



Evaluation Policy

Table of Contents

1. Philosophy and Objectives
 - a) Titans Philosophy
 - b) Objectives
2. Governing of the Evaluation Process
 - a) Evaluation Committee
 - b) Rules of Titans Evaluation Processes
 - c) Rules of 'A' Evaluation Processes
 - d) Rules of the 'B', 'C', and Female Division Evaluation Processes
 - e) Communication
3. Evaluation and Team Formation Software
 - a) Overview of Use of Software
 - b) Use of Software in Parity Team Formation
4. Evaluation Formats
 - a) U9
 - b) U11 'A', 'B', and 'C'
 - c) U13-U17 'A'
 - d) U13-U17 'B' and 'C'
 - e) U11-U17 Female Divisions
 - f) Independent Evaluators
 - g) Goalie Evaluations
5. 'A' Team Selection

- a) Selection to 'A' Team Roster (U11)
- b) Selection to Top 24 (U13-U17)
- c) Selection to 'A' Team Roster (U13-U17)
- d) Player Interviews (U13-U17)
- 6. Formation of U9, 'B', 'C', and Female Division Teams
 - a) Formation of U9 Teams
 - b) Formation of 'B' and 'C' Teams (U11)
 - c) Formation of 'B' and 'C' Teams (U13-U17)
 - d) Formation of Two or More 'B' or 'C' Teams in the Same Age Division (U11-U17)
 - e) Formation of Female Division Teams
- 7. Team Tiering Process
- 8. Late Registrants
- 9. Head Coach Selection
 - a) 'A' Coach Selection Panel (U13-U17 'A')
 - b) 'A' Head Coach Selection Process (U13-U17 'A')
 - c) Titans Coach Selection Committee (U7-U11, U13-U17 'B' and 'C', Female Division)
 - d) Titans Coach Selection Process (U7-U11, U13-U17 'B' and 'C', Female Division)
- 10. Evaluation Appeals
- 11. Evaluation Feedback
- Appendix A: U9 Evaluation Scoring Matrix
- Appendix B: U11-U17 Player Evaluation Scoring Matrix
- Appendix C: Goalie Evaluation Scoring Matrix
- Appendix D: Evaluation Exemption Form and Information

1. Philosophy and Objectives

a) Titans Philosophy:

- Evaluations are an important part to every season, and we recognize that it is important to each player, parent or guardian, evaluator and to each team to ensure that this process is designed to allow each player to demonstrate their skills and abilities. The Titans strive to provide a fair, open, impartial assessment of each player. The evaluations are conducted by members from our lacrosse community as well as Titans volunteers who have a varying degree of applicable lacrosse knowledge and who are encouraged to apply their best and consistent judgment in the evaluation of each athlete. This will ensure the proper placement on teams best suited to develop each level of skill.
- To this end, the following policy elements have been developed to assist Sherwood Park Titans executives, coaches, and evaluators to work through the process in a manner that achieves the best result for the athletes. This policy will be posted on the club's website, which is available for access by the public.

b) Objectives:

- To provide a fair and impartial assessment of a player's lacrosse skills and attributes during the skills and scrimmage sessions.
- To ensure that players have a reasonable opportunity of being selected or placed to a team appropriate to their skill levels as determined during the on-floor evaluations of the current year and ensure that players are competing in the division that will best allow them to grow in skill and confidence.
- To provide coaches with the opportunity and flexibility to build a team based in part on their own coaching philosophy and knowledge of player skills and attributes.
- To provide uniformity and consistency in the evaluation process such that player and parent expectations are consistent from year to year as players move through the various levels of the SPTLA's programs.
- To form teams to maintain balanced and competitive play where the athletes can develop and participate equitably and have fun playing lacrosse during the season.
- To allow for the fair and transparent selection of coaches that will allow for the most development possible for all the Titans players on the team that coaches are selected to.

2. Governing of the Evaluation Process

a) Evaluation Committee:

- The board-appointed Evaluation Coordinator, Club President, and three volunteers will form the Evaluation Committee. Volunteers for the Evaluation Committee cannot be coaches. No division can have more than one volunteer selected from that division for the Evaluation Committee. It is the **responsibility of the Evaluation Committee to ensure that the Evaluation Policy has been followed.**

- When volunteer applicants for the Evaluation Committee are selected, an additional Executive Board member (either the Vice President, Treasurer, Secretary, or Registrar), along with the Club President and Evaluations Coordinator, will conduct the vetting and selection of volunteer applicants for positions with the Evaluation Committee.
 - When possible, volunteers selected for positions with the Evaluation Committee should represent a diverse range of involvement with the club, as well as diverse lacrosse backgrounds.
- A member of the Evaluation Committee **will remove him or herself** from any discussions or decisions that are required to be made regarding his or her own child.

b) Rules of Titans Evaluation Processes:

