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MDRA Policy on Player Evaluation and Team Formation

(Passed April 2008, amended June 29, 2009)

The Metcalfe and District Ringette Association strives to provide quality Ringette programs for as many players as possible while balancing the needs of individual players with the need for effective teams and a positive coaching environment. This policy will guide the process of player evaluations and team formation. The MDRA Executive may, at its discretion, over-ride the policy. Any decisions to over-ride this policy must be documented in the minutes of the MDRA Executive meeting.

The following principles guide the player evaluation process:

1. Through the evaluation process MDRA strives to ice the most competitive teams by placing the higher skilled players on the higher skilled teams. Players will have at least two opportunities to be evaluated for the higher skilled team in an age division.
2. Players will be evaluated on the following ringette skills:
 1. Skating
 2. Passing and Receiving
 3. Ring Control
 4. Game Play

Players' skills will be evaluated on a scale of 1 to 5 with 5 being strong, 3 being average, and 1 being weak.

3. It is preferred that players play within their native age division, however, players in the final year of a lower division may be asked to play up a division to balance the number of players between division. At the beginning of the evaluations, parents of all players in the final year of the lower division will be asked if they would be comfortable with their child playing at the higher division. By asking all players/parents this question, there will not be any expectation created that a player may be asked to move up.

4. Once a player is asked to play up at a higher division, that player may be placed on any team depending on skill level or other factors determined by the MDRA executive.
5. Evaluators will not evaluate the divisions in which their own children play, even if their child is not on the ice.
6. The members of the MDRA executive involved in the tabulation of evaluation results and decision-making are expected to treat the results with confidentiality. Care must be taken to ensure that confidential discussions of the evaluations and player evaluations are only made in private areas. Confidential aspects of the evaluations and player evaluation are not to be discussed with people not involved in the process. On the other hand, those involved in the process and MDRA executives are encouraged to answer questions when asked on how the process works to ensure that people are aware that a fair, objective process is used.

The mechanics of the evaluation process are as follows:

1. A player will have two opportunities to tryout for the higher level team in their native division. Based on their evaluation score, players that rank in the top of their division, will be placed on the higher level team and will be asked (through their parents) not to attend the second session. Similarly, players that rank in the bottom of their division will be placed on the lower level team, but if the parents think their child may be able to have a better showing, the player is welcome to attend the second session. Players that rank in the middle range of their division will be contacted and invited to the next session for further evaluation. It is noted that with more players on the ice, it is more difficult to evaluate the players in the middle of the range, so this is a definite intention to reduce the number of players on the ice for the second session as much as possible.
2. When the final results are tabulated, the evaluators will look at the results of both evaluation sessions to determine on which team individual players should be placed. In the event of a tie, preference will be given to the player in their senior year in that division.

3. MDRA executives will not communicate individual evaluation score results or information on how a particular player compared to another particular player. Individual results are confidential.
4. MDRA may wish to move players up a division to balance the numbers on the teams across the divisions. All players must attend the first evaluation session for their own division. If the MDRA executive wishes to move players up, a list of the players whose parents have indicated they would not be opposed to such a move will be considered. MDRA will consider factors such as skill level, player maturity, family considerations, etc. in deciding who to ask to move up. Once asked, that player is expected to attend the second evaluation of the higher division to be evaluated at that level (one evaluation session only at the higher level). The moved-up player may be placed on either the higher or lower skilled team in the division based on their demonstrated skill level, etc.

Key points of process:

- Players and parents should be told that there are two evaluation sessions. After the first session, if a player has been placed on the higher team, the player's parents will be asked that the player not come to the second session. If the evaluators feel strongly that a player should be on the less skilled team, the player's parents will be told this. If the player's parents feel strongly that the player should be in the second session, the player will be allowed to try out again.
- All communication with parents regarding evaluation results must be done in person or by telephone in a live conversation. Email and voice mail are definitely the least-preferred option, only to be used as a last resort.

End of policy

Policy Revision

This policy may be revised according to the terms in the MDRA constitution, as follows:

ARTICLE 1: REGULATIONS

- 1.1 Regulations may be created, amended or repealed with two thirds (2/3) the approval of a quorum of an Executive meeting. The regulations shall govern the structure and operation of the MDRA and its programs. Regulations may add to but shall not conflict with the Constitution and By-Laws of the Metcalfe and District Ringette Association and those rules and regulations enacted by affiliate associations.
- 1.2 Amendments to Regulations of the MDRA may be recommended at any time. All amendments shall require approval at a meeting of the Executive prior to implementation.