

WAHA / RYHA Player-sharing Handbook

Background:

For the 2008-2009 season, WAHA and RYHA have entered into a player-sharing arrangement, for all girl and all boy hockey players, whereby each association maintains its organizational structure and 501c3 status, as well as its “brand,” and combines best practices and policies for hockey operations and association support. This arrangement results in the combining of our players to offer more levels of play and the ability to place skaters on more ability-appropriate teams. The purpose of this handbook is to establish protocol for the policies and practices within the scope of this player-sharing arrangement. Each association will adapt the policies and practices as described herein.

Player-sharing Arrangement:

WAHA and RYHA will register players from their respective, defined, communities. Players whose primary guardian has a Minneapolis addresses will register with WAHA. Players whose primary guardian has a Richfield address will register with RYHA. Neither association will be allowed to register any player whose primary parent/guardian resides outside their defined community.

Each association will host teams comprised of players from both associations. Hosting teams means financing and uniforming that team. The number of teams that each association hosts is determined by the number of registrants per age group, per association. Player placement on teams is determined through age-appropriate player evaluation processes. Which teams are hosted by each association is determined by the most numbers of players, per association, placed on each team. Each association will host at least one team per age group, where there are 2 or more teams within an age group. For teams that have players from both associations, the waiver process will be used to regulate financing and roster management per District 1 and USA Hockey policy.

To benefit the recruitment and retention of players to both associations, WAHA and RYHA will charge similar player fees. Fees will be set in “Step Progression” approach. Youngest groups will pay less, while older groups pay more to cover the increased costs associated with more frequent play. Budgets are based on 12 skaters plus 2 goalies per team. Ice time will be distributed in accordance with the fee structure, for example; if Peewee C has a less expensive fee structure than Peewee A, then Peewee C teams will receive fewer ice frequencies than Peewee A. All teams will have the ability to pool their team resources to purchase additional practice/game ice time.

WAHA will purchase ice based on historical practices and season budget at their traditional ice arenas. RYHA will purchase ice at Richfield Ice Arena based on historical practices and season budget. RYHA will secure as much additional ice at Richfield Ice Arena as is available on days and times that makes sense to support our combined youth hockey program. Mini-mite, Mite and U8 teams will be given priority for weekend ice at Richfield and Minnehaha arenas. Mini-mite, Mite and U8 teams will not skate at Richfield Arena during weekdays. All other teams can expect to skate at Richfield, Parade, Northeast, VMIA, Minnehaha and Drake arenas. It is the objective of both associations to make the hockey experience of all teams as convenient as possible under this player sharing agreement.

Policies and Practices:

The following policies and practices will be adapted by both organizations:

Association Support:

Registration, Player Fees, Payment and Additional “Team” Costs:

WAHA and RYHA will coordinate registration, Player Fees, and payment schedules to be the similar. Each association is responsible for collecting and enforcing the fee and fee-payment schedule for their respective registrants. Each organization will enforce a “no pay, no skate” policy. The final budget and fee schedule will be determined prior to the start of the season. Teams that wish to add additional activity (tournaments, scrimmages, practices, etc.), over and above their budget allocation, may do so with no more than 3 players’ families from the team dissenting. With no more than 3 players’ families dissenting, the entire team will bear 100% of the cost of the additional activities. If 4, or more, families’ descent then the team will not participate in the additional activities. When additional activities are agreed upon, the team must pay their host association 100% of the cost of the additional activity, in one check, within 48 hours of confirming the additional activity. Teams are required to register for all tournaments through their level coordinator.

Player Fee Pricing Structure & Payment Timeline

Each association will post its Player Fee pricing structure on their respective web sites prior to the beginning of the season. Mite and U8 players will all pay the same fee regardless of goalie or skater designation. For older groups, full time goalies will be assessed 50% of the Player Fee, within their age and ability group. Goalies who wish to also skate-out will be assessed 70% of the Player Fee, within their age and ability group (see “Evaluations and Placement” for qualifications of goalies skating out). Player Fees should be viewed as the cost associated to be a playing member of WAHA and RYHA. The costs associated with playing hockey include, but are not limited to, ice time for evaluations, practices, games and scrimmages, independent evaluators, dryland training, coaching certification, paid coaches, tournaments, referees and district fees. Since ice costs are a function of Player Fees, you’ll note that the prices increase per age and ability level, where the older groups and more advanced levels of play require more ice time.

