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1. Coach Selection

- a. Selection of the head coach for all levels in Fort Saskatchewan Minor Hockey will be overseen by the executive of Fort Saskatchewan Minor Hockey.
- b. Any individual interested in a Head Coach position may apply for that position by submitting a resume by the deadline specified by Fort Saskatchewan Minor Hockey, to the Fort Saskatchewan Minor Sports Association office, or by indicating their intention to volunteer as the head coach when registering their child. If the application to head coach is





submitted the coach may be asked to provide their resume as part of the coach selection process.

- c. If more than one individual is interested in a team's head coaching position, then interested candidates will participate in an interview process. In addition, if there are multiple applications and the person interested in head coach has a child trying out for the team, the child must evaluate in the top 9 forwards, top 6 defensemen, or top 2 goalies after the scrimmage evaluations to be considered for the head coach interview. If only one candidate is interested in the position, the coach is to complete the interview process as well. Interviews for the head coach position should be conducted before the intrasquad game.
- d. The interested candidates will be interviewed by a 3- person panel consisting of the level director and two other members consisting of the President, Vice Presidents, Fort Saskatchewan Minor Hockey executive board members, volunteer board members, and/or staff members.
- e. In addition to the interview process other factors such as coach certifications, prior experience coaching and involvement in leadership areas, previous season coaching evaluations, coaching progression opportunities and overall qualifications and experience will be considered.
- f. The 3-person interview panel will pre-determined questions relating to the applicant's readiness to coach the team they are applying for. The same core questions will be asked of all candidates to ensure fairness and consistency, with the possibility of additional questions being required depending on the candidate's philosophy and/or answers.
- g. After all candidates' interviews, the panel will determine the most suitable candidate. A final decision of the head coach will not be made until after the completion of the intrasquad game to ensure that the child of the selected head coach evaluates in the top 9 forwards, top 6 defensemen, and top 2 goalies.
- h. For U9, coach selection will be completed after the completion of the final team selection.
- i. All coaches are encouraged to have a healthy balance of first- and second-year coaches and on-ice volunteers if possible subject to available volunteers and their level of knowledge, experience, and compatibility with the head coach's coaching philosophy.

2. Team Formation

Team Formation is to be a clear and transparent process, with the end goal to place each child at the level they can best develop and play with other players of similar skill sets.

It is noted that this policy is intended to be a guide for each division's team selection excluding the Rangers Athletic Club program that includes U11AA, U13AA, U15AA, U15AAA, U16AA, U16AAA,



U18AA, and U18AAA. From time to time, the director (after consultation with the ice President(s) and/or President) may adjust based on the needs of the specific division in that year.

A. U9 Division Team Formation:

The U9 division will participate in tiered league play. The U9 Team formation process is as follows:

1. Skating time trials for all skaters

NOTE: There will be no goalie evaluations as players will rotate each game on who plays net.

Skating Time Trials

Every player will participate in the skating time trials and will complete each of the designated drills once and have their time recorded. If the player happens to fall, they will get one more opportunity to complete the drill (could be more subject to the discretion of on-ice helpers and/or time available).

Skating groups will be split evenly in alphabetical order based on the available ice times. Typically, three slots are available for each division, providing three groups with one-hour time slots each. From there, each group will be split into 2 subgroups during their session and drills will be run out of each end. Copies of the drills will be provided to players and parents when being informed of their applicable time slot.

The Division Director will make their best effort to ensure there is a minimum of 6 helpers per session (one timekeeper, one-time recorder, and one drill demonstrator for each subgroup). If possible, parents should not be timekeeping or time recording for their child, however, it's understood this may not be possible depending on available volunteers.

The Division Director will add the applicable drill times together to create one final number and rank each player against their peers. This information is to be shared with the Vice President and President.

B. U11 Pathway Team Formation

U11 Pathway

Fort Saskatchewan Minor Hockey will follow the U11 Pathway for Team Formation. The U11 Player Pathway provides an environment that helps all players at the U11 age level (9 and 10 years old) to realize their full potential.

FAIR AND EQUAL ICE TIME is a key principle of the U11 Player Pathway. Fair and equal ice time is designed to ensure that all players get the same opportunity to contribute to the outcome of games, regardless of skill or ability.



