
**Policies & Procedures
of the
Vancouver Thunderbird
Minor Hockey Association**

P-9

REP PLAYER SELECTION

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A. Introduction

1. The rep player selection process by its nature dictates that not all applicants will be selected. This may be a stressful time, not only for the players and their parents, but also for the coaches and other volunteers who each year must co-ordinate this facet of our association's program. The goal of this policy is to help all participants understand the process, as well as their individual rights and responsibilities.

B. Registration for Rep Tryouts

1. Players wanting to attend the rep tryouts must indicate this on their registration documents. Any player who decides to participate in rep tryouts after registering shall contact the Administrator seeking to amend his or her registration documents not later than August 15. Whether such a request can be accommodated will depend upon availability of space at the time the request is made.

2. A player registering for rep tryouts must elect to try out for either goalie or player.

3. Before participating in the rep tryout sessions, players must be fully registered with the VTMHA, have paid all required fees, and have met all requirements of the PCAHA, BC Hockey, Hockey Canada and the IIHF in order to play rep hockey with the VTMHA.

4. For rep tryouts in Pee wee and above, every player (other than a goaltender) who has not played bodychecking hockey in the past must have completed a VTMHA bodychecking clinic to the satisfaction of the Director of Hockey Operations or provide written proof of completion of a bodychecking clinic from another qualified organization – such written proof to be satisfactory to the Director of Hockey Operations.

5. Players who have not completed the requirements in this section will not be allowed on the ice for a rep tryout session.

C. General Procedures

1. Rep tryouts consist of several on-ice sessions that progressively evaluate the players' skills and abilities.

2. A schedule for the rep tryout sessions will be prepared by early August of each year and will be published in the VTMHA Summer Newsletter and posted online on the Thunderbirds website.

3. In preparation for the tryouts, the Administrator will prepare lists of all those who applied for rep hockey (by division) and will divide the players in each division into groups of approximately equal size for the initial evaluation sessions. Such groups shall be arranged alphabetically by last name. This list will be provided at the commencement of rep tryouts to the Director of Hockey Operations, the Vice-President of Rep Hockey, the Executive Director, the Division Manager and the rep coaches for each division.

4. At the start of each tryout session, each player will be issued a numbered jersey for identification during the rep tryouts. Jersey numbers will be assigned to each player by the Vice-President of Rep Hockey or by a person designated by her or him.

D. Attendance At Rep Tryouts

1. All players trying out for rep hockey must attend all rep tryouts, which usually are scheduled to commence in early September.

2. Players who do not attend all tryouts will forfeit their opportunity to play rep hockey for that season and will immediately be registered for C level hockey in their division, except as provided in this section.

3. A player who has registered for rep hockey but is unable to attend a rep tryout session due to sickness or injury must provide, not later than September 15 and before taking the ice for any further rep tryout sessions, a letter from a physician confirming this. In such circumstances:

- a. If the player's injury prevents the player from completing the tryout process, the player will be assessed by the rep coaches for that division, the Director of Hockey Operations and the Vice President of Rep Hockey after the earliest medical approval date.
- b. A rep coach may hold a position on his or her team if he or she is positive that the player, as shown from his or her past history, would make that team. This must be approved by the Director of Hockey Operations and the Vice President of Rep Hockey, based on input from all of the rep coaches in that division.
- c. A position may only be held for an injured player if the player has a doctor's certificate indicating that the player is expected to be able to play hockey by October 31 of the current season.
- d. If a position is held for an injured player, then the player must pay the rep tryout fees prior to playing with the team.

4. A player who has registered for rep hockey but is unable to attend a rep tryout session due to work related obligations must provide to the Vice President of Rep Hockey, in advance of the session to be missed, a letter from that player's employer. If work-related obligations require a player to miss more than one session, then the continued participation of that player in the rep tryout sessions shall be at the discretion of the Vice President of Rep Hockey, in consultation with the Director of Hockey Operations.

5. A player who has registered for rep hockey at the Midget or Juvenile level may miss a rep tryout session due to conflicting attendances at major midget or junior team tryouts.

6. A player who has registered for rep hockey but is unable to attend a rep tryout session due to exceptional personal circumstances must seek permission in advance of the session to be

missed by way of a letter addressed to the Vice-President of Rep Hockey. The Vice President of Rep Hockey, in consultation with the Director of Hockey Operations, shall determine whether to approve the request. Failure to attend a rep tryout session because of holiday travel will not be considered acceptable.

