



TITLE: TEAM FORMATION

POLICY #

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1. Purpose

The Purpose of this policy is to:

- Form balanced and competitive teams within each applicable division category & tier where the athletes can develop and participate equitably.
- Ensure that players have a reasonable opportunity to be placed on a team appropriate to their skill level as determined during the evaluations.
- To provide a fair and impartial assessment of a player’s total hockey skills.
- The selection criteria developed for each age category will be consistent for all players at that level. All evaluations will be documented to ensure consistency in the evaluation process.
- All attempts and efforts will be made to ensure that the evaluation process is impartial and unbiased and the reason FSMHA uses independent 3rd party impartial evaluation company.

2. Scope

The team formation policy covers all tiered U5-U18 teams within FSMH. This policy does not cover the Rangers Athletic Club Teams (U18AAA/AA, U17AAA, U16AA, U15AAA/AA, U13AA & U11HADP)

3. Policy

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.

- The evaluation process is intended to be fair to all players, and as transparent and impartial.
- FSMHA will hire an impartial 3rd party evaluation company that specializes in team selection / formation.
- Under absolutely no circumstance will a parent be permitted to evaluate their own child.
- Division Directors will be available to any parent that has a question about the evaluation process.



4. Evaluation Format Overview

4.1. U5 Division

There will be no formal evaluations for this Division. One team will be formed from registration with a max of 35 skaters.

4.2. U7 Division

The objective of evaluations at this age is to group players of similar skill and ability together. This will lead to an increase in puck touches and ensure players have a successful introduction to hockey. This division will utilize Time Trials to form their teams.

The evaluation format for U7 is:

- a) Players will be evaluated by volunteer coaches with the support of the U7 Director and the Evaluations Committee.
- b) Players at this age can anticipate moving through a series of stations to evaluate their fundamental skills.
- c) Each session is 30 min long.

4.3. U9 Division

The objective of the evaluation process is to evaluate a player's skating ability, puck skills/shooting, intangibles, and other attributes which are outlined later in the document.

The evaluations will provide the very best conditions for 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 to allow players tiered appropriately to allow all players to develop and succeed. All players, regardless of ability will receive the same amount and number of ice sessions.

Players are strongly encouraged to attend all sessions of the evaluation to ensure they are properly assessed by the outside independent 3rd party evaluators.

The evaluation format for U9 is:

- a) Player will participate in four (4) evaluation sessions. One (1) skills session and three (3) half-ice evaluation scrimmages.
- b) All evaluations done by the FSMHA hired independent evaluators with the assistance of on-ice volunteers/officials.
- c) Ice time Weightings for U9 are as follows: 40% skills skate, Scrimmage 1 - 20%, Scrimmage 2 - 20%, Scrimmage 3 - 20%,
- d) For the first skills evaluation skate, players will be placed in skills session groups based on their last name and divided up in equal numbers. The hired independent evaluators will sort the players based on the results of their first skate for the 3 upcoming game skates.



- e) Player movement may occur throughout the process moving players amongst the groups based on suggestions from the hired evaluation company for the purposes of team selection rankings.
- f) If the independent evaluation company deems a player to be a strong player (outlier), that player may not play in game 2 or game 3 and their scores are carried forward for team selection purposes.
- g) Evaluation scrimmage teams are made up of no more than sixteen 16 skaters split into two groups of eight (8). These two groups will participate in two simultaneous half-ice games with another team.
- h) Scrimmages will be officiated by volunteers or regular referees.
- i) Scrimmages are 4 on 4 hockey with no designated positions.
- j) The rules of gameplay will follow the Hockey Alberta Intro to Hockey Half-Ice gameplay model.
- k) Players will not be required to participate as a goaltender during the evaluation game process. Evaluation games will utilize shooter tutors instead of goaltenders.
- l) 3-5 min warm-up before each evaluation scrimmage
- m) Two – 25 min straight time periods.
- n) Shifts will be timed to ensure all players get equal ice time. The horn will sound every 90 seconds for shift changes. The puck will stay live unless it occurs at a stoppage.
- o) Upon completion of evaluations, the contracted evaluation company will provide suggested team splits based on the data captured and what FSMHA needs for the number and tiering of teams.

4.4. U11 Division

The objective of the evaluation process is to evaluate a player's skating ability, puck possession skills and competitive spirit.

The evaluation will provide the very best conditions for 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 ability will receive the same amount and number of ice sessions.

