



# Amsterdam Tigers Ice Hockey Club

## Team Selection Policy

June 2021

### Introduction

As an organization and a community of families, friends and passionate sports people, it is our goal to provide the most age-appropriate, fun and safe development environment for all youth and junior players to the best of our abilities. The Team Selection Policy is a result of a review of past selection processes and criteria in consultation between the Technical Commission, the board of the club and selected members of the training staff of the club to provide a fair and transparent way to assemble competitive (national competition) and recreational youth teams.

### About Team Selection

Team Selection means that players will be assigned to teams (Team Rosters) which compete in the highest divisions possible based on the input from coaching and player development staff. The Team Rosters for each age level will be first constructed immediately after the end of the season (Spring) and players and parents will be notified shortly thereafter. The final Team Rosters should always be completed before the start of the new competition season which is the day of the first scheduled game (usually at the start of October). This means that some small changes to the Team Rosters can happen over the summer months. This flexibility is needed to ensure that the teams are balanced and we are meeting the needs of players who experienced natural physical growth during the summer months or have improved their hockey skills and athletic performance in a significant way.

The organizations' goal is to make the process as simple, inclusive, and transparent as possible.

It is the philosophy of the Amsterdam Tigers to provide young athletes with as much continuity as possible through their Tigers playing experience. This means that players will be first assembled into groups based on official Dutch Ice Hockey Federation age years and advancement ahead of their own age level will be exceptional and reserved for elite level players. Elite players are those who are deemed to be significantly outperforming their age level peers across a majority of the skills expected to be developed at that level.

### About Player Evaluations

The process by which we determine what are players' individual strengths and weaknesses is called the Player Evaluation Process and this is the foundation of our Team Selection. Additionally, this evaluation of skills helps all coaches, players and parents to understand what the players focus should be for the upcoming year. Player development staff will assess the level and progress of development of players across categories of hockey skills to ensure that we are identifying the individual development needs of our young players and not just focusing on winning or team performance. Below you will find more details on the design of this process. This process will occur twice a year starting in Season 2021/22 and an invitation will be extended to any player who wishes to play for any competitive (U) team including any recreational players from Ijshockeyschool, Tigers Fun, ATHL and any external player who wishes to play for the Amsterdam Tigers.

What skill sets we teach and evaluate at Amsterdam Tigers Ice Hockey Club



Evaluations are structured activities where members of player development staff will focus their attention on how individual players execute technical hockey skills. This may be done in team training sessions, technical training sessions, formal evaluation sessions, parent/player discussions/interviews, coach evaluations, and examining past season performance and behavior. Additionally, a consultation between player development staff will take place to ensure that a fair and total assessment is achieved in this process each time.

The following broad categories of hockey skills will be considered to evaluate the players level and fit:

- Athleticism – Player’s ability to demonstrate solid athletic performance. Evaluators assess a player’s acceleration, coordination, agility, balance, quickness, speed, endurance, strength, and size.
- Technical skills – Player’s ability to execute hockey skills in various situations in drills and in gameplay. Technical evaluation will focus on stickhandling, passing, skating and body positioning.
- Hockey sense – Player’s ability to grasp ice hockey concepts and think in a composed and creative manner both with and without the puck. We will also look at players positioning on the ice. Hockey sense evaluation is about the players understanding of the game and their ability to problem solve in game situations.
- Character – Players intangible qualities such as attendance, commitment, work ethic, motivation, leadership, coachability, communication, discipline, responsibility and a respectful, positive presence towards their teammates and staff. A character evaluation is essential to understanding how to best motivate each player and to assess the player's fit in the team concept.

#### Player Evaluation Process (step-by-step)

Players will always be evaluated with their own age group unless they have already been previously registered and played a full season at a higher age level in a comparable Ijshockey Nederlands club or higher skill level program in a different country (ex. Tier 1 AAA program in the USA).

1. Invitations for Evaluations (January) – Dates for Spring Player Evaluations and any relevant details will be sent to all current members.
2. Spring Player Evaluation Sessions (February/March) – Players will participate in 1 or 2 on-ice player evaluation sessions with their own age groups which will include skills and game play components for all age levels.
  - Technical skills sessions
    - i. U9 / U11 / U13 – small area games
    - ii. U15 / U17 / U21 – combine style testing
  - Game play
    - i. U9 / U11 – 3-on-3 cross-ice games
    - ii. U13 / U15 / U17 / U21 – full ice scrimmage
  - Goaltender evaluation – Evaluated on skills and game play with station based testing during combine testing for U15+ goalies only.



