

Gander Minor Hockey Association

Rep Tryout Policy



Policy 6: GMHA Rep Tryout Policy:

The purpose of the Representative (Rep) Hockey Program is to provide players with an opportunity to participate in competitive hockey at a higher skill level, in the U11 division and above. Rep team selection is based on a ranking of the player's skills as determined by an approved Rep Evaluation Committee during divisional tryouts.

6.1: Rep Evaluation Committee: The tryout and team selection process will be overseen by a Rep Evaluation Committee, consisting of the Vice President, Chief Director, Divisional Director and a moderator. This group will be responsible for the organization and delivery of the tryouts and will review the final selection rosters before they are released.

- a. No member of an Evaluation Committee shall have a child involved in the division in which selections are being made. An alternate executive member shall be temporarily named to the committee if there is a conflict of interest within the division.
- b. Evaluation scores, rankings, reports and team selection deliberations shall remain confidential and may only be shared with individuals directly involved in the evaluation process.

6.2 Tryout Fees: GMHA, at its discretion, will charge a tryout fee to all divisions holding a tryout.

- a. The tryout fee amount will be set annually by the GMHA Executive.
- b. Fees must be paid prior to the first scheduled tryout session.
- c. Tryout fees are non-refundable, except when GMHA cancels the tryout process for a division or team.

6.3 Bench Staff Selection and Requirements: GMHA will choose each Rep team's bench staff through the Rep Evaluation Committee using the following process:

1. **Application Process:** Upon the official announcement of Rep Team Tryout Dates, a coaching application form will be made available through HCR. All prospective bench staff members are required to submit a completed application by the specified deadline. Applications submitted after the deadline may be considered only when an insufficient number of applications has been received.
 - a. All applications are subject to review and approval by the GMHA Executive before applicants may proceed to the selection process.

2. Head Coach Selection:

- a. Coach selection will start after the First Grading of the evaluation process, or after Final Grading if there is no First Grading process.
- b. No member of the committee selecting a Head Coach shall have a child in the division for which the coach is being selected.
- c. Candidates are assessed based on their application and an interview, if required.
- d. Applicants for Head Coach positions must attend the majority of evaluation sessions to become familiar with the players who may be considered for team selection.

3. Remaining Bench Staff Selection:

- a. After a Head Coach has been appointed, they shall be provided with a list of approved applicants for the remaining bench staff positions and may recommend appointments from that list, subject to approval by the Executive.
- b. In the event the Head Coach and Rep Evaluation Committee determine that no suitable applicants are available, the Evaluation Committee, in conjunction with the Head Coach may solicit potential volunteers from within the association provided they meet the requirements set forth for the position being solicited.

4. Coach Commitment: Coaches are expected and required to participate with their team in the Easter Tournament, and any other tournaments, games and practices throughout the season.

5. Coaching Limits: To prevent scheduling conflicts and ensure adequate attention is given to all players, an individual may be rostered to two (2) teams per season. Furthermore, an individual may only hold the title of Head Coach or Manager on one (1) team. Any secondary involvement must be as an assistant coach or other support staff. The Executive retains the authority to grant exemptions to this rule in the event of a verified volunteer shortage or otherwise extenuating circumstance.

6.4 Evaluator Selection and Requirements: A total of three (3) evaluators will be appointed by the Rep Evaluation Committee for each division. These evaluators will be responsible for assessing all forwards and defence during the independent evaluation sessions. Two (2) goalie evaluators, appointed by the Goalie Director, will be responsible for evaluating all goaltenders.

A complete list of evaluators will be submitted to the Executive for approval prior to the start of evaluations. Once appointed, all evaluators will participate in an orientation session led by the Chief Director. This session will review the evaluation process, grading sheets and assessment criteria to ensure a consistent and fair evaluation process.

When evaluating tryouts, evaluators shall make every reasonable effort to remain focused on the tryouts and minimize outside distractions. All evaluation scores, reports, discussions and rankings shall remain confidential and may only be shared with members of the Rep Evaluation Committee and other individuals authorized by GMHA.

Criteria for Choosing Evaluators:

1. Evaluators may be coaches from within the Association, current or former board members, member volunteers or community members with strong hockey knowledge.
2. Evaluators shall not have a direct conflict of interest with any player or volunteer within the division they are evaluating, including immediate family relationships, private training arrangements, or any other circumstance that may reasonably call their impartiality into question.
3. Evaluators should be able to demonstrate a strong knowledge of hockey skills and game play. Prior experience conducting player evaluations or coaching is considered an asset.
4. Evaluators must be able to commit to attending the majority of hours of the evaluation process.
5. Goalie evaluators must have experience and knowledge of goaltending skills and game play.