Players are encouraged to attend all sessions of the evaluation to ensure they are properly assessed by the team of evaluators. The first ice sessions for each age group will be focused on the rebalancing of all groups based on the skills of the players.

The evaluation format for U11 is:

- a) Player will participate in four (4) evaluation sessions. One (1) skills session and three (3) evaluation scrimmages.
- b) All evaluations done by the FSMHA hired independent evaluators with the assistance of on-ice volunteers/officials.
- c) Ice time Weightings for U11 are as follows: 10% skills skate, Scrimmage 1 - 30%, Scrimmage 2 - 30%, Scrimmage 3 - 30%,



- d) For the first skills evaluation skate, players will be placed in skills session groups based on their last name and divided up in equal numbers. The hired independent evaluators will sort the players based on the results of their first skate for the 3 upcoming game skates.
- e) Player movement may occur throughout the process moving players amongst the groups based on suggestions from the hired evaluation company for the purposes of team selection rankings.
- f) If the independent evaluation company deems a player to be a strong player (outlier), that player may not play in game 2 or game 3 and their scores are carried forward for team selection purposes.
- g) Evaluation scrimmage teams are made up of no more than fifteen (15) skaters and a max of two (2) goalies.
- h) If any child prefers to be a goalie, FSMHA would like that declaration prior to the evaluation process and will be evaluated as a goalie.
- i) There will be a specific goalie technical evaluation for the goalies only.
- j) Scrimmages will be officiated.
- k) The format will be 5-on-5 hockey.
- l) Shifts will be timed to ensure all players get equal ice time horn will sound every 90 seconds for shift changes. The puck will stay live unless it occurs at a stoppage.
- m) 5 min warm-up and two 25-minute straight time periods
- n) The rules of gameplay will be modified to maintain the flow of the game and to limit stoppages. This includes calling only blatant offsides, very limited icing and no faceoffs (except to start each period). After goals are scored, the team that was scored on digs puck out of net and starts the play. (i.e., no faceoffs)
- o) Obvious Penalties will be penalty shots to ensure players are playing 5 on 5 as much as possible.
- p) 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.

4.5. U13 to U18 Division

The evaluation will provide the very best conditions for 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 ability will receive the same amount and number of ice sessions.

Players are encouraged to attend all sessions of the evaluation to ensure they are properly assessed by the team of evaluators. The first ice sessions for each age group will be focused on the rebalancing of all groups based on the skills of the players.

The evaluation format for U13 to U15 is:

- a) Player will participate in four (4) evaluation sessions. One (1) skills session and three (3) evaluation scrimmages.



- b) All evaluations done by the FSMHA hired independent evaluators with the assistance of on-ice volunteers/officials.
- c) Ice time Weightings for U13-U18 are as follows: Skills skate data is used for balancing of players only and not towards final team selection, Scrimmage 1 - 33%, Scrimmage 2 - 33%, Scrimmage 3 - 34%.
- d) For the first skills evaluation skate, players will be placed in skills session groups based on their last name and divided up in equal numbers. The hired independent evaluators will sort the players based on the results of their first skate for the 3 upcoming game skates.
- e) Player movement may occur throughout the process moving players amongst the groups based on suggestions from the hired evaluation company for the purposes of team selection rankings.
- f) If the independent evaluation company deems a player to be a strong player (outlier), that player may not play in game 2 or game 3 and their scores are carried forward for team selection purposes.
- g) Evaluation scrimmage teams are made up of no more than fifteen (15) skaters and a max of two (2) goalies.
- h) There will be a specific goalie technical evaluation for the goalies only.
- i) Scrimmages will be officiated.
- j) The format will be 5-on-5 hockey.
- k) The division director will set up lines for each game. These lines will be created as evenly as possible based off the scores from the evaluation company through a snake draft.
- l) The volunteers working the bench will ensure the lines stay consistent throughout the game and adjust as directed by either the Director or the Evaluation Company.
- m) The expected shift length is 60 seconds, and players will change on the fly. Taking longer shifts could lead the player being penalized in one of their scoring criteria.
- n) 5 min warm-up and three 20-minute straight time periods
- o) The rules of gameplay will be modified to maintain the flow of the game and to limit stoppages (i.e., only blatant offsides, limited icing and goalies will be encouraged to play pucks).
- p) Obvious Penalties will be penalty shots to ensure players are playing 5 on 5 as much as possible. For each penalty shot, all players but the shooter will line up on the blue line on one knee, when the ref blows the whistle, the shooter leaves from the red line while the rest chase down the shooter. The puck will be live after this unless a goal is scored.
- q) Evaluation game results determine final team placement.

