

Confederation Hockey Evaluation Guidelines

Evaluation Overview

Evaluations are the method of ranking the players to create the framework from which to assemble competitive teams within the EMHA model of competitive recreational youth hockey.

Within Confederation Hockey, our evaluation process starts shortly after the Annual General Meeting. With the new board in place, the Evaluation Committee (“EC”) and Category Directors (“CD”) are assigned by the President. The EC is typically chaired by the Vice President and consists of three people within Confederation as assigned by the President. Alternate EC members are used in cases where the EC member has a child participating in a category. Once these positions are assigned, the EC meets with each CD to review and approve the evaluation process that will be used in a category. It is the EC’s responsibility to ensure that the process used is consistent with the current Confederation Evaluation guidelines.

Once the process has been confirmed it is the responsibility of the CD to ensure its execution. During the evaluation process, the EC is in contact with the CD to ensure the process is followed. Because our guidelines do not anticipate every possible situation, it will occasionally be necessary for the CD to make a decision relating to a specific instance. During these times, it is not uncommon for the CD to discuss options to see if similar situations have occurred in the past and to understand what actions have been taken. This is typically done with senior board members like Hockey Operations. All such decisions are reported to the EC. If the EC feels the decision is contrary to the intent of the guidelines, they may discuss alternatives with the CD. If resolution cannot be achieved, the two groups may defer final decision to the President.

It is important to note that the CD are not responsible for evaluating players. Their duties are to understand the evaluation process and coordinate the necessary volunteers, collect/enter data, move players based on the findings of the evaluators and to hear parent concerns during the process.

The EC is not responsible for evaluating players. Their duties are to ensure the process is clearly laid out for the CD, to ensure the CD has followed the process and to review the results to ensure they are consistent with the club’s evaluation guidelines. After the evaluation process, they are also responsible to review specific cases upon written appeal and to collection suggestions from all stakeholders and recommend changes to the framework for next year’s evaluations.

It is important to understand that it is the Evaluators who ultimately decide player rankings. The CD and the EC are simply controls to ensure all players are ranked as fairly as possible according to our guidelines. It is these rankings that are the primary piece of information that is used to place players onto their teams for the year.

Evaluation rankings are primarily based on a player’s performance during the current evaluation process, not based upon future potential, past performance, parents opinions, how many summer camps the player has attended, past team members placement or coaches comments in the stands. Prior year coach rankings may be used for

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determination of the groupings for the first skills skate, except for goaltenders and are then retained for reference and potentially tie breaker criteria during team selection at the end of the evaluation process.

The player evaluation process consists generally of four on ice sessions (Pre-Novice is 2-3 on ice sessions and Goalies are 5 on ice sessions). All participants should understand that team selection is not complete until after the final evaluation takes place and the information has been reviewed by the EC.

SKATE TIMES – Parents will be contacted by a CD to inform them of their first skate time and arena. After that, dates, times and arenas are subject to change and will be posted on the internet. You will not be called so please check the website for your next skate time. The player's birth date and home phone number are necessary to successfully look up a skate time.

Once the players have completed all their skates and have been ranked, teams are selected by the CD according to skill level groupings. Generally, this is done by deciding how many players will play on a team. For the duration of this document, we will assume there are 13 players per team for clarity in reading, however, teams at different levels will most certainly have different team sizes and registration numbers may dictate that a team may end up with more or less than 13 skaters.

To start the team selection process, the CD starts at the top of the ranking and selects the first 13 players. He then starts at the 14th player and selects the next 13 players for the next team. This continues this process all the way down the rankings. There are four exceptions to the process.

- a) In Pre-Novice, teams are created with the intent of having evenly balanced teams with players from all skill levels. In this case, the CD will use the ranking information to select evenly balanced teams so if five teams are created, the top ranked five players will each play on different teams.
- b) If there are too many players of very similar skill level for one team, the CD may use the next 26 players and create two similarly skilled teams.
- c) When approaching the bottom 13 players of a category, the evaluation data might suggest that if these players are placed together, the team will not be competitive with any other teams in the city. In this case, the CD will contact CDs from other clubs in the city to ensure all teams have a place to play. This may result in the final 26 players being placed onto two evenly balanced teams.
- d) In some cases, the 13th and 14th (and perhaps 15th or more) player may be tied based on the evaluation data. In these cases, the CD will use the tie breaker criteria to determine which player to place on each team. Any ties that result at the cut line between two teams must be presented to the EC during the team ratification process. The tie breaker criteria can be found later in this document.

