



RICHMOND JETS MINOR HOCKEY ASSOCIATION

POLICIES

SECTION F – COMPETITIVE (REP) HOCKEY

Competitive (Rep) Hockey Policy – Final
Approved August 2018
Revised July 2019
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1. INTRODUCTION

Rep hockey is an opportunity for players that demonstrate higher levels of skill, effort and tactical thinking to play against players of similar ability from other associations. For players and their families, the Richmond Jets Association recognizes that the evaluation and selection process can be the cause for much tension, not to mention frustration and anxiety. By outlining the expectations for those processes as well as what is expected after having been chosen to a rep team, we hope to allay any concerns that families might have. The Jets are committed to ensuring a process that is fair and consistent thus allowing for our kids to have the best opportunity for success.

The evaluation process is the starting point for the formation of competitive teams. Outlined herein are the foundations of what is expected from all stakeholders: players, parents, coaches and association executives. An intimate knowledge and strict adherence to these expectations will help to create a positive experience for all involved.

2. REGISTRATION

- 2.1.** Players must be registered with RJMHA and insured prior to participating in the "Rep" tryouts. Should the Board deem necessary from year to year, players wanting to try out for A1 must declare this on their registration. The A1 declaration provides efficiency in team selection by reducing the time it takes to select teams for all levels.
- 2.2.** Players trying out for Junior or BCEHL Zone hockey teams must register with RJMHA and attend a minimum of one session to preserve the potential for a spot on a Rep team, should the player be released from Junior or Zone team.
- 2.3.** Only those players who have indicated on their registration forms that they wish to try out for Rep, and who have paid the Rep tryout fee, will be contacted and given tryout ice times. The rep policy will be available on the RJMHA website.
- 2.4.** A player registering for tryouts must elect to try out for either a goalie, forward or defense.



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3. TRYOUTS & FORMING REP TEAMS

- 3.1.** Players and goalies should attend tryouts with neutral-coloured jerseys, RJMHA socks and white or black stick tape and a black helmet (i.e., no prior association or Spring team colors or logos). Players may be asked to change their jersey or cover stickers on their helmets prior to stepping on the ice.
- 3.2.** All age-groups, players that have registered for rep evaluations will be tiered from top to bottom - players ranked from 1 to X and teams tiered from A1 to X with the top 15-17 players making up Team 1, the next 15-17 Team 2, etc. The total number of players per rep team will typically include 15-17 skaters + 1-2 goalies (and potentially a greater number of players in the older divisions).

For the U11 and U13 divisions, rep teams will not carry more than 15 skaters on a team as approved by the board.

The total number of rep teams per division is a function of the number of players expressing an interest in playing rep hockey. The number of rep teams in each division will be determined by the Board.

- 3.3.** The Rep Evaluation and Selection Process is comprised of 3 core phases:
 - Phase 1 – Individual skills assessment
 - Phase 2 – Intra-division scrimmages (full and small area scrimmage and gameplay)
 - Phase 3 – Practice groups and inter-Association exhibition games
- 3.4.** A list of player skills which may be evaluated is attached Appendix A. A list of goalie skills which may be evaluated is attached as Appendix B. Goalies will be evaluated by goalie specific evaluators in a separate individual skills assessment prior to or in conjunction with Phase 1 for skaters.
- 3.5.** Players are grouped to start Phase 1 by the Rep Committee in conjunction with the Director of Hockey and Executive Director based on past performance and former level of play. For example, 2nd year A1/A2 Rep players from a division could be in Group 1, A1/A2 players from the younger division and 2nd year C players could be in Group 2 and A3 players and C players from the younger group could be in Group 3.

