



COMPETITIVE TRYOUT POLICY 2021/ 22



INTRODUCTION

The following is an overview of the Chebucto Minor Hockey Association tryout process, aimed at assisting players and their families in gaining a better understanding of how the process is designed and implemented. CMHA understands that tryouts can be stressful, so it is our hope that this document will help alleviate some of this, and make tryouts as enjoyable as possible.

EXPECTATIONS OF COMPETITIVE HOCKEY

It is important that all players, and their families, realize what is expected of them if they are successful in making a competitive team in Chebucto. Our coaches strive to deliver a fair play program that will allow all players to develop, while at the same time, recognizing that hockey is a team sport, and therefore, players are expected to attend all practices, games and team sanctioned events. Obviously, situations will arise where players will have to miss certain events, which is totally understandable, but players who regularly miss practices, games, and other events will miss out on development opportunities, and this could lead to reduced playing time during games, at the discretion of the head coach.

In addition to this, there are often other expectations at the competitive level, which may/ may not include the following:

- Early morning practices – 6:00 or 6:30 am on weekdays/ weekends.
- Significant fundraising. Parents/ guardians who chose not to fundraise will be expected to pay the equivalent amount themselves.
- Multiple tournaments and the costs associated with them, such as gas, motel/ hotels, and meals.
- An average of 1 – 2 games per week (home and away), 2 practices per week, as well as the possibility of dryland training and exhibition games.

OBJECTIVE OF PLAYER EVALUATIONS

- To provide a fair, consistent and impartial assessment of all players.
- To create an environment where each player has the opportunity to demonstrate their hockey skills, to the best of their ability.
- To create an environment where each player has a reasonable opportunity to be selected for the level appropriate to their skill, maturity, and ability where they may continue to grow and develop as a player.
- To ensure that all players and families understand the expectations upon which players will be evaluated.
- To ensure all evaluators are objective, unbiased, free of conflict of interest, and have a thorough understanding of their role and the responsibilities associated with it.
- To provide ongoing review and improvement of the player evaluation and team selection process, ensuring that the process evolves to meet the changing demands placed upon CMHA.

TRYOUT COMMITTEE

The tryout committee is chaired by the VP Competitive, CMHA. The committee consists of 3 members of the CMHA Board of Directors, one independent evaluator, and an ombudsman.

The committee will define the tryout process for the season and oversee the entire tryout process, which includes the selection of evaluators, both on and off-ice, communication of tryout times, posting of tryout groups and any other information deemed necessary.

TRYOUT PROCESS

Evaluators

CMHA shall utilize independent evaluators. An independent evaluator is someone who does not have a child or family relative involved in the tryouts for any team within the division he/ she/ they are evaluating. These may be parent or non-parent coaches from other divisions, parents or non-parents from other divisions with previous coaching experience, or individuals with no involvement in CMHA, but with previous coaching experience. The tryout committee will put out a call for volunteers, and select appropriate evaluators from this list.

The role of the evaluator during the tryout process will be to:

- Review and understand session plans to be prepared to evaluate the skills associated with the tryout stage which they are involved
- Review and understand the evaluation factors/ criteria that they are being asked to evaluate in a given session
- Ensure that each assigned player receives a full evaluation and a representative score based on said evaluation
- Respect the confidentiality of the process and do not discuss any evaluations outside of the actual process and those involved
- Refrain from sharing comments/ opinions with anyone outside of the tryout process
- Direct any questions, comments or complaints to the tryout committee

PLAYER SELECTION AT U11 LEVEL

In order to accurately and fairly evaluate all participating players at the U11 level, players will be selected based upon skill level with no reference to position, except for those individuals wishing to try out for goaltender positions. The rationale for this is that many of the players coming from the U9 level have little or no experience playing full-ice hockey so their understanding of positional play is limited, which will negatively impact their evaluation when it comes to intra-squad games. In order to achieve fairness, players will be rotated and will play all positions during tryouts.

At the time of team selection, the top 15 players will be placed on the respective teams, and the coaching staff will work with players throughout the year to determine where they best fit in terms of position(s).

