

# Rock Ridge Youth Hockey Association (RRYHA) Handbook

AUG 8, 2022

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## Introduction

**The Rock Ridge Youth Hockey Association is a non-profit corporation formed with the intent to promote the growth of ice hockey in the community and to provide the best possible experience for all participants by encouraging, developing, advancing, and administering the sport.**

Ben Johnson  
Head Hockey Coach  
Rock Ridge High School

## I. RRYHA Positions

- A. BOARD OF DIRECTORS Please see the RRYHA By-Laws for a description of the Board governing policies.

B.

1. **SAFE SPORT COORDINATOR (SSC)**- The SSC has a number of responsibilities including oversight of mandated training, insuring that the association establishes and enforces all related safety policies, coordination with teams/coaches on such policies, communicating SafeSport information to parents, receiving SafeSport complaints, working with Minnesota SafeSport Coordinator to investigate and respond to complaints.
2. **HOCKEY OPERATIONS COMMITTEE**- hereinafter referred to as the HOC, will consist of a seven member panel including: The Youth Hockey Director (YHD), Head Varsity Coach, Head Bantam A Coach, Head Pee Wee A Coach, Squirt Level Coordinator, Mite Level Coordinator and Mini-Mite Level Coordinator. The HOC will assist the YHD in the movement of players up or down, skills to be taught, number of teams and players per team and deal with discipline problems with players and/or coaches. The HOC will meet at least monthly during the regular season. The HOC and President will also meet with parents and or players/coaches as needed.

C. **COACHES**

1. Coaches will attend coaches' meetings as required.
2. Coaches are fully responsible for USA Hockey licensure, completion of background checks, meeting training expectations (including Safe Sport), and submitting receipts for reimbursement for fees.
3. It is the coach's responsibility to see that a manager is selected.
4. Coaches are responsible for discipline of their team as outlined in the Code of Conduct. A coach may bring a discipline problem to the Youth Hockey Director and the HOC.
5. Coaches are to be selected yearly from a selection committee comprised of the High School Coach, the Youth Hockey Director and the President.
6. Coaches are to follow Minnesota Hockey rules, RRYHA rules and any player development concepts communicated by the HOC.

7. **Only Non-Parent** Bantam, Peewee and Squirt coaches are to be reimbursed for travel expenses for games and tournaments. Receipts must accompany the request for reimbursement. Coaches are to be paid the current standard IRS mileage rate. Only one (1) coach may request mileage reimbursements. Meals will be reimbursed for all coaches. Coaches must determine how to split the expenses.
8. The 2022/2023 pay scale for NON-PARENT and PARENT coaches per season is listed below:
  - a. Non-parent/parent Bantam coach \$1500/ One Non-parent assistant coach \$750
  - b. Non-parent/parent Peewee coach \$1200/ One assistant Non-parent coach \$600
9. Coaches drill books and/or clinic attendance will be reimbursed by RRYHA. All books, videos, etc. will become property of RRYHA.
10. Coaches will receive a one-time helmet reimbursement (up to \$150). Receipts must be turned in for reimbursement. Coaches are also reimbursed for USA Hockey registration
11. RRYHA will reimburse first-time referees for their USA Hockey referee registration.

#### D. LEVEL COORDINATORS

Level Coordinators are appointed at the Squirt, Mite and Mini-Mite level. It is the Coordinators responsibility to ensure practices are covered by coaches. Coordinators shall make sure a practice plan is in place before the start of all practices. Coordinators will work with the Tournament Coordinator and assist in planning and implementing home tournament at their respective level. Coordinators have a seat on the player development committee.

#### E. TEAM MANAGERS

1. Selected by coaches to provide communication between coaches and parents.
2. Verify all games duties are being filled on DIBS. This includes concession stand, penalty box, stats, and time clock. If these duties are not filled, then the manager will designate people to fill the spots.
3. Verify game schedule with other association websites to ensure schedules are correct.
4. Coordinate out-of-town room blocks on an as-needed basis as requested by the coaching staff.
5. Coordinate home tournaments or jamborees, and any district or region tournaments as needed.
6. See the Manager Duties document on the website for additional detail.

