Organization: Olds Minor Hockey Association (OMHA)

Policy Name: Team Formation Policy and Procedure

Date of Policy Adoption: 2024 (Team Formation Handbook)

Date of Policy Amendments: August 19, 2024/August 26, 2025/September 8, 2026

Policy Purpose: The purpose of the Association's Team Formation Policy and Procedure is to comply with Hockey Canada and Hockey Alberta standards and to establish transparent, fair, and consistent standards and expectations for the annual team formation process.

Applicable Hockey Canada Regulation(s):	No	Yes
Applicable Hockey Alberta Regulation(s):	No	Yes
Applicable Olds Minor Hockey Association Bylaw(s):	No	Yes

This policy is authorized under Article 3.7.a (i) and 11.2.d of the Olds Minor Hockey Association bylaws.

Olds Minor Hockey Association Policy:

Transparency of Team Formation Policy and Procedure:

- The Association will publish the team formation policies and procedures before the evaluations process is implemented.
- All policies and procedures relevant to player registration, evaluations, and the team formation process will constitute the "Team Formation Handbook".

Team Formation Objectives:

- The purpose of team formation is for the Association to fulfill the following objectives:

  - Place all players on the team for which they are best suited, in a manner which is standardized, fair, and transparent through a series of evaluation sessions and the application of Association policy and procedure;
  - Create tiered teams as required by league regulations for U9 through U18 age divisions;
  - Create regional AA teams in U11, U13, U15, U18 to compete in the Alberta Elite Hockey League, or as otherwise assigned by Hockey Alberta; and
  - Create teams that are meaningfully competitive among comparators.
- The Team Formation Committee may make recommendations to the Board of Directors for tiering adjustments based on the following:
  - Number of evaluated skaters to be considered for team formation purposes;
  - League competitiveness and other Association considerations; and
  - Evaluations rankings.

Team Formation Size and Distribution:

- When player numbers in a specified age division warrant that more than one team needs to be created, the Association will designate players to those teams as specified by the following methods:

  - **U7:** The objective is to have teams as equal as possible. To that end, the Division Coordinator will chair a Committee of no less than two people composed of either the Evaluations Coordinator/Team Formation Committee Chair and/or the head coach (if in place) to establish U7 teams. In addition to equality between U7 teams, the following factors will also be considered for team placement:
    - The distribution of volunteer resources;
    - First and second year players;
    - Friend requests; and
    - Other considerations in the interests of the Association.
  - **U9:** The objective is to form tiered teams formed based on evaluation rankings.
  - **U11:** The objective and league requirement is to create tiered teams formed based on evaluation rankings.
  - **U13 and above:** The objective and league requirement is to create tiered teams formed based on evaluation rankings. All players U13 and above are required to declare final position for evaluations (forward, defense, or goaltending) before the first evaluation skate. Rankings for team formation in U13 and above are based on declared position.

- In age divisions where player numbers do not divide evenly between the number of teams contemplated, the extra number(s) will initially be placed on the lower tiered team(s).
- If there is an unreasonable balance between declared defensive and forward skaters which may detrimentally affect the team formation process, the Team Formation Committee will convene to determine an appropriate course of action to facilitate fair team formation.
- Goalies will be placed on the appropriate teams based on skill level identified by the independent evaluator's rankings, number of goalies being evaluated, and comparison/alignment of skill set between goalies.

Evaluation Rankings:

- To ensure that each evaluator has the equal weighting and input into player rankings, players will be ranked by scores by each evaluator and rankings (not scores) from all evaluators will be subsequently averaged to arrive at an individual player's final overall ranking.

Example of Evaluation Rankings:

Evaluator A~ Evaluator B~ Evaluator C~ Final

A	**#12–1st**	**#19–2nd**	**#18–3rd**	**#25–4th**	**#13-5rd**	**#10–6th**
B	**#12–1st**	**#19–2nd**	**#18–3rd**	**#25–4th**	**#10–5th**	**#13–6th**
C	**#12–1st**	**#19–2nd**	**#13–3rd**	**#25–4th**	**#18–5th**	**#10–6th**
Final	**#12–1.00**	**#19–2.00**	**#18–3.66**	**#25–4.00**	**#13–4.66**	**#10–5.66**

Spring Evaluations and Player Commitments:

- If Olds Minor Hockey Association engages in spring evaluations as permitted by Hockey Alberta and if a head coach is selected prior to spring evaluations, the coach may commit up to a maximum of six (6) forwards, four (4) defense, and one (1) goaltender or, in the case of U11AA, up to a maximum of ten (10) skaters and one (1) goaltender following spring evaluations. The remainder of the roster will be finalized at fall evaluations, subject to the "Team Formation Policy and Procedure".
- If no head coach is selected prior to spring evaluations, the board may, upon the recommendation from the Team Formation Committee, select up to a maximum of the top evaluated three (3) forwards, two (2) defence, and one (1) goaltender or, in the case of U11AA, up to a maximum of the top evaluated five (5) skaters and one (1) goaltender.
- If no coach has been selected by fall evaluations, the team will be formed according to the "Team Formation Policy and Procedure".

