



RICHMOND JETS MINOR HOCKEY ASSOCIATION POLICIES

SECTION F – COMPETITIVE (REP) HOCKEY

Competitive (Rep) Hockey Policy – Final
Approved August 2018
Updated June 2022, May 2023, April 2024, **April 2025**



Richmond Jets Minor Hockey Association

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1. INTRODUCTION

Rep hockey is an opportunity for players that demonstrate higher levels of skill, effort and tactical thinking to play against players of similar ability from other associations. For players and their families, the Richmond Jets Association recognizes that the evaluation and selection process can be the cause for much tension, not to mention frustration and anxiety. By outlining the expectations for those processes as well as what is expected after having been chosen to a rep team, we hope to allay any concerns that families might have. The Jets are committed to ensuring a process that is fair and consistent thus allowing for our kids to have the best opportunity for success.

The evaluation process is the starting point for the formation of competitive teams. Outlined herein are the foundations of what is expected from all stakeholders: players, parents, coaches and association executives. An intimate knowledge and strict adherence to these expectations will help to create a positive experience for all involved.

2. REGISTRATION

- 2.1.** Players must be registered with RJMHA and insured prior to participating in the "Rep" tryouts.
- 2.2.** Players trying out for Junior or BCEHL Zone hockey teams must register with RJMHA and attend a **minimum of one session** to preserve the potential for a spot on a Rep team, should the player be released from Junior or Zone team.
- 2.3.** Only those players in the U11/U13/U15/U18 divisions who have indicated on their registration forms that they wish to try out for Rep, and who have registered and paid the Rep tryout fee in full by **11:59 PM PST July 1**, will be contacted and given tryout ice times. No late registration will be accepted unless approved by the Director of Rep and the Rep Committee and if a player backs out of tryouts after the deadline, then the tryout fee is **non-refundable**. If late registrations are received, they will be reviewed by the rep committee.

A player registering for tryouts must elect to try out for either a goalie, forward or defense position.

All tryout applicants must attend all tryout dates. This is subject to review by the Director of Rep and Rep Committee.



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3. TRYOUTS & FORMING REP TEAMS

- 3.1.** Players and goalies should attend tryouts with neutral-coloured jerseys, RJMHA socks and white or black stick tape and a black helmet (i.e., no prior association or Spring team colors or logos). Players may be asked to change their jersey or cover stickers on their helmets prior to stepping on the ice.
- 3.2.** All age-groups, players that have registered for rep evaluations will be tiered from top to bottom - players ranked from 1 to X and teams tiered from A1 to X with the top 15-17 players making up Team 1, the next 15-17 Team 2, etc. The total number of players per rep team will typically include 15-17 skaters + 1-2 goalies (and potentially a greater number of players in the older divisions).

For the U11 and U13 divisions, rep teams will not carry more than 15 skaters on a team as approved by the board and may only carry 1 goalie, depending how many goalies register in each division.

The total number of rep teams per division is a function of the number of players expressing an interest in playing rep hockey. The number of rep teams in each division will be determined by the Board after the tryout registration deadline.

- 3.3.** The Rep Evaluation and Selection Process is comprised of 3 core phases:
- Phase 1 – Individual skills assessment – goalies & players
 - Phase 2 – Intra-division scrimmages (full and small area scrimmage and game play)
 - Phase 3 – Practice groups and inter-Association exhibition games
- 3.4.** A list of player skills which may be evaluated is attached Appendix A. The list of goalie skills which may be evaluated is attached as Appendix B. Goalies will be evaluated by goalie specific evaluators in a separate individual skills assessment prior to or in conjunction with Phase 1 for skaters.
- 3.5.** All U11-U18 tryout groups will be grouped alphabetically into a determined number of groups for the initial 1st skills assessment skate. For the 1st intersquad scrimmage in U11/U13/U15 divisions, the players will again be grouped alphabetically.



