

Coaching and Team Selection Policies



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COACH SELECTIONS

Applicants will be solicited on a tier by tier basis and assessed for suitability for interview.

Representative Coach Selections

Representative Team coaches will be selected by a minimum of a 3-person panel, including two board members and a qualified coach supporting technical knowledge assessment. The panel will be responsible, through a standardized interview process, for the validation and establishment of the qualifications required of coaches.

Where possible, interview panels will be made up of individuals from the board or coaching community who do not have children within that age group. Should this not be possible, a minimum of two members of the applicable panel, must not have children who will be targeting to play for the age and competition level of the desired position.

A Director or other active member shall declare that he/she has a conflict of interest wherever they or one of their family members is directly or indirectly involved in a matter before the committee/Mustangs' Board of Directors of which they are a member.

Selected coaches will be communicated to the Board of Trustees 24 hours prior to announcement of the successful candidates. All unsuccessful applicants will receive feedback prior to the announcement.

Local League Coach Selections

Local League Team coaches will be selected by a minimum of a 2-person panel, including two board members and/or a qualified coach supporting technical knowledge assessment. The panel will be responsible, through a standardized interview process, for the validation and establishment of the qualifications required of coaches.

Where possible, interview panels will be made up of individuals from the board or coaching community who do not have children within that age group.

A Director or other active member shall declare that he/she has a conflict of interest wherever they or one of their family members is directly or indirectly involved in a matter before the committee/Mustangs' Board of Directors of which they are a member.

Selected coaches will be communicated to the Board of Trustees 24 hours prior to announcement of the successful candidates. All unsuccessful applicants will receive feedback prior to the announcement.



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COMPETITIVE (REPRESENTATIVE) SPECIFIC RULES

Player Movement Policy

Import Players

Purpose

To attract and retain players, The Grand River Mustangs (Mustangs) offers all competitive (Rep) teams from U9 to U22. In the interest of fairness, The Grand River Mustangs Hockey Association has created rules governing player selection for imports and exports.

Definitions

All Grand River Mustangs members are classified in one of the three categories:

Non-import player

- Players who live at an address within Centre Wellington, Mapleton, Erin, East Garafraxa, Eramosa, Wellington North, East Luther, Minto Townships and surrounding areas or;
- Where the player has two addresses one of the addresses is within Centre Wellington, Mapleton, Erin, East Garafraxa, Eramosa, Wellington North, East Luther, Minto Townships and surrounding areas or;
- is registering in a U11 or below program and is classified originally upon the player's first registration with the organization as a non-import.

These players remain non-import status year-over-year unless a change in status from a non-import to an import applies.

Import player:

- Any eligible player who is trying out for a Mustangs team who is not classified as a non-import, is classified as an import player.

Import Player Information

Documentation:

Permission to Skate forms must be presented, prior to participating, for any non- resident players, or local players who were registered with any other female hockey association (not required from those playing ringette or boys hockey).

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Change in status from an Import to non-Import:

All import players may apply to the Mustangs' Board of Directors or designated committee to be considered for non-import status provided the following criteria are met and continue to be met:

- Player has been registered with Mustangs for at least two (2) consecutive seasons.
- Family and player (as appropriate) have, carried out a role as rostered team staff, board or board committee member; and/or completed a minimum of 5 hours volunteer time annually
- Player and family will continue to demonstrate commitment to the Mustangs.

If said player, at a future date, leaves the Mustangs and requests a release or registers in another OWHA association and then returns, she will once again be considered an Import Player.

Players wishing to be considered for non-import status must submit their request to the Mustangs' Board of Directors or designated committee by the end of December of their 2nd season. All requests will be considered and will either be approved or denied, by the Mustangs' Board of Directors or designated committee as deemed appropriate. Applications will only be considered once per season at the January Board meeting.