- Players should be selected for teams based on overall skill and not position.
- A coach's responsibility is to develop all players to contribute.
- Shortening of the bench is not permitted.
- All players should receive as close to equal ice time as possible, including opportunities on special teams (powerplay and penalty killing).
- All skaters should rotate through all positions to ensure each player can try each position. (LW/C/RW/LD/RD)
- Full-time goaltenders are allowed. If a team has two goalies, they should rotate for equal playing time and the goalie not playing should be allowed to play out as a skater.

General Information

The Division Director or designate will oversee the Team Formation Process with assistance from the respective Vice President, and the President of FSMH. To be clear - the Division Director, Vice-President and President will oversee the process at each level. The Division Director or designate should attend all the applicable steps of the team formation process including the following: Step 1A, 1B, 1C, and Step 2.

Evaluations will be completed by independent evaluators in Steps 1B, 1C, and Step 2. The evaluation scale to be used is 1-10, with 10 being the highest and 1 being the lowest ([see Table 1: Player Evaluation Matrix](#)). Evaluators will use a number to signify an evaluation of two separate items: hockey skill for Step 1C and Step 2 (includes areas of skating, shooting, and stickhandling) and hockey sense for Step 2 (positional play, engagement, and overall hockey awareness). An average will be provided for each player for each session (i.e., skills and drills or scrimmage). In the event there exist any anomalies in the respective evaluations separated by more than 4 points – the anomaly number(s) will be removed from the calculations. This will prevent any one person from trying to influence the process negatively.

Parents again will be advised they are not to speak to the evaluators and the Division Director will mark off a section for our evaluators to sit.

If a player misses an ice time in this process, it will be the Division Director's discretion on how to handle it.

Step 1A: Skating Time Trials

Every player (excluding goalies) will participate in the skating time trials. Time trials will be used as part of the U11 evaluation process.

Each player will complete each of the designated drills once and have their time recorded. If the player happens to fall, they will get one more opportunity to complete the drill (could be more subject to the discretion of on-ice ice helpers and/or time available).

Skating groups will be split evenly in alphabetical order based on the available ice times. Typically, three slots are available for each division, providing three groups with one-hour time slots each.



From there, each group will be split into 2 subgroups during their session and drills will be run out of each end. Copies of the drills will be provided to players and parents when being informed of their applicable time slot.

The Division Director will make their best effort to ensure there is a minimum of 6 helpers per session (one timekeeper, one-time recorder, and one drill demonstrator for each subgroup). If possible, parents should not be timekeeping or time recording for their child, however, it's understood this may not be possible depending on available volunteers.

The Division Director will add the applicable drill times together to create one final number and rank each player against their peers. This information is to be shared with the Vice President and President.

Step 1B: Goalie Evaluations

All goalies will have a goalie evaluation session that will be managed by an independent evaluator group or goalie development coordinator as hired by Fort Saskatchewan Minor Hockey. Goalies will complete various drills managed by the hired party and will rotate to ensure each goalie completes each station. Shooters from the applicable age group or one division higher will be used to assist in the stations.

Once the evaluations are completed, each goalie will receive a final score and be ranked against their peers. This information will be provided to the Division Director, Vice President, and President. This information will be used for the formation of the scrimmage teams.

Step 1C: Skills and Drills

Every player will participate in 2 skills and drills sessions. The drills will be created as per Hockey Alberta's U11 Pathway and the trials will be evaluated by independent evaluators. The evaluators will grade the player based on the FSMH evaluation matrix (skating, control, passing, shooting), created to align with Hockey Alberta's U11 Pathway.

The Division Director will divide players equally using a "snake draft" to ensure fair groups are made.

Example: If there are 78 players for tryouts, it will be split into 6 groups of 13, with 2 groups being on the ice for each session. Group 1 would receive the top-ranked player from the time trials, group 2 would receive the 2nd ranked, and so on. Once group 6 receives the 6th ranked player, the draft order reverses and group 6 will also get the 7th ranked. The draft will continue like this until all players are placed on a team. The goalies will be placed randomly in the groups and will not be assessed in these sessions.

Once the Division Director receives the scores from the evaluators, they will combine them with the rankings from the time trials. This information is to be shared with the Vice President and President.



Step 2: Scrimmage Games

After the completion of Step 1 (skating time trials, goalie evaluations, and skills and drills), the scrimmage evaluations will begin. Every player will participate in 2 games. The first game will use the same groupings made in the Skills and Drills sessions. These games will be evaluated by independent evaluators. The evaluators will grade the player based on the FSMH [evaluation matrix](#) (skating, control, passing, shooting, effort, sense, and checking), created to align with Hockey Alberta's U11 Pathway.