- Player Fees do not include the \$200 Volunteer Fee per family (see “Volunteer Policy” for additional information).
- Player Fees do not include the \$40 registration fee paid to USA Hockey (see “Registration” below).
- Player Fees do not include additional ice and/or tournaments that individual teams purchase, over and above their allocated budget.

What is Paid at “Registration”?

Due to changes within USA Hockey (the governing body of “traveling” hockey within the United States) there are now two steps to the “registration’ process:

1. First you have to register with USA Hockey. USA Hockey provides governing structure, rules, umbrella player insurance, umbrella coaching insurance, coaching certification & referee certification structure and other benefits for players and associations. Every “traveling” hockey player in the United States must be a member of USA Hockey. Mini-mites have to register with USA Hockey, but are not required to pay the \$40 registration fee.

2. Then, all age groups have to register in your home association (WAHA or RYHA). Your home association provides the hockey “services” that your player will experience.

In addition to the USA Hockey fee (\$40 per player) and the Player Fee (which depends on your players’ age and ability) there is a \$200 Volunteer Fee **per family**, which is due at the time you register. The Volunteer Fee is a separate payment (check) that is given back to the family once 20 hours of volunteer service to your home association is completed. As volunteer-run organizations, WAHA and RYHA need the service of all participating families in order to maintain costs of the association. The Volunteer Fee is paid to your home association and your volunteer service hours are dedicated to your home association needs as well.

Player Fee Payment Schedule

Player Fees can be paid in full or paid in three installment payments.

- **Sept. 30:** A flat rate of \$300 for each Squirt, Peewee, Bantam, U10, U12 and U14 player. A flat rate of \$100 for all Mini-mites, Mites and U8 players is due on September 30. NO players will be allowed on the ice until the first installment is received.
- **Nov. 30:** ½ of the remaining balance of their Player Fees will be due on November 30.
- **Dec. 31:** The remaining balance of Player Fees for all players will be due on December 31.

Player Refunds

For Peewee and Bantam Players: Evaluations will take place the first full week in October. Teams will be posted on October 14. WAHA and RYHA will refund your paid Player Fee, minus \$75, if you choose to not play by/on October 19, 2008. Your volunteer fee will be refunded, in full, if you have no other players playing in the association. If you have other players in the association then your volunteer fee will not be returned until your service obligation is fulfilled. You are financially obligated for the Player Fees and volunteer obligations for the entire year once your player participates in a practice, scrimmage or game after October 19, 2008.

For all other age groups: Final team placement takes place later in the season. WAHA and RYHA will refund your Player Fees minus a pro-rated “participation” charge based on the frequency of practices, scrimmages and games for your player’s age group or team. You are financially obligated for the entire year once your player participates in a practice, game or scrimmage after December 1, 2008.

Pre-season Member Meeting:

After the initial registration and prior to the beginning of the season, WAHA and RYHA will hold joint meetings for each age group. Parent/guardian sign-in at the preseason meeting is required. In the event that a parent/guardian can not attend the age-group meeting of their player, they will have the option to attend a meeting of a different age group. Players are encouraged and welcome to attend. The meeting content includes a brief explanation of the player-sharing arrangement and offer pertinent information on organizational support and hockey operations. The meetings will be held in September, prior to the beginning of player evaluations.

Team Size and Composition:

Teams will consist of a minimum of 11 skaters, an ideal maximum of 15 skaters, plus 1 or 2 goalies. There may be unique conditions that allow for more than 15 skaters on a team, at any age or ability level. The tryout evaluators and team selection members will do their best to form teams of 14 skaters plus 2 goalies.

Volunteer Policy

Both WAHA and RYHA are volunteer-run organizations and require the entire “community” to support a successful operation. In addition, District 1 and Minnesota Hockey require associations to pledge volunteers at District, Regional and State tournaments, regardless if you have a team participating in those tournaments.