Coach Selections: U11AA, U13 AA, U15 AA & U18 AA:

AA Coach's Player Selection Structure

- Coach's player selections will be completed for the U11 AA, U13 AA, U15 AA and U18 AA teams based on information from evaluations in circumstances where the head coach has successfully applied and has been approved by the Board of Directors prior to evaluations. If no coach has been selected, the team will be formed based entirely upon the independent evaluator's rankings.

Goalie Placement Process for AA teams only:

- Evaluators will rank goalies.
- Coaches will choose goalies from the top ranked goalies.

Skater Selection Process for AA teams only:

- Evaluators will rank all skaters within their positions.
- The thirty skaters who play in the black and gold game will be evaluated by the independent evaluators and have their fourth skate included in their weighted average for final rankings.
- Coaches will select skaters for the pre-season tournament, in consultation with the Team Formation Executive, from the rankings following the black and gold game.

Skater Selection Process for U11 AA team only:

- Evaluators will rank all skaters regardless of position.
- The thirty skaters who play in the black and gold game will be evaluated by the independent evaluators and have their fourth skate included in their weighted average for final rankings.
- Coaches will select skaters for the pre-season tournament, in consultation with the Team Formation Executive, from the rankings following the black and gold game.

Coach Selections for U13 A, U15 A & U18 A and U13 B, U15 B & U18 B Teams Only:

- Coach's player selections will be completed for the mainstream "A" and "B" teams based on the chart below.
- If no coach has been selected, the team will be formed based entirely upon the independent evaluator's rankings.

Designated Locks and Coach Selections for A and B Team Selection Only:

Skaters on Team	***The Evaluators Select***	***The Coach Selects***	***From the Next***
9	Top 7 Skaters	2 Skaters	4 Ranked Skaters
10	Top 8 Skaters	2 Skaters	4 Ranked Skaters
11	Top 8 Skaters	3 Skaters	6 Ranked Skaters
12	Top 9 Skaters	3 Skaters	6 Ranked Skaters
13	Top 9 Skaters	4 Skaters	8 Ranked Skaters
14	Top 10	4 Skaters	8 Ranked Skaters
15	Top 10 Skaters	5 Skaters	10 Ranked Skaters
16	Top 11 Skaters	5 Skaters	10 Ranked Skaters
17	Top 12 Skaters	5 Skaters	10 Ranked Skaters
18	Top 13 Skaters	5 Skaters	10 Ranked Skaters

Goalie Placement A and B Mainstream Teams Only:

- First goalie will be chosen by evaluation rankings.

- Second goalie will be chosen by the coach from second and third ranked evaluated goalies.
- Goalies coming back from higher level tryouts may replace either of the goalies chosen.
- Olds Minor Hockey may accept eligible additional goalies to have two goaltenders per team in U11, U13, U15, and U18.
- All other teams from U11 to U18 will be chosen solely by independent evaluations rankings, including goaltenders.

Team Formation Decision-Making:

- When the Evaluations Coordinator/Team Formation Committee Chair receives the final rankings from the independent evaluator(s), the Evaluations Coordinator/Team Formation Committee Chair will convene the following Association designates, known as the "Team Formation Executive", to collectively review the rankings and apply the "Team Formation Policy and Procedure":
    - The President, or in the President's absence, the Vice-President; and
    - One member of the Team Formation Committee in addition to the Evaluations Coordinator/Team Formation Committee Chair as chosen by random draw for each team formation, as required.
- All members of the Team Formation Executive reviewing the rankings must recuse themselves from team formation reviews in which they have a real or perceived conflict of interest according to Association bylaws, without exception.
- If the President, Vice-President, Evaluations Coordinator/Team Formation Committee Chair, and/or the randomly drawn member must recuse from a team formation review due to a conflict of interest or cannot attend the review for other reasons, successive random draws from among the members of the Team Formation Committee will occur until a total of three persons can collectively review the rankings and apply the "Team Formation Policy and Procedure".
- Team Formation Committee Members, except for the Evaluations Coordinator/Team Formation Committee Chair, may reserve the right to opt out of the Team Formation Executive random draw for participation.
- Once the review team is established, they will:
    - Collectively review the rankings;
    - Determine team placement based on the "Team Formation Policy and Procedure";
    - Oversee the coach player selection process, when applicable;

    - Finalize the player team placements based on the above; and
    - Post the team formation results in a timely manner.
- Final team sizes and player distribution will be solely determined by the Team Formation Executive and may be adjusted at any point up until the final roster deadline as determined by Hockey Alberta. Players asked to change teams up until this deadline will be expected to do so.

Policy Review: This policy will be reviewed annually by the Olds Minor Hockey Association Board of Directors.

Policy Oversight:

The Evaluations Coordinator/Team Formation Committee Chair is primarily responsible for the implementation of this policy, although there are policy accountabilities for all Association affiliates.

Operational Appendix:

n/a