- Evaluations are documented and remain confidential. The evaluation sheets and the ranking criteria are only made available to the Evaluation Committee. As well, all members of the evaluation process are required to sign a letter of confidentiality stating that under no circumstances will evaluation results be released.
 - However, upon request in the **U11 - U17 age divisions**, a player's tabulated evaluation scores may be released to the player and their parent/guardian.
- The scoring matrices used (See Appendix B and Appendix C) will be the **same for all players at each tier, from U11 to U17**. This ensures consistency in the evaluation process in tiered age divisions and in our U11-U17 female parity divisions, and provides consistency in player and parent/guardian expectations from year to year as players move through the various levels of our programs;
 - A separate scoring scale (See Appendix A) will be used for **U9 evaluations**.
- When tabulating player scores from all sessions scored by Independent Evaluators, **with the exception of the U13-U17 'A' evaluations, a player's top score from the skills sessions and top score from the 5 on 5 scrimmages** will be used in the generation of player rankings.
- To reduce the potential for evaluator bias, players will not be allowed to take the floor wearing visible apparel from other lacrosse organizations, academies, or teams.
 - Examples: Team Alberta, Prairie Cup, Vimy Ridge Academy, Apex Field Lacrosse, Jr. Roughnecks, etc.
- All Titans evaluations, **with the exception of the U9 age division**, will consist of a mix of **both skill sessions and 5 on 5 scrimmages**.
 - Skill sessions will evaluate a player's individual skills, as well as team skills within a small area games setting, while 5 on 5 scrimmages will evaluate a player's lacrosse skills in a live-game setting.

c) Rules of 'A' Evaluation Processes:

- Each player trying out for an 'A' team **is required to attend one of the two skills sessions** scheduled for the evaluation process.
 - In the U11 age division, each player is also **required to attend one of the two 5 on 5 scrimmages, in addition to one of the two skill sessions** to proceed in the evaluation process.

- The Evaluation Committee will consider exemptions for players with extenuating circumstances that prevent them from meeting the attendance requirement for their respective age division, when an exemption is requested through the use of the **Evaluation Exemption Form**.
- The form can be found here:
 - [Evaluation Exemption Form](#)
 - o For further information, see Appendix D.
- When tabulating player scores from all sessions scored by Independent Evaluators, **in the U13-U17 'A' evaluations, a player's top score from any of the first three floor times** will be used in the generation of player rankings.
- Each player will have the opportunity to attend at least **three floor times** before the first round of releases.
- Players are being evaluated from the moment they enter a facility for their 'A' evaluation.
- Players who **do not indicate an intent to attend 'A' evaluations at the time of their player registration and before the 'A' intent deadline set by the registrar** will be **prohibited** from participating in 'A' evaluations.
- Any new player that registers with the Titans before the date set by the Registrar to declare an intent to attend 'A' evaluations, **and declares their intent to attend 'A' evaluations at the time of registration**, will have the opportunity to be evaluated for the 'A' team in their division.
- An evaluation opportunity will be provided for any GELC member in our region to play 'A' lacrosse if their home club cannot field an 'A' team.
- Players will not be granted a release to try out for the 'A' team of another club if they fail to make the 'A' team of their home club.
- Prior to final placement on an 'A' team, parents will need to agree to the Titans 'A' Expectation Agreement and full participation at this higher commitment level.
- Evaluation fees to offset floor and related costs will be paid by every participant trying out for an 'A' team. **Evaluation fees are non-refundable**. Players interested in trying out for 'A' will be required to pay in full before evaluations begin.
- 'A' evaluations must be completed by the 1st Sunday in March.
- Players released from the 'A' evaluation process are expected to continue with the 'B' evaluation process.

d) Rules of the 'B', 'C', and Female Divisions Evaluation Processes:

- Each player participating in 'B' evaluations, or U11 - U17 female evaluations, **is required to attend one of the two skill sessions and one of the two 5 on 5 scrimmages**.
 - o Players who fail to do so will be placed on a 'C' team in age divisions where the Titans field a 'C' team.
 - The Executive Board of Directors will consider exemptions for players with extenuating circumstances that prevent them from attending a minimum of **one skill session and one 5 on 5 scrimmage**, when an exemption is requested through the use of the **Evaluation Exemption**

Form.

- The form can be found here:
 - [Evaluation Exemption Form](#)
 - For further information, see Appendix D.

e) Communication:

- Evaluation communications will be done using the SPTLA's website and division homepages on the SPTLA website. Evaluation-relevant information may also be posted on SPTLA social media accounts, although no evaluation-relevant information will be communicated exclusively through social media. All registered players will receive email notification of the dates via the SPTLA. It is ultimately the parent's responsibility to check the website and to ensure that their player arrives prepared for their division's evaluation dates and times. As the evaluations progress, the division directors will post updates on their pages and notify any additional information to participants via email.

3. Evaluation and Team Formation Software

a) Overview of Use of Software:

- To support consistency, accuracy, and transparency in evaluations, the Sherwood Park Titans Lacrosse Association may utilize digital evaluation and team formation software to assist with player scoring, ranking, team formation, and parity team balancing. The specific software used may vary from season to season at the discretion of the Board.
- The use of any digital evaluation or team formation tool is intended to **enhance fairness and consistency**, and to reduce both bias and administrative workload; however, **it does not replace the oversight and judgment of the Evaluation Committee, 'A' Coach Selection Panel, or Titans Coach Selection Committee.**
- The software may be used to:
 - Collect and tabulate Independent Evaluator scores electronically
 - Generate player rankings based on player scores from Independent Evaluators
 - Assist with the team formation process
- When the evaluation process is assisted with the use of software, the process will **continue to follow the team formation, team selection, and coach selection/placement methods outlined in this policy.** Namely, the software, when used will:
 - Generate rankings from the Independent Evaluator scores for the single skills session from the U9 evaluations to determine the formation of parity teams.
 - Generate rankings from the Independent Evaluator scores from the four (4) U11 evaluation floor times to determine selection to the U11 'A' team or placement with a U11 'B' or 'C' team.
 - Generate rankings from the Independent Evaluator scores from the first three (3) U13-U17 'A' team evaluation floor times to determine the Top 24 lists.