Once all the proposed teams have been created by the CD, they must be ratified by the EC before coaches and players are advised of their first practice. During the ratification process, the EC reviews the process used, sporadic evaluation sheets to ensure accurate data entry, and looks closely at team selection and tie breakers. Their primary goal is to ensure there have been no oversights or errors made while selecting the teams.

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The group(s) the player skated with during evaluations do not necessarily indicate what team they will be placed on. There is a finite amount of players per team and in most cases the difference in skill level between teams is extremely small. In some cases, 2-3 teams may be made out of a grouping of players that exhibit similar skill levels and may have skated together during evaluations.

In the end, it is the responsibility of the CD and the EC to ensure the evaluations are well organized, fair, accurate, enjoyable, and run with integrity so that the players can participate competitively with and against players of similar skill and have an enjoyable hockey season. Throughout this process, it is typical for the different groups to keep the President apprised of the evaluation process and about potential concerns or issues that arise. In extreme cases, the President may become involved to facilitate resolution as he is ultimately responsible to the membership to ensure all the volunteers have completed their duties responsibly.

The evaluation process is an honest effort utilizing volunteers who commit many personal hours to ensuring a fair and consistent process for all players. No process is perfect, we are constantly striving to improve the process for the ultimate enjoyment of the game for all players at all skill levels. Should you have a suggestion, please forward it in writing to the Evaluation Committee. All suggestions and comments are reviewed by the Evaluation Committee each year and where applicable will be implemented.

Your positive involvement in this process is a fundamental part to ensuring a successful and enjoyable hockey season for all participants.

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Initial Player Placement

1. For the start of evaluation process, players who played with Confederation in the previous season may be placed in groups according to the level that they played during the last season. Placement will also reflect year-end player assessment information received from coaching staff members. The size of these groups will be determined by the CD to accommodate the evaluation of that specific age group. This will apply for all age categories from Novice through Bantam. See point 5 below as an alternative starting point for evaluations.
2. First year and second year players will be separated into 2 initial skating groups for a skills skate which will then determine the ranked order of skaters per age category. Note that due to ice considerations, a complete segregation of initial skaters may not be possible.
3. Players moving to a new age category may not be placed in the top grouping of skaters for the initial evaluation ice session. The CD, with support from the EC as required, will make the determination based upon historical data.
4. New players to Confederation will be placed in a group according to information provided to the CD prior to the evaluation. The level that the player played in the past season, in their previous association, will be used where available. The CD will make the final determination as to the initial placement of the player.
5. Alternatively to the above 4 points, the CD may choose to run the “skills skate” sessions from Novice through Bantam with the players organized alphabetically. The advantage here is that the groups will be mixed with a variety of player skill levels such that each skate group is likely to complete the skills session in a similar time frame, given equal group size.
6. BANTAM ONLY - Players returning from the Southside Hockey Association AA tryouts will be placed according to the guidelines as above. The length of time spent at Southside tryouts will not justify a higher placement for Confederation evaluations.

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Injured or Absent Player Placement

All injuries or absences will require a parent's note or other document to ensure the absences are of a legitimate nature. The CD reserves judgment as to whether or not absences are within reason.

A player missing one evaluation session will not be penalized. The next skate will be at the last placement grouping. A player missing **two** evaluation sessions without legitimate cause will automatically be moved down one team from where their final rankings would have placed them.

A) Injured or Absent Player Prior to Evaluations:

- 1) A player injured or absent for the entire evaluation session will seed where the majority of his/her previous year team mates seed. However the CD along with the EC with input from the coaching staff, reserves the right to change the team, up or down, based upon team skill level compared the returning players skill level.
- 2) A player returning from injury or absences part way through the evaluation process will begin their evaluation where the majority of his/her previous year teammates currently reside. Movement from that point forward, either up or down, will be based upon the returning player's performance.

B) Injured or Absent Player During Evaluations*

A player injured or a player that is absent after the evaluation process has commenced will have their most recent evaluation session placement recorded. At the same time, the majority of his/her previous teammates corresponding evaluation session placement will also be recorded. The relative difference between the absent player's placement and corresponding majority of the teammates' placement will be used to seed the absent player at the conclusion of evaluations. This decision will be made by the CD and will be supported by the EC and the President, if necessary. The player may be moved up or down after initial placement as in example A-1 above.