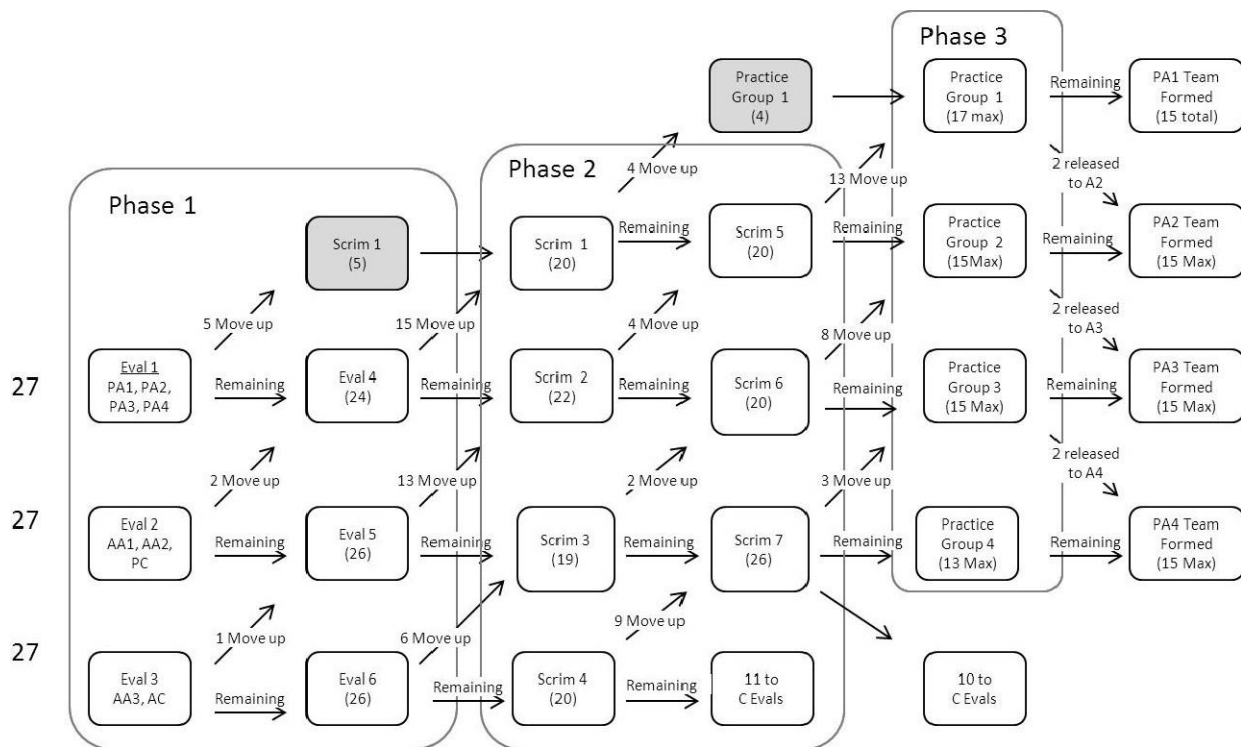


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3.6. Players returning from private organizations or Zone teams would be included in an appropriate group, as determined by the Rep committee. Players can opt to start at a lower level but not a higher level (for the U11 - Atom Division only, players are grouped alphabetically to begin the process). In all cases, the performance of players demonstrated during the current season's evaluation and selection process will be the factor that determines their progression throughout the process.

Figure 1 – Sample Player Evaluation and Selection Process Diagram

(Please note this is only an example and numbers and groups shown will be based on registration each year)



3.7. During Phase 1 & 2 allocation of authority on player advancement rests with the *Evaluation Team* based on evaluation scores and rankings. After each evaluation session has completed, the top assessed players in that group will move up to the next level. Players cannot be demoted; only promoted.



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- 3.8.** This process provides every player an equal opportunity to demonstrate their hockey skills in order to earn a position on the next level. It has been carefully designed to allow a player the opportunity to have a bad practice or scrimmage and still be successful in achieving the highest level of play appropriate to their skill level.
- 3.9.** To begin Phase 3, most players will move to tiered practice groups and will be expected to participate in meetings, practice sessions, off-ice sessions, exhibition games, etc. At this stage of the process, the allocation of authority on player selection shifts to the Coaching Team from the *Evaluation Team* as rosters begin to take shape. Players not advancing to the lowest tiered practice group will cross-over to C-division evaluations.