- Generate rankings from the Independent Evaluator scores from the four (4) U13-U17 'B' and 'C' floor times to determine placement with a 'B' or 'C' team.
- Generate rankings from the Independent Evaluator scores from the four (4) U11-U17 female division evaluation floor times to determine the formation of parity teams.

b) Use of Software in Parity Team Formation:

- In instances where the Titans will field multiple teams in the same age division tier, as well as in the U9 age division and the U11-U17 female divisions, the software will assist with the parity team formation process by:
 - Using the snaking method outlined in this Evaluation Policy to create parity between teams when there are multiple teams within the same age division tier, or within the U9 age division and the U11-U17 female divisions.
 - The software's automated tools will be used to take into account parity factors such as:
 - Skill of each player
 - Right- and left-handed players
 - Balancing of parent/coach assignments where applicable to ensure an even balance of coaching staff experience between teams
 - Following initial team formation, the Evaluation Committee will review the teams and may make **manual adjustments** after the playing of parity games to ensure teams are balanced.

4. Evaluation Formats

a) U9:

- Players in the U9 age division will be evaluated at a **single skills session** for the purpose of forming parity teams. The single skills session will consist of **drills and/or games** designed to allow Independent Evaluators to observe the **fundamental athletic ability** and **fundamental lacrosse skills** of the players in the U9 age division.
- Independent Evaluators will score players in the U9 age division using the **U9 Evaluation Scoring Matrix (See Appendix A)**.

b) U11 'A', 'B', and 'C':

- The four scheduled floor times for the U11 age division will **serve as the 'A', 'B', and 'C' team evaluations**, with every player in the U11 age division being evaluated for the **'A', 'B', or 'C' tiers at the same time**.
- All U11 players will be evaluated across four floor times, run as follows:
 - Floor Time #1 – Individual Skills and Small Area Games
 - Floor Time #2 – Individual Skills and Small Area Games
 - Floor Time #3 – Full Floor 5 on 5 Scrimmage
 - Floor Time #4 – Full Floor 5 on 5 Scrimmage

c) U13-U17 'A':

- The first three floor times of each 'A' evaluation for the U13 to U17 age divisions, which players are **guaranteed to have the opportunity to attend**, will be run as follows:
 - Floor Time #1 – Individual Skills and Small Area Games
 - Floor Time #2 – Individual Skills and Small Area Games
 - Floor Time #3 – Full Floor 5 on 5 Scrimmage
- There will be additional coach led floor sessions prior to coaches making their final cuts.
 - o In the U13 and U15 divisions, there will be **1-3 coach led floor sessions** following the conclusion of Floor Time #3.
 - o In the U17 division, the number of coach led floor sessions will be up to the **Head Coach**.

d) U13-U17 'B' and 'C':

- Players participating in U13-U17 'B' and 'C' evaluations will be evaluated across four floor times, run as follows:
 - Floor Time #1 – Individual Skills and Small Area Games
 - Floor Time #2 – Individual Skills and Small Area Games
 - Floor Time #3 – Full Floor 5 on 5 Scrimmage
 - Floor Time #4 – Full Floor 5 on 5 Scrimmage

e) U11-U17 Female Divisions:

- Players in the U11-U17 female divisions will be evaluated with the purpose of forming parity teams across four floor times, run as follows:
 - Floor Time #1 – Individual Skills and Small Area Games
 - Floor Time #2 – Individual Skills and Small Area Games
 - Floor Time #3 – Full Floor 5 on 5 Scrimmage
 - Floor Time #4 – Full Floor 5 on 5 Scrimmage

f) Independent Evaluators

- An independent group of evaluators from the lacrosse community (minimum 5, where one Independent Evaluator is exclusively responsible for evaluating goalies), as approved by the Evaluation Committee, will evaluate players and provide evaluation data using the scoring matrices (see Appendices A-C) to the Evaluation Committee from the **one skills session in the U9 age division, the four floor times in the U11 age division, the four floor times in the U13-U17 'B' and 'C' evaluations, and the four floor times in the U11-U17 female division evaluations**, as well as for the **first three floor times in the U13-U17 'A' team evaluations**.
 - o Independent Evaluators will be considered for selection on the basis of their past lacrosse coaching experience, playing experience, evaluation experience, and overall lacrosse knowledge.
 - o Independent Evaluators selected for the evaluation process by the Evaluation Committee will be **free from conflicts of interest** in the evaluation process, as determined by the Evaluation Committee.

- A group of Independent Evaluators will **complete the entire independent evaluation process for the respective age divisions and tiers they have been assigned to.**
 - However, separate groups of Independent Evaluators may be assigned by the Evaluation Committee to complete the independent evaluation process at different age divisions and tiers.
 - Example: Independent Evaluator Group A is assigned to complete the independent evaluation process for the U13-U17 'A' team evaluations, while Independent Evaluator Group B is assigned to complete the independent evaluation process for the U11 age division evaluations.
- Independent Evaluators may be compensated for services provided as part of the evaluation process. The budget for such compensation will be determined by the SPTLA Board.

g) Goalie Evaluations

- The goalies will be evaluated during all players evaluation sessions and ranked over the sessions where Independent Evaluators are scoring players, as per the format for each respective age division.
 - Goalies will be scored by Independent Evaluators using the Goalie Evaluation Scoring Matrix (see Appendix C).
- One Independent Evaluator with previous goaltending experience in a playing or coaching capacity will exclusively evaluate the goalies during evaluations.