Example: If after the 3rd round of evaluations a player is situated in group 4, which is one group above the group where the majority of previous year players are seeded, then the absent player will be placed in a group one above where the majority group end up.

**Some discretion will be used where the absence occurs 1 or 2 sessions into evaluations.*

The above are guidelines on how to estimate where absent players should be placed. The CD, in consultation with the EC, may move a returning player, either up or down, to a group where their skill level is more comparable.

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Evaluator Qualifications

Confederation utilizes the services of member volunteers to complete its evaluation process. The volunteers put their names forward on their registration forms. These members are sorted based on their hockey knowledge and experience level.

Once sorted, these individuals are recommended for evaluations at an appropriate age category level. The evaluator cannot evaluate players in an age category that they have children playing in. Exceptions will only be considered where there are insufficient volunteers available for the age group - in these rare cases; the evaluator will not evaluate their own child.

The evaluators will follow the directions and guidelines of the CD for each specific level. These directors will base their directions on the specific evaluation policies and guidelines set forth in the Evaluations Guidelines.

All would be coaches and assistant coaches are strongly encouraged to volunteer their assistance with the evaluations process. Please contact the appropriate CD to assist with this process.

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Query and Appeal Process

The evaluation process consists of four on ice sessions, as a minimum. All participants should understand that team selection is not complete until after the final evaluation. Appeals by players/parents regarding team selection will only be considered once the evaluation process is complete as teams have not been formed until after the process is completed.

During any evaluation process there will be a certain number of players / parents that feel the specific group placement of the player is not correct or may have queries as to their player's placement so far. If this is the case, please remember that the skating groups are not indicative of team selection and the process should be allowed to continue its course to team selection. However queries should be directed to the CD first, then the EC chair or member of, then finally the club President. We ask that you follow this chain of command as the people most familiar with your child's situation, and most likely able to accurately address your thoughts is the CD. Please do not direct queries to any other board member. The Confederation board is made up of many people who perform various important tasks for the club, but only those tasked with the responsibility of the current evaluations are qualified to answer a query on the current process. (Ask the right people, get the right answer)

For player placement appeals please note that the EC is looking for process or mathematical errors that would have resulted in a grossly mis-tiered placement of a player. For this reason, appeals of a 1 team movement will generally not be considered. The relative (average) skill level of 1 team is not usually of significance enough to disrupt the careful and ratified placement of 30 or so other players because of a 1 team movement.

- A) Any concerns should be brought forward to the CD as soon as possible. The director will be able to explain the process and provide you with general information as to the reasoning for a specific player's placement. After the sessions are complete in all age categories, the CD will make available to all concerned parents, the evaluation statistics for their child only. This does not imply that you will be given your child's actual evaluation numbers, but will be told how close they were to a cut line, how varied the evaluators were on their numbers etc.
- B) Should satisfactory resolution not be made between the parents and the CD, a request for a formal appeal must be made in writing and sent to the EC at evalcom@confedhockey.org . The committee will not accept verbal communication as an acceptable appeal. The EC will expeditiously review the evaluation process to date and will rule on the final placement of the child in writing which will be tendered back to the parents, the club President, the CD and will be submitted to the board upon completion.

At this point, the player has been seen, ranked, and/or reviewed by 16 or more evaluators over 4 sessions. The data has been reviewed and entered by the CD in conjunction with his/her assistants. The three senior club members who sit on the EC have reviewed any CD decisions, the evaluation data, the team selections and resolution to any tie breakers. If an appeal is forwarded, the EC then re-reviews all the data for each particular case again to ensure there has been no errors made and may discuss any anomalies with the President. At this point, the decision made by the EC is **final and binding**.

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Once a player is placed on a team there will be NO issuing of any refund as per the registration form that was signed by the player and parent, and in accordance with Confederation Hockey's Refund Policy. Please see the website for further details.

The President will review all written complaints that are directed to the EC to ensure they receive fair and timely adjudication.

