



DEMONS YOUTH HOCKEY ASSOCIATION

PLAYER PLACEMENT PROCESS

1. Purpose

The **Demons Youth Hockey Association (DYHA)** is an all-inclusive program - every player, Mites to Bantams, is awarded an opportunity to play hockey! As such, there will always be a broad range of player talent within our organization. The DYHA does not host elite hockey teams. The purpose of the DYHA Placement Process is to rank players and place each of them on a team appropriate to their skill level.

The DYHA is a placement-based program (Mites through Bantams). Each season, players are placed on teams based solely on an objective, organization-wide evaluation process.

Coaches also have input in the process by submitting a "Player Evaluation Form" for all players on their team, to be used for discussion purposes when finalizing player placements.

DYHA is also dedicated to the enjoyment of youth hockey and the improvement of individual player skill each season. Because of this dedication to both players and parents, the following guidelines have been developed to ensure that each player who is evaluated has an equal opportunity to be selected for the appropriate Demons team as space provides. These guidelines have also been developed to minimize any confusion on the part of parents related to the tryout process.

2. Placement Levels

- a. DYHA placement will be conducted separately for each level - Mites, Squirts, PeeWees, and Bantams. Placements may be conducted at the Midget level, but this is decided on a season-by-season basis.
- b. A **Level Coordinator (LC)** will be assigned by the **Coaching Director (CD)** for each level.
- c. The LC will be in charge of recruiting and assigning level evaluators for each session, providing the necessary equipment for their Placements, providing refreshments, and general supervision of the on-ice placement process.
- d. A listing of evaluators for each level will be submitted by the LC to the CD for approval prior to the first evaluation session.
- e. The CD will meet with the LC's in advance of placements to go over the drills and scrimmage formats, how benches will be run during scrimmage sessions, and outline the specific elements evaluators will use to score players.

3. Evaluators

- a. The LC will assemble a team of evaluators consisting of hockey-knowledgeable coaches, student coaches, and/or adults, either from within DYHA or outside the organization. The LC will do his/her best to secure goalie-knowledgeable evaluators to evaluate goalies.
- b. The evaluators will consist of individuals approved by the CD who do not have a related player participating in that level of the evaluations. If necessary to obtain enough evaluators an evaluator can evaluate a related player's level but shall not evaluate the related player. CD shall endeavor to avoid this situation.
- c. The number of evaluators for each placement session will be no less than three (3) and no more than eight (8).
- d. Due to the occasional inevitable last-minute cancellations by chosen evaluators, the LC should secure 2 or 3 evaluator alternates who would be available if needed.
- e. Whenever possible, it is expected that the evaluation team will remain consistent for the duration of that level's placements.
- f. Prior to the start of each placement session, the LC and/or CD will brief all evaluators on their duties and responsibilities.

4. Required Player Equipment

- a. All players participating in the placement sessions are required to wear all equipment required by USA Hockey rules.
- b. No skater will be allowed to be evaluated without the proper equipment in place.
- c. If, during the evaluation process the LC or CD sees that equipment has been removed or not properly worn, the player will be excused and asked to replace, adjust, or fix their equipment issue within a reasonable time frame.
- d. If after returning to the ice the same player is seen again without proper equipment, he/she will be excused from the evaluation session and will not receive a score for that session.

5. Basic Requirements

- a. Prior to being allowed on the ice for placements, all players must:
 - Register, and
 - Make a tuition down payment.
- b. Players will be assigned a pinnie at the registration/check-in desk. The pinnie number and color will have no significance to the player's ability, rating, or placement. The pinnie number must be fully visible to the evaluators while the player is on the ice.
- c. Players must be fully dressed and ready to step on the ice before the start of each evaluation session.
- d. Players may not display a name placard on their jersey during tryouts, even if the pinnie appears to cover the name. Jerseys may be worn inside-out to satisfy this requirement.
- e. Current players who choose not to be evaluated will not receive a placement score and will

therefore be placed at the lowest level team for their age bracket in the upcoming season.

- f. Players may not try out for a specific team.
- g. Players who miss one or more evaluation sessions will not receive a score for that session, and it will be up to the CD to recommend to the **Demons Board of Directors (BOD)** a placement for that player based on all available data for that player. The CD may also recommend to the BOD that a player who missed one or more evaluation sessions participate in the Fall placement process.

