

Policy

LMRL AA Program Player Evaluation and Selection Policy

Objective

The objective of the LMRL AA Program is to field the best possible teams at the Western Canadian and Canadian Ringette Championships. Accordingly, the objective of the annual LMRL AA Program Team Selection is three-fold.

For LMRL AA Thunder teams, the objective is to select the best possible team from registered applicants for competition at the Western Canadian and Canadian Ringette Championships. For LMRL AA Development Lightning teams, the objective is to select the best possible team from registered applicants to feed the LMRL AA Thunder teams in future years. Finally, the goal of the LMRL AA Program Player Selection Camp is to provide a fair, impartial and transparent assessment for each and every registered player aspiring to play on the LMRL AA Thunder and Lightning teams.

Policy Description

To meet the goals and objectives above, the LMRL AA shall adhere to the following rules and procedures during the player evaluation and selection (tryout) process:

1. Conflict of Interest
 - a. Wherever possible, no individual with a real or apparent partisan interest in any player may participate in the evaluation process for the affected team. This restriction includes on- and off-ice evaluations, drills, player preparations, warm-ups, dryland or other tryout or assessment-related tasks.
 - b. Persons that hold a real or apparent position of conflict of any form must be approved by the Director of Coaching before participating in the evaluation or tryout process. Such persons must disclose all conflicting interests and shall ensure evaluation results explicitly identify the conflict of interest and exclude the player or players of interest from the assessment.
 - c. A conflict of interest may exist by way of familial relationships, financial obligations, or other direct and indirect means.
2. Evaluation Committee
 - a. The LMRL AA Program Director of Coaches shall organize an evaluation team of no fewer than two evaluators per team prior to the start of tryouts.
 - b. Evaluators should possess a minimum of three years experience as a ringette coach or six years as an elite-level ringette player.
 - c. The LMRL AA Program will provide evaluators with an honorarium of \$15 (fifteen dollars) per ice time attended as compensation for costs associated with participating in the evaluation process.
 - d. Evaluators shall disclose any relationship with a player applicant that may constitute a conflict of interest. Evaluators shall be excluded from evaluating

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any team where a conflict of interest exists or appears to exist unless authorized by the Director of Coaching.

- e. Selected evaluators shall be assigned at the discretion of the Director of Coaching to one or more teams for a portion or all of the tryout period.
- f. Evaluators report to the Director of Coaching. However, evaluators shall liaise with and be directed by the team's head coach during the evaluation period to ensure the process is as efficient as possible, and to ensure all players are given a fair, impartial and well-documented assessment.

3. Evaluation Procedure

- a. Evaluators should employ the LMRL AA Program Player Evaluation Worksheet during the evaluation process.
- b. The Director of Coaching shall communicate to evaluators the number of AA Thunder and Development Lightning teams in each division. Evaluators shall consider the number of teams to be formed in each division and the appropriateness of players for each team. Evaluators shall rank players such that selection to the appropriate team is facilitated.
- c. Where permissible, the Director of Coaching shall establish an evaluators zone separate from the spectators area. The evaluators zone may be cordoned off during the evaluation session to deter contact with spectators. Evaluators shall avoid unnecessary interaction with spectators during the evaluation session.
- d. Evaluators shall consolidate their findings and provide a final report on each player assessed to the Director of Coaching with a copy provided to the team's head coach. The report shall be provided using the LMRL AA Program Player Evaluation Summary form template.
- e. Whenever possible, player applicants shall wear an LMRL AA Program pinnie. The pinnie colour and number shall be assigned by the LMRL AA Program Registrar in consultation with the coaching staff. The player shall use the same pinnie for the duration of the tryout or until selected or released. Pinnies are to be returned to the coaching staff after each ice time.
- f. The LMRL AA Program Registrar or a designated unaffiliated volunteer shall attend each tryout session to ensure players are properly registered for tryouts. The Registrar shall ensure all player applicants sign an attendance log at each tryout session. The attendance log shall be retained by the Registrar and copied to the head coach upon request. The Registrar shall ensure player applicants are registered with their home association.