3. Development feedback (April) – Players and parents will receive individual assessment including strengths and specific improvement areas to work on during the off season.
4. Initial Team Selection (May/June) – Technical Director along with Head Trainer and in consultation with team coaches will determine the initial allocation of players to teams where they will report to at the beginning of next season. Parents and players will be informed individually and an initial Team Rosters document will be shared with all members before the annual meeting.
5. Autumn Trial Sessions (August/September) – Internal and external incoming players will participate in the Autumn Player Evaluation sessions which will always take place in the first 2-3 weeks of the season before competitive play begins. This will give us the opportunity to evaluate external players who are interested in joining the Tigers or any players who were not able to attend the Spring Player Evaluations due to injury or other reasons. The sessions will be the same in structure.
6. Final Team Selection (Sept) – The final Team Selection adjustments will take place in early September and will be led by the Technical Director in consultation with the Head Trainer and Head Coaches of each team.
7. Development feedback and season development plans (October) – Technical Director and Head Coaches for the teams will agree and deliver player development plans for individual players and their teams on the basis of the Autumn Player Evaluation session within 30 days of the evaluations.

#### Returning Tigers players

Returning players will be considered for upcoming season team rosters based on their past performance documented over the course of the season as well as their performance during the current Player Evaluation sessions. It is our goal to provide as many opportunities for Amsterdam Tigers players as possible and invest into the players that invest their time, their energy and their resources into our community.

#### New incoming players

The process for newly registered Amsterdam Tigers / Tigers Fun / ATHL players that are interested in playing competitive hockey has been established to provide all players with an open opportunity to be placed at the most suitable level of play. All newly registered players will follow the identical process as is conducted for returning Tigers players. New players interested in competitive (U) teams hockey will be invited to participate in the next scheduled Player Evaluation sessions. Players who are aiming to join recreational hockey, will be seeded at their own age level and level of play in which they participated the previous season.

#### Inclusivity and fairness

A dialogue will take place consistently between coaches and technical staff during the evaluation period. This dialogue will include positional play, strengths, weaknesses, and team make up and will make up the foundation of all player placement alongside the player evaluation. The final placement decision rests with the Technical Director. The evaluations will take place at the beginning, halfway through, and at the



end of the season providing an understanding of the player's progress over time. The Technical Director will lead and manage the team selection process, coordinating with individual team coaches and presenting the outcomes to the Technical Commission for input on fringe players including assignments of players playing up from their age levels.

#### Team size limits and player options

In order to deliver a fair and quality hockey education experience, we have to acknowledge limitations with regards to the amount of players on any given team and on any given time on the ice. We will always strive to provide a hockey experience to any player that wishes to be part of the Amsterdam Tigers hockey family. Whenever this is not possible, we will rely on our Player Evaluation process and input from coaches and trainers to help us make the very difficult inclusion and exclusion decisions. Team size limits will be published with Team Rosters ahead of the annual meeting and will be reviewed after each season.

#### Player promotion

Unlike many other sports, within (Dutch) Ice Hockey there aren't enough youth players to form multiple teams within similar age groups based at different skill levels. Usually there will be only just enough players to form a single team for that specific age group in which all skill levels mix together. As a club we will however try to achieve a hockey experience at the appropriate skill level for each player. Therefore the club may consider players, on an individual basis and only after consultation with parents, to be (partially) promoted to train and/or play with a team of a higher age group.

#### Dispensation

According to the Federation rules, there is a possibility of dispensation to a lower age group for 1st year players to further their development. This is a practice that when used correctly can help players build the skills and confidence they need at the next level by remaining an additional year at a younger age level and rejoining their peers the following year. As a good practice, we offer dispensation as an option for players and only after consultation with parents.

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For more information about Team Selection, Player Evaluations or any other technical hockey matter please contact:

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To join any Amsterdam Tigers youth hockey programs please send an email with your contact details,  
players full name and birth date to:

[playerdevelopment@amsterdamtigers.com](mailto:playerdevelopment@amsterdamtigers.com)

or

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