

# TEAM SELECTION GUIDELINES

## HALIFAX ST. MARGARET'S RINGETTE ASSOCIATION

### **Policy Statement:**

HSM Ringette is committed to the best interests of the players and to the Objects of the Association in the team selection process. Specifically, team selection will be made with a view to:

- \$ providing all eligible players an opportunity to play ringette
- \$ motivate interest and playing skills and aid in the development of character and sportsmanship
- \$ assist in the moral, mental and physical development of team members
- \$ develop community interest and provide an opportunity for healthy and reasonably safe team play, and
- \$ adopt the Ringette Nova Scotia AFair Play@ policy

### **Purpose:**

The purpose of this policy is to provide guidelines (framework) for the assignment of registered players to teams in accordance with the policy statement and guidelines.

### **Application:**

The guidelines apply to HSM Ringette for the selection of permanent teams for a season, the placement of a player as a result of late registration, the temporary and permanent movement of players during the season, tournament play and the release of players to another organization. These guidelines apply to the Team Selection Committee, coaches, HSM Executive and all registered players of the HSM Ringette Association. All application of these guidelines are subject to Ringette Nova Scotia and Central League rules and guidelines.

### **Basic principles of team selection process:**

- **Balance:**

The primary goal of the team selection process is to develop teams that are balanced. When HSM enters more than one team within an age group, the teams must be evenly balanced in order to comply with the current non-competitive structure of the Central League. Ideally, all games between HSM teams should end in a tie. However, a difference in game, league, tournament, and provincial results is to be expected when more than one team is entered within an age group. In addition, intangibles such as player growth and development, and team chemistry, which cannot be predicted at the start of a season, may come into play later in the season. The goal of team selection is to balance the teams as much as possible prior to the start of the season, with no subsequent adjustment after the season begins.
- **Fairness:**

Team selection should not only be fair but be seen to be fair by the league, executive members, association coaches, parents, and players.
- **Transparency:**

HSM will strive for a policy that is clearly understood, documented, and free from any threats to achieving the principles of balance and fairness.
- **Community:**

Refers to the community of players within the HSM organization.

If these principles are appropriately enacted, then player development, both collectively and individually will be enhanced.

**Team Selection Committee:**

Teams will be determined by a team selection committee comprised of the following: Registrar, Head Coach representing each team within a specific division, Director of Coaches and one observer.

Observers are present in order to document that HSM policies were followed and that where judgment is called for, that the overriding principles of team selection are followed. In this position, observers should not be present when there is either a real or perceived potential for conflict of interest.

**Team Selection Criteria:**

1. Team Selection will be based on the following criteria:
  - (a) Equality of teams based on level of skill
  - (b) Level of skill of individual player
  - (c) Equality regarding the number of new players to the division
2. If possible, all efforts will be made to cap teams at 16 players;
3. Player/family requests will only be considered in extenuating circumstances.
4. Movement of players: players may be moved from a lower division to a higher during the team selection process based on the following criteria: (RNS/Central guidelines to be adhered to with regard to the general movement of players)
  - (a) Registrations numbers allow;
  - (b) Skill level of player to be assessed by previous/receiving coach and one external HSM coach;
  - (c) The request is made in writing by the player and parent/guardian or the permission of the player and parent/guardian is granted and given to the Registrar;
  - (d) No requests will be accepted after the team selection process; and
  - (e) In cases involving a conflict, the interests of the older age group take precedence
5. Final team rosters must be approved by the executive committee.

**Role of Coaches:**

Our coaches are a vital resource, and are integral to the success of our programs. Coaches within an age group are likely to have in-depth knowledge of players' abilities and weaknesses from the players' previous season's game and practice performance. For this reason, they are critical for the development of player ratings. At the time of team selection for the current year, coaches may have a bias (or be seen to have a bias) to have a stronger team than a weaker team (as virtually all coaches prefer a winning season to a losing season). For this reason, safeguards must be put in place to ensure that the principles of balance and fairness are not violated whenever coaches are

involved in the assignment of players to their own and other coaches' teams. Selection is based upon coaches having their children within the age group, so that modifications may be necessary for non-parent coaches.

