

KGHA POLICY on the FORMATION of COMPETITIVE TEAMS

MAY 2025

1. Purpose

The purpose of this policy is to establish a fair, transparent, and consistent process for selecting both **coaches** and **players** for KGHA competitive teams.

2. Coach Selection Process

2.1 Coach Selection Oversight

The **KGHA Competitive Committee** is responsible for selecting the coaches for all competitive teams.

2.2 Conflict of Interest

- Competitive Committee members applying to coach at a specific level **must recuse** themselves from all discussions or decisions relating to coaching opportunities at the age category.
- If a coach applicant is the **spouse or family member** of a Committee member, that member must **recuse themselves** from all related discussions or decisions.

2.3 Preliminary Assessment of Coaches' Children

When a parent is selected as Head Coach:

- The Committee will conduct a **preliminary evaluation** of the coach's child to confirm they are reasonably suited for that level of play.
- This **does not guarantee** the child a roster spot on the team. Final player selections are based on performance during tryouts.

2.4 Team Staff

Once the team has been finalized, the Head Coach must obtain approval from the VP Competitive on the selected assistant coaches, trainers, team managers, and on-ice support.

3. Player Selection Process

3.1 Selection Committee Composition (Per Division)

Each division will have a **Selection Committee** consisting of:

- **Head Coach** of the team (or appointed independent evaluator if required)
- **Up to four (4) non-parent evaluators** who:
 - Have a hockey background
 - Have no children or relatives trying out at the same age level
 - Disclose any real or perceived conflicts of interest (e.g., past coaching relationships, personal connections)
- **KGHA Competitive Committee Representative** who:
 - Oversees the process to ensure adherence to KGHA policy
 - Does **not evaluate players**, unless specifically requested

The KGHA Competitive Committee Representative overseeing the evaluations at any level will NOT have a player in that same age category.

3.2 Evaluation Criteria for Players

Players will be evaluated based on the following:

a. Physical Skills

- Skating ability
- Passing accuracy and vision
- Shooting technique and effectiveness
- Stickhandling control and dexterity

b. Intangibles

- Game sense and hockey IQ
- Competitive drive and effort
- Work ethic and intensity
- Ability to contribute without the puck

3.3 Goalie Evaluations

Goalies will attend a dedicated goalie evaluation session. Criteria include:

a. Technical Skills

- Positioning
- Rebound control
- Angles and depth
- Glove and blocker skills

b. Athleticism

- Quickness and agility
- Reaction time
- Flexibility

3.4 Fees

Payment must be made to be eligible for a competitive team. Approved absences (see below) do not exempt the player from registration fees.

3.5 Eligibility

To be eligible for selection to a competitive team, players must be registered by the designated deadline and attend at least two-thirds of the scheduled tryouts for the level they wish to play.

3.6 Planned Absences

If a player anticipates being absent from all or part of the tryouts, they must submit a written explanation to the VP Competitive at least two (2) weeks prior to the first tryout session. Written approval from the Competitive Committee is required.

3.7 Health-Related Absences

Absences due to health reasons must be supported by a note from a healthcare provider.

3.8 Notification of Missed Sessions

If a player will miss a tryout session, an email must be sent to the VP Competitive and the Registrars at least 48 hours in advance. These individuals will advise on how the absence may affect the player's evaluation.

3.9 Impact of Absence

Tryouts are highly competitive, and absences—medical or otherwise—may impact team placement. Players with approved absences are not guaranteed a spot on a competitive

team. The Competitive Committee will consider performance in the previous season, coach evaluations, and other relevant information to determine appropriate placement.

3.10 Exceptional Circumstances

In exceptional cases, the Committee reserves the right to waive the requirements outlined in subsections 3.4 through 3.9.

3.11 Final Roster Approval

Before public announcement, all final rosters must be **reviewed and approved** by the KGHA Competitive Committee representative assigned to that team.

4. Formation of Competitive Teams

4.1 Number of Players

The KGHA will strive to field complete teams of 15 skaters and two (2) goalies per team at all levels. Any deviation must be approved by the Competitive Committee.

4.2 Coach Discretion

The coach has the discretion to pick the final three (3) players named to a team. The final three (3) can only be selected from players evaluated to be in the top twenty (20) at that level. These selections are subject to approval by the KGHA Competitive Committee Representative overseeing the level.

4.3 Players New to the KGHA

The KGHA's Import Policy will be respected when forming teams. In line with the Policy, non-KGHA players (e.g. non-import players coming from minor hockey) must rank within the upper tier of the position for which they are trying out in order to be considered for the team. Specifically, forwards must place in the top 6, defense within the top 4 and goalies must be the highest-ranked at their position.

4.4 Playing Up

Players are expected to participate in tryouts within their designated age category.

Players in U13 and below are not permitted to move up to an older age group under any circumstances.

In exceptional circumstances, requests for players in U15 and above to try out at a higher age level can be submitted in writing to the VP Competitive for review and approval by the Competitive Committee. To be considered, players must be evaluated to be in the top three

(3) overall at the higher level. This shall be applied only to players trying out for AA teams and does not apply to any levels below AA.

4.5 Releases

All player releases will be posted on the KGHA website. The KGHA will make every effort to post the results within two hours of the end of the tryout session, or, if not possible, provide a time when the results can be expected.

4.6 Feedback

Providing player feedback requires significant time and effort from coaches. The purpose of offering this feedback is to offer constructive guidance, highlight areas for improvement and support player development. It is important that these requests are made thoughtfully and only when there is a genuine intent to use the feedback for development.

The KGHA will only offer feedback on the last releases at each level. Requests for feedback can be made to the VP Competitive.

Parents must respect the 24-hr rule.

5. Level of Commitment

There is an expectation that players making a team are fully committed to participating in all team activities, including practices and games. Coaches have the discretion to set the expected level of commitment for each team.

Players are expected to be available for practices, all league and playoff games, tournaments, and provincial play-downs.

All KGHA teams and players are expected to participate in provincial play-downs and participate in provincials if they qualify.

All KGHA teams and players are expected to participate in the playoffs and participate in the league championship if they qualify.

If a player is unable to meet the expectations of a competitive team, such as consistently missing practices, games, or team activities, the coach may submit a request for a player to be reassigned to a lower-tier team, subject to approval by the Competitive Committee.

6. Confidentiality and Ethics

All individuals involved in the evaluation and selection process must:

- Maintain strict **confidentiality**
- Disclose and avoid any **conflicts of interest**
- Adhere to the highest standards of **fairness and transparency**

Failure to comply may result in removal from the selection process and/or the Competitive Committee. Other disciplinary actions may be taken by the KGHA Competitive Committee, the KGHA Executive and/or the Board of Directors.

7. Policy Review

This policy will be reviewed annually by the KGHA Competitive Committee to ensure it aligns with the organization's values and objectives. Any changes must be approved by the Committee.

Version History

Revision Number	Date	Description	Approved by
1	24 May 2025	Initial Version	Competitive Committee