

## **Cumberland Valley Ice Hockey Club Evaluation Process**

### **Process**

The objective of the annual evaluation process is to establish the most competitive hockey team for each level of play at which Cumberland Valley will compete in a given year. Skills will be evaluated objectively through the following process, with a one-third weighting placed on each:

1. ***Independent Evaluators*** – Cumberland Valley will make use of qualified ice hockey evaluators for each level of hockey, utilizing four to six independent evaluators for each evaluation session. A qualified evaluator is someone who is experienced and reputable as a hockey player and/or hockey coach. ***To ensure independence,:***
  - a. an evaluator of high school players shall not have any child playing for a Cumberland Valley Ice Hockey team at any level (high school or middle school) in the upcoming season;
  - b. an evaluator of middle school players shall not have any child planning to play for a middle school Cumberland Valley Ice Hockey team (i.e., parents of high school players may serve as evaluators for the middle school level); and
  - c. an evaluator of any player / team will acknowledge a commitment to be completely objective in completing the players' evaluations.
2. ***Prior year performance*** – A review of each returning player's prior year performance, including statistics and prior year coach's assessment, will be assembled for the evaluation. If there is no information on prior year performance available, the revised weighting shall be 50/50.
3. ***The CVIHC Head of Coaches*** – together with the head coach from the respective team, shall make a separate evaluation of the players. In making their evaluation, the head coach may choose to consult his/her assistant coaches as appropriate.

*When feasible, evaluations for high school shall be video-taped to assist the evaluators.*

### **Evaluation Criteria**

During this process, the following shall be evaluated at each level of hockey using the following criteria on a scale of 1to3 (3 = best):

#### ***Skills:***

- Skating
- Puck handling
- Shot
- Passing
- Position play / Game situation

#### ***Team Impact:***

- Work ethic / effort

The prior year performance and observations by the Head of Coaches will also consider:

- Attitude
- Team player
- Positional Needs (e.g., need for forwards, defensemen and goalies)

If there appears to be an overall equality (overall skills ***and*** team impact) between players completing for the same spot on a team, final consideration shall be given to the older player.

### **Board of Directors Role**

Following the evaluation, the Head of Coaches shall review the process and results with the Board of Directors, who is charged with ensuring that the objectives stated above have been met and that the process was run fairly and objectively as intended.