Volunteer Deposit

At registration, each family is required to submit a “volunteer deposit” of \$200 over and above the Player Fees. Each family is expected to volunteer 20 hours of service, per season, for the association with which you register (your “home” association) or forfeit the \$200 deposit. Your home association is responsible for accounting hours worked. The volunteer deposit will be return by your home association upon the completion of a minimum of 20 hours of volunteer service per family. Partial credit for less than 20 hours worked will not be given. Parents volunteering for time-intensive service such as team coach (4 per team), team manager (1 per team), level coordinator (1 per level, per association), Tournament Director, board member and other volunteer position approved by each board will qualify as fulfilling all 20 hours of service at the completion of the season. You are responsible for coordinating your volunteer service with the leaders of the various events. Leaders for events will be posted on your home association’s web site.

Volunteer Opportunities

Opportunities for volunteering for WAHA include, but are not limited to, helping at:

- Official recruiting efforts.
- Walk-in registration events including the preseason Open House held at Richfield Ice Arena.
- District game clock, scorebook and penalty box duties.
- WAHA Day and/or team picture day (s).
- Wings of Spring Tournament.
- District, Regional and State tournaments.

Opportunities for volunteering for RYHA include, but are not limited to, helping at:

- Official recruiting efforts.
- Walk-in registration events including the preseason Open House held at Richfield Ice Arena and the registration day at Dicks Sporting Goods.
- District game clock, scorebook and penalty box duties
- Team picture day.
- RYHA sponsored tournaments.
- District, Regional and State tournaments.

For WAHA-run and RYHA-run tournaments, all Washburn and Richfield teams participating in the tournaments will be obligated to staff the game bookkeeper, time keeper and penalty box roles for their games, plus the game held prior to their tournament games, regardless of your home association.

Richfield Ice Arena Concession Stand

The Richfield Ice Arena concession stand provides an opportunity for Richfield parents (and Washburn if they so choose) to lower their hockey fees. To sign up you must fill-out your name and contact information on the sign-up sheet located inside the concession door. The concession stand must be open for you to sign-up. If you sign-up and fail to show up for your assigned shift, your

deposit (if Mite age parent) will be forfeited and/or the opportunity for future shifts may be taken away (if not a mite age parent), no exceptions. If you cannot make your assigned shift then it is your responsibility to find someone to cover your shift.

Washburn Mite families have the opportunity to use 10 volunteering hours served in the Richfield Concession Stand. The other 10 volunteering hours must be served at Washburn-sponsored events.

Mite families from Richfield may buy out of their obligation for \$150.00.

All Richfield families (except for mites) may work at the Concession Stand and have \$8.00/hr credited to their hockey bill. All time worked between October 2008 – January 15, 2009 will be credited to the current hockey season. Time worked after January 15, 2009 will be credited to the next hockey season.

Financial Aid and Scholarship Policy:

Children in both RYHA and WAHA communities should have an opportunity to play organized hockey regardless of their financial situation. Both associations have set aside money for financial aid. Funds are limited. Application for financial aid should be made at the time of registration. Contact your associations' President or acting-President for detailed information on the requirements of financial aid.

Recruitment:

Each association will continue their traditional methods of recruiting players with emphasis on recruiting Mite-age players. In addition, each association will jointly promote a free-skate, "Open House," sign-up event to be held at the Richfield Ice Arena. Each association will equally share costs and volunteering duties at the Open House.

Waive-Out, Waive-in Policy:

USA Hockey and Minnesota Hockey rules require that skaters register and play on teams in their geographic area/community. Players are to participate on teams from their local association based on the residence of their parent(s) or legal guardian(s). Players wishing to play in another area (for any reason) must receive a waiver approval, from their home association, to do so. A player that participates without the necessary waiver is considered an ineligible player. WAHA and RYHA will enforce a "no waiver" policy. Neither association will waive a player to another association unless there is not a team opportunity for that skater at either WAHA or RYHA. This rule does not apply to true cooperative arrangements with other associations or schools, including independent cooperative arrangements for girls under District 1 practices. A formal protest will be filed against any Minnesota Hockey team registering a WAHA or RYHA area skater. Both WAHA and RYHA will follow District 1 policy on waiving-in players from other associations that do not field teams at the appropriate ability level of the player. Both WAHA and RYHA reserve the right to refuse waive-in candidates based on player/parent behavior issues with their home association.