4. Team Selection

- a. Priority in Selection
 - i. Where both AA Thunder and Development Lightning teams exist in a division, the AA Thunder team or teams shall take precedence and shall select players before the Development Lightning team or teams.
 - ii. Where more than one AA Thunder or Development Lightning team exists in a division, an alternating draft selection process will be used to select players between the AA Thunder teams or the Development

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- Lightning teams. This alternating draft process shall occur only among multiple AA Thunder teams or, after AA Thunder team selection, among multiple AA Development Lightning teams. No alternating draft process shall be used to distribute players between Thunder and Lightning teams.
- b. Concurrent Selection
 - i. Whenever possible, AA Thunder and Development Lightning teams shall be formed concurrently. That is, the AA Thunder team or teams shall first be selected, followed by the selection of the Development Lightning team or teams. The remaining players shall be released.
 - ii. Where no coach has been assigned to a team, the Director of Coaching shall work with the evaluation team and other coaches in the division or the Program to select the team.
 - c. Final Decision
 - i. The head coach shall be advised and guided in the selection process by the Director of Coaching and the assigned evaluation team and shall consider the evaluation and assessment reports provided when selecting the team.
 - ii. The team's head coach is entitled to and is responsible for the final decision on the selection of any player to her or his team.
 - iii. The head coach shall submit his final player roster to the LMRL AA Program Director of Coaching and LMRL AA Program Registrar before the team is formally announced. The head coach shall identify any potentially controversial roster selections.
 - d. Late Applicants
 - i. Any late applicant to or late release from a team must be approved by the LMRL AA Coordinator.
 - ii. Where a development team exists in a division, the late applicant must attend three development team practices for evaluation and placement.
5. Release Procedure
- a. Each player applicant shall be afforded a minimum of three tryout sessions in which to demonstrate their suitability for the team in their division. Failure to attend one or more scheduled tryout sessions shall not necessarily extend the tryout period for a player.
 - b. Releases may occur at any time after the third tryout session. In those divisions where multiple teams exist, player releases shall occur only with the consent of all head coaches in the division. In those years where spring tryouts are held, releases shall not occur until after the third tryout in the fall session.
 - c. The head coach of the team releasing a player may, at the coach's discretion or at the request of the player, provide a summary report based on the completed LMRL AA Program Player Evaluation Summary form, indicating areas of competence and areas requiring improvement.

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- d. In those divisions where more than one team is to be selected, coaches shall collaborate as necessary with evaluators and among themselves to determine appropriate team assignment for players.
- 6. Communications
 - a. Prior to the first tryout session of the season, the LMRL AA Program Director of Coaching will call and chair a coaches meeting to communicate:
 - i. The goals of the LMRL AA Program and objectives in team selection;
 - ii. The LMRL AA Program Player Evaluation and Selection Policy described herein;
 - iii. The assignment of evaluators to each division and team;
 - iv. The forms to be used for the evaluation process:
 - 1. LMRL AA Program Player Evaluation Worksheet
 - 2. LMRL AA Program Player Evaluation Summary
 - v. The resources and channels of communication available to coaches.
 - b. At the first tryout session, each head coach shall call a parent and players meeting. At this meeting, the head coach and the LMRL AA Coordinator shall communicate:
 - i. That no elite clothing shall be worn at tryouts;
 - ii. A brief introduction to the LMRL AA Program;
 - iii. A summary of the goals of the LMRL AA Program;
 - iv. An overview of the evaluation and team selection process;
 - v. An overview of a typical season schedule for the team indicating likely out-of-town tournaments;
 - vi. Estimated per player (sans parents) participation cost for the year; and
 - vii. The LMRL policy regarding home association team precedence.
 - c. After forming the team, the head coach shall call a parent and players meeting to communicate:
 - i. The LMRL AA Program Appearance and Attire policy;
 - ii. That selection to an elite team confers a unique responsibility on AA players with regard to their relationships with others in the sport;
 - iii. That participation in games at the Western Canadian and Canadian Ringette Championships will be based on player performance; and
 - iv. That parents in the LMRL AA Program are required to volunteer to help with the team or on the AA Program Executive Committee.