6.5 Rep Eligibility: To be eligible to participate in the Rep team selection process, players must meet the following requirements:

- a. Be registered for GMHA's house league stream for which the tryout applies
- b. Have registered for the appropriate divisional tryouts during the registration period and have paid any required tryout fees.
- c. Have an account that's in good standing with no active sanctions imposed by GMHA, Hockey NL or Hockey Canada.
- d. Meet the conditions as outlined in the Dual Rostering policy.

6.6 Ranking Eligibility: To be eligible for ranking, the following guidelines shall apply:

- a. Meet all conditions as outlined in 6.5 - Rep Eligibility
- b. When there is a first grading, players must attend the skills session, at least 1 of the 2 hours of games before the first grading and a minimum of the first game before the second grading.
- c. If there is no first grading, players must attend the skills session and at least 2 of the 3 hours of games. In situations where the 'optional' hour is used, a player must attend the skill session and 3 of the 4 hours of games before final selection.

6.7 Tryout Exemptions: If a player cannot attend part of, or all the tryouts because of injury or other exceptional circumstances, as deemed by the Executive, they must provide a written explanation to the Chief Director or Divisional Director, who will consult with the Executive. If the Executive approves a tryout exemption, the player will be given a ranking based on the current year's evaluation (if any exists), a review of the previous year's evaluation, and

recommendations of previous years coaches (this may include written recommendations from other minor hockey associations). If no previous information exists, the player will be placed at the bottom of the ranking.

Players who receive a tryout exemption will not be eligible to fall within automatic team placement (i.e. position 1-10). If during the ranking of player, a player with a tryout exemption is ranked within the top 10, they will fall to position #11 and be eligible for team placement via coaches selection.

6.8 Player Evaluation and Selection Process: The Evaluation and Selection process will consist of 5 different parts, each contributing to final selection of teams:

- a. Coach Evaluation,
- b. Independent Evaluation (Tryouts),
- c. Ranking of Players,
- d. Selection of Head Coach,
- e. Team Selection.

1. **Coach Evaluation:** Before the start of tryouts, a designated group of House League coaches within each division will evaluate and rank all eligible players and submit their assessments through a Coach Evaluation Report. Previous season Rep coaches may be consulted, where appropriate, to provide supplementary feedback regarding player performance and development. This report will form one component of the player ranking process.
 - a. If a coach has a child in the division for which they are evaluating, they should remove themselves from the evaluation of their own child and only provide evaluation feedback for the other players.

2. **Independent Evaluation (Tryouts):** Tryouts will consist of a minimum of 3 hours of evaluated ice time for each player carried out over a designated period within the time constraints of ice-time availability and Rep player registration. The format will follow one of two scenarios:

Scenario One: If registration numbers permit the formation of more than 2 Rep Teams, the process will have two parts - a First Grading and Second Grading. Each player shall receive:

- 1 hour skills or tactical skills /1 hour game/1 hour game - FIRST GRADING & Rep 1 team selection.
1 hour game/1 hour game (optional) - SECOND GRADING & Remaining team selection.

Scenario Two: If registration numbers permit the formation of 2 or less Rep Teams, the

process will only have a Final Grading. Each player shall receive:

- 1 hour skills or tactical skills/1 hour game/1 hour game/1 hour game/1 hour game (optional) - FINAL GRADING & Team selection

Goaltenders: Goaltenders may receive 1 hour of exclusive Goalie evaluation, besides attending the above schedule, if deemed necessary by the Goalie Director.

Running of Skills sessions and Games:

Skills & Tactical Drills:

- Teams will be created by the divisional director.
- The Chief Director will create one practice plan to be used for U11/U13, and another for U15/U18.
- The Goalie Director shall create one practice plan to be used for Goaltender skills sessions.
- The Chief Director will review practice plans with coaches before evaluation begins, but it will not be shared for use prior to evaluations.
- Players will receive the practice plan the evening prior to the session to review and become familiar with the drills.
- The coach running the practice and other coaches and assistants on the ice may have children in the division.

Games: Divisional Directors will assign players to teams and create lines using the following criteria:

- Players will be placed in their requested position, i.e. forward or defense.
- Teams should have a mix of players but be roughly equal in skill where possible.
- Lines must change after every game.
- A copy of the Lines will be provided to bench staff prior to game by the Divisional Director.
- After the first grading, the balancing of lines may continue throughout the tryout to make the games as equal as possible.
- A coach may not be on the team bench with their child, but may coach the opposing team.
- Coaches will change the lines with a shift change on a 2-minute buzzer (2-minute buzzer does not apply to U18).
- Goalies must receive as close to equal ice time as possible and should be rotated from team to team.
- There will be a faceoff at every stoppage of play.
- Penalties will be served as per HNL rules.

