



SMHA REP PLAYER SELECTION

A. Introduction

1. The rep player selection process by its nature dictates, 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 rep tryouts must indicate this on their registration documents. Any player who decides to participate in rep tryouts after registering shall contact the SMHA Registrar seeking to amend his or her registration documents not later than 4:00 pm on August 15. Whether such request can be accommodated will depend upon availability of space at the time request is made.
2. A player registering for rep tryouts must elect to tryout for either goalie or skater. Those who elect to tryout as skaters in the Peewee, Bantam or Midget divisions will be asked to further indicate a preference to play either forward or defense. A player will be assessed based on their position preference until practice groups are formed, where coaches may ask a player to play forward or defense depending on the needs of their team.
3. Before participating in the rep tryout sessions, players must be fully registered with the SMHA, 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 SMHA.
4. 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 evaluate the players' skills and abilities.
2. A schedule for the rep tryout sessions will be prepared following the close of the registration period (August 15) each year and will be posted online to the SMHA website. Email notifications will be sent to all players who have registered for Rep tryouts.
3. In preparation for tryouts, the SMHA Registrar will prepare lists of all those who applied for rep hockey (by division) and will provide that list to the VP of Rep Hockey. Players will be divided into groups within each age division of approximately equal size for the initial evaluation session.
4. Following the initial assessment, players will be divided into tiered groups for the remainder of ice sessions, players will be evaluated within their group to determine player movements from one stage to the next.

5. At the start of each tryout session, each player will be issued a numbered jersey for identification during rep tryouts. Jersey numbers will be assigned to each player by the VP of Rep Hockey.

A Selection Committee shall oversee the evaluation of all players prior to the formation of Practice Groups. The committee will be comprised of a minimum, one external evaluator with no other connection to SMHA, the non-parent Head Coaches, and the potential parent coaches who may be assigned as Head Coaches at the completion of the tryout process. Coaches will only participate in evaluations of the age division they will be coaching in with the potential exception of a coach who is also Association staff.

D. Attendance At Rep Tryouts

1. All players trying out for rep hockey must attend all rep tryouts applicable to the player, which usually are scheduled to commence approximately the week after Labour Day.
2. Players who do not attend all applicable tryouts will forfeit their opportunity to play rep hockey for that season and will immediately be registered for C level hockey within 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 2 hours prior to their next scheduled ice session, 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, and the VP of Rep Hockey after the earliest medical approval date, provided it is prior to the final ice session scheduled before final team assignments are determined. □
 - 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 the team. This must be approved by the VP of Rep Hockey, based on input from all the rep coaches within the division. □
 - c. A position may only be held for an injured player if the player has a doctor's certificate indicating the player is expected to return to play hockey by October 31 of the current season. □
 - d. If a position is held for an injured player, the player must pay the applicable rep tryout fees prior to playing with the team. □
 - e. If a position is held for an injured player, the player must attend all team functions (ice sessions, meetings, etc.) even though they cannot participate on ice. They may be asked to assist the team in other manners and must agree to do so.
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 VP 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, the continued participation of that player in the rep tryout sessions shall be at the discretion of the VP of Rep Hockey.
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 with major midget or junior team tryouts but is required to notify the association a minimum of 2 hours prior to the ice time.
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 (which includes electronic mail) addressed to the VP of Rep Hockey. The VP of Rep Hockey shall determine whether to approve the request.
7. A player may only attend Rep Tryout Sessions they have been assigned to.

E. Procedure at Rep Tryout Sessions

1. The plans for the on-ice sessions will be designed by the VP of Rep Hockey and SMHA Coaching Coordinator in consultation with the rep coaches who are evaluating 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. If approved by the SMHA Board, the plans may also incorporate a skill assessment provided by an independent third party provider. Later in the process, exhibition games will also be used as rep tryout sessions.
2. The SMHA Coaching Coordinator will ensure that there are qualified coaches overseeing 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. The VP of Rep Hockey will endeavor to set up a viewing area in such a manner as to discourage contact or discussion between parents or players and those evaluating the players. During evaluation sessions, a "Player Evaluator Only" area will be in place at Brennan Park Arena. Evaluators will maintain separation from each other during the ice sessions and will submit their rankings prior to having any discussions about the evaluations.
6. It is extremely important during the evaluation that 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 VP of Rep Hockey, and any independent evaluators. Parent coaches should not discuss player evaluations with their own children or family members under any circumstance.

