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## CORA PLAYER ASSESSMENT GUIDELINES

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## Introduction

Player assessment guidelines provide parents, convenors and assessors with consistent, transparent information on CORA's player assessment process. These guidelines will be followed unless an exception to the guidelines is approved by a vote of the CORA Board.

A selection process occurs each year so that players can play on a team with players of similar age and playing ability. The tryout schedule is available at registration and on the CORA web site [www.ottawaringette.on.ca](http://www.ottawaringette.on.ca). Please check the web site during tryouts for schedule changes.

All parents, players and coaches are encouraged to review these Guidelines each year prior to tryouts.

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## Eligibility/Tryout Jerseys

Subject to any additional registration requirements imposed on players by the Eastern Region Ringette League or otherwise, any player registered with CORA or registered with another association and able to present a properly completed player release form at the time of the first tryout session, can attend the tryout sessions.

All players trying out for CORA will be required to wear a tryout jersey which can be purchased in advance and retained by the player for future year tryouts and for team practices. Each player will be identified by a unique jersey number which helps to reduce confusion when assessing.

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## Out of Association Players, Underage Players, Player Releases, Team Formation

The CORA Player and Team Formation policy covers issues related to:

- Out of association players;
- Underage players;
- Player releases; and
- The formation and seeding of teams.

This policy can be found on the CORA web site.

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## Expectations and Commitment Letters

As an association, we encourage players to play at the highest level they are comfortable with and capable of playing, however, players have to approach the competitive team tryouts with realistic goals in mind. As a rule of thumb, a realistic goal would be to move up one skill level in the second year of an age group, and drop one skill level when moving up an age group. This is just a guideline as player skill development rates differ and player numbers vary at each level.

While teams are never pre-selected and no spots are reserved on a team, there is often a core group of athletes who consistently earn a position at the AA level. This is a reality in all sports.

Competitive players will be asked to sign a Commitment Letter at tryouts to reflect the obligations expected of a competitive player and the importance of acknowledging those commitments at the outset and honouring them throughout the year.

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## Attendance

Players are required to attend every assessment session. Failure to do so may jeopardize the player's ability to make the team. The Convenor must be notified in advance if a player is unable to attend any of the sessions.

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## Tryout Policy for Injured, Ill or Absent Players

For players that are injured, seriously ill or absent for all or part of the tryout process, the executive will handle them on a case by case basis. The outcome will be one of:

1. **There is a clear and obvious placement:** The executive immediately places the player on the appropriate team based on history. Factors considered may include: performance in the tryout for the portion attended, input from previous coaches, statistics from previous years and input from experienced ringette individuals that have seen the player perform. The player has the choice to opt for outcome 2 below if they do not agree with the placement.
2. **There is no clear and obvious placement:** The executive rules that the player must tryout when healthy/available.

For outcome 2 above, the player will be offered the following option:

- **Spring Tryouts:** The player can attend one practice with the target team and then will be assessed in an exhibition game in the fall unless they are still injured.
- **Fall Tryouts:** Once the player is cleared to play she can attend one practice with the target team and then will be assessed in an exhibition or league game.

The Convenor will try to assemble the assessors who conducted the original tryout for the target team; however this is not required to proceed. The assessors, along with one or more experienced members of the executive (President, VP Competitive, VP Recreational, Coaching Director or designate), will evaluate the player and determine the most appropriate placement. There is the option, but no requirement, to seek input from the head coach. However, the head coach cannot use a coach's pick to add an injured player

The Convenor will meet with the VP Recreational or VP Competitive to determine the roster size for the target team and make arrangements with the team one level down to receive the player if she does not make the target team.

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## Provision of a Trainer

For all sessions a trainer will be identified and will be available to assist as needed.

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## Size of Teams

The number of players selected for any team will vary and will be determined based upon up-to-date registration numbers at each age level by the Registrar and the VP Competitive and/or the VP Recreational or other member of the CORA Board.

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## Assessment Cost

For details on the assessment fee, please see the registration page on the CORA website.