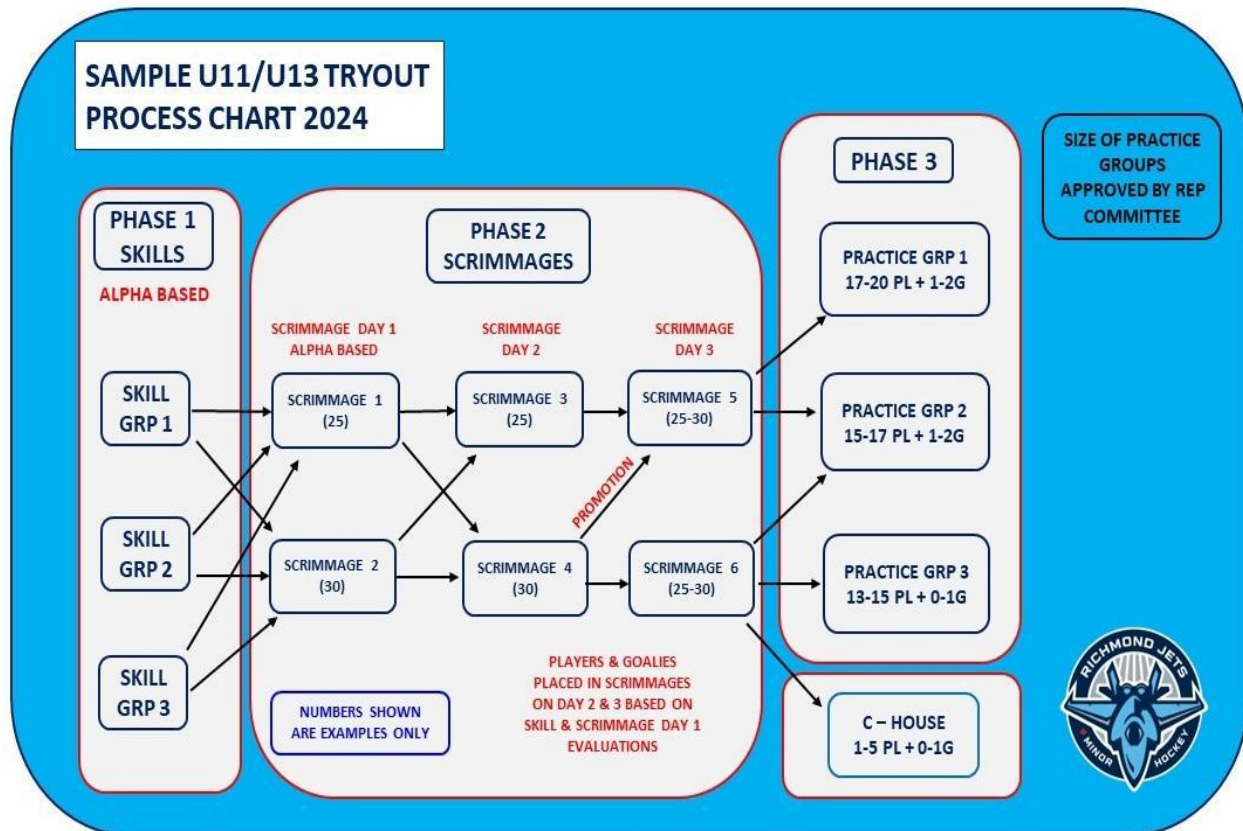
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3.6. All scores from skills assessment and the 1st intersquad scrimmage will be weighted at 60% for the intersquad scrimmage and 40% for skills, in order to create ranked groups for the 2nd intrasquad scrimmages utilizing the promotional model.

This will allow for a certain number of players to be moved up and be assessed with the higher group. All games to be played as 5 on 5.

Figure 1 – Sample Player Evaluation and Selection Process Chart

(Please note this is only an example and numbers and groups shown will be based on registration each year)





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- 3.7.** During Phase 1 & 2, the allocation of authority on player advancement rests with the *Evaluation Team (ET)* (see section 4 on *ET* definition), based on evaluation scores and rankings.