6. Audit Committee

- a. The BOD may opt to select a committee of non-BOD members to act as auditors during the placement process to validate all steps of the process.
- b. The audit committee consists of 3 to 4 members.
- c. The audit committee would be asked to:
 - Attend placement sessions to monitor execution of skills and scrimmage sessions,
 - Receive and secure completed evaluation forms from the CD,
 - Compare raw evaluation data against completed spreadsheets to verify that raw data was input correctly,
 - Verify that CD sorts players properly in spreadsheets,
 - Attend post-placement coaches meeting to monitor coaches' feedback,
 - Attend the BOD post-placement meeting to monitor the final player placement process, and
 - Report any issues or inconsistencies with placement process to the BOD designee.

7. "Grandfathering" Rules

- a. The Demons have a no "grandfathering" rule. Each player must earn their spot on a team, regardless of which team they played on during the previous season.
- b. Players at all levels are required to participate in placements, regardless of which team they played on in the previous season.
- c. Parent(s) with more than one son/daughter at the same age group who have been placed on different teams may ask to have those siblings play for the same team. The siblings, however, must play at the lower level team.

8. Spring and Fall Placements

- a. **The best opportunity for a player to be properly placed is for that player to attend all Spring placement sessions. Participating only in Fall placements will NOT be an advantage for any hockey player.**
- b. Players shall make every effort to participate in all placement sessions. However, the organization realizes that players can get sick or injured, or may have other emergencies that prevent them from participating in one or more placement sessions.

- c. In the event a player misses more than one placement session, the player may be placed on the lowest level team until such time they can be evaluated during Fall placements.
- d. Parents of players are asked to communicate the reason for placement absence(s) to the Coaching Director (CD) or their current season coach.
- e. For any player who misses one placement session, the Demons BOD reserves the right to place that player based on data from the other completed tryout sessions, along with coaches input.
- f. New, incoming players (whether new to town or new to program) who arrive to the program after Spring placements have been completed will participate in the Fall placements, to be placed on a team as space is available. Incoming players must complete the registration process prior to participation in Fall placements.
- g. The Fall Placement process will mirror that of the Spring process, as described below, and will be utilized to evaluate **all** players to determine any movement that may be required to ensure appropriate team size. Important notes regarding Fall placements are as follows:
 - I. No player shall lose a spot earned through the Spring placements (i.e. no players will move to a lower team).
 - II. New players, those players who missed Spring placements, or those looking to move to a higher level team after initial team placement, shall be evaluated against all players Fall placement scores.

9. Placement Drills

- a. All placement drills will be approved by the Board of Directors.
- b. Approved placement drills will be communicated to head coaches following approval so that they can ensure their players understand and practice the drills prior to tryouts.

10. Placement Format - MITES

3 Session Format:

Session 1 & 2: Skills

- There will be either one group or two groups, depending on the number of total players.
- Groups will be divided alphabetically.
- The Mites skills placement is based on the USA Hockey skills syllabus for that level and will primarily evaluate skating/edge control, shooting, puck control/passing, and hustle/awareness.

Session 3: Scrimmage

- There will be two scrimmage groups, divided approximately in half by skills scores from Session 1 and 2. If numbers dictate, this session may be reduced to one group.
- Scrimmage will be 3-on-3 cross ice, unless LC decides to modify the number, or reduce the ice area, at the request of the evaluators.

- Will primarily evaluate skating/edge control, shooting, puck control/passing, and hustle/awareness.

Placement Score = Normalized Average of Skill Session and Scrimmage Session scores.

Mite Goalies: Typically mite goalies are not evaluated. The CD may elect to evaluate goalies for reference purposes only.

11. Placement Format – SQUIRTS / PEE WEE

2 Session Format:

Session 1: Skills

- There will be either one group or two groups, depending on the number of players.
- Groups will be divided alphabetically.
- The skills placement is based on the USA Hockey skills syllabus for that level and will primarily evaluate skating/edge control, shooting, puck control/passing, and hustle/awareness.
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Session 2: Scrimmage - Divided by Results of Sessions 1

- There will be two scrimmage groups, divided by accumulative scores from Session 1.
- Group with higher scores will be scheduled for a second scrimmage. This will enable evaluators to request that a player(s) from the first scrimmage return for the second scrimmage for further evaluation.
- Scrimmage will be 5-on-5, unless LC decides to reduce the number to 4-on-4, at the request of the evaluators.
- Players will be asked to play an approximate equal number of both offensive and defensive shifts during the scrimmage.
- Will primarily evaluate skating/edge control, shooting, puck control/passing, and hustle/awareness.
- PW goalies to attend but will not be evaluated unless additional scores are needed for goalies.

Placement Score = Normalized Average of Skill Session and Scrimmage Session scores.

