



St. Boniface Minor Hockey Association

Player Evaluation & Team Formation Process

Current Revision: August 2020

DUE TO COVID-19, SBMHA MAY MAKE CHANGES TO THE EVALUATION PROCEDURES. CHECK THE SBMHA WEBSITE FOR UPDATES.

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St. Boniface Minor Hockey Association (hereafter referred to as SBMHA)

Player Evaluation & Team Formation Process

Introduction

The goal of this document is to provide a well-defined and unified program that establishes procedures regarding key aspects of team formation in accordance with **Hockey Winnipeg Rule Book**.

First and foremost, the **Hockey Winnipeg Rule Book** (Section D, Hockey Zones) requires that teams be “drafted equally according to ability” from within an area association. This forms the basis of the **SBMHA** player evaluation & team formation process, along with the following guiding principles as set forth by **Hockey Canada & Hockey Manitoba**:

- To provide a fair and impartial assessment of a player's total hockey skills during the skating and scrimmage sessions
- To ensure that players have a reasonable opportunity of being selected to a team appropriate to their skill levels as determined during the on-ice evaluations of the current year
- To provide coaches with the opportunity and flexibility to build a team based in part on their own coaching philosophy and knowledge of player skills and attitude
- To provide uniformity and consistency in the evaluation process such that player and parent expectations are consistent from year to year as players move through the various levels of the association's programs
- To form teams to maintain balanced and competitive play where the athletes can develop and participate equitably and have fun playing hockey during the season
- To provide feedback in order to develop players

Player Evaluations

SBMHA policy is to use Independent Evaluators to complete player evaluations for players in the U9 Novice A to U18 divisions. This covers all age divisions for “A Hockey” as well as all age divisions of “Direct Entry”, and allows for a smooth transition to the city-wide **Hockey Winnipeg** program.

For the U9 Novice A division, this only applies to U9 Novice A. The House League IP program will continue to be used for U9 Novice House League team formation.

For players in the U15 Bantam to U18 divisions, it is usually the responsibility of the Head Coach of each Direct Entry team to evaluate and select the players that form each team, however, **SBMHA** has put Independent Evaluators in place for U15 Bantam and U18 divisions to help with the process by providing feedback and rankings to Head Coaches, as sometimes Head Coaches are not in place at player evaluation time.

SBMHA employs a fair and impartial player evaluation process that provides a comprehensive assessment of the skills of each player. An independent company provides personnel who are expected to conduct all on-ice activities in a professional manner. On-ice sessions are held according to predefined practice plans that allow for the effective and developmentally correct assessment of all players. A team of Independent Evaluators, not necessarily affiliated with the

on-ice independent company or its personnel, utilize a thorough player assessment strategy that captures data to complete the evaluation of player skills. The resulting player assessment data and rankings are made available to Head Coaches during team formation. **SBMHA** does not disclose players rankings to anyone outside of the team formation meetings, however, the Independent Evaluator's feedback on your child may be provided at your written request or automatically to all players at **SBMHA's** sole discretion.

Each year, **SBMHA** will review the performance of the Independent Evaluators and assess whether changes are required to the process or the Evaluating Team.

In order to properly facilitate player evaluations, all minor hockey registration within **SBMHA** boundaries must be completed no later than September 12th of any given year.

The **Hockey Winnipeg Rule Book** requires a minimum of two (2) ice sessions be granted to all players who have registered for A1 evaluations. **SBMHA** will conduct a maximum of five (5) ice sessions to determine player rankings which will become the basis for team formation.

For players in the U9 Novice A to U18 divisions, the Independent Evaluators will assess the skills of each player in the following basic areas:

- **Skating:** Forward & backward; speed and technique
- **Passing:** Forehand & backhand; technique, control and vision
- **Puck Control:** Open ice & confined space; ability to maintain control of the puck
- **Shooting:** Technique, accuracy and velocity
- **Game Understanding:** Player understands positional play, communicates with teammates, player has the ability to read and react and displays a strong 'hockey sense'
- **Intangibles:** Work ethic and desire, behavior (good and bad), leadership

Goaltenders will be assessed according to the following criterion:

- **Stance:** Balance & mechanics
- **Mobility:** Skating, shuffling and T-pushing
- **Positioning:** Centre line, adjustments, square to puck and post mechanics
- **Saves:** Execution and rebound control
- **Game Situations:** Recovery techniques, body balance, read & react
- **Intangibles:** Work ethic and desire, behavior (good and bad), focus & anticipation

Please note the above criterion will be applied and assessed as appropriate for each age division. Players will receive an aggregated score based on the Independent Evaluator's assessment of the above skills. Players will be ranked by score and this will serve as a guide when conducting team formation.

