1	6
Seven Teams	1	1	1		1	1	7
			1 (Option)				
Eight Teams	1	1	1		1	1	8
		1			1		
Nine Teams	1	1	1		1	1	9
	**1		1 (Option)		1		
Ten Teams	1	1	2		2	2	10
	**1						
Eleven Teams	1	1	2		2	2	11
	***1						
Twelve Teams	2	2	2		2	2	12
Thirteen Teams	2	2	2		2	2	13
			1 (Option)				
Fourteen Teams	2	2	2		2	2	14
		1			1		
Fifteen Teams	2	2	2		2	2	15
	1		1 (Option)		1		
Sixteen Teams	2	2	3		3	3	16
	1						
Seventeen Teams	2	2	3		3	3	17
	1						
Eighteen Teams	3	3	3		3	3	18
Nineteen Teams	3	3	3		3	3	19
			1 (Option)				
Twenty Teams	3	3	3		3	3	20
		1			1		
Twenty-One Teams	3	3	3		3	3	21
	1		1 (Option)		1		
Twenty-Two Teams	3	3	4		4	4	22
	1						
Twenty-Three Teams	3	3	4		4	4	23
	1						
Twenty-Four Teams	4	4	4		4	4	24
Twenty-Five Teams	4	4	4		4	4	25
			1 (Option)				

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Appendix B: Sample Evaluator Score Sheet

Level:		Date:		Evaluator:				
Each category is ranked out of 10, please ensure you total your score for each player up at the end.								
Group/ Jersey		1		Scale: 1-10		1 - Poor, 5 Avg, 10 Exceptional		
Color:								
Name	Color	Helmet Number	Position	Skating Skills Forwards backwards speed, stride, stops	Puck Control stick handling passing, receiving shooting	Physical puck battles board work, slot, Checking	Hockey Concepts puck support positioning knowledge, work ethic	Total out of 40 Points
	Green	1080	D					
	Green	1110	F					
	Green	4	F					
	Green	5	D					
	Green	6	D/G					
	Green	10	D					
	Green	12	D					
	Green	13	F					
	Green	14	F					
	Green	15	F					
	Green	16	F					
	White	2	D					
	White	2	F					
	White	3	D					
	White	4	F/G					
	White	6	D					
	White	10	F					
	White	11	F					
	White	13	F					
	White	14	F					
	White	16	D					
	White	17	D/G					