



## **6.41 HEO Athlete Selection Policy**

### **EFFECTIVE DATE**

April 1, 2018

#### **i) Purpose**

Hockey Eastern Ontario is committed to providing a clear and transparent process for the selection of athletes for its OHL Gold Cup U16 Team. The process outlined in this policy will ensure that the selection of these athletes is based on provincially-adopted ranking criteria that will drive the performance of POE teams at provincial competitions and achieve the ultimate goal of developing provincial team athletes into national team athletes.

#### **ii) Eligibility**

Athletes must meet the following conditions:

- Be in good standing with HEO and not subject to or under investigation for any disciplinary action.
- Have no outstanding financial obligations to either HEO, HEO Minor or the Registered Minor Hockey Association.
- Reside in Hockey Eastern Ontario Boundaries.
- Be eligible to represent Hockey Eastern Ontario, The Province of Ontario or Canada at the international level as outlined by the national sport governing body.
- Meet the age criteria for their respective team.
- Be medically fit to compete in both training and competitions.

#### **iii) Selection Process**

Athletes will be selected based on assessment of their performance at the following stages of the selection process:

- Invitational Fall Camp (September/October)
- Closed Mid-Season Camp (January/February)
- Complete Season Scouting Evaluations from the Director of Operations, Assigned Scouting Staff and Coaching Staff.



- HEO team training camps

## **iv) Selection Criteria**

HEO has adopted the selection criteria set by Hockey Canada to rank and select athletes according to their potential to impact key performance indicators at the international level. As these criteria are applied to national team athletes, HEO team athletes will be able to train towards the goal of a national team position in subsequent years.

Athletes will be tested, ranked, and compared to a normalized Branch score in the following areas:

### **Physical Characteristics and Capacity**

- Size/height, power, aerobic capacity, strength and speed

### **Social/Emotional/Mental Fortitude**

- Motivation and willingness to train (training and physical testing)

### **Hockey-Specific Skills**

- Skating, Puck Control, Offensive Abilities, Defensive Abilities, Decision Making, Coachability, Character.

### **Team Play**

- Demonstrate ability and willingness to work effectively and cooperate within the team environment
- Demonstrate ability to contribute to overall team cohesiveness and to communicate effectively with coaching staff and other players on and off the ice
- Demonstrate ability and willingness to implement the game plan of the coaching staff

## **v) Athlete Selection Committee**

The athlete selection committee will comprise of:

- Director of Operations
- HEO Manager of Hockey Operations
- Scouting Advisory Group (5-8 Members)
- HEO Team coaching staff



## **vi) Appeal Process**

Any athlete has the right to appeal their non-selection from the HEO Gold Cup team. Appeals can only be made on the grounds that the published selection criteria were not followed directly.

An athlete will have 72 hours from the time they were notified of team selections (verbally or by email) to submit in writing (i.e. email) an appeal to the HEO Manager of Hockey Operations. The appeal must clearly indicate how the selection criteria were not applied correctly. At this time, the Manager of Hockey Operations may want to discuss the appeal with the appellant to ensure accuracy and clarity of the concerns. Should the appellant wish to proceed with the appeal, the Manager of Hockey Operations will strike a panel to review the appeal. A \$250.00 fee from the appellant will be required prior to the panel meeting. The full fee will be refunded if the appeal is successful.

Appeals will not be reviewed after the 72-hour window.

## **vii) Appeal Panel**

A three (3) person appeal panel will be struck with one (1) member being an HEO Board member (when possible) acting as the Chair of the panel. The panel will review the information provided by the appellant either in-person or by conference call. The Manager of Hockey Operations may be present during this meeting only in a capacity to address any panel questions. The panel will attempt to meet within 48 hours of the appeal being received.

## **viii) Appeal Decisions**

The panel will render one of the following decisions:

1. The selection process was not applied properly and requires corrective action be taken
2. Denial of the appeal

The Chair will be responsible for providing the decision of the panel with rationale by email to both the appellant and the Manager of Hockey Operations within 24 hours of the panel's meeting. Decisions of the panel are final.