After the 1st games are complete for all groups, the Division Director will divide players based upon rankings (via snake draft) and set up the evaluation scrimmage games. The number of players per team will be dependent on how many players are trying out (i.e., the requirement to make equal teams).

Example: Using the same number of players as above (78), there will be 6 teams. Teams 1 and 2 will play each other and consist of the top 26 ranked players, Teams 3 and 4 will play and consist of the next 26 ranked players, and Teams 5 and 6 will play consist of the next 26 ranked players.

Games will be set up as followed:

- Games will be officiated
- Penalties will result in penalty shots
- 5-minute warm-up
- Three 17-minute straight periods
 - Shifts will be timed to ensure all players get equal ice time (i.e., 90-second shifts)
 - Horn will sound every 90 seconds and players will swap; puck will stay live unless it occurs at a stoppage.
- As per the U11 pathway, every player will play at least 1 shift at each position. The Division Director and coaches on the bench will track this.

Once the Division Director receives the scores from the evaluators, they will combine them with the rankings from the time trials and skills and drills. This information is to be shared with the Vice President and President.

Step 3: Final Team Selection

After all the scores are inputted, the Division Director will assign the applicable weighting and put the players into their final rankings. The weighting of each step will be as follows:

- Time Trials: 25%
- Skills and Drills: 25%
- Game 1: 25%
 - Skating, Control, Passing Shooting will be weighted at 60%
 - Effort, Sense, and Checking will be weighted at 40%
- Game 2: 25%
 - Skating, Control, Passing Shooting will be weighted at 60%
 - Effort, Sense, and Checking will be weighted at 40%



For the goalies, rankings will be based on 75% of their goalie evaluation score, and 25% of the scrimmage score.

Once the coach is determined after the completion of the ranking, they will be provided with the top 23 list from the Division Director. The top 11 from this list will make the team based on the evaluations with the coach selecting the remaining players based on the team size as determined by FSMH. The goalie selection for each team will be at the discretion of the coach guided by the evaluator rankings as noted above.

The coach may choose his final 4 from that list without having any additional evaluations. The coach may also decide to have players participate in an evaluation practice/game to determine final selections. If this is the case, the coach is required to release players in a face-to-face meeting with the player's parents.

After final releases are done, the team formation process is complete.

C. U13-U18 Team Formation

At each level, the Division Director or designate will oversee the Team Formation Process with assistance from the respective Vice President, and the President of FSMH. To be clear - the Division Director, Vice-President and President will oversee the process at each level. The Division Director or designate should attend all the applicable steps of the team formation process including the following:

Step 1

- a. Skating time trials for all skaters
- b. Goalie evaluations for all goalies

Step 2 Scrimmage Games

Step 3 InterSquad Game

Step 4 Final Team Selection

Step 1A: Skating Time Trials (Optional for U13-U18)

Every player (excluding goalies) will participate in the skating time trials. It is noted that the skating time trial results are only required to assist in making equal teams for scrimmage games (step 2) of the team formation process. Players that are unable to attend the skating time trials will be placed on one of the scrimmage teams by the applicable Division Director.

Each player will complete each of the designated drills once and have their time recorded. If the player happens to fall, they will get one more opportunity to complete the drill (could be more subject to the discretion of on-ice helpers and/or time available).

Skating groups will be split evenly in alphabetical order based on the available ice times. Typically, three slots are available for each division, providing three groups with one-hour time slots each.



From there, each group will be split into 2 subgroups during their session and drills will be run out of each end. Copies of the drills will be provided to players and parents when being informed of their applicable time slot.

The Division Director will make their best effort to ensure there is a minimum of 6 helpers per session (one timekeeper, one-time recorder, and one drill demonstrator for each subgroup). If possible, parents should not be timekeeping or time recording for their child, however, it's understood this may not be possible depending on available volunteers.

The Division Director will add the applicable drill times together to create one final number and rank each player against their peers. This information is to be shared with the Vice President and President.

Step 1B: Goalie Evaluations

All goalies will have a goalie evaluation session that will be managed by an independent evaluator group or goalie development coordinator as hired by Fort Saskatchewan Minor Hockey. Goalies will complete various drills managed by the hired party and will rotate to ensure each goalie completes each station. Shooters from the applicable age group or one division higher will be used to assist in the stations.

Once the evaluations are completed, each goalie will receive a final score and be ranked against their peers. This information will be provided to the Division Director, Vice President, and President. This information will be used for the formation of the scrimmage teams.