After the final day of scrimmages for each division, coaches will be permitted to be in the evaluation room following the last intersquad scrimmage game. Coaches input will only be permitted if there is a tie or similar ranking scores for the players that are on the border of making a working group (Phase 3). If the coaches present coached one or more of the players on their spring teams, then their input will not be permitted in order to remove any bias.

- 3.8.** After the first set of intrasquad scrimmages have been completed (Day 1), the top assessed players will move to the top scrimmage. After the intrasquad scrimmages on Day 2, players cannot be demoted and only promoted, but could also slide across and remain in the same group until the practice groups are formed.

This process provides every player an equal opportunity to demonstrate their hockey skills in order to earn a position on the next level. It has been carefully designed to allow a player the opportunity to have a bad scrimmage and still be successful in achieving the highest level of play appropriate to their skill level.

- 3.9.** To begin Phase 3, most players will move to tiered practice groups and will be expected to participate in meetings, practice sessions, off-ice sessions, exhibition games, etc. At this stage of the process, the allocation of authority on player selection shifts to the *Coaching Team* from the *Evaluation Team* as rosters begin to take shape. Players not advancing to the lowest tiered practice group will cross-over to C-division evaluations.

The following table is an example of the dispersion of players and group size of the *Phase 3 - Practice Groups* with the goal of forming tiered rep teams. The **final group size** will be determined by the rep committee.

- A1 – 15-18 skaters + 1-3 goalies
- A2 – 15 skaters + 1-2 goalies
- A3 – 15 skaters + 1-2 goalies



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*Prior to rep evaluation skates, the division manager and/or rep director or rep tryout coordinator will communicate with all families registered for rep tryouts on the current projected number of skaters following phase 1 & 2 of the process, that will be assigned to each working group and the projected number of goalies that will be assigned to each working group at the discretion of the rep committee.

- 3.10. Note:** It is important to note that participating with a practice group **does not** mean a player has made a rep team and they can still be released to the C program. At this stage players are provided an equal opportunity to demonstrate their skill and character as fitting within the specific needs of the team.
- 3.11.** The Rep Player Evaluation and Selection Process for the highest tiered team (A1) will conclude as players and parents are notified of final player selections and releases to the next nearest practice group (A1 to A2; A2 to A3, etc.) are made. Coaches have authority for releasing a maximum of 3 skaters and 1 goalie to the next nearest practice group. This format will continue until all rosters complete.
- 3.12. U13, U15, U18 Divisions:** All teams/divisions in **U13 to U18** are required to report their rosters by a target date determined by the Rep Committee at the onset of tryouts (typically the Monday following the 3rd weekend in September). It should be noted, player movement may continue within divisions as per PCAHA rules and regulations.

Potential release dates to be confirmed by Rep Committee prior to tryouts:

A1 - Sept 11 Releases
A2 - Sept 16 Releases
A3 - Sept 23 Releases

- 3.13. U11 Division:** All teams in **U11** are required to report their rosters by a target date determined by the Rep Committee at the onset of tryouts (typically the Monday following the 3rd weekend in September). It should be noted, player movement may continue within divisions as per PCAHA rules and regulations.
- A1 - Sept 15 Releases
A2 - Sept 22 Releases
A3 - Sept 29 Releases



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4. EVALUATION TEAM

- 4.1.** Off-ice evaluators or the *Evaluation Team* (ET) comprised of the division's rep coaches plus 2 to 3 independent evaluators with demonstrated hockey acumen that are not directly linked to the division (i.e., they must not have a child in tryouts for that division). The independent evaluators will be approved by the Rep Committee.
- 4.2.** On-ice coaches for the skills assessment have past coaching/ playing experience and are confident in facilitating assigned on-ice evaluation drill plans. These facilitators are not directly responsible for evaluating players.