5. 'A' Team Selection

a) Selection to 'A' Team Roster (U11):

- The four scheduled floor times for the U11 age division will **serve as the 'A', 'B', and 'C' team evaluations**, with every player in the U11 age division being evaluated for the 'A', 'B', or 'C' tiers at the same time.
 - All players in the U11 age division are then placed with an 'A', 'B', or 'C' team after the conclusion of Floor Time #4.
- All players trying out in the U11 age division are **required to attend one of the two skills sessions** as well as **one of the two 5 on 5 scrimmages**.
 - Players who are unable to attend either one of the two skills sessions and either one of the two 5 on 5 scrimmages are required to complete the **Evaluation Exemption Form** should they wish to be considered for selection to the 'A' team.
 - The form can be found here:
 - [Evaluation Exemption Form](#)
 - For further information, see Appendix D.
- Independent Evaluators will grade players using the Evaluation Scoring Matrix (see Appendix B and Appendix C) for all four floor times of the U11 evaluation process.
- Following the conclusion of Floor Time #4, player evaluation scores from the Independent Evaluators will be tabulated by the Evaluation Committee.

- When tabulating player scores from the Independent Evaluators, a **player's top score from the skills sessions and top score from the 5 on 5 scrimmages** will be used in the generation of player rankings.
- Using the tabulated player evaluation scores, in conjunction with the U11 age division registration numbers, the Evaluation Committee will select **not less than 15 runners and one (1) goalie** for the U11 'A' team roster.
 - At its discretion, the Evaluation Committee may select up to 18 runners and two (2) goalies for the U11 'A' team roster, considering both U11 age division registration numbers and the skill level of players chosen beyond the 15 runners and one (1) goalie minimum.

b) Selection to Top 24 (U13-U17):

- Players trying out for an 'A' team in the U13-U17 age divisions **are required to attend one of the two skills sessions to be considered for selection to the Top 24**. Players are strongly encouraged to attend all scheduled evaluation sessions.
 - Players who are unable to attend either one of the two skills sessions are required to complete the **Evaluation Exemption Form** should they wish to be considered for selection to the Top 24.
 - The form can be found here:
 - [Evaluation Exemption Form](#)
 - For further information, see Appendix D.
- Independent Evaluators will grade players using the Evaluation Scoring Matrix (see Appendix B and Appendix C) for the **first three floor times** of an 'A' evaluation.
- Following the conclusion of Floor Time #3, player evaluation scores from the Independent Evaluators will be tabulated by the Evaluation Committee.
 - When tabulating player scores from the Independent Evaluators, a **player's top score from any of the first three floor times** will be used in the generation of player rankings.
- Using the tabulated player evaluation scores, the Top 24 players for each age division's 'A' evaluation will be posted to the SPTLA website.
- Players who are not selected to the Top 24 for their age division are released, and are **expected to continue with the 'B' evaluations** for their age division.
- In the event of ties for the 24th position in the rankings when player scores from the first three sessions are tabulated, all players tying for the 24th position will be selected to move forward with the 'A' evaluation process.
- A player that did not finish in the Top 24 from the Independent Evaluators ranking may not be placed on an 'A' team without approval from the Evaluation Committee.

c) Selection to 'A' Team Roster (U13-U17):

- Beginning with Floor Time #4, evaluation sessions will be led by the Head Coach of the 'A' team for that age division.
- Sessions will be designed by the Head Coach.
- Throughout the Top 24 selection process, the Head Coach will consider player attributes including but not limited to:
 - Balance of left-handed players and right-handed players
 - How a player's strengths mesh with the strengths of other players in the evaluation

- A player's previous playing experience
- How a player fits with other players in the evaluation
- Teamwork
- Body language
- Work ethic
- Physical fitness
- Attitude and willingness to learn
- **Moreover, the coach will select the team she/he feels is the best team based on their coaching strategies and philosophies.**
- Player releases will be made at the discretion of the Head Coach following the conclusion of Head Coach-led evaluation sessions, until the final team has been selected from the Top 24 group.
- Based on the registration numbers in each age division from U13-U17, as well as the skill level of players trying out for an 'A' team in each age division, the Evaluation Committee will make recommendations to each Head Coach on the number of players to select to the final 'A' team roster. However, the number of players selected to each 'A' team in the U13-U17 age divisions is **ultimately determined by each 'A' team's Head Coach.**

d) Player Interviews (U13-U17):

- Players who are released from the 'A' evaluation after Floor Time #4 or later will receive an in-person interview with the Head Coach to be informed that they are being released.
- Upon the conclusion of the final floor time for an 'A' evaluation, all players will receive an interview to be informed that they are being released, or that they have been selected to the team roster.
- Two members of the Evaluation Committee will be present when players are informed of their release, or their successful selection to the 'A' roster.
 - Upon a player's release following Floor Time #4 or later, after the player's interview with the Head Coach, the player's parents/guardians may request evaluation feedback from the Head Coach that released the player, as well as the detailing of key factors influencing the decision of the Head Coach.
 - The requesting of such feedback by a player's parents/guardians after a player's release following Floor Time #4 or later, is in addition to the ability to request the release of a player's scores from the Independent Evaluators to a player's parents/guardians, as is afforded to **every player participating in an 'A' evaluation.**

6. Formation of U9, 'B', 'C' and Female Divisions Teams

a) Formation of U9 Teams:

- In accordance with the Lacrosse Canada Long-Term Athlete Development framework, **teams in the U9 age division are formed as parity teams, with no skill level tiering.**
- Following the conclusion of the skills session, player evaluation scores from the Independent Evaluators will be tabulated by the Evaluation Committee.
- Using the tabulated player evaluation scores, and in consideration of the registration

numbers in the division, the Evaluation Committee will create parity teams in the U9 age division.