### **Player Ratings:**

Player ratings are central to successfully balance teams. All rating of players/data will be kept privately and confidentially within HSM.

### **Description of ratings:**

Coaches will be asked to rank the first year players separately from the second year players (as players move within their year cohort). Players will be ranked from "developing" to "most able", and each list will be subsequently divided into three approximately equal groups "developing", "average", and "above average" (i.e.: 6 second year players would produce two in each of the three groups, and where they cannot be evenly distributed (i.e.: 4 or 5 players), the coach should use his or her experience to assign the groupings). If a player is not assessed in a given year, the prior year's assessment will be used, as it is unlikely that player's rating will significantly change within a three-category system. New players need an on ice assessment prior to the drafting of teams.

### **Process for rating of players:**

1. Players will be rated at the end of each season by current head coaches.
2. Ratings will be collected and summarized by the Director of Coaches.
3. Director of Coaches to finalize ratings with current head coaches prior to the commencement of provincials.

For the first year of implementation of these guidelines, player rating will occur prior to the team selection process.

**Coaching Requests:** Coaching requests threaten player development through limiting our players' exposure to the broad range of experience of all of our coaches, threaten the community of HSM, and make the balancing of teams unwieldy as large groups of players may move together. Therefore coaching requests cannot be considered.

### **Model of Team Drafting**

Teams will be balanced by player ratings and age. The registrar will provide a list of players within the age group, second year players by player ranking (above average, average, or developing), then first year players by players, by player ranking, (above average, average, or developing). A line connecting their names will show linked pairs of players. Primary goaltenders will be separated. At the initiation of player drafts, all linked pairs of players must be presented to the personnel involved in the drafting of teams. The linkage of the players must not threaten the fairness of the draft.

**Step 1** Head coaches and the Director of Coaching review and modify (if necessary) the player assessments.

Step 2 The head coaches' children are assigned to the teams. Based on their children's rating, the coaches will forego their initial draw in the appropriate grouping.

Step 3 The goaltenders are ranked and placed in the appropriate order according to their ranking. They will be drawn in the draft with the appropriate ranking group.

Step 4 The coaches then draft the appropriate number of teams from the remaining players, with the understanding that the teams must be as balanced as possible, as follows:

1. The coaches draw for selection order.
2. The draft will be an anonymous draw from each ranking group. The names will be placed in a hat and drawn by the coaches in the appropriate order. With the rankings agreed to prior to the draw – the balancing will be implicit in the process.
3. Second year "above average" players will be drawn in order. Then second year "average" players will be drawn selected in inverted order (first draws last). Then second year "developing" players will be drawn in order. Then first year "above average" players will be drawn in inverted order. Then first year "average" players will be drawn in order. Then first year "developing" players will be drawn in inverted order. When linked players are drawn, the coach will forego their initial/next draw in the appropriate grouping.
4. The coaches will then calculate their number of second year players, number of first year players, and team totals. If the total numbers are different between two teams by two or more, then players will be moved in one of the following manners:
  - (i) Team with less players has two less second year players: Team with less players draws one of the "average" second year players from the team with excessive numbers of players.
  - (ii) Team with less players has two less first year players: Team with less players draws one of the "average" first year players from the team with excessive numbers of players.
  - (iii) Team with less players has two less players (neither i. or ii apply): Team with less players draws one of the "average" (first and second year) players from the team with excessive numbers of players.

Step 5 Coaches then review the teams and work co-operatively to ensure that the drafted teams are as fair as possible.

#### **Timeline:**

##### March/April

- Coaches rank players, ultimately into three groups, by first or second year status

##### August/September

- Registration
- Identification/Selection of coaches
- Decision by executive whether "warm-up" team selection tournament is to be used

##### September

- On ice assessment of players new to association by coaches
- Drafting of teams

These timelines will be modified as required for the first year of implementation.