## II. Youth Hockey Guidelines

A. GENERAL INFORMATION

1. RRYHA by-laws, code of conduct, rules and regulations are made available on the RRYHA website.
2. RRYHA's policy is to follow MN Hockey's Participation Rule as outlined in the MN Hockey Handbook
3. RRYHA will consider refunds of registration fees for 1) Medical reasons 2) Transfer out of the community 3) Movement to Varsity or Junior Varsity. Refunds will be granted on a case by case basis.
4. Families with more than three players in RRYHA during a single season, will only be required to pay registration costs for the three oldest RRYHA players.
5. Families with more than two players in RRYHA will only be required to purchase two fundraising items
6. Current registration costs will be evaluated on a yearly basis and available on RRYH.ORG

B. LOCKER ROOMS

1. Keep floors clean and free from all litter. Failure to keep the locker rooms clean may result in the loss of locker room privileges
2. **Cell phone use, or the use of devices capable of taking pictures or recordings, is prohibited in all locker rooms.**
3. There will be no rough-housing, horseplay, or bullying in the locker rooms and/or the buildings.
4. Spitting in the building, other than on the ice, is strictly forbidden. Spitting may result in the loss of locker room privileges for your team.
5. Respect Locker room monitors. Only adults who have registered through USA Hockey, have successfully completed a background check and Safe Sport training shall be in the locker room at Squirt, PeeWee and Bantam levels.

### C. EMERGENCIES

Because of the nature of hockey, some injuries may occur. Most will be minor and can be managed with basic first aid. All injuries must be called to the coach's attention. Some injuries may require more intense management and may require players to:

1. Stop all practices, drills and scrimmages.
2. Assist the coach with the management of the situation by:
  - a. Calling for additional assistance.
  - b. Bringing the first aid equipment to the site.
  - c. Keeping on-lookers away.
  - d. Directing medical personnel to the site.

### CI. FUNDRAISING

1. All fundraising will be done as a group for the RRYHA. All members are to do their share in helping raise funds. The Vice President has responsibility for general fundraising and each level with home tournaments will have responsibility for raffles, etc at those events. The money raised will be used to:
  - a. Reimburse coaches per policy
  - b. Buy equipment for players
  - c. Pay referees
  - d. Pay for tournament fees & gate fees
  - e. Help with expenses if teams go to Regional or State tournaments
  - f. Better the Youth Hockey program
  - g. Pay for other items the Board approves.
  - h. Updates to facilities
  - i. Pay for Ice time
  - j. Pay for EMT's for tournaments/Jamborees

### CII. EQUIPMENT

1. Selection of hockey equipment is a key issue for young players, when purchasing and fitting hockey equipment, remember two important factors: 1) Make certain the player is adequately protected and 2) Be sure the fitting allows freedom of movement so the player can properly perform the necessary skills. If you carefully consider these two factors, your child will be more comfortable and will have more fun playing hockey.
2. All teams will be supplied with game jerseys. Game jerseys will be worn for GAMES ONLY and will not be placed inside gear bags. NO EXCEPTIONS!
3. It is mandatory that all players have a HECC approved helmet and facemask and a non-clear mouth-guard at all times on the ice for practices and/or games.
4. All equipment must be turned in or paid for at the end of each season.

5. Any goalie requesting equipment for use during the summer may do so in the following manner:
  - a) Turn in all equipment at the end of the season
  - b) Meet with the Equipment Manager and he/she will supply what is needed
  - c) Pay a \$30.00 deposit
  - d) Pay for any repairs that exceed normal use over the season.
6. For RRYHA equipment that is borrowed, a lease agreement must be signed by a parent or guardian prior to equipment being released.
7. Players do not use game jerseys or game socks for practice.
8. RRYHA will not provide goalie sticks for Peewees or Bantams.
9. Players will wear ALL protective equipment, including mouth guards, to every practice. Open hockey requires at a minimum, a helmet with a facemask, gloves and skates. We strongly recommend full equipment for the safety of the player.
10. Players and parents will be sure that all equipment straps are properly secured, and equipment fits properly.