- Following the formation of the parity teams, a parity game will be played between each team formed in the same age division to ensure parity between the teams.
 - At its discretion, based on the result of the parity game(s), the Evaluation Committee will make adjustments to the rosters of the parity teams.

b) Formation of 'B' and 'C' Team (U11):

- The four scheduled floor times for the U11 age division will **serve as the 'A', 'B', and 'C' team evaluations**, with every player in the U11 age division being evaluated for the **'A', 'B', or 'C' tiers at the same time**.
- Players not selected to the 'A' team roster following the conclusion of the four U11 age division evaluation sessions will be placed on a 'B' or 'C' team roster based on the tabulated player evaluation scores.
 - When tabulating player scores from the Independent Evaluators, a **player's top score from the skills sessions and top score from the 5 on 5 scrimmages** will be used in the generation of player rankings.

c) Formation of 'B' and 'C' Team (U13-U17):

- Players who do not wish to be evaluated for an 'A' team, or players released from 'A' evaluations will participate in 'B' evaluations.
- Each player participating in 'B' evaluations **is required to attend one of the two skill sessions and one of the two 5 on 5 scrimmages**.
 - Players who fail to do so will be placed on a 'C' team in age divisions where the Titans field a 'C' team.
 - The Evaluation Committee will consider exemptions for players with extenuating circumstances that prevent them from attending a minimum of **one skill session and one 5 on 5 scrimmage**, when an exemption is requested through the use of the **Evaluation Exemption Form**.
 - The form can be found here:
 - [Evaluation Exemption Form](#)
 - For further information, see Appendix D.
- Independent Evaluators will grade players using the Evaluation Scoring Matrix (see Appendix B and Appendix C) for the **four floor times** of the 'B' evaluations.
- Following the conclusion of Floor Time #4, player evaluation scores from the Independent Evaluators will be tabulated by the Evaluation Committee.
 - When tabulating player scores from the Independent Evaluators, a **player's top score from the skills sessions and top score from the 5 on 5 scrimmages** will be used in the generation of player rankings.
- Using the tabulated player evaluation scores, and in consideration of the registration numbers in each division, the Evaluation Committee will place players on a 'B' or 'C' roster.

d) Formation of Two or More 'B' or 'C' Teams in the Same Age Division (U11-U17):

- Should registration numbers allow for two or more 'B' or 'C' teams to be formed in

the same age division, team rosters will be formed via a parity snake draft conducted by the Evaluation Committee.

- Left handed players and right handed players will be snaked separately to ensure an **even balance of skill among left handed players and right handed players on each team.**
- When snaking the teams, **the skill and experience of a coaching parent of a player will be considered** to ensure the strength of coaching staffs are balanced for each team.
- In instances where there are two or more 'B' or 'C' teams formed in the same age division, following the formation of the 'B' or 'C' team rosters, a parity game will be played between each 'B' or 'C' team formed within the same age division to ensure parity between the teams.
 - At its discretion, based on the result of the parity game(s), the Evaluation Committee will make adjustments to the rosters of the 'B' or 'C' teams.
- **The Evaluation Committee will determine what tiers of play the Titans will allocate teams to play in,** where multiple allocation options are permitted, as per the GELC Tiering Format, **on the basis of the skill level of the body of players registered for a particular age division.**

e) Formation of Female Division Teams

- Each player participating in U11-U17 female division evaluations **is required to attend one of the two skill sessions and one of the two 5 on 5 scrimmages.**
 - The Executive Board of Directors will consider exemptions for players with extenuating circumstances that prevent them from attending a minimum of **one skill session and one 5 on 5 scrimmage**, when an exemption is requested through the use of the **Evaluation Exemption Form.**
 - The form can be found here:
 - [Evaluation Exemption Form](#)
 - For further information, see Appendix D.
- Independent Evaluators will grade players using the Evaluation Scoring Matrix (see Appendix B and Appendix C) for the **four floor times** scheduled for the U11-U17 female age divisions.
- Following the conclusion of Floor Time #4, player evaluation scores from the Independent Evaluators will be tabulated by the Evaluation Committee.
 - When tabulating player scores from the Independent Evaluators, a **player's top score from the skills sessions and top score from the 5 on 5 scrimmages** will be used in the generation of player rankings.
- Using the tabulated player evaluation scores, and in consideration of the registration numbers in each division, the Evaluation Committee will create parity teams in each age division.
- Following the formation of the parity teams, a parity game will be played between each team formed in the same age division to ensure parity between the teams.
 - At its discretion, based on the result of the parity game(s), the Evaluation Committee will make adjustments to the rosters of the parity teams.