Tryout Jerseys: Players will be loaned a GMHA jersey for the Tryout portion of the evaluation process. To keep evaluation consistent and to eliminate possible confusion, this jersey **must** remain with the player throughout the entirety of the tryout process. No swapping of jerseys will be permitted. If a player misplaces their assigned tryout jersey or wears a different jersey than assigned, it may negatively impact their evaluation score.

Player Evaluation: Evaluators will be provided with an evaluation form for each team, listing each player by jersey number only. Evaluations will be conducted as follows:

- Evaluators are required to fill out the entire evaluation sheet for ALL players.
- Evaluators are not to discuss the evaluations with any coach or parent outside the Rep Evaluation Committee during the evaluation process. Evaluation forms are not to be taken home but to be kept secure by the Ice Convener between tryout skills sessions/games.
- If registration permits a First Grading, after the initial 3 hours of evaluation, the Rep Evaluation Committee will collect all evaluation forms to use in the creation of the First Grading Report. The Second Grading evaluation will be captured on new evaluation sheets by the evaluators. These scores will be added to scores from the First Grading to produce a Second and Final Grading Report. The Evaluation Committee will examine the scoring and contact evaluators for clarity if necessary.

3. Ranking of Players: At the conclusion of the tryout process, all player evaluations will be compiled and a ranking report will be generated.

- a. All players in the U11 Division shall be ranked together without regard to position. Player positions will be assigned by the coaching staff following team selection.
- b. Players in the U13, U15 and U18 Divisions shall be ranked according to their declared position (Forward or Defense).
- c. Goaltenders shall be ranked against other goaltenders.
- d. Where registration numbers support a First Grading:
 - i. The Rep Evaluation Committee will compile and review all scores submitted by independent evaluators and use those results to establish an initial player ranking.
 - ii. The Committee will then cross-reference this initial ranking with the Coach Evaluation Report to identify any material discrepancies between the two sets of evaluations.
 - iii. Where material discrepancies are identified, the committee may conduct further review and discussion to ensure rankings are fair, objective and consistent with the established evaluation criteria. Following this review, the Committee may make adjustments deemed necessary to finalize the

First Grading Report.

- A material discrepancy shall be defined as a player's ranking that does not consistently fall within the same team selection range or grading zone.
- iv. Once finalized, the First Grading Report shall serve as the primary basis for the selection of Rep 1 teams.
- v. Following the selection of the Rep 1 team and completion of the Second Grading, the scores from the Second Grading sessions shall be incorporated into the First Grading Report to create a Final Grading Report using the same review process described above. All remaining teams will be selected based on the Final Grading Report.
- e. Where a First Grading is not required, the Rep Evaluation Committee shall follow the same process described above to establish a Final Grading Report. The Final Grading Report shall be used as the basis for selecting all Rep teams.

- 4. Selection of Head Coach:** After a ranking report has been established, the Rep Evaluation Committee will look at the list of coaching applications and offer the Head Coach position to the highest ranked coaching applicant from within the ranked players, in accordance with section 6.3 Bench Staff Selection and Requirements. This can be done in person, or via telephone.

- 5. Team Selection:** After a Head Coach has been selected, team selection may commence.

U11 Division:

- The top 20 players, based exclusively on the evaluated numerical ranking, will be eligible for the team being selected, with the top 10 automatically placed on the Rep1 team.
- The Head Coach will then be presented with a list of players ranked 11-20, and must select the remaining 5 players from that list.
 - When providing the Head Coach with ranking lists, the top 10 shall be listed in alphabetical order, with all ranking scores removed. Players ranked 11-20 will be listed in ranked order, with the ranking scores visible to the Head Coach.
- Justification must be provided to and approved by the Rep Evaluation Committee if the Head Coach selects a player that is ranked #16-20, over a player ranked #11-15.
- In the case of a numerical tie where a player inside automatic placement is tied with a player outside, all players tied shall be considered to fall OUTSIDE of the top 10. In this case, the Head Coach will have extra players to select, in addition to the remaining 5 players. (Example: The 10th and 11th ranked players are tied. Both players are considered ranked #11. The top 9 players will receive automatic placement and Head Coach will receive a list of 11 players, ranked #10-20, and may select the remaining 6 roster spots from those 11).