E. Procedure at Rep Tryout Sessions

1. The plans for the on-ice sessions will be designed by the Director of Hockey Operations in consultation with the rep coaches who are evaluating the players. The plans may incorporate various combinations of hockey drills as well as scrimmages in order to allow the coaches to appropriately assess the players. Later in the process, at the discretion of the rep coaches in consultation with the Director of Hockey Operations, rep tryout sessions may also be used for exhibition games.
2. The Director of Hockey Operations will ensure that there are qualified coaches on the ice to lead all rep tryout sessions.
3. Players must wear all protective equipment, including a CHA approved neck guard, during tryouts. Any player found not wearing all of the required protective equipment must be sent off the ice and must not be permitted to return until he/she has put on the missing approved equipment.
4. Players must wear their assigned rep tryout jersey during all on-ice sessions.
5. During the first three sessions, no player may skate at any more than his or her assigned session, unless requested to do so by the Director of Hockey Operations.
6. The Vice President of Rep Hockey shall endeavour to set up the viewing areas in such a manner as to discourage contact or discussion between parents or players and those evaluating the players.
7. It is extremely important during the evaluation that the rep coaches and others involved in evaluating the players be neutral in their public comments and actions to avoid misunderstandings with players or parents. They should only discuss player evaluations with other rep coaches, the Director of Hockey Operations, the Executive Director, any independent evaluators and the Vice President of Rep Hockey. They should not discuss player evaluations with their own children – especially if their children are among those trying out.

F. Evaluation and Selection Criteria

1. The goal of the Rep Selection Policy is to fairly and consistently evaluate players for the purpose of tiering.

2. Player shall be assessed based on their performance in the rep tryout sessions, based on:

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|------------------------|---------------------------|
| a) Skating | i) Hockey Sense |
| b) Passing / Receiving | j) Attitude |
| c) Puck Control | k) Desire and Work Ethic |
| d) Positional Play | l) Coachability |
| e) Scoring / Shooting | m) Conduct on/off the ice |
| f) Checking | n) Sportsmanship |
| g) Teamwork | o) Fitness |
| h) Competitiveness | |

3. In an effort to develop the rep program, the rep coaches in forming teams shall endeavour to have:

- On all Pee wee, Bantam and Midget A3 teams, no more than 50% graduating roster players; and
- On the Atom teams overall, at least 33% first year Atom players.

In the event that there is no A3 team at the Pee wee, Bantam or Midget level, than the ratio set out in this section shall instead apply to the A2 team. Any deviation from these ratios shall be subject to the approval of the Director of Hockey Operations and Vice President of Rep Hockey.

G. Evaluation Process – Conflicts of Interest

1. Notwithstanding anything said below with respect to the evaluation process, under no circumstances will a rep coach be involved in the evaluation of his or her own child. The evaluation of any such player shall be performed by the Director of Hockey Operations, by an independent evaluator or evaluators appointed by him or her and, during the first three tryout sessions, by the Selection Committee (other than the player’s parent).

2. Also notwithstanding what is set out below, the Director of Hockey Operations or an independent evaluator appointed by him or her will be involved in the review of children of any member of the VTMHA Board or VTMHA Board-appointed positions – both during the initial rep tryout sessions and thereafter until teams are formed.

H. Evaluation Process – The First Three Sessions

1. The Director of Hockey Operations, in consultation with the Vice President of Rep Hockey, shall appoint a “Selection Committee” for each division which shall consist of (a) the Director of Hockey Operations, (b) all rep team head coaches who have been appointed for that division, and (c) other independent evaluators, who may include rep team head coaches from other divisions.

2. The Selection Committee shall view each of the first three rep tryout sessions. Each member of the Selection Committee shall provide objective evaluations of the players which

shall be compiled after each tryout session and provided to and discussed by the members of the Selection Committee.

3. The Director of Hockey Operations will ensure that an independent goaltender assessor, who has no link to any player participating in the tryouts, attends at least one session with each division in order to provide his or her assessment of the goaltenders.

I. Evaluation Process – Creation of Pools

1. At the conclusion of the first three tryout sessions, the players shall be assigned to one of four groups primarily based on the rankings prepared by the Selection Committee.

2. The groups are as follows:

- a) the “A1” pool shall consist of a maximum of three goaltenders and a maximum of five skaters more than the approved roster size for the A1 team in that division;
- b) the “A2” pool shall consist of a maximum of two goaltenders and a number of skaters such that the total number of skaters in the A1 and A2 pools is no greater than five above the combined approved roster sizes for the A1 and A2 teams;
- c) the “A3” pool shall consist of a maximum of two goaltenders and a number of skaters such that the total number of skaters in the A1, A2 and A3 pools is no greater than five above the combined approved roster sizes for the rep teams in that division;
- d) the “C” or house program.

In the event that a division will have only two rep teams in a year, there shall be no A3 pool created for that division. In the event that a division will have a fourth rep team in a year, there shall be an A4 pool the composition of which shall be similar in numbers to the A3 pool.

3. Any variation in the maximum player numbers for the A1, A2 or A3 pools shall be approved by the Vice President of Rep Hockey.

4. The assignment of players to groups shall be communicated by posting of rep tryout jersey numbers on the VTMHA website, which posting shall be made as soon as possible after determination of the assignments. There shall also be posted on the website a time at which two members of the Selection Committee will be available to meet with any player (and, if desired, that players parents) to discuss the reasons for the assignment. Those who wish to arrange such a meeting will be given instructions as to how to schedule it. Any such meeting time shall be within 72 hours of the posting of the assignments on the website.