7. Team Tiering Process

- The GELC uses the GELC Tiering Format charts to determine what tiers of play teams can be allocated to play in by a club, based on the total number of teams a club is fielding within an age division.
- **The Evaluation Committee will determine what tiers of play the Titans will allocate teams to play in**, where multiple allocation options are permitted, as per the GELC Tiering Format, **on the basis of the skill level of the body of players registered for a particular age division.**
- The GELC Tiering Format is as follows:
 - o **U11, U13, and U15:**

# of Teams	A	B	C
1	0	1	0
1	0	0	1
2	1	1	0
2	0	1	1
3	1	1	1
4	1	2	1
4	1	1	2
5	1	2	2
5	2	1	2
6	2	2	2
6	1	3	2
7	2	3	2
7	2	2	3
8	2	3	3
8	2	4	2
8	3	3	2

o U17:

# of Teams	A	B
1	0	1
2	1	1
2	0	2
3	1	2
4	1	3
5	1	4
6	2	4
7	2	5

8. Late Registrants

- Players that move into the SPTLA boundaries after the initial evaluations have ended will be placed on a 'B' or 'C' team until their skill level can be properly determined by the Evaluation Committee.
- There will be **no placement on 'A' rosters permitted for late registrants.**
- Initial placement within our association will depend on the new player's previous playing experience. All attempts to make a similar placement will be made, using methods such as:
 - o Game film submission
 - o References or evaluations from current or past coaches
 - o Player statistics
 - o Previous evaluation reports from the player's previous home club
- Should it be determined by the Evaluation Committee as well as the Head Coach of the 'B' or 'C' team that the late registrant was initially placed with that the player's skills do not align with the 'B' or 'C' team, the player may be moved between a 'B' and 'C' team, but **not to the 'A' team.**
 - o Such movement can occur **no later than two weeks from the date of the player's first practice or game** with the team the player was initially placed with.

9. Head Coach Selection

a) 'A' Coach Selection Panel (U13-U17 'A'):

- 'A' Head Coach selection for the U13-U17 'A' teams will be completed by the 'A' Coach

Selection Panel.

- o The 'A' Coach Selection Panel will be made up of the Coaching Development Director and two panelists appointed by the Coaching Development Director.
 - The appointed panelists selected by the Coaching Development Director will be appointed on the basis of their past lacrosse coaching experience, playing experience, and overall lacrosse knowledge.
 - The appointed panelists selected by the Coaching Development Director will be **free from conflicts of interest** in the outcome of the U13-U17 'A' Head Coach selection process.
 - If the Coach Development Director has applied for an 'A' Head Coach position, the President will fill the role of the Coach Development Director when the Head Coach selection process is conducted for the age division in which the Coach Development Director has applied for an 'A' Head Coach position.

b) 'A' Head Coach Selection Process (U13-U17 'A'):

- Candidates for 'A' Head Coach positions will be asked to submit **three practice plans, a seasonal development plan, a brief summary of their coaching philosophies, a list of current lacrosse coaching certifications, a brief summary of their lacrosse coaching experience, as well as a minimum of two (2) coaching references** as part of their application package.
- Current vulnerable sector checks are required as part of the application package; background checks will be required for submission by all coaches (Head and Assistant Coaches) before they attend their first practice or game with a team.
- Applications for each 'A' team are due to the Coaching Development Director by December 31st.
- The 'A' Head Coach application form and deadlines will be posted on the SPTLA web page and will also be emailed to the previous season's membership. Communication of 'A' Head Coach position openings as well as the application deadline will also occur via social media.
 - o Interviews will be conducted with candidates selected to move forward in the selection process by the 'A' Coach Selection Panel prior to the beginning of the 'A' evaluation processes. The successful candidate will be announced prior to the first floor time of each respective 'A' team's evaluation process.
 - In cases of multiple applicants for the same role, the 'A' Coach Selection Panel will select the Head Coach that the Panel feels is the most qualified to develop the players on each 'A' team. Criteria that will be considered by the Panel include, but are not limited to, a candidate's:
 - Past coaching experience
 - Quality of submitted practice plans
 - NCCP coaching certifications
 - Coaching philosophies
 - Fit with the 'A' age division the candidate has applied to

- The named Head Coach will be responsible to select their Assistant Coaches.

c) Titans Coach Selection Committee (U7-U11, U13-U17 'B' and 'C', Female Division):

- Head Coach selection for positions at the U7-U11 and U13-U17 'B' and 'C' age divisions and tiers, as well as for Head Coach positions in the U11-U17 female divisions will be completed by the Titans Coach Selection Committee.
 - The Titans Coach Selection Committee will be made up of the Coach Development Director and an Executive Board member, **excluding** the President (either the Vice President, Treasurer, Secretary, or Registrar) that is selected by the Coach Development Director. This Executive Board member, along with the Coach Development Director, are permanent members of the Titans Coach Selection Committee for the current season.
 - The Division Director of each division will then serve as the third member of the Titans Coach Selection Committee when Head Coaches are selected for the teams that each respective Division Director oversees.
 - Example:
 - The Coach Development Director selects the Registrar to serve on the Titans Coach Selection Committee. When Head Coach selections are made for the U15 'B' and 'C' age division and tiers, the Titans Coach Selection Committee would then be made up of the Coach Development Director, the Registrar, and the U15 Director. When Head Coach selections are made for the U11-U17 female division teams, the Titans Coach Selection Committee would be made up of the Coach Development Director, the Registrar, and the Female Director.
- When there are Head Coach vacancies at the U7-U11, and U13-U17 'B' or 'C' age divisions and tiers, and the U11-U17 female divisions, the Titans Coach Selection Committee (where the Division Director with the Head Coach vacancy is the third member of the Titans Coach Selection Committee) **is responsible for filling the Head Coach vacancy.**
- During the evaluation process, Division Directors are exclusively responsible for serving on the Titans Coach Selection Committee when Head Coach selections are made for the teams within their division, or a Head Coach search for a vacant position within a Division Director's division is conducted by the Titans Coach Selection Committee. Division Directors are further responsible for providing logistical and administrative support as necessary within their division. Division Directors **are not responsible** for player evaluation, scoring, ranking, or team formation.
- In instances where a Division Director has applied for a Head Coach position in

the division they are a Division Director for, the Division Director will remove themselves from the Titans Coach Selection Committee when Head Coach selections are made for their division.