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## Assessors

Age group Convenors will arrange for three qualified assessors and goalie assessor(s) as needed (from a list of qualified assessors) for each tryout session. Efforts are made to select the same assessors for all sessions to enhance consistency.

Assessors are selected from a list of qualified CORA assessors. Assessors must be at least 18 years old and possess one of the following qualifications: Community Sport Initiation (CSI) trained, or greater; Level 1 Ringette Referee, or greater; equivalency experience as deemed sufficient by the VP Recreational or the VP Competitive. Qualified assessors may only participate if they have no family members on the ice.

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## The Role of the Head Coach

Before tryouts start, CORA seeks applications for the head coach position for each team. Applications are reviewed by the Coaching Director who makes a recommendation to the Board. Non-parent coaches may be confirmed immediately. Parent coaches are accepted as the provisional head coach until their child is selected for the team by the independent assessors.

Provisional head coaches (or assistant coaches designated by the provisional head coach and cleared by the Convenor) may be asked to run the assessment drills. The assessment will follow the CORA tryout plan that has been approved by the Board. Assessors can ask for changes to the on-ice activity as needed through the Convenor.

Before the first tryout, the Convenor will meet with the provisional head coach to discuss team composition by position. For instance a provisional head coach may indicate a desire for a team that is a 7-5 team (i.e. 7 forwards and 5 defence) or may have a target size in mind, e.g. 11 skaters.

- At U10 the discussion will focus on total numbers on each team, not position.

- At U12 competitive the provisional head coach may indicate the desired team composition.
- At U12 recreational the discussion will focus on total numbers on each team and the assessors will assign players based on the assessment not positions.
- At U14, U16 and U18 (competitive and recreational) the provisional head coach may indicate the desired team composition.

The convenor and the assessors will divide the remaining players into teams for scrimmages or exhibition games during Tryouts 3 and 4 with set positions (except at U10 and U12 recreational). If the provisional head coach is made the head coach after Tryout 2 he or she may work with the Convenor to advice on team composition for exhibition games.

Wherever possible, each team will include two line ups – one for the first half of the game/scrimmage and one for the second half. The goal is to give players different line mates during the game/scrimmage. The Convenor will review the proposed line up to confirm that it is reasonably balanced.

Head coaches can also participate in assessment meetings – see **Assessment Meetings**.

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## Registration and Tryout Organization

Parents should register, decide which team tryout session to attend, and continually check the web site for tryout schedule/location changes. Tryouts are held in descending order from the most competitive level to the least competitive level. All players will be informed of the outcome of their tryout by email (including when/where to go for the next tryout session if necessary). Every effort will be made to distribute the email follow up within 24 hours of a tryout session.

At the tryout session Convenors and volunteers will take attendance and provide tryout jerseys at a fee. Once players are on the ice, the Convenor will hold a short parent information meeting. Tryout session formats are outlined below. A list of Convenors can be found on the CORA web site at <http://www.ottawaringette.on.ca/executive.htm>.

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## Format for Tryout 1 and 2 (All Levels)

### **Goal**

Our goal is to assess all players on individual skills and game skills by the end of tryout 2. Every effort will be made to assess all players against all criteria by assigning a score in each category. Assessors will use an assessment template to record the scores.

Individual skills should be the focus of Tryout 1 and will include drills focused on skating, passing and stabbing. Game skills should be the focus of Tryout 2 with the focus on aggression, positional play and effectiveness in their position using game drills involving 1-on-1, 2-on-1, 3-on-2, and so forth. Every effort will be made to incorporate a scrimmage into tryouts 1 and 2.

Tryout drills can be found on CORA's website under Resources/Policies and Procedures.

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## Format for Tryouts 3 and 4

### **Goals**

To assess all players in game situations and to create a team that matches the desired team composition for the level of play.

### **Exhibition Games – Competitive Tween, Junior and Belle**

At the competitive level (U14 to U19, and possibly U12) an exhibition game will be arranged for Tryout 3 or Tryout 4. Bench helpers will use the rosters provided and will play the players in their designated positions. Ideally there will be at least 2 helpers on each bench plus one trainer for the game. Family members cannot not be on the same bench (e.g. a father and his daughter).