The request must include: teams that the player has played for over the past two years; Mustang-related volunteer activities that the family and player (as appropriate) have been involved with over the past two years; and Leadership activities, such as volunteering as a member of the rostered coaching staff, board and or board committees; and other volunteer activities that member(s) of the family have been involved with over the past two years

Non-Import Player Information

Non-Import players may have their classification changed to Import in the following circumstances:

- A non-import player who is offered a spot on a rep team in the Mustangs and chooses to request a release to join a different association at that level or lower will be reclassified as an import for tryout purposes in subsequent years. If the player is recommended for selection to a Mustangs team as an import status player in the future and accepts - they may request reclassification to non-import status (see above).
- A non-import player who chooses to request a release to another association prior to tryouts will be reclassified as an import for tryout purposes in subsequent years.
- Any non-import player that is released from a Mustang tryout and joins another association at the same level or higher will remain a non-import in the Mustangs for subsequent tryout purposes.



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- If a player is a non-resident of the communities served by the Grand River Mustangs and was granted non-import status per the provisions of this policy and said player chooses to leave Mustangs for another association, the player's status will revert to import status.

Import Program Limitations

Import Quote by Level and Team

Level/Team	Import Player Rule
U9 (All teams)	Open (no import player restrictions)
U11 (AA or A)	Open (no import player restrictions)
U11 BB or B	Open (no import player restrictions)
U13 to U15: A or AA	Maximum of 4 import players unless otherwise requested and approved by board or applicable committee
U13 to U15: B or BB, C	Closed - No Imports Unless deemed a requirement to meet essential needs to form a team and with prior approval by board or applicable committee
U18 and above (All teams)	Open

Goalies

An import goalie will be considered an import if the number of goalies from the season prior who are trying out equals or exceeds the number of goalies required in that division. E.g. In a division where 4 goalie spots are available, if only 3 Mustang goalies try out, the fourth goalie could be an import (as described above) without counting toward the team's total allowable imports. However, if there are enough available Mustang goalies trying out, any import goalie offered a spot on a team will be included on the team's overall import list.

Exceptions

Under special circumstances, teams playing at the AA or A level may register more than the above import players **WITH** the permission of the Mustangs' Board of Directors or designated committee. All import players must be approved by the Mustangs' Board of Directors or designated committee. Import rules can be overridden (higher or lower) by the Mustang President with consultation of the Director of Rep.

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Playing up an Age Group - Representative

Requests to Play Up - Representative Teams

Players must register for their appropriate age level; requests for players to play above their designated age level must be made in writing prior to tryouts. The Mustangs' Board of Directors or designated committee will consider such requests, in consultation with affected coaches.

Permission for a player to play above their age level will be granted only in exceptional cases and with due regard for welfare of the league, welfare of the player and assessed ability of the player.

- For **U13 and above**, a player is eligible for movement if they rank as Rep players must be in the top 3 forwards, top 2 defence or top goalie to play up a division by an independent evaluator. They must also be selected on the tier one team in that division. Player movement will not be allowed for second or third tier teams.
- For **U11**, a maximum of one player will be permitted to play up on the second-tier competitive team. The player must rank as a top 3 forwards, top 2 defence or top goalie of the second-tier team. **A maximum of one player will be permitted to play as a double minor on the Tier 2 competitive team.** Players playing above their age level on a tier 2 team may not be considered for an affiliated player for the tier 1 team. Players who played above their age levels in any season must re-apply for permission to play above their age level in future seasons. Any requests beyond these restrictions will require approval from the Mustangs' Board of Directors.

Players Leaving the Mustangs

Any player wishing to attend tryouts or practice with a team from another association must request Permission to Skate (PTS) from the Mustangs' Board of Directors or designated committee. Permission to Skate forms are valid only for the team and the dates recorded on the form. A PTS will not be provided to a player who has any outstanding fees owing to the Mustangs or to a team. If a player requests a PTS for the same level of hockey as available within the Mustangs, a RELEASE will be provided in its place, unless a decision from Mustangs' Board of Directors or designated committee is made otherwise.

All requests for exceptions to the Player movement policy will be reviewed on a case-by-case basis, and subject to the approval of the Mustangs' Board of Directors or designated committee.



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TRYOUT PROCESS

Annual Rep Team Tryouts

Tryouts for all U9, U11, U13, U15, and U18 competitive teams will be held annually. These sessions are typically completed before the start of the season, usually in April/May. A Tryout Committee will be formed each year to make approval decisions during the tryout process on behalf of the entire Mustangs' Board of Directors consisting of three members.