- The Coach Development Director will then select a second Executive Board member, **excluding** the President, to serve as the third member of the Titans Coach Selection Committee when Head Coach selections are made for the division where there is a conflict of interest.

d) Titans Coach Selection Process (U7-U11, U13-U17 'B' and 'C', Female Division):

- Candidates for U7-U11, U13-U17 'B' and 'C', and female division Head Coach positions will be asked to list **any current lacrosse coaching certifications** in their email expressing interest in a Head Coaching position to the Division Director of the age division they wish to be considered for, with the Coaching Development Director (coachingdevelopment@sherwoodparktitans.ca) in copy.
 - Relevant email addresses can be found here:
 - [Sherwood Park Titans Executive Contact Information](#)
- Current vulnerable sector checks are required as part of the application package; background checks will be required for submission by all coaches (Head and Assistant Coaches) before they attend their first practice or game with a team.
- **No interviews** will be conducted with candidates who have applied for a Head Coach position at the age divisions and tiers the Titans Coach Selection Committee is responsible for selecting Head Coaches for.
 - In cases of multiple applicants for the same role, the Titans Coach Selection Committee will select the Head Coach that the Committee feels is the most qualified to develop the players on each team. Criteria that will be considered by the Committee include, but are not limited to, a candidate's:
 - Past coaching experience
 - NCCP coaching certifications
 - Coaching philosophies
 - Fit with the age division and tier the candidate has applied to
 - The named Head Coach will be responsible to select their Assistant Coaches.

10. Evaluation Appeals:

- Appeals regarding the evaluation or coach selection process can be made via email to the President (president@sherwoodparktitans.ca) with the Evaluation Coordinator (evaluations@sherwoodparktitans.ca) in copy.
 - In your email, please **state the grounds that you are appealing on, and the specific section(s) of this Evaluation Policy that you believe has been violated.**
 - Appeals that do not involve a **violation of the Evaluation Policy will not be heard** by the Evaluation Committee.
 - If it is determined that a section of the Evaluation Policy has been

violated, the Evaluation Committee will discuss the appeal and potential solutions.

- **All decisions of the Evaluation Committee are final.**

11. Evaluation Feedback

- The SPTLA will provide an opportunity each season for the membership to give feedback on that season's evaluation process. This feedback will be examined closely to ensure that the Evaluation Policy, evaluation processes, and coach selection processes are continually improved.
- The Evaluation Policy, evaluation process, and coach selection process feedback will not change any selection or placement decisions of the current season, but will be used to improve processes for the upcoming season.

Appendix A: U9 Evaluation Scoring Matrix

- The following Scoring Matrix will be used by Independent Evaluators for the single skills session that is scored by the Independent Evaluators in the U9 age division
- .Players will be scored on a simplified numerical scale of 1 to 3 as follows:
 - 1 = Below Expectations
 - 2 = Meets Expectations
 - 3 = Above Expectations
- Players will be scored across three categories, to receive a total score out of 9 for the single skills session:
 - Players will receive a score in each of the following three categories:
 - Stick handling & ball control
 - Movement & athleticism
 - Shooting & passing
- The bullet point items listed in each category are **not intended to be the exclusive criteria for scoring that category**, and Independent Evaluators will be encouraged to use their **best judgment and lacrosse knowledge and experience** when scoring a player in each category.
- The U9 Evaluation Scoring Matrix is as follows:

Stick Handling & Ball Control:

- Ability: Manages the stick and ball while under pressure or moving
- Cradling: Does the player consistently keep the ball in the stick while running? Does the player protect the ball when cradling? (Basic cradling motion, not expected to have perfect form)
- Loose balls: Does the player efficiently attempt to scoop the ball on the run using the stick rather than kicking or picking it up with their hand?

Movement & Athleticism:

- Overall athleticism: Fundamental movement skills, speed, acceleration, and agility
- Agility and dodging: Ability to change direction, run around/through obstacles, or dodge while carrying the ball
- General coordination: Overall body control, balance while running/stopping, and rhythm during movement

Shooting & Passing:

- Shooting and passing mechanics: Does the player attempt to use proper hand placement and a basic throwing motion toward the net or the player receiving the pass?
- Accuracy and power: Does the player aim for the net area or the player receiving the pass? Is the shot or pass accurate? How much power is behind the shot or pass? (Note: Power should be secondary to form/aim at this age)
- Under pressure: Can the player shoot or pass accurately under pressure?

Appendix B - U11-U17 Player Evaluation Scoring Matrix

- The following Scoring Matrix will be used by Independent Evaluators for all sessions that are scored by the Independent Evaluators in the U11-U17 male divisions, in all tiers, as well as for the U11-U17 female divisions, to score players in the session.
- All players will be scored on a numerical scale of 1 to 5 as follows:
 - 1 = Weak
 - 2 = Below Average
 - 3 = Average
 - 4 = Above Average
 - 5 = Excellent
- Players will be scored across four categories, to receive a total score out of 20 for each session, regardless of whether the session is a skills session or a 5 on 5 scrimmage.
 - Players will receive a score in each of the following four categories:
 - Stick skills
 - Athleticism
 - Offensive skills
 - Defensive skills
- The bullet point items listed in each category are **not intended to be the exclusive criteria for scoring that category**, and Independent Evaluators will be encouraged to use their **best judgment and lacrosse knowledge and experience** when scoring a player in each category.
- The Player Evaluation Scoring Matrix is as follows:

Stick Skills:

- Passing: Proper technique, accuracy, speed, ability to pass under pressure
- Catching: Proper technique, ability to catch under pressure, ability to catch a poor pass
- Cradling: Proper technique, ball protection
- Loose balls: Proper technique, speed, ability, aggression, do they win loose ball battles?
- Shooting: Speed, accuracy, shooting on the move, shooting under pressure, scoring ability, shot types (overhand, bounce, behind the back, etc.)

