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

P-19

RECREATIONAL TEAM SELECTION

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1. Introduction

- 1.1. The purpose of the recreational team selection process is to ensure that all teams within a division are balanced and that all players regardless of ability have the opportunity to play on a team that is truly competitive during the season.
- 1.2. The PCAHA has mandated that recreational teams within a Division must be balanced. It is important that VTMHA shows that it has made every effort to do so. A fair selection process is an important step in achieving this goal. Coaches should read these rules carefully and have a clear understanding of their responsibilities in the process.

2. Assessment Sessions

- 2.1. Typically, each division will be assigned two ice times at which players within that division can be assessed. If there are more players than can comfortably use a single sheet of ice, then players shall be divided into groups (usually alphabetically) and separate ice times set up. Each player should endeavour to attend every ice time to which he or she is assigned.
- 2.2. At the assessment skates each player will be given a numbered jersey which is to be worn for all evaluation sessions, then returned at the conclusion of the final assessment session.
- 2.3. Head coaches who have been appointed for a division shall endeavour to attend as many of the assessment sessions as possible. The Division Manager may also invite potential assistant coaches or independent evaluators to assist with the evaluation. Each evaluator will be given an evaluation form for their Division indicating the player's number, name and year of birth. This Evaluation form will also contain basic criteria to be used to evaluate the player's skills. Evaluators will be asked to rate each player based on the evaluation criteria and assign an overall rating to the player between 1 and 5, 1 being the least skilled and 5 being the most skilled.
- 2.4. Evaluators are encouraged to discuss ratings among themselves and attempt to come to a consensus as to the relative ranking of players at each position.
- 2.5. Evaluation forms shall be submitted to the Division Manager at the conclusion of the final assessment ice time. The Division Manager shall compile the ratings and come up with an average rating for each player.
- 2.6. The Division Manager shall also obtain and compile player rankings from the conclusion of the previous season.

3. Initial Team Selection

- 3.1. The team selection process shall be determined by the Division Manager in consultation with the responsible Division Director.

- 3.2. BC Hockey has recommended a procedure for team selection that involves rank of players and creation of teams by Division Managers and coaches before any coaches are assigned to teams. See BC Hockey, Hockey Administration Guide, 8th ed., April 2005, Section 11 – Recreational League Organization and Team Selection. Under these guidelines:
- 3.2.1. the evaluators should be asked to rank players, by position, in groups that correspond to the number of teams that are to be formed – for example, if there are 3 or 6 teams to be formed, then players should be ranked in tranches of 6, if there are 4 or 8 teams to be formed, then players should be ranked in tranches of 8, there are 5 or more teams to be formed then players should be ranked in tranches based on the numbers of teams to be formed. By way of example, where there are 4 teams to be formed, the evaluators would have ranked each player as follows:
- The best eight goalies, ranked from number one to number eight.
 - The best eight defensemen, ranked from number one to number eight;
 - The next best eight defensemen, ranked from number nine, and so on until 24 defensemen have been ranked;
 - The best eight forwards, ranked from number one to number eight.
 - The next best eight forwards, ranked from number nine, and so on until 36 forwards have been ranked.
- 3.2.2. The first step would be to identify teams by letter – in the event of four teams, teams would be named A to D. No coaches are assigned at this point. Assign the number one and number 8 goalies to Team A, numbers 2 and 7 to Team B, and so on.
- 3.2.3. The second step would be to assign defensemen. The top ranked defenseman would be assigned to the team that took the final selection of the goalies – in the four team example, Team D. In the four team example, Team D would get defencemen 1 and 8, Team C would get defencement 2 and 7, and so forth. Follow this process through until all defensemen are assigned to teams reversing the assignment according to the grading of the player.
- 3.2.4. The third step would be to assign forwards. This process is a continuation of the preceding process.
- 3.2.5. Only when teams have been formed are coaches assigned. Teams are assigned by lot. Since players have been ranked, any necessary adjustments – for example, to allow a parent coach to be matched with the team on which his or her child plays – can be made within the context of the rankings.
- 3.3. In the event that players are selected by way of a draft, the following guidelines are recommended:

- 3.3.1. Only one representative per team may attend the draft.
- 3.3.2. To begin the Draft, the Division Manager will read the name and number of each player from the roster and the Coaches will agree on an appropriate rating for that player. The player's number, as it appears on the roster, will be posted on the board in the corresponding skill group 1 through 5.
- 3.3.3. Lot will determine order of draft selection. The order in the second round will be reversed from the first round, and so on. For example, if there are 10 teams in the Division, Coach 10 will get the 10th and 11th pick. Coach 1 will get the 1st and 20th pick.
- 3.3.4. A Coach may ask to "protect" up to 2 players in the Draft – generally the Coach's son or daughter plus one other. If the selection of the protected player is likely to result in an imbalance, then the Division Manager may decline to allow the Coach to protect that player. Prior to the Draft the Division Manager will circulate to the Coaches a list of the "protected players".
- 3.3.5. The players that a Coach has chosen to protect must be their first pick in that player's category. As a general rule all the players rated 5 will be drafted first, followed by those rated 4, then 3, then 2, then 1. Subject to balancing requirements, a Coach may select a player from a lower category. The teams will be posted, as Draft progresses, in such a way that everyone can see what each team has in terms of 1s and 2s, etc.
- 3.3.6. In the Atom division and above, goaltenders will be assigned last. This will be done based upon the coaches' *group* assessment of the relative strengths of the "balanced" teams. Those teams assessed as stronger will draft the weaker goaltenders and teams assessed as weaker will get the stronger goaltenders.
- 3.4. Whatever method of team selection is chosen, those involved in the process should attempt to:
 - 3.4.1. Achieve a reasonably fair allocation of 1st and 2nd year players (in the case of Midget, 1st, 2nd and 3rd year players);
 - 3.4.2. Avoid having any one team contain more than 5 players who were together in the previous year.
- 3.5. At the conclusion of the player selection meeting, the coaches will make a final review of all the teams as selected with a view to ensuring that all present are in basic agreement that the teams are reasonably balanced before the meeting concludes.

4. Assigning Rep Releases

- 4.1. For divisions from Atom and above, there will generally be players released from the rep hockey program after the initial team selection meeting. Rep release players shall be assigned to teams by the Division Manager, who may seek input and information with respect to those players from the Director of Hockey Operations and the Director Rep Hockey.

5. Player Movement Between Teams

- 5.1. Once the initial team selection meeting is concluded, no player movement whatsoever may be made by coaches or parents. Coaches may not “trade” players, even players that are at the same skill level. If and when balancing moves are required the Division Manager and the responsible Division Director will initiate those moves.
- 5.2. The Division Manager shall arrange a schedule of balancing games between the teams in that Division in order to ascertain whether the teams are balanced. Coaches are expected to play all players in their regular positions and give equal ice time during balancing games. A Division Manager may require that, for balancing games, coaches go behind the bench of their opposing teams. Any Coach suspected of “coaching down” or holding back his/her players during these balancing games will be subject to reprimand and or suspension by VTMHA.
- 5.3. Upon the completion of the first round of balancing games the coaches will meet with Division Manager to review the balancing of the teams. A reasonable target is that each team will have won between 30% and 70% of their games. Once again should any balancing moves be required, the Divisional Manager and the responsible Division Director will initiate those moves.