Head Coaches will make their own assessments of the players skills and use them during the team formation process.

After each ice session, players may be reassigned to different groups to facilitate further evaluation of skills. Such reassignments will take place according to the assessments performed by the Independent Evaluators and under the supervision of the SBMHA Director of

Player / Coach Development. Any such reassignment does not exclusively determine the team to which the player is ultimately assigned.

In the U15 Bantam and U18 divisions, all on-ice evaluations shall be conducted without body checking for the first 50% of the player evaluation ice times. Body checking will be permitted, for the second 50% of the player A1 evaluation ice times, once the initial groups have been reassigned according to the Independent Evaluators recommendations.

SBMHA strives to meet the needs & interests of all players in our area association. To that end, should a family feel that playing at a higher level of hockey is not right for their child, please advise the SBMHA Vice President by email at vicepresident@sbmha.ca. The SBMHA Vice President will advise the appropriate A-Chair and President of the request and this will be taken into consideration for team formation.

Team Formation

As previously stated, **Hockey Winnipeg Rule Book** (Section D, Hockey Zones) requires that teams be “drafted equally according to ability” from within an area association. With this in mind, the following processes have been established for team formation.

All players in the U9 Novice to U18 divisions will be assessed by Independent Evaluators to help determine their placement on the appropriate team for their skills & abilities – ie. A1, A2 or A3. Players that are not selected to a U9 Novice A team, or those who may decide not to try out for U9 Novice A, will be automatically assigned to their respective U9 Novice House League team.

Depending on the number of goaltenders and the caliber of goaltenders participating in the player evaluations for each age division, teams will be required to carry 1 or 2 goalies. This determination will be made by **SBMHA** prior to team formation. Goaltender selection will take place in conjunction with player selection during the team formation process.

According to the **Hockey Winnipeg Rule Book**, the specific number of A1, A2 & A3 teams to be formed is determined by the total number of players registered with **SBMHA** in each age division. These rules take into consideration the minimum and maximum roster sizes as defined by the **Hockey Winnipeg Rule Book**. All roster size determinations will be completed by **SBMHA** prior to the team formation process and according to the **Hockey Winnipeg Rule Book**.

Where more than one team is formed at a particular age & level, each team will carry the same number of players & goaltenders, to the extent the number of players mathematically allows this to be accommodated.

The Team Formation Process

At the conclusion of the player evaluation process, all players will be ranked within their age division. This data will be provided to Head Coaches at a team formation meeting held for each age division. Every team formation meeting will include a representative of the Independent Evaluator team or the SBMHA Director of Player / Coach Development, the Head Coach of each team, a Member of the SBMHA Executive and the A-Chair. If the SBMHA Executive

Member and/or the SBMHA Director of Player / Coach Development and/or A-Chair have a child available for selection during the team formation of that age and are not the Head Coach for one of the teams, they shall vacate the room and another representative of the Independent Evaluator team, SBMHA Executive or A-Chair, depending on role in conflict, shall preside over the team formation meeting on their behalf.

When team formation takes place, it is **SBMHA** policy that the only coaches allowed in the team formation meeting shall be the Head Coaches approved by **SBMHA**. There are no exceptions to this policy.

SBMHA policy dictates that Assistant Coaches and Managers are only to be selected by Head Coaches upon the conclusion of the team formation meeting. There are to be no prearranged team official selections.

At the start of the team formation meeting for the U9 Novice A through U13 Peewee age divisions, the Independent Evaluators Representative, under the supervision of the SBMHA Director of Player / Coach Development, will first identify 50% of the players who must play at the A1 level, based specifically on the ranking from the player evaluation process. The balance of each team will be formed by Head Coach selection from all remaining players at that age division. Please see the tables at the end of this document for sample team formation scenarios for various roster sizes.

In the event there is no Head Coach assigned to a team or if the assigned Head Coach is unable to attend the team formation meeting for any reason, the Team Formation Members will make the player selections for that team, at the meeting, based upon the Independent Evaluator's ranking information.

For the U15 Bantam and U18 divisions, the Independent Evaluator's rankings and evaluations shall act as guidelines only, the teams shall be formed solely (100%) by Head Coach selections, with the full support and consent of **SBMHA**. All other aspects of the team formation process shall apply.