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Player Evaluations Process

- Ideally, all players other than Pre-Novice will be scheduled for four on-ice evaluation sessions. Each session will be used to evaluate individual as well as game skills and allow final team selection based players of similar skills.
- The first skate for all players (not goaltenders) is a series of timed skill drills from which all players will be re-ranked. The exact drills will be posted on our website prior to the evaluations commencing.
- Evaluation skates 2 to 4 will be either 4 on 4 OR 5 on 5 depending on the category. Novice is likely to have more 4 on 4 sessions than other categories.
- The reason for the 4 on 4 skates is the 4 on 4 format is easier for evaluators to assess the key skills needed for competitive hockey, and the ability to perform them at the fastest speed possible.
- 5 on 5 will take into account the proper positioning for game play and better allow evaluators to rate physical play.
- At several times throughout the skate sessions, each team may play shorthanded for a short period of time. This is so evaluators can focus on defensive play and specifically look at the defensemen and goaltenders while under additional offensive pressure. This process may or may not be followed at Atom where defensemen are not evaluated nor at Novice where defensemen / goaltenders are not evaluated.
- The evaluators are looking for game skills such as speed, transition at speed, puck control at speed, puck pursuit, physical play (PeeWee and Bantam), defensive and offensive abilities, forechecking and back checking abilities.
- Players will move up or down various skating groupings based upon evaluator marks but only after the gradings have been tabulated by the CD. These movements will be reflected in the assigned skate time for a player's next assigned skate. Players will not move during or immediately after an evaluation skate.
- The skating group does not indicate the team placement.
- Grades will remain confidential with evaluators and CDs.
- Grades are scored for specific game skills out of 5, overall skill out of 5, and player ranking overall within his group.
- Grades are; 1 = not competitive with this group / 2 = below average / 3 = consistent with the majority of players at this group / 4 = above average / 5 = clearly superior within this group
- The evaluation process guidelines are designed to ensure fair, equitable, consistent treatment of all participants. The guidelines may be modified, as required, to facilitate ice availability, volunteer availability and player registration, without compromising the integrity of the process.

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Pre-Novice Evaluation Process

- Pre-Novice evaluations consist of a modified ladder format with the goal of creating balanced teams of varied skill levels.
- During evaluation games players will be graded on skill attributes consisting of forward skating, backward skating, shooting, passing, puck handling, puck pursuit, game play. Players are compared only to players they are skating with for that session and are not compared to other sessions with other players.
- Grades will remain confidential with evaluators and CDs.
- Players may be moved into different session groupings at the discretion of the CD.

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Defenseman Evaluation Process

Confederation Hockey recognized the need for dedicated and skilled defensemen in certain age categories. A problem that has been in existence for some years has been a lack of dedicated defensemen in the older age categories. As a result of this, Confederation will identify & evaluate defensemen separately from forwards in the following age categories:

Peewee
Bantam

Confederation Hockey includes a requested position on all of its registration forms. Players have the opportunity to designate themselves as a dedicated defenseman on the registration form. Players are given a second opportunity to declare themselves a dedicated defenseman at the first evaluation ice time. During the evaluation process, a separate color pinnie may be reserved for those players that have declared themselves a dedicated defensemen. Even where alternate color pinnies are not used, evaluators are aware of which players have declared themselves defensemen. In past seasons, these players have generally been with the other players, but there has been no formal procedure in place. Full time defensemen have generally been spaced out based on ability.

Dedicated defensemen will be evaluated on the same basis by the evaluators. They will be ranked and placed on teams based on the rankings against their specific peer group. Where there is a significant imbalance regarding the number of defensemen for a specific team, the CD may adjust final placements to ensure a few dedicated defensemen on each team. The coach will then need to work with his team to decide on the best method of filling the remaining defenseman spots during games.

It should be noted that there would be certain instances where the numbers do not work out or where there is a definite discrepancy in ability levels. Confederation, its executive and directors, reserve the right to deviate from this policy when necessary. Every attempt must be made to ensure the proper placement of players recognizing appropriate skill level and safety concerns.