#### E. RRYHA EXPECTATIONS

1. Players will sit together as a team and conduct themselves in a manner which promotes pride in their team and their community.
2. At the discretion of the coach, there will be a curfew on all nights prior to a game. This means all players should be in their homes by 10pm or the assigned time
3. Any player declared ineligible by the school will not participate in games/practices during ineligibility.
4. If a player is unable to make a practice, it is his/her responsibility to notify the coach prior to practice if possible. Failure to excuse an absence may result in sitting out all or a portion of the next game.
5. Players must inform the coach when under a doctor's care. This information will be kept confidential.
6. RRYHA's Academic Standards Policy  
Purpose: In cooperation with participating high schools, the Rock Ridge Youth Hockey Association (RRYHA) will strive to apply academic standards consistent with the Minnesota

State High School League expectations of each school. This applies to all participating student athletes in grades 7-9/10 (depending on age).

Standards: Grades 7-12 (in case of RRYHA, 7-9 or 10 depending on age and level of participation)

- Academic grades will be checked quarterly and at mid-terms (8 times per year)
- Students must have a quarter GPA of 1.333 or better in order to participate and zero failing grades (F).
  - All D+'s in regular classes= 1.333
- Students cannot have incompletes (I)
- Students can earn eligibility two (2) weeks after the quarter, if they are not failing any classes and if they equate to 1.333 GPA (if not eligible, they will be rechecked at midterm).
- A Student can earn eligibility immediately following midterms as soon as he/she is passing all classes. Overall GPA is not checked at this time.

Policy: At the time of registration, players and parents acknowledge the academic standards set forth by RRYHA and agree to adhere to such.

- RRYHA's Youth Hockey Director (YHD) will provide the school a list of registered athletes.
  - The school activities' office will create a database just as they do any MSHSL covered activity.
  - The activities/athletic director of the school will communicate ineligibility of a student athlete to the RRYHA YHD. (Specific grades and classes are not reported)
    - Example: The activities director calls or emails the YHD and indicates student athlete ABC is not academically eligible.
      - It is not the responsibility of the YHD to ask why. The school makes the determine and communicates such.
  - The YHD will communicate the status of a student athlete to the coach and the player will not be eligible to participate in games until the school has notified the YHD that the athlete is clear to play.
  - IT IS THE RESPONSIBILITY OF THE STUDENT ATHLETE AND PARENT(S) TO WORK WITH THE ACTIVITIES OFFICE AND THE ACTIVITIES DIRECTOR REGARDING ACADEMIC ELIGIBILITY. RRYHA WILL NOT ALLOW A STUDENT ATHLETE TO PARTICIPATE IN GAMES UNTIL NOTIFIED BY THE ACTIVITIES DIRECTOR OR AUTHORIZED PERSONEL FROM THE SCHOOL CLEARING A STUDENT ATHLETE. A PHONE CALL FROM A PARENT OR TEACHER DOES NOT CLEAR A STUDENT ATHLETE.
7. Players will follow rules set forth by USA Hockey, Minnesota Hockey, RRYHA and their coaches including the RRYHA Code of Conduct



8. Any player that is caught violating the player code of conduct will be subject to consequences as stated in the handbook and player code of conduct.
9. Read, understand, and comply with grievance procedure.
- F. RRYHA CODE OF CONDUCT - All Players and Parents will abide by the RRYHA code of Conduct. The Code of Conduct is located on the website.
- G. ON ICE RULES & ARENA SAFETY

**\*Players shall not go on the ice for practice until a coach is on the ice.**

1. All jewelry MUST be removed prior to practice or game.
2. Shoot in designated places and sequences. Be sure goal keeper is ready.
3. Horseplay and profanity are not permitted.
4. No broken sticks may be used. Throwing of sticks is prohibited. Do not high stick, slash with stick. Do not butt-end with stick or spear with the stick.
5. Do not head-butt with the helmet and/or facemask.
6. Do not elbow or knee opponents.
7. Do not shoot the puck at other players
8. Do not alter the stick curve. (1/2 inch maximum)
9. Do not grasp the opponent's facemask.
10. Contact should be made with padded surfaces.
11. Absorb and/or make contact in a low, balanced position.
12. Checking from behind is an automatic penalty: 10 minutes plus 5 minutes.
13. Players should review Minnesota Hockey and USA Hockey rules annually
14. Stay clear of doors while Zamboni is on the ice.
15. Zamboni gates must be closed before players can go on the ice.
16. No hanging over the boards while the Zamboni is on the ice.
17. No banging of sticks on the Plexiglass or anywhere in the buildings. Use of sticks limited to on the ice.
18. All rink gates must be closed at all times while practice or games are in progress.
19. Respect all areas of the facility

## H. RULE VIOLATION

Violations of RRYHA rules will result in:

1. 1<sup>st</sup> violation      Warning from coach(es)
2. 2<sup>nd</sup> violation      Meet with coach(es) and director
3. 3<sup>rd</sup> violation      Meet with coach (es), director, players, and RRYHA President.      Possible Suspension
4. 4<sup>th</sup> violation      Suspension from Youth Hockey for the remainder of the season
5. There will be a zero tolerance of bullying, assault, or any other misconduct that could be punishable by law and will result in immediate suspension by the Board.