Squirt Goalies: Typically squirt goalies are not evaluated. The CD may elect to evaluate goalies. If evaluations are performed then:

- Follow Goalie Evaluation Section below
- Squirt goalies to attend skills session(s) without goalie equipment and be evaluated as a regular player.
- Squirt goalies to attend scrimmage(s) as a regular player. If additional goalie scores are required then the goalie shall attend the scrimmage for which he/she is not

selected as a regular player. (e.g. if asked to skate out in Scrimmage 2 then he/she should be goalie in Scrimmage 1)

PW Goalies: PW goalies shall be evaluated as per the following:

- Follow Goalie Evaluation Section below.
- Part time PW goalies to attend skills session(s) without goalie equipment and be evaluated as a regular player. Full time goalies shall attend skills session and not be evaluated.
- Part time PW goalies to attend scrimmage(s) but will not be evaluated unless additional scores are needed for goalies. If scores are required then the goalie shall attend the scrimmage for which he/she is not selected as a skater. (e.g. if asked to skate in Scrimmage 2 then he/she should be goalie in Scrimmage 1)

12. Placement Format - BANTAM

3 Session Format:

Session 1 & 2: Skills

- There will be either one group or two groups, depending on the number of players.
- Groups will be divided alphabetically.
- The skills placement is based on the USA Hockey skills syllabus for that level and will primarily evaluate skating/edge control, shooting, puck control/passing, and hustle/awareness.
- Goalies to attend session, but will not be evaluated

Session 3: Scrimmage - Divided by Results of Sessions 1 and 2

- There will be two scrimmage groups, divided by accumulative scores from Sessions 1 and 2. If numbers dictate, this session may be reduced to one group.
- Scrimmage will be 5-on-5, unless LC decides to reduce the number to 4-on-4, at the request of the evaluators.
- Players will be asked to play an approximate equal number of both offensive and defensive shifts during the scrimmage.
- Will primarily evaluate skating/edge control, shooting, puck control/passing, and hustle/awareness.
- Goalies to attend but will not be evaluated unless additional scores are needed for goalies.

Placement Score = Normalized Average of Skill Session and Scrimmage Session scores.

Bantam Goalies: Bantam goalies shall be evaluated as per the following:

- Follow Goalie Evaluation Section below.

13. Goalie Evaluation: Goalies will be evaluated during a separate goalie placement process. Goalie evaluations will generally be scheduled before skater placements. Placement scores will be determined based on evaluator rankings during the goalie skills session. Goalies will not be evaluated during the player skills and scrimmage sessions unless the CD determines that additional scores are needed during the scrimmage session(s). All goalies shall attend player skills and scrimmage sessions.

Goalie Tryout Score = Normalized Average of evaluator scores for all sessions

14. Player Evaluation by Coaches

- a. All coaches, including assistant coaches, are required to complete and submit a player evaluation form to the CD prior to the start of the tryout process using an approved format.
- b. All coaches, including assistant coaches, on each team are required to complete their forms independently.
- c. Submitted player evaluation forms will be used by the BOD to validate the player placement process.
- d. Coaches will not evaluate their own son/daughter.
- e. Coach's evaluations can be used to make a determination between two players with identical or very similar placement scores.
- f. Due to different skill levels and coach perspective on each team it is not reasonable to normalize these scores similar to the placement scores and therefore they are not part of the overall placement score.

15. Evaluation Process

- a. Evaluators will use the approved "DYHA Placement Evaluation Form" (Ref Attachment B) during placements to record player evaluation scores.
- b. Players will receive a score of between 1 and 10 for each evaluation session. A 10 shows mastery of all criteria. A score of 5 would indicate ability to execute all skills adequately. Scoring between 6 and 9 are various levels of proficiency. 1 through 4 would indicate working on some or all skills at various stages.
- c. As each session is completed, scores will be entered into a spreadsheet which will be used to determine player placement
- d. The final completed spreadsheets will be forwarded electronically to the CD. The CD will sort the score data into a usable format for discussion purposes.
- e. The CD will assign players to teams.
- f. During the post-placement coaches meeting, coaches will be asked to provide any feedback that they feel the Demons BOD should have in order to finalize player placements. This meeting shall be attended by head coaches only. If the head coach is not available he/she may designate an assistant coach. Primarily coach's input is to identify any player being grossly misplaced (See player placement section).

- g. At the Executive BOD meeting following the tryout process, the CD will present to the Board the team assignments. Assessment scores shall be available to facilitate specific discussions but do not need to be presented to the entire Board.
- h. Special circumstances for player movement should always be discussed, with consideration of any coaching input from "Player Evaluation" form.
- i. In any discussion surrounding player movement, a 2nd year player generally takes precedent over a 1st player in the same age bracket.
- j. Goalies will be placed on a team based on:
 - a. Mite level players shall not be placed on a team based on goalie scores.
 - b. Squirt level players shall not be placed on a team based on goalie scores. However, if a team is without sufficient number of player(s) at the goalie position then a goalie may be reassigned to a team based on goalie scores.
 - c. Pee Wee and Bantam level goalies will be placed on a team based on their assessment scores and number of goalies per team.