Athleticism:

- Acceleration, speed, agility
- Strength
- Fitness/endurance

- Work ethic, hustle, compete

Offensive Skills:

- Movement: Running through the defence, creating space, dodging ability (split, face, bull, etc.)
- Picks: On ball and off ball picks, slip picks, seals
- Positioning: Proper space from teammates, understanding of where they should be in offensive sets and odd-player transitions, does the player set up to make themselves a threat?
- On ball and off ball play: Does the player work in a pair on ball and off ball to set picks, slip picks, or seals to create space for themselves or their offensive partner?
- Offensive IQ: Overall understanding of how to play team offence in an offensive set, offensive decision-making, ability to spread a defensive out, shot selection (high % vs. low %), identification of slow defensive changes, shot clock awareness, situational awareness, etc.

Defensive Skills:

- Checking: Body and stick checking ability, use of different stick checks, aggressiveness
- Footwork: Ability to stay with a player, maintain appropriate base, appropriate use of crossover steps, shuffle steps, drop steps, etc.
- Positioning: Picks up a player, space from teammates, understanding of where they should be in defensive sets and odd-player transitions
- On ball and off ball play: Does the player work in a pair on ball and off ball to communicate through picks, slip picks, and seals set by the offence?
- Defensive IQ: Overall understanding of how to play team defence in defensive sets, defensive decision-making, identification of offensive tactics and plays, communication as part of a defensive unit, identification of slow offensive changes, shot clock awareness, situational awareness, etc.

Appendix C - Goalie Evaluation Scoring Matrix

- The following Scoring Matrix will be used by Independent Evaluators for all sessions that are scored by the Independent Evaluators in the U11-U17 male divisions, in all tiers, as well as for the U11-U17 female divisions, to score goalies in the session.
 - One Independent Evaluator with previous goaltending experience in a playing or coaching capacity will exclusively evaluate the goalies during sessions scored by the Independent Evaluators.
- All goalies will be scored on a numerical scale of 1 to 5 as follows:
 - 1 = Weak
 - 2 = Below Average
 - 3 = Average
 - 4 = Above Average
 - 5 = Excellent
- Goalies will be scored across four categories, to receive a total score out of 20 for each session, regardless of whether the session is a skills session or a 5 on 5 scrimmage.
 - Goalies will receive a score in each of the following four categories:
 - Positioning & movement skills

- Save skills
 - Goalie stick skills
 - Game situations
- The bullet point items listed in each category are **not intended to be the exclusive criteria for scoring that category**, and Independent Evaluators will be encouraged to use their **best judgment and lacrosse knowledge and experience** when scoring a goalie in each category.
- The Goalie Evaluation Scoring Matrix is as follows:

Positioning & Movement Skills:

- Movement: Laterally, forwards, backwards, is it quick yet controlled?
- Movement positioning: Does the goalie still fill the net and take up space as they are moving laterally, forwards, and backwards?
- Square to the ball: Is the goalie aware of where they are in space? Are they square to the ball after the ball moves?
- Post mechanics: Does the goalie hug the post when needed? Do they find their posts to center themselves?
- Depth adjustments: Does the goalie push out and sink in as optimal based on the position of the ball?
- Repositioning: Is the goalie able to reposition themselves after making a save?
- Stick positioning: Is the goalie's stick square on the ground and square to the ball? Does the goalie's stick stay square to the ground and the ball when moving?

Save Skills:

- Overall save ability: Does the goalie keep the ball out of the net?
- Save types: Is the goalie strong at all save types (pad, shoulder, stick, glove)?
- Saves in odd-player situations: Is the goalie strong at making saves in 3 on 2, 2 on 1, 1 on 0 situations?
- Odd-player situations: Can the goalie make a save in 3 on 2, 2 on 1, 1 on 0 transitions? Can the goalie make a save when on the penalty kill?
- Rebound control: Is the goalie able to corral the ball in the crease, or rebound the ball away from danger?

Goalie Stick Skills:

- Passing: Accuracy of the pass, selection of the pass. Does the goalie panic when making a pass out of the crease? Can the goalie make a transition pass?
- Loose balls: Is the goalie able to quickly corral loose balls? Does the goalie come out to play the ball when needed?

Game Situations:

- Anticipation: Does the goalie read the offence to anticipate and react to where the ball is going next?
- Clock awareness: Is the goalie aware of when a shot is coming with a low shot clock or low game clock?
- Picks: Does the goalie set picks for their defence as appropriate?
- Communication: Does the goalie communicate with their defence?

Appendix D: Evaluation Exemption Form and Information

- The Evaluation Committee will consider exemptions for players with extenuating circumstances that prevent them from meeting the attendance requirement for their respective age division, when an exemption is requested through the use of the **Evaluation Exemption Form**.
- The form can be found here:
 - o [Evaluation Exemption Form](#)
- For further information, see the following document:
 - o [SPTLA Evaluation Attendance and Exemption Information](#)