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Goalie Evaluation Process

- The first type of skate for Atom, Peewee and Bantam goalies will be called a Skills skate. This skate will entail a number of stations each testing different goalie skills.
- Actual drills for the Skills skate will be posted on our website well in advance of the evaluation.
- The next type of skate for Atom, Peewee and Bantam goalies will be called a Game Simulation skate. Game Simulation skates consist of 3 offensive vs. 1 defensive player scrimmages intending to simulate extreme offensive pressure for the goaltender.
- Players for Game Simulation skates will be selected from players who will start their player evaluations in the first group. Players are NOT being evaluated in this process but are there to give consistent pressure to the goalies (all goalies facing the “top” shooters)
- After the 2 goalie skate sessions, goaltenders are then ranked in order of ability and then grouped into skill “breaks”.
- Goalie skates 3, 4 and 5 will coincide with player skates 2 through 4.
- For example, goaltenders in groups 1 and 2 will skate with player groups 1 and 2 respectively for the 3rd goalie skate (2nd player skate). This process follows for other goaltender groups. Goaltenders may be moved to other skate groups in future sessions based on performance or to allow other goaltenders the opportunity to face different players during the evaluation process.
- If the goaltenders as a group receive 5 skate sessions total, each session counts for 20% of the final mark.

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Evaluation Methodology

- A database is retained with the records for each player's individual skill scores plus their overall ranking and overall group score for each evaluation session.
- A player's final ranking is determined by averaging each of the normalized skate rankings over the last two game simulation skates. Normalization is the process of mathematically ranking the players within a group by the average of the evaluator's rankings for that group and then the last player of one group is ranked one position ahead of the best ranked player of the subsequent group.
- Mathematical ties are resolved in the following order;
 1. Second year players take precedence over first year players
 2. Returning Confed player take precedence over first year Confed player
 3. Faster Skill skate time takes precedence over slower times.
 4. Prior year higher team ranking takes precedence over lower team ranking.
 5. Prior year's head coach player evaluation ranking takes precedence over lower ranking.
 6. CD will make a judgment call and it will be noted for the EC to ratify this decision.

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Principles of Evaluation Methodology and Review

- Evaluations are meant to be for the players not the parents. They must stand up to scrutiny, be easy to understand from a parent and player perspective, and be challenging enough to clearly show a player's talent to evaluators and be easy to administer. They must not be overly challenging whereas the "fun" aspect is removed for players or players feel humiliated or upset in front of their peers.
- Evaluation systems vary from club to club. No single method is perfect and each year our evaluation process is completely reviewed and debriefed by the EC, the CD and the President in an effort to improve the process we use at Confederation. Currently, several clubs in the Edmonton area use a skills skate for initial player placement, and most clubs including the AA & AAA teams use game skates of similar format to ours.
- All comments, suggestions and complaints (and compliments!) are retained and reviewed and reported to the board.
- Recommendations by the EC should not be completed until the Town Hall meeting has been completed and a significant number of year end Coach Player assessments are received.
- Recommendations for changes are then made by the EC and voted upon as a whole by the board.
- This review process is extensive and sometimes exhaustive. It must be known that each parent has a voice and it is in this process that their voice is heard. If a parent is silent or has suggestions or complaints, the right people must be spoken to. Those people would be the CD, Hockey Operations Director, any member of the EC and the club President.
- All suggestions are documented by the board member they are presented to and are then discussed at our review process.
- The review process may take an entire season of hockey so a proper assessment may be made by using information from the evaluation data, the team selection data and the year end Coach Player assessment.
- Team competitiveness, how many games won or lost, tournaments won or lost does not generally play a large factor in the review process, as it is skewed by how EMHA tiered our teams throughout the year.
- There is no standard of evaluating between the various city clubs (Confederation, SWAT, KC, Whitemud West, etc.). Each club determines the method that suits them best. Some clubs have paid try-outs for a "top" team; Confederation does not endorse paid try-outs.