## I. MISCONDUCT PENALTIES

Players who are involved in events that lead to a game misconduct penalty will have the following consequences applied:

1. 1<sup>st</sup> Misconduct      1 game suspension
2. 2<sup>nd</sup> Misconduct      2 game suspension
3. 3<sup>rd</sup> Misconduct      3 game suspension and conference with YHD, parents and player
4. 4<sup>th</sup> Misconduct      Suspension from Youth Hockey for the remainder of the season.

## J. ROLE AND RESPONSIBILITIES OF PARENTS

1. See that the players arrive at practice and games and are ready to take the ice at scheduled times.
2. **Mini-Mites and Mites require a responsible adult to be at the rink with them at all times.**
3. Be understanding and supportive of the number of games and practices.
4. Keep up to date on information pertaining to scheduled practices and games. (See Website)
5. Be available to assist in organization and team functions when requested.
6. Turn in necessary forms promptly (i.e. birth certificates and registration forms)
7. Equip players properly with quality protective equipment, consistent with health and safety, as a participant in a contact sport.
8. Encourage players to take pride in their team.
9. Notify coach in advance when player is unable to attend a practice or game.
10. See that players get proper sleep and rest.

11. Do not undermine coaches' philosophies and game plan. If a problem exists, the parents shall follow the grievance procedure.
12. Teach their players to follow through with their commitment to hockey.
13. Parents will model good sportsmanship
14. Use of artificial noise makers will be considered abusive conduct. Possession of a device including, but not limited to, cowbells, air horns, or any loud noise making devices, will be considered abusive conduct and the individual will be asked to leave the building. RRYHA reserves the right to contact local law enforcement officials if needed

K. ROLE AND RESPONSIBILITY OF PLAYER

1. Understand the RRYHA program.
2. The RRYHA program is a competitive program. Each player is expected to contribute his/her utmost at all times.
3. Participation at practices is expected at all times. Be on time for practices.
4. Show good sportsmanship

L. ATTITUDE TOWARD COACHES, TEAMMATES, REFEREES, AND OPPOSING PLAYERS

1. Show respect toward coaches, teammates, referees and opposing players.
2. Take pride in team and teammates. The results will be better team spirit and a successful season.
3. Show appreciation for the efforts of your coaches, manager, teammates and referees.
4. Players must notify their coach in advance of having to miss a practice or game.

M. GUIDING PRINCIPLES

1. It is the primary aim of RRYHA to develop young hockey players.
2. First is skills development, where players learn the basic skills of skating, shooting, and puck handling.
3. Equally important is the development of attitude. Hockey is a team sport and we want our players to learn how to play with others.
4. Hockey must be kept in perspective; our aim is not to win at all costs, but to compete as best we can. Sportsmanship needs to be cornerstone of any constructive youth program.

N. GRIEVANCE PROCEDURE

1. 24-hour rule. If an issue arises, wait 24-hours before bringing it to someone's attention. The reporting issue structure is listed below. Start with the first individual, unless that is the

person who the issue is with. If no action is taken, or the response is unsatisfactory, then discuss the issue with the next individual listed.

- a. Coach
- b. Level coordinator
- c. Youth Hockey Director
- d. Hockey Operations Committee.

### III. AGE GROUPS & TEAM INFORMATION

A. **Player level will be determined by MN Hockey guidelines.** If a player is to be moved from their designated age group, it will be dealt with in the following manner:

1. To be considered for movement to a higher level: The player's parent/guardian(s) must submit a letter of request to the Youth Hockey Director before the first day of tryouts (or before the first day of official practice for lower levels).

OR

The head coach of the higher-level team may request a player tryout for said team with parent or guardian consent.