J. Evaluation Process – Creation of Teams

1. Subsequent to the creation of pools, the players in each pool shall attend further tryout sessions for each pool, which tryout sessions shall be under the direction of the head coach assigned for that group.
2. The head coach for each group may release players to a lower group and may call up players from a lower group in order to assess the available players. However, the procedures noted above with respect to children of coaches and children of VTMHA Board members shall continue to apply and any releases or call-ups affecting such players shall be discussed with and approved by the Director of Hockey Operations and any independent evaluators appointed by him.
3. Any releases of players from a pool shall be communicated to each player in an individual meeting involving the rep coach responsible for that pool and one other knowledgeable individual. The rep coach shall endeavour to conduct such meeting with a reasonable amount of privacy, to the extent possible given the nature of the facility in which the meeting takes place.
4. The coaches of the A1, A2 and A3 teams, in consultation with the Director of Hockey Operations and any independent evaluators involved in reviewing players in that group, will complete all releases in order to have their teams at the approved roster size in accordance with the following deadlines:
 - The A1 team – by the 15th day after Labour Day;
 - The A2 team – by the 19th day after Labour Day;
 - The A3 team – by the 22nd day after Labour Day.

If there is an A4 team at any division, the Vice President Rep Hockey and Director of Hockey Operations shall specify a deadline for releases by such team and may make minor adjustments to the above deadlines for A1, A2 and A3 teams as necessary.

5. Generally speaking, players released from the “A1” pool will be assigned to the “A2” pool, players released from the “A2” pool will be assigned to the “A3” pool, and players from the “A3” pool will be assigned to house. No player who was among the final 20 skaters or three goalies in the “A1” pool shall be assigned to house hockey for that year without the prior approval of the Director of Hockey Operations.
6. The house program relies on the rep program to release players to the house program in time to allow those players to be placed on house teams with minimal impact on the balancing process. Any variation in any of the deadlines above must be approved in advance by the Vice President of Rep Hockey. Any variation in the deadline provided for final releases from the A3 team must also be approved by the Vice President House.

7. If a team has not made its final releases by the deadlines noted above, or any extension granted to those deadlines, then the Director of Hockey Operations may make releases in order to bring the team to the approved roster size.
8. Each coach shall forthwith upon releasing a player (either to a different rep pool or to the house program) notify the following persons of the names of the released players:
 - the Director of Hockey Operations,
 - the Vice President of Rep Hockey,
 - the Division Manager for that division,
 - the other rep coaches for that division (except in the case of a player released to the house program), and
 - the VP House (in the case of a player released to the house program).

K. Rostering

1. Rosters for all rep teams shall be submitted to the Administrator within 48 hours of the deadlines noted above for final releases.
2. No player will be rostered with a rep team unless and until the appropriate rep fees have been paid. A player who has failed to pay the rep fee after being asked to do so shall not practice or play with that rep team. In the event that non-payment continues for seven days following written notice of such failure to the parent or guardian of that player, then the player shall be immediately assigned to a house team.
3. A player may apply to the Vice President of Rep Hockey to be relieved from payment of some or all of the rep fee on the grounds of inability to pay.
4. No player will be rostered with a rep team until that player has submitted a signed commitment policy document (see Appendix A to Policy P8).
5. No release can be made after teams have been rostered without the permission of the Vice President of Rep Hockey. After this date, coaches are expected to make a commitment to work with each member of their team.

L. Self-Release

1. Decisions are made as to the numbers, sizes and composition of rep teams (and also of house teams) based on the number of players who have registered. Players who participate in rep tryouts, then leave the rep program, can cause significant difficulties to both the rep and house programs. As a result, the following restrictions have been imposed to minimize these situations:

- 1.1. Any player who self-releases and leaves the VTMHA after commencement of the fourth rep tryout session will not be entitled to try out for the VTMHA rep program the subsequent year.
- 1.2. Similarly, any player who self-releases to the house program more than seven days after the initial assignment to pools may not be entitled to try out for the VTMHA rep program the following year.

M. Appeals

1. A player may appeal his/her release from a rep team. Any such appeal must:
 - be made by notice given to the Vice President of Rep Hockey and the Director of Hockey Operations;
 - be given within 48 hours of the meeting at which the release was communicated, except in the case of an initial release posted on the internet, in which case the notice must be given within 24 hours of the meeting with two members of the Selection Committee to discuss the release;
 - be in writing (verbal appeals will not be accepted); and
 - clearly state the reasons for the appeal.
2. Such appeal may only be made on one of the following grounds:
 - The decision under appeal was influenced by bias;
 - irregularities in the process leading up to the original decision are such that an unjust result may have resulted; or
 - the decision was patently unreasonable.
3. The notice shall be referred forthwith to the President, who shall appoint three persons to constitute a review panel (the “Panel”). The Panel shall be comprised of persons with no significant relationship with the appellant, who were not involved in the decision being reviewed, and who are free from bias or conflict.
4. The Panel shall consider the information contained in the notice of appeal, speak with the rep coaches for that division and the Director of Hockey Operations, and review the Selection Committee rankings from the initial tryout sessions, and provide the appellant with an opportunity to make any further submissions. The Panel shall consider whether any of the grounds of appeal noted above have been established and, if so, what an appropriate remedy might be, and shall render their decision within 72 hours of being appointed.