5. COMMUNICATION OF PLAYER RELEASES

- 5.1.** During Phase 1 & 2, players and parents will expect to receive an email notification from their respective Division Manager regarding player groupings and their next scheduled on-ice session. If a player or parent believes they have not received proper notice or remain uncertain of their next ice-time, they are to contact the Division Manager as soon as possible to acquire this information.
- 5.2.** A player's parent/guardian will be contacted by email from the Division Manager when their player is released from rep evaluations. At this point they will be provided instructions for re-entering the C-Division evaluations.
- 5.3.** During Phase 3 (final roster selections), final releases will be made by email. Provision can be made, at the parent's request, to conduct a follow-up one-on-one interview with the head coach to provide specific feedback on why they have or have not been selected for the team.

The division manager or a Rep Committee member will be present at these meetings. Coaches should brief the Jets representative attending on the player to be released at least one day prior to the meeting. If applicable, instructions on joining their new practice group will be provided at that time. All players released will be given a copy of his or her written evaluation at the time of release. All release meetings should be held in Richmond.



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6. PLAYERS ELECTING TO DROP DOWN (Phase 3 Only)

- 6.1. **PRACTICE GROUP RELEASES:** Once selected to a practice group, players may request in writing to RJMHA, care of the Division Manager, to drop down to a lower practice group, but may not specify a particular team within a level.
- 6.2. In all cases where a player elects to “drop down” to the C program subsequent to being chosen for a practice group, the player will be required to submit their reasons in writing to the Division Manager. Rep tryout fees will not be refunded under such circumstances.
- 6.3. **TEAM SELF RELEASES:** Any player that self releases or requests a self release to a lower rep team/group (example - A2 to A3), after practice groups are assigned, the player will automatically be released to house. Any player that self releases after initial rosters are formed (typically end of September), will incur the cost of the entire Rep fee with **no refunds**. The player that self releases after teams are formed will not be able to enter the Rep program the following season.

7. EXEMPTIONS FROM PLAYER EVALUATIONS

- 7.1 All players that are hoping to play Rep Hockey for the Richmond Jets **MUST** attend the Phase 1 and 2 Evaluation Skates in full (all ice times). No exemption will be made for extended travel (i.e. - vacations).
- 7.2 In the case of sickness or injury, a note from the attending physician must accompany a player's request for exemption. If the Executive Director and the Rep Committee excuses the absence, the player shall be placed in a skills group by the *Evaluation Team* based on all available information about such player, including the level of the player's most recent team, his/her previous coach's view and placement of comparable players.

Absences due to injury or illness and family emergencies shall generally be excused. If the Executive Director and the Rep Committee declines to excuse the absence, the player or parent may appeal to the Rep Appeals Committee.

If a player is not granted an exemption and unable to make the Rep Tryouts, they will not be allowed to participate in the rep hockey program.



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- 7.3** Requests for exemption for reasons other than sickness/injury, such as significant activities (including a major-midget or junior player participating in another evaluation camp), religious holiday, tragedy, etc. will be considered without bias.
- 7.4** In the event that a player is unable to make one or more of the tryout sessions to which they are assigned, due to injury, sickness or an unforeseen circumstance, the player or their parent(s) should promptly contact the Division Manager (who will in turn report to the Executive Director and Rep Committee) and explain the reason for the absence and an estimated time of return.
- 7.5** In cases where sickness/injuries make player participation impossible for a lengthy period of time, if a player has been assigned to a specific group and that group forms to become a team, a roster spot may be held if the player has a doctor's certificate indicating that the player will be able to play hockey by the **first Saturday in October** of the current season (based on a typical season). The player's spot will be held but will still be evaluated and assessed with either the current equivalent working group or a lower working group. The player will be evaluated at a minimum of one game and one practice by the coach/evaluator/Director of Rep.
- If the working groups are formed, then the head coaches may hold a spot on the roster for an injured player after the deadline as approved by the Board.
- 7.6** In cases where, in the opinion of the *Evaluation Team*, there is insufficient information for placement in a particular skills group, a spot will not be held. In cases of significant sickness/injury (one that causes the player to miss multiple sessions), confirmation from the attending physician approving the player's Return to Play is required before the player can rejoin the process.

8. APPEALS

- 8.1.** Prior to the start of Rep tryouts, the Board shall appoint a Rep Appeals Committee. The members shall not be involved in the evaluation process.