Step 2: Scrimmage Games

After the completion of Step 1 (skating time trials and goalie evaluations), the scrimmage evaluations will begin. The Division Director will divide players equally amongst the applicable scrimmage teams and each team should play a minimum of 3 games. The Division Director will use a "snake draft" to ensure fair teams are made and it would be recommended to split the rankings up based on position (forward/defense/goalie).

Ex. With 4 scrimmage teams, Team 1 would receive the fastest skating forward and the 8th fastest skater. Team 2 would receive the 2nd fastest skater and 7th fastest skater, and so on.

After the forwards are completed, the Division Director will complete the same process for defensemen and goalies. The Division Director will ensure that no scrimmage team gets multiple top-ranking players (ex. The number 1 ranking forward, #1 defensemen, and #1 goalie should all be on different teams. The Division Director will review the final teams to ensure they are fair and make minor adjustments if required. If they are unsure, they will seek out advice from either the Vice President or President, or other members on the board that are familiar with the skills sets of that division.

It would be ideal if teams have odd numbers (ex. 8 forwards/5 defense). This will allow for players to rotate to play with different players and positions on each shift. If even numbers are provided (ex. 9



forwards and 6 defense), the division director should set up lines for each period. This would include having forwards played in a different position each period and playing with different players each period. The defense should play with a different defense partner each period. Lines should be changed for each scrimmage game. Goalies should receive equal ice time during scrimmages. This is subject to how many goalies are trying out at that level and the ability to change the mid-game.

Before the beginning of each game, players will be advised to keep shifts short to ensure everyone gets reasonable ice time. Penalties will be penalty shots to ensure players are playing 5 on 5 as much as possible.

Independent evaluators will be used to score each player (forward/defense/goalie) at each scrimmage game. The evaluation scale to be used is 1-10, with 10 being the highest and 1 being the lowest ([see Table 1: Player Evaluation Matrix](#)). Parents will be advised to refrain from speaking to the evaluators and the Division Director will mark off a section for our evaluators to sit. Typically, three evaluators are used for each scrimmage game resulting in each player getting three evaluator scores for each game. The evaluation scale to be used is 1-10, with 10 being the highest and 1 being the lowest. In the event, any anomalies exist in the respective evaluations separated by more than 4 points – the anomaly number(s) will be removed from the calculations. This will prevent anyone one person from trying to influence the negatively.

For Example:

Player evaluation scores are based on 3 scrimmages and 3 evaluations per scrimmage.

5, 6, 6, 5, 6, 5, 10, 1, 5

In the above scenario, the evaluation numbers 1 and 10 would be removed as these are anomalies based on the group of data.

Players are strongly encouraged to attend all scrimmage games. If a player misses a game, it will be the Division Director's discretion on how to handle it (options would include taking an average of games the player played or giving the player a 0 for the game they missed and including it in their overall score).

The division director will seek out parent support for the following:

- 2 parents from each team to open doors (parent should be opening doors for the opposite team that their child is playing on). Additional responsibilities for door openers would include ensuring that players are taking reasonable shifts lengths, and if uneven forwards lines are present, assign positions (1st in line is the LW, 2nd inline is Centre, 3rd inline is RW).
- 1 person to time and score keep (ex. with a 1-hour time slot, we will have a 5-minute warm-up and 3–17-minute straight periods).

After the completion of all scrimmage games, players will receive an average of their total scores from the independent evaluators and will be ranked against their peers. This



information will be provided to the Division Director, Vice president, and President. This will be broken down by forwards, defensemen, and goalies.

Step 3: InterSquad Game

After the completion of Step 2 (Scrimmage Games), two rosters will be created for the InterSquad game.

The roster for forwards and defensemen will be based on the player's rankings based on the scrimmage games. The division director will once again complete a "snake draft" to make equal teams. For the goalies, rankings will be based on 75% of their goalie evaluation score, and 25% of the scrimmage score.

Ex. Team 1 will receive the #1 and #4 Ranked Forward, and Team 2 will receive the #2 and #3 ranked forward. This process will be completed for both defensemen and goalies ensuring that one team does not receive the #1 ranked player for each forward, defensemen, and goalies. Rosters will be communicated to players and parents in alphabetical order to not disclose player rankings.

