

TRAVEL TEAM FORMATION AND COACH SELECTION POLICIES

September 2026

This document establishes the policies and procedures for Travel Team Formation and Travel Coach selection. WYHA is committed to conducting all team and coach selection processes with integrity, fairness, and transparency. The following principles guide all related decisions and actions:

- **Integrity and Conflict-Free Participation.** All individuals involved in tryout evaluations, coaching selections, and team formation must operate without conflicts of interest. Board members, evaluators, and coaches may not participate in selection decisions at levels where they have a player or immediate family connection.
- **Confidentiality and Data Protection.** Player evaluation data and coach selection information are strictly confidential and shared only with designated WYHA leadership to ensure decisions are based solely on performance and established criteria.
- **Merit-Based and Structured Evaluation.** Players are evaluated through consistent drills, objective scoring methods, and a standardized review process. Team and coach selections are made using defined criteria that prioritize skill, development, and alignment with WYHA's hockey philosophy.
- **Oversight and Accountability.** Multiple WYHA leaders are engaged in reviewing evaluations, team placements, and coaching appointments to ensure checks and balances, eliminate bias, and uphold the integrity of the process.

WHAT'S COVERED

- General Policies
- Coach Selection
 - Coach Selection Procedures
 - Coach Selection Process
- Team Selection
 - Evaluators Selection
 - Tryout Procedures
 - Evaluation Procedures
 - Team Formation Process
 - Number of Players per Team

GENERAL POLICIES

- Any WYHA Board member or volunteer involved with team selection, tryout evaluation, and/or tryout coordination must not have a player participating in that given level. If this situation does occur, the Board member or volunteer must abstain from participating in the tryout process for that level.
- No tryout evaluation data will be shared with anyone other than the WYHA President, VP Administration, VP Travel, VP of Girls Travel, and the Director of Hockey Operations (DHO); and may only be shared as required to facilitate proceedings or in case of a dispute.
- No coach may see evaluation data prior to team selection, and then will only be provided summary data to facilitate the team selection process.
- Parent coaches may serve as evaluators only if they are not the parent or guardian of a player at the level being evaluated. If serving as the Head Coach at that level, they may provide qualitative feedback on players but may not assign evaluation scores or otherwise participate in scoring that could affect their own child's ranking.
- The evaluators must consist of at least four members in addition to the DHO. No more than two evaluators can be non-parent coaches. The other members must not be coaching at the level being evaluated.
- AA/A Outside Scrimmage evaluators will consist of the Director of Hockey Operations (DHO), at least one independent evaluator, and members of the AA coaching staff at the DHO's discretion.
- The DHO is responsible for identifying and hiring evaluators for all tryout levels.
- The Tryout page of the WYHA website shall be updated with information about tryout dates, policies & procedures, team level designations, etc. at least three weeks prior to the start of tryouts.

COACH SELECTION PROCEDURES

- The DHO shall be responsible for recommending the makeup of paid coaching staffs at each of the following levels of play. The Board must review and approve the recommendations.
 - Bantam AA and Bantam A
 - 15U A(s)
 - PeeWee AA and PeeWee A
 - 12U A
 - Squirt A
 - 10U A
- The DHO shall be responsible for selecting volunteer parent coaching staffs at all other levels
- Criteria used to determine Coach selection includes
 - Hockey playing background
 - Coaching experience
 - Commitment to WYHA values and mission
 - Enthusiasm for coaching

COACH SELECTION PROCESS

- In some cases, the DHO may determine that a non-parent coach or coaches are appropriate for certain teams at certain levels. In other cases, it may be determined that highly qualified parent head coaches will be selected depending on the tryout results of their player.
- If there is not a non-parent coach for a certain level, the DHO shall serve as the coach for the purposes of evaluating tryouts until such time as it has been determined that the player of a highly qualified parent head coach has made the team (i.e. they are a “locked player”).
 - For example, if at the Squirt A level there has not been a coach identified prior to tryouts, the DHO and evaluation team will evaluate the players for the first several days of tryouts. The DHO and tryout team may evaluate the rankings of the players after day two or three and determine that a certain player has graded high enough to make the team. In the event that one of those locked players has a parent who is a highly qualified coach, that coach will be named and approved by the VP of Travel and the VP of Girls Travel, at that time and asked to help evaluate the remainder of tryouts and select

their final roster in accordance with the team selection process defined below.

- Prior to the last tryout session, the DHO will begin to identify volunteer parent coaching candidates in accordance with where players are landing in the evaluation process. Coaching candidacy will not affect player rankings.
- Immediately following the evaluation review after the final day of tryouts, the DHO will work to confirm one Head Coach for each team.