### **Temporary Movement of Players:**

1. Coaches may, from time to time, request the temporary assignment of a player or players to a team from the age level immediately below that teams age level.
2. A request for a temporary assignment to a team must first be approved by the HSM Executive, represented by the Director of Coaching. Coaches must obtain approval prior to approaching any player or parent about a temporary assignment.
3. A "pool" of available players will be maintained by the association at each age level, based on the advice of the coaches and the Advisory Committee, for the potential temporary movement of players to the next age level. Coaches must draw from this pool, on a rotating basis, giving consideration to ability and fairness.

### **Tournament Play**

1. Coaches are required to discuss tournament play with parents at the beginning of the season.
2. When representing HSM Ringette, best efforts should be made to enter tournaments with the assigned players on a team, as a team.
3. Where more than one team at a particular age level is being entered in the same tournament, coaches should exercise best efforts to ensure teams are reasonably equal in numbers of players and are of reasonably equal competitive ability. Coaches are encouraged to consult with the Team Selection Committee to achieve this.
4. When representing HSM Ringette, tournament rosters must be approved by the HSM Executive, on the recommendation of the Team Selection Committee, before being submitted.
5. Where there is more than one team at a particular age level, best efforts will be made to ensure all players have an opportunity to enter tournament play.
6. Where a team has chosen not to enter a particular tournament, coaches should release its players should be released to play on another team on the following priority:
  - a. an HSM team at the same age level
  - b. an HSM team at the age level immediate above that team's age level
  - c. another organization's team at the same age level
  - d. another organization's team at the age level immediately above that team's age level
7. Players may be added to a team roster for tournament play on the following priority:
  - a. Available players from an HSM team at the same age level
  - b. Available players from an HSM team at the age level immediate below that team=s age level if appropriate skill levels are present
  - c. players from another organization's team at the same age level
  - d. players from another organization's team at the age level immediately below that

team's age level

8. Coaches may add players from other associations to teams representing HSM Ringette if all of the following conditions are met:
  - a. approval of the HSM Executive on the recommendation of the Team Selection Committee has been given
  - b. all permanently assigned players on that team have been given an opportunity to enter the tournament
  - c. there are no available players of appropriate ability within the HSM Ringette Association
  - d. permission of the other organization has been given
  - e. approval by the tournament organizer has been granted
9. Subject to approval of the HSM Executive, exemptions may be made to these guidelines for tournament play where it is in the best interests of the Association to do so under special circumstances as agreed to by the Executive.

**Release of Players to Other Organizations:**

Release of players to another organization may only be approved by the HSM Executive on the recommendation of the Team Selection Committee at the request of the player and player's parent. When considering the release of players to another organization, the following criteria shall be considered:

- a. The players best interests and development
- b. The interests of other players in the organization
- c. Geographic location

**Ringette Nova Scotia/Central League:**

Notwithstanding any of these guidelines, the rules set by Ringette Nova Scotia and Central League must be followed at all times. Ringette Nova Scotia policies can be found at <http://www.ringette.ns.ca/asp/assets.asp>

**Accountabilities:**

HSM Executive

- \$ Ensure that these guidelines are adopted by the Association and communicated to all coaches, managers and parents
- \$ Ensure the guidelines are applied to the team selection process

Team Selection Committee

- \$ Apply these guidelines to the team selection process
- \$ To meet regularly and as required to address team selection issues

Coaches

- \$ To be aware of the guidelines and apply them during team selection

Parents

§ To accept them as part of the registration with HSM Ringette

**Monitoring:**

The HSM Executive will evaluate these guidelines on an annual basis and report at the Annual General Meeting.

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**INTERPRETATION**

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In all cases where questions arise concerning the bylaws, policies, or rules, the final authority will be the Executive Committee.