Three primary factors will be considered when a request is made:

1. The number of players for each level will not be negatively affected (such as moving one or more players up a level will make lower and/or upper-level team players too high or too low).
2. The player's physical and emotional maturity will be considered; skill level will be considered and parent/guardian past behavior will be considered.

The move up should appear to be a positive move for the individual player and for the development of the teams that are affected.

A majority vote of the HOC will determine if the move is supported.

2. Requests for a movement to a lower level may be entertained any time prior to USA HOCKEY team rostering. The request for movement will be heard by the coach (es) at the player's designated level, the coach (es) at the petitioned level, the Youth Hockey Director, and the Hockey Over-site Committee. The player may be required to practice and/or play at both levels to assess the player's abilities. A majority vote of the Player Development Committee will determine if the movement is supported. Final approval must be made through MN Hockey.
3. Once a player is rostered (official USA Hockey roster form) to a team, there is to be no movement of such player to another team. It is the responsibility of the coach to see that players perform to their maximum potential.

- B. RRYHA follows Minnesota Hockey guidelines for the numbers of games, including tournament games, to be played each season in each level (with exceptions approved by the President and the Youth Hockey Director). Guidelines are as follows:

Jr. Gold	Up to 42
Bantam A	Up to 42
Bantam B	Up to 42
PWA	Up to 35
PWB	Up to 35
Squirt	Up to 35
Mites	12-16 (scrimmages and jamboree games)
Mini-Mites	8-12 (scrimmages and jamboree games)

1. All travel expenses will be paid by parents of the players. (NOT RRYHA)
2. The number of teams at each level will be decided by the Youth Hockey Director and the HOC.

C. Home Tournaments (Regular Season and Play-offs)

1. Tournament planning is the responsibility of the Tournament Coordinator with assistance from the Coaches and/or Coordinator and managers at the level of the tournament. This includes all aspects of the tournament including fundraising, tournament draw (for regular season), clothing orders, etc.

#### **IV. FUNDAMENTALS BY LEVEL**

##### **A. MINI MITE-**

All beginners ages 8 and under and all players under the age of 7 will participate at the Mini Mite level. Players will be divided into equal teams for in-house league structure. It is RRYHA policy that Mini-Mites do not travel with the exception of one Jamboree per team. Jamborees are limited to within District 12.

1. Objective
  - a. To give kids a fun and safe environment where they can enjoy learning the fundamentals of skating and the game of hockey.
  - b. Stress fun, participation and skill development.
  - c. Development of communication at the players' level of learning.
  - d. Build confidence and self-esteem through positive reinforcement.
2. The Four Basic Skills of Hockey
  - a. SKATING- This skill makes hockey unique and is something that players at all levels of the sport continually strive to improve. Without adequate skating ability, players are less able to perform the other essential skills of the sport. At this age level, the kids need to have fun and learn skating fundamentals such as stance, posture, starts, stops, balance, strides, turns, etc. Fun games help to develop these skating skills.

- b. STICK HANDLING- Perhaps the most difficult of the basic skills to master, it allows a skilled player to maneuver around opponents and create better offensive opportunities.
  - c. PASSING- Passing is what makes hockey a true team sport and makes the game fun. Passing gets everyone on the ice involved in the action and makes scoring a real team effort. Assisting teammates in success is what the game is all about and passing allows the thrill of scoring to be shared.
  - d. SHOOTING- This is the end result of an offensive team play and is the action which produces a goal. Players spend more time practicing shooting than any other skill because they feel that scoring is the most fun; however, players should put just as much emphasis on the other skills since most players will generally not take more than five or six shots an entire game.
3. Essential equipment used in Youth Hockey: Skates, Helmet, Facemask, Mouthguard, Stick, Shin Pads, Supporter & Cup, Gloves, Shoulder Pads, Breezers (pants), and Elbow Pads.

#### 4. Practice/Games

- a. PRACTICE- Practice for Mini-Mites varies from 1 to 3 times per week. Practice time is structured but still fun for the kids as they work on the fundamentals of skating and the game of hockey. Mini-Mites are encouraged to skate between practices.
- b. GAMES- Games at the Mini-Mite level are played in 2 periods with 2 minute intervals with each period being 20 minutes in length. There are five players and one goalie on the ice at all times. Several tournaments are held during the year where the kids are awarded a trophy or medal for their hard work during the season. A Mini-Mite coach practices positive reinforcement at all practices and games.
- c. Teams will play approximately 8-12 games per season between in house scrimmages and jamborees.