TEAM SELECTION - EVALUATORS

Bantam & Pee wee AA Extended Tryout Process

- The entirety of the Bantam and Pee wee AA tryout process will be evaluated by the non-parent AA coaching staff at their respective levels, the Director of Hockey Operations (DHO), and at least 1 independent evaluator.
- The AA coaching staff and DHO will make decisions on players to return to the standard tryout process after each night of tryouts.
- When the AA tryout process reaches 30 skaters and 6 goalies remaining, the AA coaching staff and DHO will rank each player after each night of tryouts.
- If there is no non-parent head coach at the Pee wee or Bantam AA level, the DHO will assume responsibility for evaluation of the AA process acting as the AA head coach. The DHO will include 1-2 outside evaluators to assist. The DHO will assume this responsibility until a parent head coach can be reasonably identified, with approval from the Executive Committee.

Standard Tryout Process

- The evaluation team will consist of 4-6 independent evaluators, and the DHO.
- Evaluators must be at least 19 years of age, and have no player at that level.
- No coach may see evaluation data prior to team selection, and then will only be provided summary data to facilitate the team selection process.

TEAM SELECTION - TRYOUT PROCEDURES

Tryout Drills

- The DHO will establish the format and drills used for tryout sessions at least one month prior to the commencement of tryouts. The VP Travel and VP of Girls Travel will review and approve the tryout drills. This includes the AA Extended Tryout drills and tryout scrimmage schedule if a head coach has not been determined prior to tryouts commencing. These will be communicated to VP Travel and the VP of Girls Travel. Note: If AA and A coaches have not been determined prior to tryouts then volunteers to direct drills and scrimmages need to be determined at least two days prior to the commencement of tryouts.

TEAM SELECTION - EVALUATION PROCEDURES

Evaluator Scoring Methods

- Skills night (Day 1 of standard tryout process) will be graded on a 1-7 scale, with 1 being the best, and 7 being the worst.
- The standard tryout process will grade players each night on a 1-7 scale, with 1 representing the top players in a group, and 7 representing the worst players in a group. Each tryout group will be graded independently.
- Evaluators and the DHO have the ability to make changes to tryout groups at any point in the tryout process.
- At the completion of each tryout session, evaluation score sheets must be entered into the computer database. Evaluation sheets will be collected from each evaluator before leaving the premises and will be properly disposed of by the VP of Travel or VP of Girls Travel or DHO.

Evaluation Scores Review

- From time to time throughout the tryout process, the DHO shall perform a review of the evaluation scores to assess the reasonableness of the ongoing evaluation results. While conducting this review, the DHO may choose to consult with past coaches of players involved in the tryout.
- This review is designed to identify and investigate any situations that may appear inconsistent with prior seasons. For example, if the evaluator scores for a PeeWee A player from a previous season have that player placed in a PeeWee B1/B2 tryout pool in the current tryout, prior coaches may be consulted to discuss that player and other players near him/her in the evaluation rankings. Additionally, evaluators may be asked to pay particular attention to the player in the next tryout session to ensure the player is being placed at the proper level.

Final Review

- Immediately following the last tryout session, the final evaluation sheets will be entered into tryout software. Results should be reviewed by VP Travel and VP of Girls Travel, provided that these roles do not have a child at the age of level being reviewed.
 - Address any tie evaluation scores (especially at the line between each level, for example B1 to B2) and consult with evaluators for resolution.
 - Review for accuracy and completeness of the evaluation process and computer database.
 - Identify where sick/injured players should be seeded based on seeding criteria.
 - Lock the evaluation data and provide a summary ranked list of players

absent the individual scores of each player.

- Evaluators must be available for consultation if the need arises.

TEAM SELECTION - FORMATION PROCESS

- Following the final tryout evaluation session, team selection proceedings will commence in the following order - AA team, A team(s), B1 team(s), B2 team(s), and C team(s).
- **Locked Players - AA and A teams**
 - At the AA and A levels, at least half of a team's roster will be locked based on evaluation scores. The rest of the roster will be selected by the head coach from the players in the final tryout player pool for that level.
 - Consider the following example:
 - If it is determined that 15 skaters will make Bantam AA, then around 20-22 skaters will make it to the final Bantam AA external scrimmages.
 - The skaters who are not selected for Bantam AA will be considered locked players for the Bantam A team.
 - If the DHO and Committee decide the Bantam A team will have 15 skaters, then 15-17 players will be brought to the Bantam A external scrimmages.
 - At the conclusion of the final scrimmage, the top 8 players will be determined based on the evaluator scores (i.e. the 5 players moving down from the AA pool plus the top 3 players from the A pool based on evaluator scores).
 - The Bantam A head coach will then be allowed to select seven skaters from the remaining pool of 12 skaters.
 - In the event that the head coach is a parent coach, the number of locked players shall be increased by one player, and the parent head coach will work in tandem with the DHO to select the rest of the roster.
 - For example, if a Squirt A head coach is a parent coach and it has been determined that the Squirt A teams will have 12 skaters and one goalie, the number of locked players would be 7 (top 6 based on the "at least half" criteria plus 1).
 - Goalie-specific rules
 - The number of goalies advancing to the final external scrimmages will be determined by the DHO and the non-parent coaches (if any) that are involved in the team selection process.
 - Making it to the final external scrimmages for AA or A is not a guarantee of placement on a certain team.
 - The goalie rotation for the AA and A scrimmages will be determined by the DHO in conjunction with the goalie evaluation team and the

head coach.