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- 8.2.** A player may appeal within 48 hours of notification of release. The notice of appeal must be in writing on a prescribed form and directed to the Rep Appeals Committee. A fee of \$100 will be payable prior to the commencement of an appeal.
- 8.3.** The Rep Appeal Committee will only entertain an appeal based on the premise that the prescribed evaluation process has not been adhered to.
- a) The Rep Appeals Committee will reach and communicate their decision no later than 72 hours after receipt of the notice of the appeal.
 - b) The decision of the Rep Appeals Committee is final. No further appeals shall be permitted.

9. CONFLICT OF INTEREST

- 9.1.** Where an identified conflict of interest exists, such as a parent coach possibly selecting his child to a team, the placement of the player shall be with the consensus of the Director of Rep, Director of Hockey and the Rep Committee. The coach-in-conflict shall be absent from the room during the deliberations.

10. SELECTION OF HEAD COACHES

- 10.1.** The Rep Committee is authorized to establish and select a Coach Selection Committee for the purposes of interviewing and recommending candidates for RJMHA's Hockey Teams to the Executive Board for RJMHA. This Committee shall be comprised of 3-5 members, as approved by the Board, including, members of the Rep Committee, the Director of Rep, the Director of Hockey, and/or RJMHA Members.
- 10.2. Rep Team (non-parent) Head Coaches** for our A1 and A2 teams shall be approved by the Board of Directors by secret ballot or other mutually agreed-to procedures on recommendations from the Rep Committee. The Coach Selection Committee shall strive to have their final selections for Rep Team Coaches ready for approval by RJMHA's Board Meeting May of each year.

For all A1 Teams within the Richmond Jets, there will not be parent head or assistant coaches allowed to be rostered or be on the ice or on the bench. This would account for U11A1, U13A1, U15A1 and U18A1 teams. If no non-parent coaches are available, then parent coaches that do not have a player on the team will be considered as approved by the Board.



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- 10.3.** A Rep Head Coach shall not name, nor have persons act as his Assistant Coach(es) and/or his Manager, until after the team has been selected, unless such persons are not parent(s) and/or guardian(s) of players trying out for the team. All assistant coaches are to be approved by the Director of Rep and the Rep Committee.

An information meeting either virtual or in person, will be set for August, prior to tryouts, to review the rep tryout process and program details.

- 10.4. Parent Interim Head Coaches** - For our A3 and A4 teams if declared depending on registration, parent interim head coaches may be selected prior to the start of tryouts as approved by the RJMHA Board. During the evaluation process, the Evaluation team in conjunction with the Director of Rep and the Director of Hockey, will assess the parent interim head coach's child to ensure they are independently evaluated.

- 10.5.** It is important to note that the term **Parent Interim Head Coach** and **Parent Interim Team Manager** means that these positions are not official until the conclusion of player evaluations. The integrity of the player selection process takes precedence over the placement of any parent coaches or managers.

Note - During the evaluation process the Director of Rep and/or the Director of Hockey and the Rep Committee will evaluate the Parent Interim Head Coaches and Parent Interim Team Managers child to ensure they are independently evaluated.

11. OTHER PROVISIONS

- 11.1.** Coaches should specify a list of affiliate goaltenders, defense and forwards.

- 11.2.** Considerations for affiliate players include, but are not limited to, performance and attitude. Given player's and families' schedules with their primary A or C team, school and other activities, families should evaluate thoroughly their ability to commit to being an affiliate player. The coach wishing to affiliate a player would make decisions in accordance with the affiliate player policy and in conjunction with the player's primary team coach, the parents and the division manager. An affiliate player's first responsibility is to their primary team game schedule. Please refer to the Affiliate player policy for more details on the affiliation process.



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- 11.3. Players must be registered with RJMHA and insured prior to participating in the "Rep" tryouts.
- 11.4. Only those players who have indicated on their registration forms that they wish to try out for Rep, and who have paid the Rep tryout fee by the deadlines, will be contacted and given tryout ice times.
- 11.5. A player registering for tryouts must elect to try out for either a goalie, forward or defense.
- 11.6. The Board reserves the right to adjust the tryout process, while retaining fairness throughout, if circumstances beyond our control dictate.