4.6. Final Team Selection:

U7: Teams will be created based on Time Trials data. Players will be placed on teams with "like skilled" players.

U9: After the evaluation scrimmages, the independent evaluators and division director will build the teams based on the evaluation results via player ranking.



U11: Once the coach is determined after the completion of the evaluation ranking, the coach will be provided with the top 20 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 (i.e., 4 – 6 skaters) from that list based on the team size as determined by FSMH. The goalie selection for each team will be dependent on how many goalies there are and will be placed based on evaluation scores. After final releases are done, the team formation process is complete.

U13 - U18: Once the coach is determined after the completion of the ranking, they will be provided with the top 13 forwards and top 10 defense from the Division Director. The top 6 forwards and 4 defense from this list will make the team based on the evaluations with the coach selecting the remaining players from the list (i.e., next 3 forwards and 2 defence) based on the team size as determined by FSMH. The goalie selection for each team will be dependent on how many goalies there are and will be placed based on evaluation scores. After final releases are done, the team formation process is complete.

4.7. Goalies

U11 - U18 goalies will be evaluated by independent evaluators during one goalie specific skill session and 3 evaluation games. Skill session results determine placement in the first evaluation game. Evaluation scrimmage results determine final team placement. Goalie weightings for team selection process is as follows: Technical skills skate – 40%, Game 1 – 20%, Game 2 – 20%, Game 3 – 20%.

4.8. Volunteers

During the Evaluation process, each division director will seek out the following:

- a) 2 volunteers from each team to open doors on the bench. These parent volunteers are not to coach the players on the bench and are not allowed to be on the bench their child is not on.
- b) 1 volunteer on each bench to ensure all players are taking reasonable shift lengths, and if uneven forward lines are present, assign positions.
- c) 2 volunteers to run the time and score clock.
- d) For any skills skate for all levels, 6 on ice volunteers are required on the ice to run a station or assist with the practice plan.
- e) Division directors will check players in at each skate and assign the jerseys.

4.9. Movement

The evaluation process is structured to give players the opportunity to move between tiering groups based on their performance. Players may be moved up or down from a group at any time during the evaluation process. Decisions on player movement are made after each session, and any movement will be applied for the next evaluation session.



4.10. Evaluators

FSMH will hire independent evaluators from outside the associations to achieve fair and impartial assessments of all players. Parents 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.

4.11. Finalizing teams

An evaluation committee for each division consisting of the Division Director, Vice President and General Manager will oversee independent evaluation results and carry out final team selection. The Evaluation Committee has the authority to make decisions during the evaluation process to ensure that the evaluation process is carried out in a fair manner. The decisions of the Evaluation Committee during the evaluation process are final.

4.12. Players Released From RAC

FSMH recognizes that due to the nature of the RAC program, the timing of releases from that program are somewhat unpredictable because of releases from teams outside of the RAC program such as other AAA teams and Junior level teams. As such, players released from RAC may miss and/or be unavailable for some, or all, of the FSMH evaluations for a particular level. Effective communication and collaboration between the RAC Director and Division Directors is key to the successful placement of released individuals.

- a) If a player is released by RAC prior to the commencement of the FSMH evaluations for such division then such player shall participate in the full tier evaluations including skills sessions and evaluation scrimmages.
- b) If a player is released by RAC after the skills evaluation skate but before the evaluation scrimmages, such a player will be placed initially on the top team and participates in evaluation scrimmages.
- c) If a player is released by RAC after the start of the division evaluation scrimmages but before the final evaluation scrimmage, the player shall be evaluated in the final evaluation scrimmage for that division.
- d) If a player is released by RAC after the final evaluation scrimmage in the applicable division, the player will be evaluated at one practice on the top-tier team in that division by the Coach and Division Director. The Coach and Division Director shall utilize grading and game evaluation scores from the RAC team evaluations to determine the players final team placement. If said player or goaltender is a "final cut" (i.e., last 1-2 skaters or goaltenders to be released from RAC) the expectation is that they shall be placed for the season on the top tiered team. At the U13, U15 and U18 levels, teams will not be considered final until all RAC and tiered teams have completed releases.



4.13. Teams, Sizing and Tiering

Number of teams - When determining the number of teams in each division each year, FSMH Division Directors, in conjunction with the GM, shall work to structure as many viable teams as the number of registrants will permit, recognizing that too few players on a particular team will create a team that may not be viable. Teams will not be set with insufficient players to be viable team. It is recognized that the number of players required to form a viable team will increase as the age of the players increases. FSMH will abide by Hockey Alberta's Guidelines for team size.