16. Number of players per team

- a. The number of players for each age group level will fluctuate from season to season, but will model USA Hockey ADM criteria as closely as possible.
- b. Efforts will be made by the BOD to divide teams as evenly as possible, given the total number of players.
- c. The final team numbers will be discussed and approved by the BOD.

17. Player Placement

- a. Every effort will be made to ensure each player is placed on a team commensurate with his/her ability.
- b. Based on the number of players per team who completed tryouts, the number of teams for the upcoming season will be determined.
- c. Following placements, the CD will schedule a meeting with Board members plus head coaches from each level to provide their input on proposed player placements. Meeting participants will have the opportunity to identify any player they feel will be "grossly misplaced" as a result of placements. "Gross misplacement" is defined as a player whose placement score grossly misrepresents that player's ability. Note: "gross misplacement" could result in a player's score being increased or decreased.
- d. Feedback gathered during this meeting will be discussed and voted on during the subsequent board of directors meeting, and all teams will be finalized at that time. The Board's vote is to confirm that the placement process was followed and is not intended to be a vote on individual player placements.

18. Notification of Player Placements

- a. Notification of player placements will occur as early as possible following the relevant board meeting.
- b. Team rosters will be emailed to the parents/players indicating the team they were assigned to.
- c. Parents/players will be informed that their Head Coach will be in touch with them following the coaching selection process.
- d. The CD will provide his/her recommendations for Head Coaches to the BOD for discussion and approval.
- e. Once Head Coaches have been finalized and approved, they will select their Assistant Coaches from a list of volunteer coaches approved by the BOD. A head coach may also make their recommendation for assistant coaches to be approved by the BOD.
- f. A maximum of 3 Assistant Coaches are allowed for each team on the bench. Additional assistant coaches are allowed on the practice ice.
- g. Upon approval of his/her coaching staff by the CD, the Head Coach will email their team an introductory message along with a team contact list.
- h. Every effort will be made to minimize the time between team rosters emailed and the Head Coaches introductory email to their respective teams.
- i. If there is only one team at a particular level then and DYHA is not able to offer a position to all players then the following shall be followed:
 - a. Prior to placements the BOD shall vote on a subcommittee to manage the following steps.
 - b. The regular placement process shall be followed to establish the team. However, due to limited time the subcommittee and not the BOD will validate the selection process.
 - c. Selected players shall be notified that they made the team within 48 hours of the last placement.
 - d. The player must pay 50% of the seasons tuition within 48 hours to retain his/her position. This payment is not refundable.
 - e. If payment is not received then the player shall be notified that their position is no longer available. The next highest ranked player shall be offered a position on the team.
 - f. These steps shall be followed until payment has been received from enough players to fill the team roster.

19. “Dominant Player” Process

- a. If, during the course of the first five games of a new season, a player is deemed by the coach(s) or parent(s) to be a “dominant player” on that team, a petition may be submitted to the Demons Board for movement of that player to the next higher team.
- b. A “dominant player” is defined as a player:
 - i. whose ability is clearly demonstrable to be higher than that of any other player on the current team;

- ii. who will not progress or be challenged on his/her current team;
- iii. who, by continuing to play on the current team, will unfairly advantage that team against other teams in that division.

The Head Coach must submit a written request to move a player up, and could be asked to present his/her evidence during a Board meeting.

20. Attachments

- a. Attachment A - Coach's Player Evaluation Form
- b. Attachment B - Placement Evaluation Form
- c. Attachment C - Placement Drills

21. Document Revision Tracking

- a. Created 2011 Approved by BOD 2/17/2011
- b. Revised 2014
- c. Revised 2019 Approved by BOD 2/13/19

Team Name/Level:
Coaches Name:

Coaches Player Evaluation Form
 20XX - 20XX Season

	Players	Skating	Passing	Shooting	Puck Control	Hustle	Position	Attitude	Coachability	Total	Rank	Next Season Projection
1										0.0	1	
2										0.0	2	
3										0.0	3	
4										0.0	4	
5										0.0	5	
6										0.0	6	
7										0.0	7	
8										0.0	8	
9										0.0	9	
10										0.0	10	
11										0.0	11	
12										0.0	0	
15										0.0	0	
16										0.0	0	
17										0.0	0	
18												