- The Head Coach is encouraged to request evaluation feedback if struggling to make a decision. If two players are graded equally, consideration may be given to hockey-specific factors including positional versatility, overall roster balance and experience.
- The 5 players that were not chosen for the Rep1 roster will fall to automatic placement on the Rep2 roster, but will still be required to attend the Second Grading. The team selection process will continue as above until all possible rosters are chosen.

U13 Division and above:

- The top 10 players (6 forwards and 4 defense), based exclusively on the evaluated numerical ranking, will be placed on the Rep1 team.
- The Head Coach will choose the remaining three forwards from those ranked #7-12, and the remaining two defense from those ranked #5-8.
 - When providing the Head Coach with ranking lists, the top 10 shall be listed in alphabetical order, with all ranking scores removed. Forwards ranked #7-12 and Defence ranked #5-8 will be listed in ranked order, with the ranking scores visible to the Head Coach.
- Justification must be provided to and approved by the Rep Evaluation Committee if the Head Coach selects a forward that is not ranked #7-9, or a defense not ranked #5-6.
- In the case of a numerical tie where a player inside automatic placement is tied with a player outside, all players tied shall be considered to fall OUTSIDE of automatic placement. In this case, the Head Coach will have extra players to select. (ie. Two forwards that are tied for the 6th position will be placed in the 7th position, and the Head Coach shall be entitled to select 4 forwards instead of 3)
- The Head Coach has the right to ask for evaluation feedback if struggling to make a decision. If two players are graded equally, consideration may be given to hockey-specific factors including positional versatility, overall roster balance and experience.
- The 3 forwards and 2 defence not chosen for the Rep1 roster will fall to automatic placement on the Rep2 roster, but will still be required to attend the Second Grading. The team selection process will continue above until all possible rosters are chosen.

Goalies:

- For all divisions, goalies shall be selected based on evaluated ranking. If there is a 10% or less difference in ranking scores, coaches' discretion can be used in the selection process. Justification must be given to and approved by the Rep Evaluation

Committee if the Head Coach selects a goalie that is not ranked in order.

In all divisions, the Head Coach may request to consult with other coaches who are expected to be on the team when choosing the remaining 5 players on their team.

After the Rep1 team is selected and approved by the tryout committee, the final grading process can commence, if needed. Once the Final Grading is complete, Rep 2 and further team selection will follow the same process as outlined in the First Grading process.

6.9 Roster Sizes: Final team rosters may consist of 15 skaters and up to 2 goaltenders. Requests to carry more than 15 skaters, to a maximum of 17 skaters and 2 goalies, must be made by the Head Coach at the time of team selection and subject to approval from the Rep Evaluation Committee. When sufficient players aren't available, the minimum roster size shall consist of 10 skaters and 1 goaltender.

1. **Number of Rep Teams:** The number of Rep teams each division will form will be dependent on the number of registered players, in accordance with approved roster sizes. If there are players displaced after team selection, every attempt will be made to either import players from other associations to form a team, or find other associations with vacancies.
2. **Bench Requirements:** Each team must have a Head Coach, Assistant Coach, Trainer and Manager. One member of the bench staff must have the Hockey Canada Safety Course in lieu of a Trainer.

6.10 Feedback: Players are entitled to receive their evaluation scores and the developmental feedback following the completion of the evaluation process. Appeals may only address whether the approved evaluation process was properly followed and shall not request reassessment of player evaluations, rankings or team placement. Feedback provided from the evaluation process is only meant to provide useful information on the development of the player. Under NO circumstance will a parent or guardian approach an evaluator with questions or concerns regarding their child's ranking. Any questions should be directed to the Rep Evaluation Committee.

All Feedback must be requested within 7 days of roster publication.

6.11 Rep Team Commitment and Player/Parent Conduct:

1. Participation in the Rep program is a privilege. Players, parents, coaches and team officials are expected to comply with all GMHA policies, codes of conduct and Hockey NL Regulations.
2. Rep players are expected to attend all scheduled team functions unless excused by team

management. Attendance expectations, participation requirements and disciplinary procedures are outlined in the GMHA Player/Parent Agreement (Appendix E).

3. Rep jerseys and jersey numbering shall be governed by the policy as established in Policy 4: Uniform, Jerseys & Equipment.

6.12 Authority and Interpretation

The GMHA Executive shall have final authority in interpreting and applying this policy. In situations not specifically addressed within this policy, the Executive may make decisions that are consistent with the intent and principles of the Rep Hockey Program.

The Executive reserves the right to modify procedures where necessary due to registration numbers, ice availability, Hockey NL regulations or other operational requirements, provided such modifications do not compromise the fairness and integrity of the evaluation process.

Decisions of the Rep Evaluation Committee and Executive made in accordance with this policy shall be final.