- At the end of the scrimmages, one goalie will be considered a lock based on the goalie evaluator scores. If there are additional goalies at either the AA or A levels, they will be selected by the head coach in conjunction with the DHO and goalie evaluation team.
- **Squirt A team selection process**
 - If it has been determined that there will be two Squirt A teams, the following procedures shall be followed:
 - 1) Approximately 30 players shall make the final A tryout pool, with the DHO reserving the right to modify that number if roster sizes and/or evaluation scores dictate such a change.
 - 2) From the pool of locked players, two head coaches will be identified.
 - 3) In the event that there are fewer than two qualified coaching candidates from among the locked players, volunteer coaches may be used for the final scrimmage.
 - a) In this scenario, volunteer coaches may not have a player at squirt level and will not evaluate the players.
 - b) After the conclusion of the final A scrimmages, two head coaches will be identified by the DHO and approved by the VP of Travel or VP of Girls Travel.
- **Player pools - A teams**
 - As described above, for each level there will be a defined pool of players from which coaches may pick. In scenarios where there is just one A team at a level, the final player pool will be determined based on the final roster sizes; generally, the number of players in the final A pool will be the approved roster size plus five players.
 - For example, if it has been determined that there will be 14 players on the final 12U A roster, the tryout pool will consist of 19 players.
 - Coaches may only select players from the final A tryout pool after the locked players have been determined based on the criteria above.
- **Team Selection Procedure - B and C teams**
 - After the AA and/or A teams have been determined, the remaining teams are selected in order (B1, then B2, then C).
 - The Team Selection Procedure will be administered by one of the following:
 - VP Travel
 - VP of Girls Travel
 - DHO
 - Executive Committee member of the Board
 - The total player pool is determined similarly to the process described above; once the final number of players per team is determined, the final player

pool for that level shall consist of the total number of players needed for that level plus five additional players.

- Coaches may only select players from the player pool for that level.
- For example, if there are four Squirt B2 teams, each with 13 skaters on the roster, the total player pool eligible for selection to a Squirt B2 team shall be 57 ($13 \times 4 = 52$, $+5 = 57$ total players in the B2 pool).
- A certain number of players will be considered locked players for each level, such that the number of locked players is equal to: $n(p-1)$, where n is the number of teams and p is the number of skaters. Using this formula in the example above, 48 players would be considered locked into one of the B2 teams, with the final nine players in the Squirt B2 player pool being eligible to be selected to one of the four teams with their final draft pick.
- Parent head coaches will be identified from within the player pool for each level.
 - Player placement is never determined by whether or not the player's parent is a coach. I.e. a player will never be pushed up or down a level because a parent coach is needed at a certain playing level - player placement is determined first, followed by coaching selections.
- Once identified, head coaches will hold a player draft, selecting players alternately to determine final rosters at each level.
 - Optionally, head coaches may bring one assistant coach into the draft room with them.
- The DHO will determine the process for the player draft at each level.
- If there is any disagreement about the Team Selection Procedure, the coach must address it immediately with the VP Travel or an Executive Committee member of the Board
- Once all teams are selected, the rosters will be posted on the WYHA website.
- Coaches must contact their respective teams within 24 hours.

TEAM SELECTION - NUMBER OF PLAYERS PER TEAM

The DHO, in conjunction with the Hockey Development Committee, shall determine the final number of players per team at each level. These will be reviewed by the VP Travel and VP of Girls Travel prior to tryouts. WYHA makes an effort to follow these guidelines as much as possible, however the exact number of players on each team may vary based on final registration numbers. In some cases, the number of players per team may vary even within each playing level.

Skater Guidelines

For the 2026-27 season, the target number of skaters per team is listed below. Team sizes often change depending on the total number of registered skaters, so the list below is just a target number for each level.

Level and Team	Target Number of Skaters
Bantams (all teams)	15
Girls 15U (all teams)	15
PeeWees (all teams)	14
Girls 12U (all teams)	14
Squirt A	11-13
Squirts (all other teams)	13-15
Girls 10U	13-15

Goalie Guidelines

Goalies are evaluated by an independent goalie evaluator team throughout tryouts.

It is WYHA's policy that goalies should be placed at the appropriate level of play according to their skill as determined by the goalie evaluator team. In some cases, this may mean that there are not as many goalies as there are teams at some levels, which means it is not guaranteed that every team will have a full-time goalie coming out of the tryout process. When a team does not have an assigned goalie from tryouts, the team will be provided with a set of goalie equipment to rotate through its players, and roster sizes may be adjusted accordingly. In the event a team is formed without a goalie a player may elect, by December 1st of that year, to become the full-time goalie and therefore may be eligible for the goalie equipment stipend.



If a player tries out as a goalie and skater, they should attend both the goalie skills and skater skills on Day 1 of the Standard Tryout. After the first day, they should continue to try out as a skater and will be placed on a team according to their evaluations as a skater. If a skater/goalie is placed on a team that has a full-time goalie, playing time as a goalie is not guaranteed to be equal with the full-time goalie.