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Team Selection Process

- The final player evaluation rankings are used to place players in ranked order and this ranked order is used to create the proposed teams. Team selection adheres to the ratings from the current evaluations only.
- Principles regarding player/parent requests on team selection:
 - Category Directors will try to accommodate all requests for player-to-player matches where requests are mutual between both players. In these cases, Confederation will only permit player movement down to satisfy a request e.g. Player on higher tiered team will be allowed to move down a tier. Prior to initiating these moves, the CD will discuss the proposed movement with higher placed player / parent to confirm their desire before implementing a change. CDs may exercise discretion to prevent a stronger player from dropping down too far, to ensure safety & competitiveness of all players on the lower team.
 - Requests to match a player with a specific coach are not routinely accommodated, and will only be considered under extenuating circumstances.
 - Please ensure you identify any requests on the player registration form and also discuss your request directly with the CD during the evaluations.
 - When CDs identify a group of similarly skilled players which is larger than one team, they may choose to create two evenly balanced teams. This larger pool of players may allow the CD to honour more links.
- Final goaltender ranking is completed using the mathematical averages for the goaltenders from all goaltender skates.
- The number of players per team will vary by age category and even team by team within an age category. Teams can be made up between 12 and 19 players.
- Players may be moved up or down 1 team if the need for a qualified volunteer head coach must be addressed.
- Once the CD creates the proposed teams, it must be presented to the EC for ratification. An EC member will step aside and use an alternate EC member in cases where a child of the EC member is in this age category. Systemic and mathematical errors are also looked for in a review of the current process to make sure each player received a fair evaluation.
- Team selection must be done within a framework of time as dictated by Federation Hockey (EMHA). The timelines do not allow for extended evaluations or mass player movement beyond the deadlines that are set out. The deadline is usually around the 3rd week of September to have team selection and head coaches finalized.

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Tiering of Teams within Federation Hockey (EMHA)

- Federation Hockey (EMHA) mandates that the various clubs in the city play hockey in tiers of roughly the same caliber of skill level. The team number (i.e. PeeWee 3) is not indicative of the “tier” within the Federation system.
- All teams playing are part of “house league” hockey. There are no “rep” teams. Once teams are formed and ratified, our CDs will attend a city wide Tiering Meeting, with representatives from all other clubs, and fit each team into a division of similar skilled opponents.
- Tiering, especially in the first round is an extremely subjective process and is done “At best guess” by the various CDs and approved by the City Category Director
- Once the last round of hockey commences there will be no further re-tiering of teams.
- The City Category Director will make the final determination on whether a team will move or not. Input is given from that teams coach to the club’s CD several times per year if a team should move “up” or “down”.

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“Flattening” of Teams within Confederation

- The term “flattening” refers to the process of creating two balanced teams instead of two tiered teams. Flattening usually occurs in three circumstances;
 - 1) where there is evaluation data which suggests that the next two teams would be so close in ability that they would effectively be placed into the same Tier within the EMHA system; or
 - 2) the creation of two tiered teams would result in one of the teams being unable to find competitive hockey within the EMHA system (typically only at the very top or bottom grouping of a category); or
 - 3) where parity teams are desired such as in Pre-Novice 2.
- The evaluation data must support a CDs decision to flatten 2 or more teams and must be ratified by the EC.
- Flattening of teams has several advantages
 - More player links can be honored
 - It may create a larger pool of coaches from which to draw from
 - It removes the perception that a player was not “good enough” to make the “higher” team as both teams are evaluated to be similar in talent
 - Playing teams from within our community enhances the friendly rivalry players may have with one another and creates positive community spirit
 - It gives all players of all skill levels a chance to compete and have fun
 - It provides the opportunity to distribute beginning players evenly making a more competitive team
- There is no evidence that the top evaluated players playing on a flattened team have their development impaired. Rather the opposite tends to be true, the higher skill level players handle the puck more, turn out to be team leaders, and are looked up to by the rest of the team. There are many examples of players who have played on flattened teams that have played on a top tiered team in following years.
- New players tend to develop faster in an effort to keep up with the higher skill level players.
- There is also no evidence of teams being less competitive with new players assigned to a team. Teams are assigned to play against similarly skilled teams as best possible
- When possible, Confederation will attempt to have flattened teams play each other in a pre-season exhibition game to ensure a competitive balance exists between the two teams. Should the teams need adjusting, the CD may do so at his discretion with ratification by the EC.
- It is possible that the volunteer coaches may be asked to “draft” teams from a pre-selected and ratified pool of players, while at the same time honoring two-way links.

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General Comments

Confederation Hockey is community House League hockey. It is not South Side Athletic Club or the Golden Bears or a training program for the NHL. Confederation Hockey club is operated entirely by volunteers with the resources we have at our disposal within the community.

Our mission is to provide a quality hockey program for youngsters ages 4 to 14, that emphasizes basic hockey skills, and personal development and life skills, including effective work habits, thinking skills, positive self-esteem, teamwork, fair play, discipline, fun and enjoyment of the game.

If you have any comments, suggestions or questions feel free to email our elected President at the current email address located on our website.

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Appendix A – [Player Skills](#)

Appendix B – [Goalie Skills](#)