12. BUDGET – COACHES

- **Head and assistant coaches** reimbursement for mileage (KM's) for tournament travel will be **\$0.68 per/kilometer**, this would start from the Richmond Ice Centre.
- **Parent Head Coach** stipends will be **\$1,000 per team** budgeted into the Team Fees.
- Non-Parent Assistant Coach's stipends will be capped at **\$1,000 per team** for all coaches and be budgeted into the Team Fees.



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13. NOTICE TO PLAYERS & PARENTS

The decision to enter the Rep hockey program is an important decision and should not be taken lightly. We encourage you to consider the following before finalizing your decision. A tremendously high level of commitment is expected from all Rep players with respect to attitude, attendance at games, practices, training sessions and all other team activities. All players (and parents of players) that tryout for Rep should read and agree to abide by the terms and conditions of the RJMHA Competitive Rep Hockey Policy.

There is a discipline on parents and players that requires a minimum amount of time and financial obligation above what is paid in normal registration fees (tryout fees, rep fees & team fees), that may include but not limited to:

- Attending two games (one home and one away) per week
- Attending skill development sessions
- Attending two practices per week
- Being at all games and practices at least 45 to 90 minutes before the scheduled ice time (or as specified by the coaches)
- Attending approximately three tournaments during the season both local and out of town. (to be included in team fees)
- Disclosure of any lengthy trips/vacations to the rep committee prior to tryouts and the coach and manager once teams are formed, that would take a player away from a team for extended periods of time.

When your division is hosting a tournament, parents are required to volunteer time either before or during the tournament to help in organizing and running the event. For "A1" level players in U13 and above, hockey must be your highest priority sport throughout the season. Travel may be required to attend one or more out-of-town tournaments and possibly the Provincial Championship during the season. Additional costs may be incurred for items such as travel, extra ice, etc. This includes additional travel costs for all head and assistant coaches.

Money is raised either through fund-raising activities or direct payment by parents – usually decided by the parents. Teams will be required to complete team budgets by the end of October for review with the parents. ***Failure to pay team and rep fees may result in the player being suspended or released from the team until such fees are paid in full.***



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It is not sufficient just to possess the necessary skills and ability required at any level. Players are ambassadors for the Association and the community of Richmond, and as such, are required to observe high levels of conduct both on and off the ice, at home and away.

Players who have the ability, but do not demonstrate acceptable codes of conduct may not be selected or may be subsequently released from a team. It is the responsibility of every player trying out for Rep to ensure that they are in sufficiently good condition prior to the tryouts to perform to their best ability. All players will be assessed at the tryouts and will be evaluated on their performance at those sessions. We look forward to seeing you in the coming season – and wish you a successful year.



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Appendix A: Skills Evaluation Template:

Skill Area
Skating Acceleration, speed, mobility, balance, stride, cross over, pivots
Shooting Power, accuracy, quick release, shoot in motion, goal score
Puck Handling Heads up, smooth and quiet, good hands, protection
Passing Passing-Receiving, passing choices, on back hand, unselfish
Positional Play F-Deception, change of pace, creativity, determination, go to net D- Gap control, angling, finish check, positioning
Checking Skills Angling, body position, balance & control, defensive side position, strength
Desire/Work Ethic Constant desire to excel, good work ethic, never gives up
On-Ice Awareness Ability to see the play develop, anticipation, understands systems



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Appendix B: Goalie Skills Evaluation Template:

Skill Area
Stance: Balance; Mechanics; B Fly
Mobility: Skating; Shuffling; T Pushing; Balance
Positioning: Depth Adjustments; Square to Puck; Post Mechanics
Saves: Selection; Execution; Rebound Control
Game Situations: Rebound Control; Read & React
Attitude: Focus/Concentration; Anticipation; Desire; Work ethic

**** END OF SECTION ****