TRYOUT ABSENTEEISM

In order to accurately and fairly evaluate all participating players fully throughout the different stages of the tryout process, it is expected that **players will attend all tryout sessions**. If a player cannot attend a tryout session(s), it is critical that a parent/ guardian inform the VP Competitive as soon as possible. Failure to do so may impact a player's evaluation.

It is, however, understood that there are valid circumstances that prevent players from attending one, multiple or all tryout session(s). As a result, the tryout committee has established a policy to guide the actions taken in these situations.

Sickness or Injury

If any player becomes sick or injured and cannot attend one session: *The player will be ranked for the sessions they participated in and their score will be pro-rated for the session they were unable to attend.*

If any player becomes sick or injured and cannot attend multiple sessions but is able to attend a portion of the tryouts: *The player will be ranked for the sessions they participated in and their score will be pro-rated for the sessions they miss. In addition, at the discretion of the tryout committee, additional background information (i.e. past performance, input from previous year's coach(es), etc.) may also be used to assist in making an appropriate ranking.*

If a player is excused from all tryouts due to sickness or injury, a note from the player's family physician or attending doctor shall be required by the tryout committee.

Compassionate Reasons

In addition to sickness or injury, players may be unable to attend for "other" reasons. The following situations shall be considered under compassionate reasons:

- Family tragedy
- Religious holidays
- Attendance at a regional or national event (sporting or otherwise) that arises from a player's participation in an activity where the activity necessitates that player to attend

If a player is excused from all tryouts, due to reasons outlined above, a player's ranking will be based on:

- The level of play in the previous year
- The player's development through the previous year
- Discussion with previous coach(es)

OUT OF AREA PLAYERS

CMHA Policy

The objective of CMHA is to develop players from within the boundaries of the CMHA and give them the opportunity to represent our association on a competitive hockey team. Players from outside CMHA wishing to try out for competitive teams at the U13 AAA and U15 AA levels within CMHA will be considered on a case by case basis by the CMHA president and VP Competitive, in discussions with the regional director of HNS, unless otherwise directed by Hockey Nova Scotia.

PLAYER RELEASES

Players who are unsuccessful in making either U13 AAA or U15 AA, can apply for a release in order to try out for one other association. This application goes through CMHA president and the regional director for HNS.

BALANCING TEAMS

In any division where CMHA will ice two teams at the same category/ level (i.e. AA, A, or B), the players may participate in a "balancing" game to allow for additional evaluation beyond that in the tryout process. The overall balancing shall be based on the player rankings from the evaluation process and done by the VP Competitive and the tryout committee. The focus of the "balancing" will be to create teams that are as equitable as possible. The tryout committee will not entertain requests for player placement, except where a parent-coach is involved.

CONFLICT OF INTEREST

In order to improve transparency with the tryout process, CMHA has established "Conflict of Interest" guidelines. Many of the volunteers involved in the tryout process have children or relatives playing in various divisions, so these guidelines will ensure that none of these volunteers find themselves in a situation where a conflict of interest could arise.

Parent-coach

A parent-coach is defined as someone who has a child/ family relative participating in the tryout process. As such, a parent-coach shall not participate, directly or indirectly, in any evaluations in the division(s) in which the child/ family relative is participating in until such time as the player has been placed on a team, at which time the conflict of interest will be removed.

Evaluators

An evaluator shall not participate, directly or indirectly, in any evaluations in the division(s) in which the child/ family relative is participating in until such time as the player has been placed on a team, at which time the conflict of interest will be removed.

Tryout Committee

Any member of the tryout committee shall not participate, directly or indirectly, in any evaluations in the division(s) in which the child/ family relative is participating in until such time as the player has been placed on a team, at which time the conflict of interest will be removed.

INQUIRES AND APPEALS

Any inquiries, during and after the tryout process, **MUST** be addressed to the *VP* Competitive only. The *VP* Competitive will then bring the inquiry to the tryout committee for further discussion and the committee will determine next steps, if necessary.

The decisions of the *VP* Competitive, and the tryout committee, regarding any inquiries will be deemed final.