In the event there is only one (1) team in a division, The Head Coach of that team will form the team in accordance with the team formation process.

A1 Player Draft: In the event there are two (2) or more teams in a division, there will be a player draft using the following directions. To start the team formation process for each age division, the A1 Head Coaches will meet to form the A1 teams. At the outset of each team formation meeting, the children of the Head Coaches will be assigned to the corresponding teams. To ensure fair and balanced teams, the Head Coach whose child is ranked lower in the overall ranking will make the first player selection. If there is; no Head Coach selected or present, a non-parent Head Coach or, the Head Coach's child is a goaltender, the first selection will be decided by a coin toss.

The Head Coach with the first selection will choose any one player from the identified list of 50% of players that must play at the A1 level or may select any other player available at that age division. The next Head Coach will choose any two players with the stipulation that; at no point can the total number of players selected from outside the 50% of players that must play at the A1 level exceed the number of Head Coach selections available for the roster size in play, according to the Team Formation Scenarios table located at the end of this document. Player

selection will continue in alternating sequence - two players at a time - until the prescribed roster size has been attained. For clarity, all players in the identified list of 50% of players that must play at the A1 level will be assigned to the A1 teams. No team formed shall have more Head Coach selections than as permitted by the team formation scenario currently in play.

In the case where three or more teams are being formed, the process for selecting players will be slightly different. In this situation only, the Head Coaches (HC) will select players using the following snake draft sequence: HC 1, HC 2, HC 3, HC 3, HC 2, HC 1, HC 1, HC 2, HC 3, etc. The rules around the 50% of players that must play at A1, as noted above, will continue to be applied. Throughout this process, Head Coaches will have the ranking information of all players to assist with team formation.

Once the players have been assigned, goaltenders will be assigned.

A1 Goaltender Draft: All goaltenders in each age division will be ranked according to the assessment completed by the independent Evaluators. Next, the Independent Evaluators, under the supervision of the SBMHA Director of Player / Coach Development, will identify 50% of the goaltenders that must play at the age & level of team being formed.

When two teams are being formed, the Head Coach who *did not* select the first player will be first to select a goaltender and must choose one goaltender from the list of eligible goaltenders (from the 50% group that must play at the level of team being formed). The next Head Coach will choose one or two goaltenders from the group. The final goaltender, if there are four goaltenders, will be selected by the first Head Coach. Note: this process assumes there can be more than one goaltender per team, for the division and level of teams.

In the case where only one goaltender per team is to be selected, as determined by **SBMHA**, they will be done by Head Coach selection, in the reverse sequence from initial player selection.

When three or more teams are being formed, the process for selecting goaltenders will be slightly different. In this situation only, the Head Coaches (HC) will select goaltenders, in the reverse sequence from initial player selection, using the following snake draft sequence and where HC1 can pick only one goaltender to start the draft, but all other Head Coaches can choose one or two goaltenders as numbers dictate: HC1, HC2, HC3, HC3, HC2, HC1. The rules around the 50% of goaltenders that must play at A1, as noted above, will continue to be applied.

A2 Player and Goaltender Draft: Once the A1 teams have been formed, the Independent Evaluators, under the supervision of the SBMHA Director of Player / Coach Development, will then identify 50% of the players and goaltenders who must play at the A2 level, again based specifically on the ranking from the player evaluation process. A new team formation meeting will be conducted to form the A2 teams, following the same process as the A1 Player and Goaltender draft.

A3: Players not selected for an A1 or A2 team will be assigned to an A3 team. If there are to be two (2) A3 teams, then the same draft style selection as outlined above will be used to form the teams.

Upon completion of the team formation meeting for each age division and level, the SBMHA A-Chair will make a copy of the rosters and ensure all meeting participants, including Head Coaches, sign off to confirm team formation was conducted according to the rules defined above. Copies of the roster will be forwarded to the Head Coaches and the SBMHA Registrar.

Upon completion of the team formation meeting for each age division, the Head Coaches will notify their players of team placement by phone call, at a prearranged date and time that corresponds with all other Teams at the same age level. In the event there is no assigned Head Coach in place, the SBMHA A-Chair will email notification to the players of that team, and indicate that a Head Coach is still required for that team.

Upon completion of the team formation meeting for each age division, the Head Coaches will make their selections for roster team officials such as Assistant Coaches, Managers, and Safety Person. The Head Coaches must submit the team officials names and other information to the SBMHA Registrar for roster approval and submission to **Hockey Winnipeg**.