The Tryout Committee will determine the number of rep teams for each age group. No third rep team will be considered at an age group, unless there is a fully rostered local league team in that same age group. If the competitive level of the rep team is not evident, the Tryout Committee will arrange for an independent evaluator to determine the recommended level for the team to play in.

Coach Responsibilities for Tryouts

1. Planning and Execution: Coaches must organize and conduct efficient tryout sessions that assess the skills and abilities of participants.
2. Pre-Tryout Observations: Once appointed, coaches should aim to attend as many games as possible involving Mustang players likely to participate in tryouts.
3. Conflict of Interest: Coaches are advised to utilize an evaluation form that identifies only the player sweater number and colour. Two, non-partisan, off-ice evaluators are recommended. It would be preferable that the evaluators are unfamiliar with the players on ice. It is recommended that coaches contact coaches from other age divisions and work together to evaluate the player's trying out for each other's teams.
4. Providing Feedback: After tryouts, coaches must respond to reasonable and respectful player feedback requests by offering an evaluation summary or explaining the selection/non-selection decision.

Tryout Registration

All participants must register in advance and pay a tryout fee covering all levels within their age group. All other players require a properly completed "Permission to Skate" form before going on the ice. Players cut from one team may attend the first tryout session for the next team level without an additional fee. Tryout fees are set annually by the Mustangs' Board of Directors to cover related costs, including ice rentals.

Starting Tryouts

All players are requested to register and begin tryouts at the highest level assigned for their age group to ensure balanced and representative team selection occurs. However, should players wish to join tryouts after the first session has been completed due to decisions and outcomes of tryouts in other associations, they may do so at any level within their age group where decisions have not been rendered, and with permission from the coach and/or Tryout Committee. Team selection is focused on assigning players to a level aligned with their skills, while adhering to rules for multiple teams at the same level. Further participation in subsequent sessions is by invitation only.

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Mandatory Tryout Participation

A player must attend tryout sessions to be eligible for team selection. Players unable to participate due to injury or other valid reasons must submit a written request to the Tryout Committee at least 7 days before tryouts begin. The Committee will notify both the player and coach of the decision.

Final Player Selections

Coaches will evaluate tryout performance along with prior observations and player history when selecting the best players for their teams. Coaches may extend offers during tryouts, with final selections to be completed within a defined timeline set by the Tryout Committee. All team rosters must receive approval from the Tryout Committee, before notifying players of the final selections. Selected players must complete all registration requirements as outlined by the Mustangs Registrar.



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LOCAL LEAGUE SPECIFIC RULES

League Registration

All participants must register in advance and pay a deposit to reserve their child's spot on a Local League roster for the upcoming season. Local League registration will open following the completion of all representative team tryouts. Once a team roster(s) is deemed full, a waiting list will be started.

Ranking Day

In the fall, prior to the start of the season, a ranking day will be held for those age groups with two local league teams or to assess player skill for the completion of all rosters across age groups. This will allow for an equitable split of players based on skill and position to form each team.

Playing up an Age Group - Local League

Requests to Play Up - Local League Teams

Players must register for their appropriate age level; requests for players to play above their designated age level must be made in writing prior to registration. The Mustangs' Board of Directors or designated committee will consider such requests, in consultation with affected coaches.

Permission for a player to play above their age level will be granted only in exceptional cases and with due regard for welfare of the league, welfare of the player and assessed ability of the player.

Formation of Local League teams will follow the below guiding principles:

1. Players will register within their designated age group and will be assigned to a team until the maximum number of roster spots available are filled. Once filled, registrants will be added to a waiting list for further consideration of available spaces
2. Players will register within their designated age group and may be assigned to a team to complete rosters in the age group above - reallocation of players would be based on age year, skill, positional needs for older age group to fill their roster
3. Requests to play up will be assessed on a case-by-case basis and only accepted in exceptional circumstances with due regard to the welfare of the league, player and assessed ability of the player.