The following table is an example of the dispersion of players and group size of the *Phase 3 – Practice Groups* with the goal of forming 4-tiered rep teams. The final group size will be determined by the rep committee.

- A1 – 15-18 skaters + 2-3 goalies
 - A2 – 15 skaters + 2 goalies
 - A3 – 15 skaters + 2 goalies
 - A4 – 15 skaters + 1 goalie
- 3.11.** [Note: It is important to note that participating with a practice group *does not* mean a player has made the team. At this stage players are provided an equal opportunity to demonstrate their skill and character as fitting within the specific needs of the team.]
- 3.12.** The Rep Player Evaluation and Selection Process for the highest tiered team (A1) will conclude as players and parents are notified of final player selections and releases to the next nearest practice group (A1 to A2; A2 to A3, etc.) are made. Coaches have authority for releasing a maximum of 3 skaters and 1 goalie to the next nearest practice group. This format will continue until all rosters complete.

All teams/divisions are required to report their rosters by a target date determined by the Executive Director at the onset of tryouts (typically the Monday following the 3rd weekend in September). It should be noted, player movement may continue within divisions as per PCAHA rules and regulations.



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4. EVALUATION TEAM

- 4.1.** Off-ice evaluators or the *Evaluation Team* (ET) comprised of the division's rep coaches plus 2 to 3 independent evaluators with demonstrated hockey acumen that are not directly linked to the division (i.e., they must not have a child in tryouts for that division). The independent evaluators will be approved by the Rep Committee.
- 4.2.** On-ice coaches for the skills assessment have past coaching/ playing experience and are confident in facilitating assigned on-ice evaluation drill plans. These facilitators are not directly responsible for evaluating players.

5. COMMUNICATION OF PLAYER RELEASES

- 5.1.** During Phase 1 & 2, players and parents will expect to receive email notification from their respective Division Manager regarding player groupings and their next scheduled on-ice session. If a player or parent believes they have not received proper notice or remain uncertain of their next ice-time, they are to contact the Division Manager as soon as possible to acquire this information.
- 5.2.** A player's parent/guardian will be contacted by email from the Division Manager when their player is released from rep evaluations. At this point they will be provided instructions for re-entering C-Division evaluations.
- 5.3.** During Phase 3 (final roster selections) final releases will be made by email. Provision should be made, at the parent's request, to conduct a follow-up one-on-one interview to provide specific feedback on why they have or have not been selected for the team. The division manager or a Rep Committee member will be present at these meetings. Coaches should brief the Jets representative attending on the player to be released at least one day prior to the meeting. If applicable, instructions on joining their new practice group will be provided at that time. All players released will be given a copy of his or her written evaluation at the time of release. All release meetings should be held in Richmond.



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6. **PLAYERS ELECTING TO DROP DOWN**

- 6.1. With the progressive Rep Tryout Process players are grouped to start Phase 1 based on past performance and former level of play. Players can opt to start at a lower level but not a higher level (for the U11- Atom Division only, players are grouped alphabetically to begin the process). In all cases the performance of players demonstrated during the current season's evaluation and selection process will be the factor that determines their progression throughout the process. Players cannot be demoted; only promoted.
- 6.2. Once selected to a practice group, players may request in writing to RJMHA, care of the Division Manager, to drop down to a lower practice group but may not specify a particular team within a level.
- 6.3. In all cases where a player elects to "drop down" subsequent to being chosen for a practice group, the player will be required to submit their reasons in writing to the Division Manager. Rep tryout fees and rep fees will not be refunded under such circumstances.
- 6.4. **SELF RELEASES AFTER ROSTERS ARE FORMED:** Any player that self releases after initial team rosters are formed, will incur the cost of the entire Rep fee with no refunds. The player that self releases after teams are formed will not be able to enter the Rep program the following season.