Please contact the SBMHA Vice President by email at vicepresident@sbmha.ca with any questions or concerns regarding the player evaluation or team formation process. **SBMHA** will have final say regarding player evaluations and/or team assignments.

Coaches

SBMHA recognizes the important role that coaches perform in the development of our children in and out of hockey. As such, it is the duty of **SBMHA** to select the best applicants to become the Head Coach of each team. **SBMHA** reserves the right to confirm or deny coaches at all levels.

Consideration will be given to assign independent Head Coaches outside of the team's parent group; however, since this is not always possible, certain standards must be met by the parent that has applied to coach their child's team.

All coaches must meet the minimum coaching requirements as established by **Hockey Canada**, **Hockey Manitoba** and **Hockey Winnipeg**. All coaches will be subject to a Criminal Background and Vulnerable Sector Check.

All Head Coaches must attend a mandatory meeting (if called by **SBMHA**) prior to the beginning of the player evaluation process. During this meeting, **SBMHA** and the Independent Evaluators Representative will review the processes described in this document to ensure there is a common understanding of player evaluation and team formation.

The process for selecting Head Coaches is to be completed prior to the beginning of the player evaluation sessions. While this is the objective, in some cases a lack of volunteers for Head Coaching positions makes this impossible and potential teams may be formed without a Head Coach in place. In such a case, **SBMHA** will work with the affected parent group to identify a candidate to Head Coach the team. Where a suitable Head Coach cannot be identified, team formation for that age division & level may not be possible. Players in this situation may need to be transferred to another area to play hockey.

Any parent interested in Head Coaching should make their intentions known on or before the time of player registration. An application for Head Coaches can be found online at the **SBMHA** website at www.sbmha.ca.

Team Name & Colors

All U9 Novice A through U18 A1, A2 and A3 teams registered by **SBMHA** shall be called the **St. Boniface Seals**.

Where there are two (2) teams registered in one age division, one team shall be known as Seals White and the other team as Seals Red.

Where there are three (3) teams registered in one age division, one team shall be known as Seals White, one team shall be known as Seals Red, and the third team shall be known as Seals Black.

Where there are four (4) teams registered in one age division, one team shall be known as Seals White, one team shall be known as Seals Red, one team shall be known as Seals Black and the fourth team shall be known as Seals Grey.

The colors worn by the St. Boniface Seals are red, white, black & grey. The uniforms were redesigned in 2019 and the crest features the SBMHA Mascot "Celly the Seal" balancing a puck on his nose, along with the iconic landmark of the Esplanade Riel Bridge in the background. Each team will be provided with 2 sets of game sweaters and socks (home & away).

Guidelines and standards regarding all Seals team apparel (jackets, clothing, etc.) will be set by **SBMHA**. Any inquires regarding uniforms and team apparel can be directed to SBMHA Equipment Chair by email at equipment@sbmha.ca .

Team Formation Scenarios (for U9 Novice A through U13 Peewee)

The following tables identify the number of players selected by the Independent Evaluators and Head Coach dependent upon roster size for a single team. Where multiple teams are being formed, the numbers in the table are to be multiplied by the number of teams being formed.

	Player s	Goalies	Player s	Goalies	Player s	Goalie s	Players	Goalies
Roster Size*	10	1	10	2	11	1	11	2
Evaluator Selection	5	0	5	1	6	0	6	1
Coach Selection	5	1	5	1	5	1	5	1

	Player s	Goalies	Player s	Goalies	Player s	Goalies	Player s	Goalies
Roster Size*	12	1	12	2	13	1	13	2
Evaluator Selection	6	0	6	1	7	0	7	1
Coach Selection	6	1	6	1	6	1	6	1

	Player s	Goalies	Player s	Goalies	Player s	Goalies	Player s	Goalies
Roster Size*	14	1	14	2	15	1	15	2
Evaluator Selection	7	0	7	1	8	0	8	1
Coach Selection	7	1	7	1	7	1	7	1

	Player s	Goalies	Player s	Goalies	Player s	Goalie s	Players	Goalie s
Roster Size*	16	1	16	2	17	1	17	2
Evaluator Selection	8	0	8	1	9	0	9	1
Coach Selection	8	1	8	1	8	1	8	1

(The examples above do not apply for U15 Bantam or U18 divisions as they are 100% Head Coach selection)