It would be ideal if teams have odd numbers (ex. 8 forwards/5 defense). This will allow for players to rotate to play with different players on each shift. If even numbers are provided (ex. 9 forwards and 6 defense), the Division Director should set up lines for each period. This would include having forwards played in a different position each period and playing with different players each period. The defense should play with a different defense partner each period. Lines should be changed for each game as well. Goalies should receive equal ice time during scrimmages. This is subject to how many goalies are participating in the intrasquad game and the ability to change the mid-game.

Before the beginning of each game, players will be advised to keep shifts short to ensure everyone gets reasonable ice time. Penalties will be penalty shots to ensure players are playing 5 on 5 as much as possible.

Independent evaluators will be used to score each player (forward/defense/goalie) at the intrasquad game. Parents again will be advised to refrain from speaking to the evaluators and the Division Director will mark off a section for our evaluators to sit. Typically, three evaluators are used for the intrasquad game resulting in each player getting three evaluator scores. The evaluation scale to be used is 1-10, with 10 being the highest and 1 being the lowest. In the event, any anomalies exist in the respective evaluations separated by more than 4 points – the anomaly number(s) will be removed from the calculations. This will prevent any one person from trying to influence the process negatively.

For Example:

1, 5, 10



In the above scenario, the evaluation numbers 1 and 10 would be removed as these are anomalies based on the group of data.

The division director will seek out parent support for the following:

- 2 parents from each team to open doors (parent should be opening doors for the opposite team that their child is playing on). Additional responsibilities for door openers would include ensuring that players are taking reasonable shifts lengths, and if uneven forwards lines are present, assign positions (1st in line is the LW, 2nd inline is Centre, 3rd inline is RW)
- 1 person to time and score keep (with a 1-hour time slot, we will have a 5-minute warm-up and 3–17-minute straight time periods.

After the completion of the intrasquad game, players will receive an average of their intrasquad game score from the independent evaluators which is shared with the Division Director, Vice President, and President. For forwards and defensemen, 50% of this number will be added to 50% of their final scrimmage score to provide each player with a final total. Players will then be ranked against their peers to assist in creating the top 23 (14 forwards and 9 defensemen subject to the rankings) roster. Goalie's final numbers will be based on 50% of goalie evaluations, 25% of scrimmage scores, and 25% of intrasquad scores. All final rankings are to be shared with the Vice President and President.

Step 4: Final Team Selection

Once the coach is determined after the completion of the intrasquad game, they will be provided with the Top 23 list from the Division Director. This list will include the top 14 forwards and top 9 defensemen subject to the final rankings. The coach will select their final team out of this group after consultation with the Division Director. The goalie selection for each team will be at the discretion of the coach guided by the evaluator rankings as noted above. If the coach intends to release a top-ranking player for the sake of a lower-ranked player, a discussion and reasoning will need to be provided to the Division Director and potentially the Vice President and/or President.

The coach may choose his team from that list without having any additional evaluations. The coach may also decide to have players participate in an evaluation practice/game to determine final selections. If this is the case, the coach is required to release players in a face-to-face meeting with the player's parents.

After final releases are done, the team formation process is complete.





Player Matrix

Skating	Strength, crossovers fwds & bkws, pivoting, fwds mobility, backwards mobility, starts, recovery, agility, fwds & bkws stride, pivoting, stopping, speed
Control	Head up, puck protection, skating with puck, quiet, creative, confident with puck
Passing	Heads up, creativity, receiving, completion of, consistent tape to tape, communicates, forehand give/receive, backhand give/receive, well rounded passer, hand eye
Shooting	Strong, timing, hitting the net, release time, effectiveness, head up, shot usage, hand/head fakes, uses forehand & backhand depending on situation
Effort	Puck battles, backcheck, 1st to puck, never quits, gives 110% every time
Sense	Positional, zone/player coverage, time on ice, decision making, situational awareness, reading plays, team play, unselfish
Checking	Position, timing, reasoning, hit usage depending on situation, angling, clean or penalty

Top end, 10 Caliber Player	Performs and excels at all the core skills as laid out in the age level Individual Skills table. Reads the ice well and adapts to developing plays, confident in every situation, great positional play, win's puck battles & never quits.
Mid-range, 5 Caliber Player	Can perform 50-60% of the core skills but struggles with consistency of other 50%. Occasionally reads ice but struggles to adapt to developing plays, confident in some situations/not as confident in others, positional play is progressing but needs work, 50% puck battle percentage.
Bottom end, 1 Caliber Player	Struggles with most core skills and only performs ~10% consistently. Struggles to read ice and adapt to plays developing, low confidence in situations with/without puck, lost positionally, low percentage in puck battles.