5. Jamboree participation is at the discretion of the scheduler and the youth hockey director annually.

#### 4. MITE

Players are to be divided into equal teams for in-house league structure whenever possible. If not possible, games are limited to within the Iron Range District. It is RRYHA policy that Mites do not travel with the exception of up to two Jamborees per team. Jamborees are limited to within the Iron Range District.

##### 1. Objective

- a. Enjoyable introduction and experience in hockey.

- b. Providing a healthy environment for fun and learning.
  - c. Teach the basic fundamentals of playing hockey.
  - d. Stress participation and fun, not winning.
  - e. Development of communication at the players' level of learning.
  - f. Introduction to competitive games and more complex action on the ice.
2. Coaching Staff - Minimum Head Coach per team, Assistant Coach based upon availability.
3. Areas Stressed
- a. Fun
  - b. Skating - Basic stance and posture; stops and starts using all edges; strides; crossovers and crossunders; pivots; and edge work.
  - c. Top hand controls the stick, one hand puck control.
  - d. Puck handling and protection techniques.
  - e. Simple passing/receiving techniques
  - f. Shooting techniques
  - g. Team play
4. Practices/Games
- a. Practice time is typically 2-4 sessions per week depending on ice availability.
  - b. 14 to 16 (home/away games combined) depending on the number of mite teams per town.
  - c. 2 Jamborees within the local district and one Home Jamboree.
  - d. Jamboree participation is at the discretion of the scheduler and the youth hockey director annually.

## 5. **SQUIRT**

Squirt age players will have the opportunity to try out for the "A" team. The players who do not make the "A" team will comprise the B team(s). Based on registration numbers "B" teams MAY be split into B1 and B2 Levels. This is coordinator's and YHD discretion

- 1. Objective
  - a. Emphasis at the squirt level is still on skating technique and having fun; however, depending on our progress, we will move into more puck handling, passing and shooting drills than were done in Mites.
  - b. Ice Management is taught and becomes more important (passing, position hockey, forecheck, back-check).
  - c. Prepare Squirts for Peewee level of hockey.
- 2. Coaching Staff
  - a. There will be one Squirt Coordinator, two coaches per team (Head and Assistant), and also one or two team managers per team.
- 3. Practices/Games/Tournaments

- a. PRACTICE- The teams will practice 1 to 4 times per week for 1 to 1 ½ hours per session. Every practice will dedicate a portion of time to individual skill development.
- b. GAMES- Squirts will play up to 35 games including tournament games per season.
- c. TOURNAMENTS- Two away tournaments may be scheduled over the course of the season in addition to one home tournament.

#### **D. PEEWEE**

All Peewee age players will have the opportunity to try out for the “A” team. The players who do not make the “A” team will comprise the B team(s). Based on registration numbers "B" teams MAY be split into B1 and B2 Levels. This is coordinator's and YHD discretion

##### **1. Games/Tournaments/Practice**

- a. GAMES/TOURNAMENTS- The teams play a home and away series against teams in the District 12. District standings are kept throughout the year and determine the seed for the District tournament. Teams will play in 1-3 tournaments throughout the season. Teams advancing from the District tournament participate in a Regional tournament.
- b. PRACTICE- Our program places a high emphasis on individual skill development, and this will continue in Peewees. The teams will practice 1 to 4 times per week for 1 to 1 ½ hours per session. Every practice will dedicate a portion of time to individual skill development.

#### **E. BANTAMS**

All Bantam age players will have an opportunity to try out for the “A” team. The players who do not make the “A” team will comprise the “B” teams. Based on registration numbers "B" teams MAY be split into B1 and B2 Levels. This is coordinator's and YHD discretion

##### **1. Games/Tournaments/Practice**

- a. GAMES/TOURNAMENTS- The teams play a home and away series against teams in the District 12. District standings are kept throughout the year and determine the seed for the District tournament. Teams will play in 1-3 tournaments throughout the season. Teams advancing from the District tournament participate in a Regional tournament.
- b. PRACTICE- Our program places a high emphasis on individual skill development, and this will continue in Bantams. Teams will practice 2 to 4 times per week for 1 to 1 ½ hours per session. Every practice will dedicate a portion of time to individual skill development.