Waive-Up Policy:

It is WAHA and RYHA policy that players skate in their age level. There are two noted exceptions to this policy.

1) The Board of Directors of the player or team in question, upon recommendation of the joint Hockey Operations Committee, may permit a player to move up to a higher age division. Factors are taken into account when considering a request to move up include, but are not limited to:

- As needed by older age groups to complete their roster of 11 minimum skaters and/or 1 goalie.
- As providing ability-appropriate opportunities for players who excel.
- As providing preference for players who are eligible in the age level.
- To enhance team competitiveness.
- Taking into account the reasonable “seasoning” of young players.

Only second-year players within an age group who played at the highest level fielded in the previous season will be considered eligible to move up. Players within the older age group are given the benefit for placement on ability-appropriate teams; therefore, younger player’s placement on a team at the higher age level will be limited as follows:

- To be placed on the A team of the older group, the player must be evaluated by tryout evaluators amongst the top half of the A team.
- To be selected for a B team, the skater must be evaluated among the lower half of the A team or the top half of the B team.
- The younger player can be placed on an older C team only to complete the 11-skater, 1-goalie, roster.
- A player who has participated in the older groups evaluations (tryouts) will be placed on a team in the older division and will not be allowed to “move down” to their natural age division.

2) Players with birth months in July and August will be given the option to waive-up to the age group of their classmates. This is allowed in recognition of the benefit of players skating with players in their own school-grade.

Grievance Process:

Both WAHA and RYHA are committed conflict resolution for internal and external situations that arise during the course of the season. An internal conflict is identified when all parties associated to the conflict are members of WAHA or RYHA. An external conflict is identified when one or more parties associated with the conflict are not part of WAHA or RYHA. We are in hopes the parties associated with either an internal or external conflict can first resolve differences through respectful dialogue. If the situation can not be solved through respectful dialogue then the party initiating the concern MUST follow the below steps with their home association to file a formal expression of grievance:

Internal Grievance:

A Conduct Conciliation Committee (CCC) is established to provide a forum for respectful discussion regarding the responsibilities and conduct relating to players, parents, and coaches of WAHA and RYHA (the associations). The purpose of establishing a CCC is not to be punitive or intimidating, but conciliatory and decisive. The CCC is not a standing committee and, thus, will be formed upon receipt of a written grievance. Each CCC member of WAHA will be appointed by the WAHA President. Each CCC member of RYHA will be appointed by the Board Executive Committee of RYHA. To insure impartial representation for each grievance, the CCC shall consist of 3 board members plus one association member (parent/guardian). No party to the grievance can be involved in the CCC. All four members of the CCC will have voting privileges on the resolution of the grievance. In the event of a tie, the President, or acting-President, will have voting privileges as long as he/she is not a party to the grievance. If the President or acting-President is a party to the grievance then the Vice-president of the association will have voting privileges.

Step One: A formal grievance can not be issued until 12:00 noon following the day of the incidence (cooling-off period). All parties of the grievance should refrain from communication (phone, email, etc) until the cooling-off period expires.

Step Two: Prior to submitting a formal expression of grievance, the initiating party must review all of the association policies, practices and guidelines to ensure the grievance issue is not already addressed by the association.

Step Three: Within 24 hours of the incidence, the party initiating the grievance must dialogue with the level coordinator who will attempt to mediate a resolution.

Step Four: If the level coordinator is unable to mediate a resolution, then the party initiating the grievance must report the situation in writing using the form provided by WAHA or RYHA to the CCC. Formal grievances will be terminated if the CCC does not receive the completed form within 48 hours of the incidence.

Step Five: All written grievances will be reviewed by the CCC within 3 days of receipt. The CCC will decide at this time what further steps need to be taken.

Step Six: The CCC will recommend a solution to the grievance within four days (that is, within 7 days from receiving the grievance in writing).

Step Seven: The CCC will follow up on the grievance within 2 weeks of recommending a solution.

The CCC will use the rules, regulations, Code of Conduct and philosophy of the association as guidelines to determine solutions and decisions for all grievances.