However, if during the registration and evaluation process, the number of registrants in a particular category does not permit the creation of several viable teams that would allow all players to be placed on teams, decisions regarding the release of one or more participants will be by the evaluation committee (GM, Division Director, VP).

The number of tiers, and the number of teams in each tier, is regulated by the [Alberta One Tiering Model as determined by Hockey Alberta](#). The number of teams, and placement of teams, for the league tiering round will be communicated to the parent group during the evaluation process and is subject to change based on registration numbers. The number of players on each team is determined by the Evaluation Committee, and their decision is final. For U15 and U18 divisions the tier the team is placed into dictates if the team will participate in contact or non-body contact.

4.14. Player Illness and Injuries

- a) Injured and absent players will be treated as fairly as possible. The Evaluation Committee will make decisions on the placement of players that are injured or absent. The decisions of the Executive Committee will be final.
- b) Players absent from one or more evaluation sessions could potentially be moved down from the group that they were placed in during the previous evaluation session.
- c) Players with multiple absences (skills session and evaluation games) may be placed in an evaluation group, or on a team, according to a variety of factors. These factors may include any of the following: the level that they played during the last season; prior coach feedback; and where other similarly ranked players were grouped. The Evaluation Committee will have the final say on a player's placement for evaluation games, or on a player's final team placement.
- d) Players that are injured before or during evaluations commence and are therefore not able to participate in the evaluation process, may be placed on a team as determined by the Evaluation Committee. The Evaluation Committee will consider several factors including the level that the player played in the previous season; prior season coach feedback; evaluation results from the previous season(s); and what team other similarly ranked players might be on. The decision of the Evaluation Committee will be final. If a player misses an evaluation session due to injury, they must provide FSMH with a Physician's note stating the player is



safe to return to play before participating in the next available session. There will be no subjective consideration given for poor performance due to illness or injury.

- e) All players must participate in all parts of the evaluation process if not injured or sick
- f) FSMH strongly recommends that no player participates in any part of the evaluation process while injured and/or sick. A Division director has the discretion to remove a player from an evaluation skate if it is determined that the player is participating while sick and/or injured. FSMH values the health and safety of all of its players, volunteers and members.

5. 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 indicating their intention to volunteer as the head coach on the online volunteer registration form. If the application to head coach is submitted the coach may be asked to provide their resume as part of the coach selection process. If more than one individual is interested in a team's head coaching position, then interested candidates will participate in an interview process. If only one candidate is interested in the position, an interview will occur at the discretion of the level director. Interviews for the head coach position should be conducted before the final evaluation skate if possible.
- c) The interested candidates will be interviewed by a 3- personal 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. 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.
- d) 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.
- e) After all candidates' interviews, the panel will determine the most suitable candidate.
- f) Due to the inherent conflict of interest, any Member: who is a coach, administrator, director, employee, or contractor for any Competitive League 1; or who has a child (regardless of whether or not they have multiple children with at least one playing with the Association) that plays in a Competitive League* shall not be entitled to be a head coach or manager within FSMH unless they receive board approval.

*See Coach Selection policy for full coach selection process and procedure.



6. Evaluation Criteria

6.1. Players Evaluation Criteria/Categories

<p><u>Skating</u></p> <ul style="list-style-type: none"> • Forward • Backward • Tight Turns • Balance • Starts • Speed • Quickness • Agility • Edge Control • Cross Overs • Foot Speed • Stops • Edge balance 	<p><u>Skills</u></p> <ul style="list-style-type: none"> • Stick handling / Dekes • Forehand / Backhand • Dekes / Protection • Creativity • Shooting – different types of shots • Quick release – toe drag • Point shots – sliding • Accuracy of shot • Shooting in stride • Passing – choice of pass • Receiving pass/ accuracy of pass • Saucer pass / lateral pass
<p><u>Offensive / Defensive Tactics</u></p> <ul style="list-style-type: none"> • Positional Play • Knowing rules of game • Angling and Gap Control • Hockey Sense / IQ • Passing / Making Plays • Net drive • Attack triangle -Zone entries • Delays / Cycling • Timing • Support teammates • Pinching • 1vs1 / 2vs1 • Stick checking • Sharing of puck • Showing interest in the game 	<p><u>Intangibles</u></p> <ul style="list-style-type: none"> • Work ethic • Battle • Communication • Back-Checking • Hard on and off the ice • Unselfish play - Sacrifice • Sharing of puck • Involved play • Anticipation