## **Scrimmages – All Levels**

Scrimmages will be organized at all levels and the players will be playing in the positions where they have asked to be assessed (with the exception of U8 to U10 where positions will be assigned). Bench helpers will use the rosters provided and will play the players in their designated positions with lines varied half way through the scrimmage on day 3 and 4 where possible and buzzers to be used to provide equal ice time. Convenors will work with the provisional coach to determine the various lines and the appropriate length of time for each shift. A volunteer will be needed for the clock and ideally there will be at least 2 helpers on each bench plus one trainer for the game. Family members cannot not be on the same bench (e.g. a father and his daughter).

## **Assessment During Tryouts 3 and 4**

Assessors will be responsible for assessing players using the criteria provided. Assessors will also be able to provide general written comments.

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## **Positions Played During Tryouts**

Players will have an opportunity to play in the positions they identified as their preferred positions at sign up at Tryout 1. Players may be asked to play other positions during tryouts.

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## **Assessment Meetings**

The assessors shall undertake assessments during Tryout 1 and 2 in order to independently assess all players in attendance. The Convenor will make best efforts to record all scores into a single document that will complete the numeric component of the assessment. The assessors will use this numeric summary and their own notes to rank players and determine releases after Tryout 2. At the competitive level there may be between 16 and 20 players moving into Tryout 3 and at recreational there may be 20 players to allow for a full 10 vs. 10 scrimmage during Tryout 3.

Once the provisional head coach's daughter is selected to the team they are confirmed as the head coach and once confirmed may participate in the tryout assessments and meetings for Tryout 3 and Tryout 4. The head coach should take his or her own notes using the assessment criteria and has one vote as does each assessor.

At competitive levels for U19, U16, U14 and U12, the head coach may select the final two players from amongst those players attending the final tryout. The head coach will have an equal vote in the selection of goalie(s), or the head coach may use one or both of his or her 2 selections on the goalie selection. The final two selections are subject to review by the Convenor who can bring it to a sub-group of the Board for review if the choices are inconsistent with the assessor data. The VP Competitive or the President or a Board member selected by the President must be present for the head coaches' selections.

Non-parent head coaches may participate in all assessments and meetings and have one vote as well as the ability to select the final two players.

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### Players On the Bubble

After the initial assessment sessions there are usually a handful of players who are 'on the bubble' or those for whom it is very difficult to decide who should make the team.

- **IF** your child is 'on the bubble' and makes the team, this will be an opportunity to play with some players who are more skilled. This may result in added pressure of trying to perform to the same level as the rest of the team.
  - **IF** your child is 'on the bubble' and doesn't make the team, this will be an opportunity to play with players who have slightly less skill and to a leader on the team with the rest of the players.
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### Communication with Players

Usually decisions/releases will be made after Tryout 2. In this case, player families will receive notification by email from the Convenor directing them either to the next session with that team or to a tryout session at the next level of play. Should a parent or player be interested in feedback they should contact the age group Convenor (contact info included in the email). Email notification will also be issued after Tryout 3 and Tryout 4.

After Tryout 3, some players deemed to have already made the team might be asked not to participate in Tryout 4 so that evaluators may better assess the skills of the remaining players.

Every effort will be made to distribute the email follow up within 24 hours of a tryout session.

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### Assessment Criteria

Players will be evaluated using age and level specific criteria. At the younger ages, the criteria focuses mostly on hard skills (e.g. skating, stabbing, shooting). As the players get older, soft skills (e.g. positioning, game sense) play a significant role. For details on the criteria used for each age/level, please refer to the CORA Tryout Plans document located in the Tryout section of the CORA web site.

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### Concerns / Questions

All concerns and questions should be directed to the age group Convenor. A list of Convenors can be found on the CORA web site at <http://www.ottawaringette.on.ca/executive.htm>.