

Fort McMurray Minor Hockey Association Selection Process for Female Developmental Teams

This Directive outlines the selection process for Female Developmental Hockey teams in the Fort McMurray Minor Hockey Association (FMMHA). This process will be followed by Female Developmental Teams when there are enough female players in a division to have more than one team in that division. When there will only be one female team in a division, there will be no need for the evaluation process.

Regardless of the number of female team in a division, any female player wishing to play female hockey in FMMHA will be given that opportunity; accommodations will be made to ensure all female players have the opportunity to play female hockey and female players will not be released to the mixed program. The predominant accommodation, if player numbers do not allow full teams, will be moving underage players of acceptable ability up to an older division. Only in exceptional circumstances, and upon approval of the FMMHA President, will players be moved to a younger division.

Coordination of Evaluations

The appointed Female Director(s) will coordinate and oversee the evaluation of players for the female teams, when there will be more than one female team in a division. Concerns or complaints over the process shall be directed to the Female Directors' attention. The exception will be in circumstances where the Female Director(s) have children involved in the evaluation process. In the applicable division(s), another FMMHA member with experience in evaluation will be appointed by the President to avoid any real or perceived conflicts of interest by the membership.

Appeals

Members not satisfied with a decision of the Female Director(s) on a complaint submitted to his/her attention on the evaluation process may submit an appeal to the President of the Association in accordance with the by-laws.

Eligibility

Evaluations for female teams are open to all duly registered members of the Fort McMurray Minor Hockey Association as authorized in the Hockey Alberta Rules and Regulations.

Process

Evaluations will follow the outlined process :

- **Open: Pre-evaluation** session(s) are open to all eligible players to prepare for evaluations. Practice tempo and complexity increase in subsequent sessions.
- **WBHL Evaluations:**

Players will be selected to the female teams in a given division, based on results from the WBHL evaluation icetimes occurring jointly with players in the mixed division.

Consistent with traditional WBHL evaluation practices, initially, 10-12 skaters will be selected to the “first” team, leaving a minimum of an additional 3-5 positions vacant on this team. During the WBHL pre-season games, players on the second team will be further evaluated for ability to occupy vacant positions on the first team. Evaluations will be based on assessments by the first team head coach, second team head coach and evaluations by independent FMMHA Board of Director members and/or external qualified evaluators. The parties involved will strive to have the agreed upon selections within two weeks of pre-season games commencing.

Team Selection

The Female Director(s) or appointed delegate will chair a meeting of the head coaches and evaluators following completion of the evaluation period during the WBHL pre-season. A final ranking will be produced of all players and goaltenders. The final ranking will be approved by the President or appointed delegate..

A minimum of 15 skaters and 2 goalies will be selected to a team, however additional players may also be kept at the Head Coach’s discretion up to the maximum roster permitted by Hockey Alberta. Should a Head Coach wish to select less than this minimum amount of players, approval of the President prior to roster changes is required. A rationale of the benefits of a smaller team considering one of the development goals of the Association, to give all FMMHA participants maximum development opportunity, must be satisfied in the recommendation submitted by the Head Coach to the President.

Note players may be added to the maximum permitted roster or deleted from the roster at anytime up to January 10, 2013, the Hockey Alberta deadline. Any roster changes from the team selection timelines above until January 10, 2013 have to be approved by the President.

Confidentiality

The result of the evaluations will be confidential at all time. Any list of invitees or selected players list shall be published in alphabetic order. Any participants to the selection committee meeting shall abide with the confidentiality of the proceedings. Evaluation results will only be provided as part of the appeals process outlined in this Directive and results, other than the results for the requesting member’s child, will not be provided.

Discipline

A player may be suspended from the try-outs for the following reasons:

- Behavior in arena (on or off the ice) that is disrespectful of Association, team, teammates or coaches;
- Attempt to injure or injuring another player in a practice or game due to obvious disrespect of rules and regulations or directives provided by coaching staff
- Any use or possession of banned substances including alcohol
- Bullying incidents on- or off-ice related to try-outs or Minor Hockey

A parent may be suspended from attending try-outs session for behavior not in accordance with the parent code of conduct including:

- Abuse of on ice team official, evaluators or other member of the Association
- Failure to abide and accept the try-out process and procedures
- Severe or repeated violation of the Parent's Code of Conduct may lead to the exclusion of a player from the team

Body Checking

Body checking will not be permitted in Female Evaluations, consistent with Hockey Alberta Regulations

Evaluation Criteria

The following criteria will be part of the evaluation and selection process:

- **Skating**
 - Quickness, Acceleration, Agility, Balance, Mobility
 - Front, Back, Pivots, Turns, Strides
- **Hockey Skills**
 - Puck control, Passing, Receiving, Puck Protection, Puck movement...
 - Shooting: Accuracy, variety, quick release, goes to net, accuracy

- Checking: angling, stick check, physical presence
- Hockey sense: Positioning, playmaking, understanding of game, read and react
- **Work Ethics & Fitness**
 - Effort, desire to win, competitive, concentration, motivation, intensity
- **Coachability**
 - Attitude, Motivation, Effort, Team Cohesion, Team first attitude
 - Mental toughness, Pressure situations, Leadership
 - Cooperation, Learning skills, Character

- **Intangibles**

The following intangible factors shall be considered in the final selection of the team in comparing players that are considered to have the same skills level. In such circumstances, preference will be given to:

- Second year players in the Division (and 3rd year for Midget);
- Players that do not have a recorded history of recurring and frequent suspensions and other discipline incidents. A “top 19” player having a recorded history of recurring and frequent suspensions, Player Code of Conduct infractions and other discipline incidents may be added to the affiliated list and be given an opportunity to clearly demonstrative positive changes in their behavior. However, the player may be excluded from the team selection altogether if it becomes obvious during the try-outs that no changes in behavior have occurred.

Underage Players

Players are permitted to try-out for a Division above their age group. However, an underage player may only be selected for an older team if she is considered an impact player. More specifically, a player would need to be ranked as one of the top 3 forwards or top 2 defensemen. An underage goaltender would only be considered if she is the top goaltender of the Division by a wide margin.

The selection of an underage player selection must be approved by the President of the Association upon joint recommendation by the Head Coach, evaluation committee and Female Directors(s).

Exceptions may be made to the underage policy, at the sole discretion of the President, upon consideration of the number of players and potential number of teams in the Divisions (i.e. the need to move underage players up to accommodate all female players that wish to play female hockey).