External Grievance:

Parents, spectators, players and coaches affiliated with WAHA and RYHA should remember they are representatives of their respective associations and the cities of Minneapolis and Richfield. When problems arise with parties who are not a part of WAHA or RYHA (a league, another association, a tournament, etc) then the following steps **MUST** be taken:

Step One: Walk away from the situation.

Step Two: A formal grievance can not be issued until 12:00 noon following the day of the incidence (cooling-off period). All parties of the grievance should refrain from communication (phone, email, etc) until the cooling-off period expires.

Step Three: Report the situation, in writing, giving as much detail as possible, to the President or acting-President of WAHA or RYHA. The written document must be received by the association President within 48 hours of the incidence; otherwise the grievance will not be heard.

Step Four: The President, or acting-President, will review the situation and will determine if a formal grievance should be filed with the league.

Step Five: The President, or acting-President, will follow-up with the party escalating the concern.

Hockey Operations:

Coach Selection:

Quality coaching is a key ingredient for developing the skills and knowledge necessary for all players to compete at their highest level possible. Good coaches have the hockey expertise and communication skills necessary for developing individual skills and team play and motivating players to reach their potential. As leaders of our teams, coaches set an example of good sportsmanship and are vital to making the hockey experience enjoyable for all players. Coaches are selected and placed through the recommendation of the Coach Selection Committee. The Coach Selection Committee (CSC) is comprised of 2 RYHA members and 2 WAHA members, appointed by the President or Board Executive Committee of each association, who are knowledgeable about hockey. CSC members will have equal voting privileges when selecting head coaches. In addition, the WAHA ACE Coordinator will act as leader and mediator of the committee and will not have voting privileges. In late August through mid-September, all head coaching candidates will be interviewed. Through the interview process, the CSC will determine the “pool” of coaching candidates for each age group and will determine the “rank” of candidates based on coaching background, hockey experience and ability to meet the time commitment of a head coach. WAHA/RYHA encourages and promotes non-parent coaches based on ability, coaching experience, hockey knowledge and time commitment. Head coaches who are parents will NOT be notified of coaching responsibilities until the last day of tryouts when their player is placed on a team. Top-ranked, non-parent, head coaches may be notified of their position prior to tryouts. Head coaches, in conjunction with the WAHA ACE Coordinator, will select assistant coaches. Each team, in all age and ability levels, must have at least three coaches. The team may have as many assistant coaches as the head coach desires, however, only 4 coaches per team can claim volunteering service. All coaches must have age-appropriate USA Hockey Certification and submit to background screening. RYHA/WAHA will seek qualified coaching candidates for all teams and will support all teams with their available resources. In the event a qualified coaching candidate is not found, ultimately, it is the team’s responsibility to bring forward a viable coaching candidate.

Evaluations (Tryouts) and Placement:

The primary objective for WAHA and RYHA is to promote the enjoyment and development of youth hockey, while instilling core values of good sportsmanship, discipline, honor, teamwork, integrity and respect. The evaluation process attempts to place players with comparable skill levels together so they can experience the most success and individual development. WAHA and RYHA will attempt to place players where they fit best in terms of skill development and ability to compete. Playing and competing well makes hockey enjoyable. Being overmatched at a level of play above the players’ ability is a detriment to player enjoyment and development. WAHA and RYHA will ensure the most objective process possible and will use outside resources to evaluate players in older age groups. Coaching candidates do NOT pick their own team. The ACE Coordinator, however, may ask for a coaches player-evaluation input at his sole discretion.

Girls Evaluation:

Girls have the option of playing on boy's teams or playing on girl-only teams. Girls who are evaluated with boys will be placed on an ability-appropriate boy's teams as determined by the boy's evaluators. Girls who do not qualify at the ability-level of the boy's "C" team will be placed on an ability-appropriate girl-only team within the WAHA and RYHA girl's cooperative arrangements. For the girl-only teams, the Girls Coordinators of each association will establish evaluation processes based on the input and agreement with any cooperative partners with whom they are working. Cooperative associations will work with the District 1 Girl's Coordinator to ensure integrity and fairness in the process. The creation of any cooperative agreement with teams other than Washburn and Richfield will be reviewed and OK'd by the District 1 Girl's Coordinator.