F. Evaluation and Selection Criteria

1. The goal of the Rep Selection Policy is to fairly and consistently evaluate players for the purpose of selecting players to represent SMHA in the Rep Hockey Program.
2. Player shall be assessed based on their performance in the rep tryout sessions, based on:
 - a) Skating
 - b) Passing / Receiving
 - c) Puck Control
 - d) Positional Play
 - e) Scoring / Shooting
 - f) Checking
 - g) Teamwork
 - h) Competitiveness
 - i) Hockey Sense
 - j) Attitude
 - k) Desire and Work Ethic
 - l) Coachability
 - m) Conduct on and off the ice
 - n) Sportsmanship
 - o) Fitness

3. In an effort to develop the rep program, the rep coaches in forming teams shall endeavour to have, overall, at least 33% first year players at each of the Atom, Peewee and Bantam levels, and at least 25% first year players at the Midget level. Any deviation from these ratios shall be subject to the approval of the VP 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. At no time in any stage of the selection process will a parent coach be involved in a selection conversation concerning their child. They will be required to leave the room when their child is being discussed.
2. In the event the VP of Rep Hockey has a child trying out for a rep team, an alternate Board Director will be assigned to oversee that age division(s).
3. No parent, friend or relative of a player participating in the rep tryout process shall offer any sponsorship, financial incentive or other benefit to a team or to the coach of a team in connection with or during the tryout process.

H. Team Selection Process

1. Ice Sessions

All players will participate in a minimum of 2 ice sessions during the evaluation process: these will include an on-ice assessment, skills practice and internal scrimmages. For players assigned to a practice group, they should expect to have a minimum of three additional ice times consisting of practices, internal scrimmages and external exhibition games.

2. Player Assignments

Throughout the process, player assignments will occur based on players' performances. Following the initial evaluation of ice sessions, players will continue onto practice groups and the rep selection process or be assigned to the C division for placement.

3. Practice Groups

Phase 1 – Players assigned to practice groups will participate in two intra-group scrimmages, after which the coaches will be required to select the following total number of players to move to the next stage. These numbers will be determined each season by the VP of Rep Hockey based upon final registration numbers, however the target will be:

For Atom and Peewee:

A1 pool = 18 skaters and 3 goaltenders

A2 pool = 15 skaters and 2 goaltenders

For Bantam:

A1 pool = 18 skaters and 3 goaltenders

A2 pool = 15 skaters and 2 goaltenders

For Midget:□

A1 pool = 18 skaters and 3 goaltenders

A2 pool = 15 skaters and 2 goaltenders

Phase 2□- Coaches will be responsible for arranging a minimum of one exhibition game during this period. This will be their opportunity to assess a small group to identify their final selections for the season.

Coaches may choose to not dress all skaters, however no player should sit more than one game.

Following the exhibition games, the Rep Selection Committee and Coaches (where appropriate) will make the final selections and create final rosters.

4. Communication to Players□

During the entire Rep Selection Process, all communication regarding player assignments will occur via the SMHA website and/or email.

Individual emails will be sent to all participants 24 hours of the final Rep selection ice time to inform players of their final team assignments.

5. Decision deadline□

Final assignments will be confirmed no later than three (3) weeks following the start of the tryout process.

- a. The recreational program relies on the rep program to release players to the recreational program in time to allow those players to be placed on recreational teams with minimal impact to the balancing process. Any variation in any of the deadlines above must be approved in advance by the VP-of Rep Hockey. Any variation in the deadline provided for final releases to the recreational program must also be approved by the Director for that division. □
- b. If a team has not made its final releases by the deadlines noted above, or any extension granted to those deadlines, then the VP of Rep Hockey may make releases in order to bring the team to the approved roster size. □
- c. Each head coach (or, if applicable, the Rep Selection Committee) shall forthwith upon releasing a player (either to a different rep pool or to the recreational program) notify the following persons of the names of the released players: VP of Rep Hockey, Division Director, □and other rep coaches for that division.

I. Rostering

1. Rosters for all rep teams shall be submitted to the SMHA Registrar 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, the player shall be immediately assigned to a recreational team. □
3. No player will be rostered with a rep team until that player has submitted a signed commitment policy document, signed Player Code of Conduct and signed Parent Code of Conduct

4. No release can be made after teams have been rostered without the permission of the VP of Rep Hockey. After this date, coaches are expected to make a commitment to work with each member of their team. □

J. Self-Release

Decisions are made as to the numbers, sizes and composition of rep teams (and also of recreational 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 recreational programs. As a result, the following restrictions have been imposed to minimize these situations:

Any player who self-releases and leaves the SMHA after commencement of the fourth rep tryout session will not be entitled to try out for the SMHA rep program the subsequent year. For this purpose, any independent third party skills assessment does not count as a rep tryout session.

K. Appeals

1. A player may appeal his/her release from a rep team. Any such appeal must:□
 - be made by notice given to the VP of Rep Hockey and/or the President;□
 - be given within 48 hours of the communication in which the release was communicated;
 - Be in writing, email acceptable (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 the division and the VP of Rep Hockey, review the Selection Committee rankings from the initial tryout sessions and any independent third party skills assessment, as well to 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 48 hours of being appointed.