7. **EXEMPTIONS FROM PLAYER EVALUATIONS**

- 7.1. In the event that a player is unable to make one or more of the tryout sessions to which he or she is assigned, the player or his/her parent(s) should promptly contact the Division Manager (who will in turn report to the Executive Director) and explain the reason for the absence and an estimated time of return.
- 7.2. In the case of sickness or injury, a note from the attending physician must accompany a player's request for exemption. If the Executive Director excuses the absence, the player shall be placed in a skills group by the *Evaluation Team* based on all available information about such player including the level of the player's most recent team, his/her previous coach's view and placement of comparable players. Absences due to injury or illness and family emergencies shall generally be excused. If the Executive Director declines to excuse the absence, the player or parent may appeal the Rep Appeals Committee.



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- 7.3. Unexcused absences may result in the player not being placed or placed in the lowest skill group at that level. In cases where sickness/injuries make player participation impossible for a lengthy period of time, if a player has been assigned to a specific group and that group forms to become a team, a roster spot may be held if the player has a doctor's certificate indicating that the player will be able to play hockey by October 15th of the current season (based on a typical season).
- 7.4. In cases where, in the opinion of the *Evaluation Team*, there is insufficient information for placement in a particular skills group, a spot will not be held. In cases of significant sickness/injury (one that causes the player to miss multiple sessions), confirmation from the attending physician approving the player's Return to Play is required before the player can rejoin the process.
- 7.5. Requests for exemption for reasons other than sickness/injury, such as significant activities (including a major-midget or junior player participating in another evaluation camp), religious holiday, tragedy, etc. will be considered without bias.

8. APPEALS

- 8.1. Prior to the start of Rep tryouts, the Board shall appoint a Rep Appeals Committee. The members shall not be involved in the evaluation process.
- 8.2. A player may appeal within 48 hours of notification of release. The notice of appeal must be in writing on a prescribed form and directed to the Rep Appeals Committee. A fee of \$100 will be payable prior to the commencement of an appeal.
- 8.3. The Rep Appeal Committee will only entertain an appeal based on the premise that the prescribed evaluation process has not been adhered to.
 - a) The Rep Appeals Committee will reach and communicate their decision no later than 72 hours after receipt of the notice of the appeal.
 - b) The decision of the Rep Appeals Committee is final. No further appeals shall be permitted.



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9. CONFLICT OF INTEREST

- 9.1.** Where an identified conflict of interest exists, such as a parent coach possibly selecting his child to a team or a Coach that works in an offseason hockey performance program within the same age group. the placement of the player shall be with the consensus of the Head Coaches, the applicable Director or Executive and Rep Committee. The coach-in-conflict shall be absent from the room during the deliberations.

10. SELECTION OF HEAD COACHES

- 10.1.** The Rep Committee is authorized to establish and select a Coach Selection Committee for the purposes of interviewing and recommending candidates for RJMHA's Hockey Teams to the Executive Board for RJMHA. This Committee shall be comprised of 3-5 members, as approved by the Board, including members of the Rep Committee, the Director of Hockey, Executive Director and/or RJMHA Members.
- 10.2.** Rep Team (non-parent) Head Coaches shall be approved by the Board of Directors by secret ballot or other mutually agreed-to procedures on recommendations from the Rep Committee. The Coach Selection Committee shall strive to have their final selections for Rep Team Coaches ready for approval by RJMHA's last Board Meeting in June.
- 10.3.** A Rep Head Coach shall not name, nor have persons act as his Assistant Coach(es) and/or his Manager, until after the team has been selected, unless such persons are not parent(s) and/or guardian(s) of players trying out for the team.
- 10.4.** Once a Rep Head Coach (non-parent) is announced, an information meeting will be set for August, prior to tryouts, to have players and families meet the coach and have the coach present their philosophy and plan for the season.



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- 10.5.** For A2 to A4 teams parent coaches may be selected. It is the goal that at least A1 and A2 will have paid coaches. The selection of the parent coach will occur after Round 2 is complete. Prior to the selection of the parent coach, a coach designate will lead the practice group.
- 10.6.** It is important to note that the term coach designate means that these positions are not official until the conclusion of player evaluation and team formation in the fall. The integrity of the player selection process takes precedence over the placement of coaches.