6.2. Goalie Evaluation Criteria/Categories

<p><u>Goalie Skating</u></p> <ul style="list-style-type: none">• Forward• Backward• Side to Side Agility• Balance• Edge Work• Controlled skating• Agility• Strength of pushes	<p><u>Positioning</u></p> <ul style="list-style-type: none">• Angles• Reading of play• Anticipation of Play• Makes saves look easy• Rarely out of position• Doesn't have to scramble
<p><u>Compete</u></p> <ul style="list-style-type: none">• Fights for puck• Recovers well• Traces puck well• Loose puck compete• Battles for position• Will to cover the puck	<p><u>Rebound Control</u></p> <ul style="list-style-type: none">• Rebounds to safe areas• Focus on puck• Tracing of puck• Movement while down• First save control• Movement of puck to safe areas
<p><u>Save Ability</u></p> <ul style="list-style-type: none">• Saves• Trapping of puck• Square to puck• Transition from ice to stance• Net Play	<p><u>Puck Handling</u></p> <ul style="list-style-type: none">• Can make pass to teammate• Can stop puck behind net• Uses glove hand appropriately on stick



7. Evaluation Scale

Player Scale – (1-9)

8-9 – Elite Player / Exceedingly Above Average

An excellent elite level performance. Player executes effectively at position and within role on team. Clearly outperforms counterparts at same position on opposing team. This player had a lasting dominant effect throughout the game. Player can definitely play and impact at this level.

6-7 – Above Average – Exceeds Expectations

An above average performance. Good plays and decisions clearly outnumber poor ones. Factors not allowing performance with rating above 4 might include: inconsistently in terms of effort, grittiness lapse in discipline or emotional control as examples. Player can definitely play at this level with the only limitation being depth at a similar position.

4-5 – Meets Expectations, Average

Player made some good plays and some plays that need attention. This would be classified as an average performance and requires more observation. Player made their share of mistakes / poor decisions, but they were countered by a similar number of good plays / decisions. Player warrants consideration as a candidate for this level.

2-3 – Below Average, Below Expectations

A below average performance. Struggling to make plays with limited skill set. Questionable decisions outnumber good ones. Player may have lacked effort and hustle and made errors costly to the team. Sometimes Attitude, behaviours and performance are a bit behind. Physical and mental components were deficient and below average. This player shows some potential but has definite limitations which would not allow them to play at this level.

1 – Learning the game, newer player

Learning the game. Newer player to the game and well below acceptable standards within age category. Not approaching level of contribution required or expected. Significant deficiencies in all areas but is new to the game and learning all aspects.



Goalie Scale (1-9)

8-9 – Elite Player / Exceedingly Above Average

Goalie is able to move effortlessly forwards, backwards & side-to-side in control with speed. Strong balance & is explosive. Goalie makes saves look easy & is fast to rebounds with both legs in an efficient manner. Goalie is in position to stop shooting & passing options. Angles are strong & precise. Goalie has strong reads of the shot, play & player consistently. Anticipates the play. Goalie battles & owns loose pucks. Is focused & in the game.

6-7 – Above Average

Goalie is able to move quickly forwards, backwards & side-to-side in control. Maintains balance easily. Goalie makes saves efficiently & is able to recover to rebounds with both legs quickly. Goalie is in position to stop the first & second shots & is consistently on their angle. Goalie is able to read the shot, play & player consistently. Goalie battles for loose pucks & is consistently focused.

4-5 – Meets Expectations, Average

Goalie is able to move forwards, backwards & side-to-side in control. Maintains balance. Goalie is in position to stop the first shot & seldom loses their net. Goalie is able to read the shot, play & player but still lacks consistency. Goalie can find loose pucks & is focused most of the time.

2-3– Below Average, Below Expectations

Goalie is able to move forwards, backwards & side-to-side but lacks control. Does not maintain balance consistently. Goalie makes saves inconsistently & struggles to recover to rebounds. Goalie is at times too deep or too far out for shots & other options. Loses their net occasionally. Goalie struggles to read the shot, play & player. Goalie struggles to get to loose pucks & lacks focus.

1 – Learning the game, newer player

Goalie struggles to move forwards, backwards & side to-side. Struggles to maintain balance. Goalie struggles to make saves & lacks recovery to rebounds. Goalie is too deep or too far out most of the time. Loses their net consistently. Goalie does not read the shot, play & player. Goalie does not get to loose pucks & is not in the game.