Boys Evaluation:

For Mites and Squirts, the intention of the evaluation process is to provide ample practice time and hockey experiences for all players prior to final team selections. Typically, the District 1 game schedule does not begin until early December. This allows time for skills development throughout October and November, prior to the final team selections. In addition, this allows ample time for coaches to be certified and gain experience in conducting efficient, well run, practices. Pee wee and Bantam schedules start much earlier and do not allow for extended evaluations. The evaluation process for the 2008-2009 season is outlined as follows:

Mites:

Mites will pool all players for an extended evaluation period (October and November). Based on registration age, all players will initially be assigned to a "Training Camp" and will participate in joint skills practices, small-area games and internal scrimmages throughout October and November. Through Training Camp observations the Mite leaders and ACE Coordinator may shift players between groups. Based on the overall numbers of Mites and corresponding ability levels, the Mite leaders will determine the number of A and B "travel" teams that will play a District 1 schedule (estimating 3-4 "travel" teams). All "C" teams (estimating 6-8 teams) will opt out of a District 1 schedule and play a "house" schedule among our teams and possibly against teams from Minneapolis Southwest and St. Louis Park. The final A, B and C teams will be selected no later than one week prior to the first District 1 game. All mites will play ½-ice games per the District 1 directive, which allows Mite A and B teams to play full-ice games toward the end of the season.

Squirts:

District games for Squirts (all ability levels) will begin in early December. Squirts will be divided (alphabetically and/or geographically) into "evaluation teams" and participate in joint skills practices, small-area games and internal scrimmages throughout October and November. Two weeks prior to the beginning of District games, the ACE Coordinator will establish an evaluation team to conduct final evaluations similar, yet abbreviated, to the Pee wee and Bantam evaluation format. Ability-appropriate teams will be formed no later than one week prior to the first District games.

Pee wees and Bantams:

Pee wees and Bantams will be evaluated by outside (independent) evaluation teams who will plan all evaluation ice-sessions, evaluate players and select teams. The Hockey Operations Committee will be responsible for hiring the ACE Coordinator who will be the lead evaluator. The ACE Coordinator is responsible for assembling the evaluation teams for each age group. Goalies will be evaluated by an outside evaluator (a goalie coach) hired by the ACE Coordinator.

Peewee and Bantam Evaluation Process

- The evaluators will meet to discuss and plan each session.
- The written session plan will be executed by volunteer coaches (coaching candidates) who will run the plan on-ice. The on-ice coaches explain/demonstrate drills, encourage players to do their best, provide reinforcement to the players, but do NOT give evaluation input to the players or the evaluators; they simply run the plan given to them by the evaluators.
- The evaluators evaluate the players based on their on-ice performance.
- The evaluators narrow the field at each ability-level to make natural splits, by ability, among players. At any time during the evaluation period, the evaluators may “re-shuffle” the players to attend specific ice sessions. Families will be notified of group changes or ice time changes as much in advance as possible.
- In the final evaluation session, if the evaluators disagree on the placement of a player, the ACE Coordinator will determine the players final placement.
- Players are encouraged to attend all evaluation ice sessions. All players must attend a minimum of 3 evaluation ice sessions. For players who can not attend 3 ice sessions (for any reason) the ACE Coordinator will rely on the players’ previous experience to initially place the player on an initial team. After 3 practices with the initial team, and prior to the deadline of the final team rosters (the Minnesota Hockey deadline), the ACE coordinator and head coaches will determine the final placement of the player. The player can not play in tournaments or district games until placed on his final team.

Sample Evaluation Schedule

1. Day 1 will be a “warm up” session to prepare for the evaluations. The intention of Day 1 is for the evaluators to get familiar with the players and the methods of evaluations.
2. Day 2 will consist of skill drills and small-area competitions determined by the evaluators.
3. Day 3 will consist of scrimmages or small-area competitions with all players being evaluated on their ability to perform in game situations. The evaluators will have the ability to organize the teams at their sole discretion, likely splitting teams into an A/B pool and a B/C pool.
4. Day 4 will consist of a scrimmage which may, or may not, be against another associations team.
5. Day 5 will consist of a scrimmage against another association’s team. The evaluators, at their sole discretion, will choose the participants to play in the scrimmage(s).
6. At any time throughout the evaluation period, Goalies may have an additional “goalie-only” evaluation day.
7. At no time during the evaluation period should players or parents assume they have “made” a specific team.