Instructions for completing this form:

1. Input the names of all your players in the "Players" column.
2. Input scores in yellow cells. Scoring is on a scale of 1 thru 10 (1 is lowest, 10 is best). ".5's" are OK.
3. Guidelines for scoring are provided on the second sheet of this document. (click below to access).
4. Scores will automatically be totaled in "Total" column.
5. Complete the "Rank" and "Projection" columns. Note: after inputting all data, you can use the "Data - Sort" function to rank players.
6. Save spreadsheet under new name and email to Coaching Coordinator (coaching@demonyouthhockey.org)
7. ALL COACHES (heads and assistants) must individually complete and submit this form to the Coaching Coordinator

Player Scoring Guidelines

Skating - Below is the minimum USA Hockey criteria:

Mites: edge control, ready position, forward start, forward stride, control stop, backward skating, backwards stop, control turn and forward crossover.

Squirts: (all mite skills +) one foot stop, backward stop, backward crossover, mohawk and lateral skating.

Peewees: (all mite and squirt skills +) Backward crossunder start, backward two-skate stop, backward power stop and forward start right/left.

Bantams: all previous skills with - quickness - speed - agility and power.

Passing and receiving - Below is minimum USA Hockey criteria:

Mites: Forward, backhand, receive (stick)and eye contact.

Squirts: (all above skills +) Flip - saucer pass (forehand and backhand), receiving (skate) and indirect (board) pass.

Peewees: (all above skills +) Snap, receiving (hand), surround puck, one touch, wrap around, breakout and alley-oop.

Bantams: All above skills with consistency - quickness - speed - agility and power.

Shooting - Below is minimum USA Hockey criteria:

Mites: Wrist and backhand.

Squirts: (all above skills +) flip, screen and deflection, and rebounding.

Peewees: (all above skills +) snap shot, slap shot, fake shot, and tip in.

Bantams: (all above skills +) one timer, approach to net, and close-in shots.

Puck Control - Below is minimum USA Hockey criteria:

Mites: Lateral dribble, forward to backward dribble, diagonal dribble, attacking the triangle, forehand shift, and accelerating with the puck.

Squirts: (all above skills +) Backhand shift, change of pace, puck protection, and give and take.

Peewees: (all above skills +) Slip through, slip across, puck off boards, and backwards puck control.

Bantams: (all above skills +) Fake shot, dangle, spin around, stop and go, and grand stand.

Hustle and Position - criteria for scoring these categories should be clear. Contact the Coaching Coordinator if you need further guidance for scoring these categories.

Attitude - "10" would indicate this player is always upbeat and ready to play, a lot of fun in the locker room. "5" would indicate not disruptive but not uplifting sometimes into it. "1-4" would be a negative influence, disruptive, a distraction.

Coachability - This is different from attitude. Does your player attempt to execute your instructions. Is the player attentive when instruction is given. With good coaching will this player continue to develop to his full potential. Somewhat would be a "5". Absolutely would be a "10". Not at all a "1".

Rank - Based on all criteria, rank your players, top to bottom.

Projection - Indicate what team and level you project each player to compete at next season. This is only a point of reference.

Skating / Edge Control - Below is the minimum USA Hockey criteria:

Mites: edge control, ready position, forward start, forward stride, control stop, backward skating, backwards stop, control turn and forward crossover.

Squirts: (all mite skills +) one foot stop, backward stop, backward crossover, mohawk and lateral skating.

Peewees: (all mite and squirt skills +) Backward crossunder start, backward two-skate stop, backward power stop and forward start right/left.

Bantams: all previous skills with - quickness - speed - agility and power.

Shooting - Below is minimum USA Hockey criteria:

Mites: Wrist and backhand.

Squirts: (all above skills +) flip, screen and deflection, and rebounding.

Peewees: (all above skills +) snap shot, slap shot, fake shot, and tip in.

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Peewees: (all above skills +) Slip through, slip across, puck off boards, and backwards puck control.

Bantams: (all above skills +) Fake shot, dangle, spin around, stop and go, and grand stand.

Passing - Below is minimum USA Hockey criteria:

Mites: Forward, backhand, receive (stick) and eye contact.

Squirts: (all above skills +) Flip - saucer pass (forehand and backhand), receiving (skate) and indirect (board) pass.

Peewees: (all above skills +) Snap, receiving (hand), surround puck, one touch, wrap around, breakout and alley-oop.

Bantams: All above skills with consistency - quickness - speed - agility and power.

Hustle / Awareness - criteria for scoring these categories should be clear. Contact the Coaching Coordinator if you need further guidance for scoring these categories.