11. OTHER PROVISIONS

- 11.1.** Coaches should specify a list of goaltenders, defense and forwards.
- 11.2.** Considerations for affiliate players include, but are not limited to, performance and attitude. Given player's and families' schedules with their primary A or C team, school and other activities, families should evaluate thoroughly their ability to commit to being an affiliate player. The coach wishing to affiliate a player would make decisions in conjunction with the player's primary team coach, the parents and the division manager. An affiliate player's first responsibility is to their primary team game schedule. Please refer to the Affiliate player policy for more details on the affiliation process.
- 11.3.** Players must be registered with RJMHA and insured prior to participating in the "Rep" tryouts.
- 11.4.** Only those players who have indicated on their registration forms that they wish to try out for Rep, and who have paid the Rep tryout fee, will be contacted and given tryout ice times.
- 11.5.** A player registering for tryouts must elect to try out for either a goalie, forward or defense.
- 11.6.** The Board reserves the right to adjust the tryout process, while retaining fairness throughout, if circumstances beyond our control dictate.



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12. NOTICE TO PLAYERS & PARENTS

The decision to enter the Rep hockey program is an important decision and should not be taken lightly. We encourage you to consider the following before finalizing your decision. A tremendously high level of commitment is expected from all Rep players with respect to attitude, attendance at games, practices, training sessions and all other team activities. All players (and parents of players) tryout for Rep should read and agree to abide by the terms and conditions of the RJMHA Rep Hockey Policy.

There is a discipline on parents and players that requires a minimum amount of time and financial obligation (tryout fees, rep fees & team fees) that may include but not limited to:

- Attending two games (one home and one away) per week
- Attending development
- Attending one to two practices per week
- Being at all games and practices at least 45 to 90 minutes before the scheduled ice time (or as specified by the coaches)
- Attending approximately three tournaments during the season (to be included in team fees)

When your division is hosting a tournament, parents are required to volunteer time either before or during the tournament to help in organizing and running the event. For "A1" level players in U13 - Peewee Divisions and above, hockey must be your highest priority sport throughout the season. Travel may be required to attend one or more out-of-town tournaments and possibly the Provincial Championship during the season. Additional costs may be incurred for items such as travel, extra ice, etc. This includes additional travel costs for non-parent coaches. Money is raised either through fund-raising activities or direct payment by parents – usually decided by the parents. Teams will be required to complete team budgets by the end of October for review with the parents. *Failure to pay team and rep fees may result in the player being suspended or released from the team until such fees are paid in full.*

It is not sufficient just to possess the necessary skills and ability required at any level. Players are ambassadors for the Association and the community of Richmond, and as such are required to observe high levels of conduct both on and off the ice, at home and away. Players who have the ability, but do not demonstrate acceptable codes of conduct may not be selected or may be subsequently released from a team. It is the responsibility of every player trying out for Rep to ensure that they are in sufficiently good condition prior to the tryouts to perform to their best ability. All players will be assessed at the tryouts and will be evaluated on their performance at those sessions. We look forward to seeing you in the coming season – and wish you a successful year.



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Appendix A: Skills Evaluation Template:

Skill Area
Skating Acceleration, speed, mobility, balance, stride, cross over, pivots
Shooting Power, accuracy, quick release, shoot in motion, goal score
Puck Handling Heads up, smooth and quiet, good hands, protection
Passing Passing-Receiving, passing choices, on back hand, unselfish
Positional Play F-Deception, change of pace, creativity, determination, go to net D- Gap control, angling, finish check, positioning
Checking Skills Angling, body position, balance & control, defensive side position, strength
Desire/Work Ethic Constant desire to excel, good work ethic, never gives up
On-Ice Awareness Ability to see the play develop, anticipation, understands systems



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Appendix B: Goalie Skills Evaluation Template:

Skill Area
Stance: Balance; Mechanics; B Fly
Mobility: Skating; Shuffling; T Pushing; Balance
Positioning: Depth Adjustments; Square to Puck; Post Mechanics
Saves: Selection; Execution; Rebound Control
Game Situations: Rebound Control; Read & React
Attitude: Focus/Concentration; Anticipation; Desire; Work ethic

**** END OF SECTION ****