The evaluators will have a final meeting to select teams. The ACE Coordinator, at his sole discretion, may ask for player input from the head coach of the team. Goalies will be ranked and placed on teams according to ability. If there is only one A-level goalie at a given age then the A level team will only field one goalie (Minnesota Hockey regulations allow for “substitute” goalies, if a team is in need of a goalie). Goalies who also wish to skate-out will be placed on a team based on the lower of their goaltending or skating abilities.

The Hockey Director will communicate the team placements to the President, or acting President, of each BOD prior to posting.

The host association of each team will be determined by the player placements.

Coaches will then be selected based on their “coaching rank” in conjunction with the placement of the players.

Team Selection

- Tryout results and team selection determined by the outside evaluators are final.
- The team rosters, head-coach selection, and host association will be posted on the website of EACH association for a period of one week. After the one-week posting then it will be the responsibility of each association to manage the website of only the teams they host. The tentative date for posting the team selections is between 5pm and 7pm on October 14, 2008.
- Families are NOT to contact the ACE Coordinator, evaluation team members, coaches or any member of either association Board of Directors regarding the evaluation results.
- Players must attend the first practice of their assigned team.
- Should a player have questions regarding the evaluation process, they should contact the ACE Coordinator after the first team practice. The coordinator will respond within 48 hours of being contacted. The associations expect that any such communications from the player or parent be conducted in a respectful manner.

Playing Time:

All teams must adhere to an “equitable ice time” policy. This means giving every player a fair share of ice time in both games and practice. Parents and players of all age groups should realize that the task of getting each player “equal” ice time is impossible. Parents should realize that coaches are concerned about player safety, the entire team’s esteem, as well as the esteem of the association. Playing time may be appropriately restricted due to behavior, absence, player-safety, penalties committed and other considerations. Coaches should realize that the esteem of a young player is affected by less playing time than that of his peers. Coaches will do their best to keep playing time equitable, but please don’t expect coaches to be tracking minutes or even shifts during the game. The coach will set playing time expectations, based on the below guidelines, at their teams pre-season parent meeting. Coaching guidelines are given to each coach to ensure every player receives their fair share of ice time. The below guidelines apply to all teams within the respective age group. Both associations support coaches consulting with assistant coaches, team managers and parents to adjust guidelines based on an unforeseen, unique, situation.

- Teams with two goaltenders will equitably share goaltending duties by splitting games or by rotating goalies at the mid-point of a game. Sharing duties is to be determined between the coach, player and parents of the goalies.
- Goaltenders who also skate-out will **not** be assured equal goaltending time and their playing time will be determined at the sole discretion of the coach.
- **Mites/U8** should have equitable playing time and should play forward and defensive positions equitably throughout the season in a “first-in, first-out,” rotation.
- **Squirts/U10** should have equitable playing time, and should get experience at forward and defenseman positions throughout the season. Starting players (lines) should be rotated every game ensuring all players receive equitable starts. Coaches may adjust lines and shift rotations only during the last 2 minutes of a tied game, or a game with a 1 goal margin, and during overtime. Everyone should play Power Play/Penalty Kill shifts in consistent line rotation (no dedicated PP/PK lines).

- **Peewee/U12** should have equitable shift rotation. A coach may match lines with the opponent (meaning all players may not, necessarily, “start” in games). There are NO dedicated PP/ PK lines. Coaches may adjust lines and shift rotations during the last minute of the first and second period and during the last 2 minutes of a game when there is tie game, or a game with a 1 goal margin, and during overtime.
- **Bantam/U14** should have equitable shift rotations; however a coach may match lines with the opponent. Coaches can use dedicated PK/PP lines, so long as the original lines are rotated the shift following the PP/PK. Coaches may adjust lines and shift rotation during the last minute of the first and second period and during the last 2 minutes of a tie game, or a game with a 1 goal margin, and during overtime.

Conduct:

The following Codes of Conduct were developed by the USA Hockey Youth Council and are expected to be followed by all WAHA / RYHA players, parents and coaches. Parents of WAHA and RYHA members are responsible for the behavior of their guests at all hockey events.

