



ABBOTSFORD FEMALE HOCKEY ASSOCIATION

Team Creation & Selection Policy

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AFHA Team Creation & Selection Policy

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1. Number of Teams

- 1.1 The number of players in a division determines the number of teams.
- 1.2 For House Teams, the maximum number of players is 19, 2 of which must be goalies. The minimum number of players is 12. PCAHA permits Affiliate Players up to 13 skaters and a goalie.
- 1.3 For Rep Teams, U13 and U15 can have a roster of 20 players. Rep U18 can have a roster of 25 players. AFHA must submit affiliate lists of up to 19 players from Lower tiered teams before 5 PM Pacific standard time on Jan 15. Teams can play affiliate players on there list up to a ten-game maximum per player. Affiliate players can only be rostered on one Rep team.
- 1.4 We are striving for the maximum number of teams possible with as few as 12 players per team – make two teams when possible; make three teams when possible – we can use Affiliate players from a lower tiered team and from divisions below.
- 1.5 House players may be asked to move up a division to balance rosters or ensure a team is formed – this depends on the number of players in a division and is variable.
- 1.6 Late registration Policy:
 - .1 Players will always be added when there is room to take on players.
 - .2 Sometimes late registrations will not be accepted due to space limitations.
 - .3 Late registrations will be accepted only if there is room on a team for them or if the board is prepared to expand the number of teams in a division (coaches and ice time are some examples of items considered by the board in this process).

2. House Teams (U11, U13, U15, U18)

2.1 House Skater Evaluation Process

- .1 If there will be more than one team in any one division, a skater evaluation will take place to determine player ranking.
- .2 The team roster selection process will be shared with parents/players well before a team selection process starts and well in advance of the evaluations.
- .3 AFHA to use non-association evaluators.
- .4 The AFHA Board is to review and approve the slate of evaluators.
- .5 The coaching coordinator for that division will arrange the evaluators.
- .6 Evaluators will create four groups of players from their observations:
 - i. The clear top tier of players is rank A. Players ranked A will make the team.
 - ii. The next tier of players is rank B. Players ranked B will be making the team.
 - iii. A bubble group of players who did not receive a rank of A or B will be ranked C – these players did not separate themselves from others in this same group.
 - iv. Players who are not skilled enough to make the C Grouping will be rank D.
 - v. Evaluators strive to establish the rank A players and possibly some of the rank B players by the end of evaluation ice time #1.
- .7 Evaluation rubric for skaters & structure of evaluations:
 - i. AFHA skater evaluation rubric will be used.
 - ii. The rubric includes observation of drills and observation of game play.
 - iii. In assessment ice times, typically 30 min of drills / skills and 30 min of game play for each ice time is recommended, but evaluators can adjust the process as needed based on observations from one ice time to the next.
 - iv. On-Ice Evaluators and/or coaches will move the players through the set drills and game play at the evaluations.
- .8 Player position is assigned by the coach:

- i. Positional preference is given by a player, but this does not factor in who makes the team.
 - ii. Players to select F or D on application for the coach to know where a player feels most comfortable.
 - iii. The team roster is determined by skill and game play, not position.
- .9 Remaining roster spots are to be selected by the head coach with input from the assistant coaches.
- i. When evaluations are over, the list of players ranked A, B, C, and D will be provided to the head coaches for that division and the Coach Coordinator.
 - ii. Head coaches of the division house teams will collaborate on the selection of the remaining roster spots for C1 and C2 teams. If there is a C3 team, the coaches will follow the same process to determine the rosters.
 - iii. The head coach for the C1 team will make the decision on the final roster spots from the rank C players.

2.2 House Goalie Evaluation Process

- .1 Goalie evaluation to determine player skill/ability level/ranking.
- .2 AFHA to use the paid non-association evaluators.
 - i. Goalies would be evaluated by the same evaluators as for the skaters.
 - ii. The coaching coordinator of that division arranges the evaluators.
 - iii. The evaluators will rank goalies based on skill as #1, #2, #3 etc.
- .3 Evaluation rubric for goalies:
 - i. The AFHA goalie evaluation rubric will be used.
 - ii. The rubric includes observation of drills and observation of game play.
- .4 Established goalies (goalies who play the goalie position year after year) might be asked by the AFHA to move up a division if the division above is lacking an established goalie.
- .5 Families can choose to stay in the division they are in by age.
- .6 If goalies are not available to be moved up, then a player on a formed team will either take on the role of goalie or a rotation of goalies will occur among the players on that team.

2.3 House Coach Selection Process

- .1 Coaches for the upcoming year express interest to the Coach Coordinator by June 15th.
- .2 In a division where more than two parent candidates of equal experience and qualifications are vying for the head coach position, an interview process will be followed.
- .3 The Coach Coordinator will establish approved interview questions, poll the board for interviewers to participate, and hold the interviews.
- .4 A pool of possible head coaches will be established via interview process by June 30.
- .5 Naming a Head Coach:
 - i. Head coaches may be confirmed before evaluations depending on the pool of coaches.
 - ii. Head coaches will otherwise be confirmed after the evaluation process.
- .6 Assistant coaches:
 - i. Once team rosters are determined, and the head coach decided, parents who would like to be assistant coaches (or on-ice helpers) are selected by the head coach and the head coach gives their names to the AFHA board for consideration, a review of qualifications, and final approval.

- .7 Parent/Player Requests
 - i. We believe that players will develop friendships with other girls who also play and love hockey on whatever team they are assigned to. Given this belief, it is unlikely that such requests will be approved – rosters will be based on tryouts or evaluations. Requests can still be given to the AFHA via email and all requests will be considered.
 - ii. The AFHA strives to be organized and committed to excellence and provide a high-quality hockey experience. The AFHA will provide transparency to our processes and decisions to give parents confidence in the AFHA and our processes.

