



Newmarket Ringette Association

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Player Evaluation Process Policy

It is the intent of this policy to ensure that the Newmarket Ringette Association (herein referred to as NRA) continues to provide a "Fun and Enjoyable" experience for all players when the number of registered players warrants the forming of more than one team in any age division.

The goal is to be able to as fairly and as unbiased as possible rate all the players of the applicable age division in order to facilitate the division of the players into teams. Team format will be determined as outline in the Team Structure Policy.

Player Evaluation Process Policy

When there are enough players registered in any age division to facilitate the forming of more than one team in that age division the following player evaluation process will be implemented in order to rate each players skills and abilities. The rating scores of the players will then be utilized to form a team(s) based on the caliber structure of those teams as determined by the Team Structure Policy.

The following outlines the Evaluation Process

1. Any age division affected by this policy will be provided with a minimum of two hours of evaluation ice time.
2. The Player and Coach Development Board of Directors Committee Member will notify all players and/or parents or guardians of the ice time designated for the evaluation and of the evaluation process being implemented.
 - a. He/She will inform all players or parents/guardians that although efforts will be made to accommodate team placement requests for car pooling purposes and/or friend/family relationships (for divisions up to and including U10), in order to maintain the skills level equality of all teams involved, no specific placements can be guaranteed.
 - b. He/She will inform all players or parents/guardians that even after team are formed there may be some movement of players in the first few weeks to ensure properly formed teams.
 - c. He/She will also provide copies of the evaluation policy to anyone who requests such information
3. There will be no less than 5 evaluators consisting of the following:
 - a. Two Head Coaches (if head coaches for the season have not been designated, head coaches from the previous season may be used).
 - b. The Coach and Player Development Board of Directors Committee Member
 - c. The Referee-In-Chief Board of Directors Committee Member

- d. One Board of Directors Committee Member who is NOT associated in any way with the applicable age division (i.e. player, parent, trainer etc) and who knows the skills required for Ringette.

NOTE: If the Coach and Player Development, the Referee-In-Chief Board of Directors Committee Members, or the head coaches are associated in anyway (i.e. Parent, player, etc) with a player in the age division being evaluated they will be prohibited from evaluating that particular player, but may evaluate the other potential players.

4. Evaluators will NOT be on the ice during the evaluation process but will disperse themselves throughout the arena. No two evaluators maybe in the same location or consult with each other during the evaluation session.
5. Each player will be assigned a shirt colour and number before going on the ice. Only the shirt colour and number (as opposed to the names) will be provided to the evaluators.
6. All players will be evaluated on the following tangible skills - skating: forwards, backwards, crossovers, starting, stopping, ring handling: passing, shooting, intercepting, shielding the ring from the other team, team play, offensive play, defensive play, game strategy, understanding of rules and fair play. If applicable for the age group, preferred position will also be evaluated.
 - a. At the younger age groups, most teams will be selected based on who can skate and handle the ring. The evaluation criteria will be based on the tangible skills as indicated above.
 - b. For experienced players the evaluators will also take into consideration a players intangible skills - (this is criteria that was not scored as part of a drill/exercise but have been observed at previous practices and in game drills/scrimmage situations): practice attendance, attitude, aggressiveness, work ethic, moving to open ice, cutting in front of the defense to create a shot opportunity, playing in the proper position, being a team player, passing the ring or holding on to it too long, and coming off the ice when told (see point 10 below).
7. Each Evaluator will assign a score for each player in each skill set. At the end of the evaluation each player's skills scores will be combined and averaged into an overall score by the evaluator.
8. The Player and Coach Development Board of Directors Member will then combine all of the evaluators' player overall scores and average those scores to come up with a final ranking score for each player.
9. This ranking score will be utilized to select the majority of the players (usually 8 core players) in the following manner:
 - a. If a higher caliber team is being formed then the highest ranked player will be offered a position on the "competitive" team. If the player declines then the next highest ranked player will be offered a position and so on down thru the scoring until the team roster is filled.
 - b. The remaining players and those who declined placement on the higher caliber competitive team will form the second team.
 - c. If there are enough remaining players to form two teams, or if there is no higher caliber team being formed then the ranking scores will be utilized to distribute players to form equal caliber teams (i.e. two players with the same ranking score will be place on separate teams).

- d. Team lists will not be distributed until such time as the higher caliber “competitive” team has been finalized.
10. For the remaining 4 – 5 players, the evaluators, and ultimately the head coaches, will take into consideration all of the elements required for a balanced team (i.e. cannot have 6 shooters that will never pass the ring to each other, or a provincial team may need the aggressive player as opposed to the player with the best shot) and the intangible skills as noted by the evaluators and observed in previous season’s play.
 11. Although efforts will be made to accommodate team placement requests for car pooling purposes and/or friend/family relationships (for divisions up to and including U10), in order to maintain the skills level equality of all teams involved, no specific placements can be guaranteed.
 12. The Player and Coach Development Board of Directors Committee Member will inform the Board of Directors Committee and the coaches of the team rosters as they are finalized. Although the most likely Head Coaches would have participated in the final selection, the Board of Directors Committee will final approve the Head Coach appointments for each team after the evaluations.
 13. Head Coaches will be responsible for contacting players to advise of their selection to their teams. If there are any concerns regarding the selection process in which a Head Coach is not able to fully respond, a parent may contact the Coach and Players Development Board of Directors Committee Member for feedback.

This policy may be revised at any time by the elected Board of Directors Committee and it is the member’s responsibility to ensure that they have the read the most recent version.