Players Code of Conduct

- Play for FUN!
- Work Hard to improve your skills.
- Be a team player: get along with your teammates.
- Learn teamwork, sportsmanship and discipline.
- Be on time for practices and games.
- Learn the rules and play by them. Always be a good sport.
- Respect your coaches, your teammates, your parents, your opponents and the officials.
- Never argue with an official’s decision.

Parent’s Code of Conduct

- Do not force your child to participate in sports, but support their desire to play their chosen sport. Children are involved in organized sports for their enjoyment. Make it fun!
- Encourage your child to play by the rules. Remember, children learn best by example, so applaud the good plays of both teams.
- Do not embarrass your child by yelling at players, coaches or officials. By showing a positive attitude toward the game and all of its participants, your child will benefit from his/her youth sports experience.
- Know and study the rules of the game: support the officials on and off the ice. Any criticism of the officials only hurts the game.
- Applaud a good effort in both victory and defeat. Enforce the positive points of the game. Never yell at or physically abuse your child after a game or practice.
- Recognize the importance of volunteer coaches. They are very important to the development of your child and the sport. Communicate with them and support them.
- If you enjoy hockey, learn all you can about the game....and volunteer!

Coaches Code of Conduct

- Winning is a consideration, but not the only one, nor the most important one. Care more about the child than winning the game. Remember, players are involved in hockey for fun and enjoyment.
- Be a positive role model for your players. Display emotional maturity and be alert to the physical safety of players.
- Be generous with your praise when it is deserved. Be consistent and honest: be fair and just. Do not criticize players publicly. Learn to be a more effective communicator and coach; do not yell at the players.
- Adjust to the personal needs and problems of players. Be a good listener and never verbally or physically abuse a player or official. Give all players the opportunity to improve their skills, gain confidence and develop self-esteem. Teach them the basics.
- Organize practices that are fun and challenging for your players. Familiarize yourself with the rules, techniques and strategies of hockey. Encourage all your players to be team players.
- Maintain an open line of communication with your players' parents. Explain the goals and objectives of your association.
- Be concerned with the overall development of your players. Stress good health habits.
- Remember; to play the game is great, but to love the game is greater!

Player Discipline Guideline:

In consideration of the Player Code of Conduct, Playing Time policies and behavior policies implemented by District 1, Minnesota Hockey and USA Hockey, coaches must maintain disciplinary standards for games and practices. It is the expectation that all players will adhere to the behavioral standards set forth by WAHA, RYHA, District 1, Minnesota Hockey and USA Hockey. This Player Discipline guideline gives coaches the ability (and obligation) to take corrective action within the scope of the infraction. The below guidelines are offered to coaches as a means of maintaining disciplinary standards.

- The corrective action for minor infraction such as excessive tardiness, absence from games or practice without notifying the coach, disruptive behavior, and/or lack of effort may range from a “positive” verbal correction to benching for a shift, practice, or more.
- The corrective action for a major infraction, on or off the ice, such as openly refusing to follow coaching direction, belittling teammates, fighting, abusive behavior or offensive language toward coaches, teammates, game officials or opponents, racial slander, directly confronting a coach or game official or damage to player equipment or arena property will be immediate dismissal from the ice and suspension for up to 5 continuous hours of practice/games for a 1st offense, dismissal from the ice for 10 continuous hours of practice/games for a 2nd offense and permanent dismissal from the team for the 3rd offense. At the sole discretion of the coach, these penalties may be imposed concurrently, or consecutively, to any penalties imposed by the player(s) home association, District 1, Minnesota Hockey or USA Hockey.

The coach must document all major infractions to the level coordinator.

The coach must report any game misconduct or match penalty received during a sanctioned game to the association level coordinator and the District 1 Director within 24 hours of the game’s conclusion.

League rules covering abuse of game officials, profanity, racial harassment and fighting apply to both players and spectators. Infractions by a player will result in a misconduct, game misconduct or match penalty. Infractions by a spectator will result in a bench penalty against the team and, at the discretion of the referee, may call for an ejection from the arena. WAHA and RYHA may impose additional corrective action if the infraction is flagrant.