3. Rep Teams (U13, U15, U18)

3.1 Rep Skater Tryout Process

- .1 There will be a skater tryout evaluation to determine player ranking in early September.
- .2 AFHA to use non-association paid evaluators.
- .3 The AFHA Board is to review and approve the slate of evaluators.
- .4 The Rep Coordinator will arrange for evaluators, provide them with the evaluation rubrics, and give them the expectations around the structure of the tryouts.
- .5 Evaluators will create four groups of players from their observations:
 - i. The clear top tier of players will be considered for the team will be rank A. The top three players in rank A must also be ranked as #1, #2, #3.
 - ii. Underage players, trying out for a division above their age group, must place in the top 3 in order to be considered for a spot on the higher aged rep team. The board must approve such a move prior to such a player being named to the team.
 - iii. The next tier of players who will be considered for the team will be rank B.
 - iv. A bubble group of players who did not separate themselves from others in this same group will be rank C – these players are a group who will be considered for the remaining spots. The Head Coach is expected to review bubble players with the evaluators.
 - v. The players who do not have the skill to play on the rep team will be rank D.
 - vi. The size of a rep team will be determined by the head coach, working with the AFHA Board to ensure that a house team is viable at each level.
 - vii. Evaluators strive to Rank players from A-D on a daily basis and all rankings will be combined at the completion of the tryout to determine the best team going forward.
- .6 Evaluation rubric for skaters & Structure of Tryouts:
 - i. The AFHA skater evaluation rubric will be used.
 - ii. The Rep Coordinator selects the drills and structure the game play at tryouts.
 - iii. The evaluators provide feedback to the rep coordinator so that the Rep Coordinator can plan the next tryout session.
 - iv. For a scrimmage, when there are enough players trying out for a team and the top players are established already, the evaluators can ask for the top players sit on the bench during games.
 - v. The structure of the tryouts including drills are to be put up on the website.
 - vi. Family members are welcomed in the rink to attend tryouts.

- vii. The team roster selection process will be shared with parents / players before the team selection process starts and well in advance of the evaluations.
- viii. Updates for the Rep team selection process will be put on the website.
- .7 Player position is assigned by the coach.
 - i. Positional preference is given by a player, but this does not factor in who makes the team.
 - ii. Players to select C, F or D or any combination on application for the coach to know where a player feels most comfortable.
 - iii. Coaches look at many different aspects when making their decisions. Although Hockey IQ and skill are very important parts of forming a team, coaches will also assess the attitude of the player and their parents/guardian, team play, and potential for development over the length of the season. Attitude includes work ethic, respect for the coaches and other players, manners, and coachability.
- .8 The Final roster spots are to be selected by the head coach:
 - i. Coaches complete their rosters from rank C players.
 - ii. The final roster will be communicated to players by the team coaches as soon as possible, which might be right after the last tryout face-to-face, or via phone call.
 - iii. Feedback for improvement to players will be provided for Players in person and followed up by email.
 - iv. There will be no limit on out of association players on the Rep Teams as AFHA wants to be a main hub for Rep and have the best teams possible.
 - v. When there are players of even skill level, preference will be given to a Abbotsford Resident or Player from out of association that played in the AFHA the year previous.
 - vi. Rep player rosters will be communicated to the coaches in house in the same divisions up to 48 Hrs after Rep tryouts.

3.2 Rep Goalie Tryout Process

- .1 Goalie evaluation to determine player skill/ability level/ranking.
- .2 AFHA to use paid non-association evaluators:
 - i. Goalies would be evaluated by a specialized Goalie Evaluator in Consultation with the Head Coach.
 - ii. The evaluators will rank goalies based on skill as #1, #2, #3, etc.
 - iii. Feedback for improvement to Goalies will be provided in person and followed up by email.
- .3 Evaluation rubric for goalies:
 - i. The AFHA goalie evaluation rubric will be used.
 - ii. The rubric includes observation of drills and observation of game play.

3.3 Rep Coach Selection Process

- .1 Head Coach Priority Selection for Rep Teams:
 - i. The goal is to roster the most qualified and experienced available non-parent community Rep coaches at all levels.
 - ii. In the absence of a highly qualified and experienced paid non-parent community coach, the AFHA board will seek, in this order:
 - a highly qualified and experienced paid parent coach, then consider,
 - a qualified non-paid community coach; or,
 - a non-paid parent coach.

- iii. Coaches for the upcoming year express interest to the Coach Coordinator by Mar 30. This gives coaches time to seek assistant coaches, plan for tournaments, and plan for dry-land.
 - iv. The AFHA will conduct interviews following applications by May 1.
 - v. The AFHA will announce Rep coaches by May 15.
 - vi. All head coaches must be interviewed in order to be considered.
 - vii. The Coach Coordinator will use AFHA approved interview questions, poll the board for interviewers to participate, organize, and manage the interviews. A list of approved coaches will be created.
- .2 The financial compensation for paid Rep head coaches:
- i. The team will pay the coach fee to the AFHA and the AFHA will forward that payment on to the coach, subject to performance targets being met.
 - ii. The coach will be evaluated for effort, time, performance during practices, and games, off-ice development, coordination, and communication. The AFHA would pay the coach based on performance criteria outlined ahead of the season.
 - iii. Where concerns have been raised and not addressed adequately by the head coach, the AFHA will have the right to refuse full payment. A “Break Free” payment agreement will be confirmed with the coach.
- .3 Assistant Coaches:
- i. Once team rosters are determined, and the head coach decided, parents who would like to be assistant coaches (or on-ice helpers) are to give their names and coach application to the board for consideration, a review of qualifications, and final approved.