



Karori Junior Hockey Club Team Selection Policy

1. Policy Aims

KJHC is committed to developing a lifelong enjoyment of hockey and encourages participation by girls and boys at any ability level. Playing junior hockey provides children with opportunities to:

- have fun and make new friends
- learn the value of sportsmanship and teamwork
- improve physical fitness
- develop basic skills and an understanding of the rules of the game
- develop an appreciation for competitive sport.

The aim of this policy is to ensure that selection decisions are made fairly and consistently, taking into account player development, team viability and available resources.

2. KJHC teams

KJHC registers teams with Wellington Hockey Association (WHA) in the following programmes/grades:

- **Mini Sticks**
 - Year 3/4 Development
 - Year 3/4 Experienced
- **Kiwi Sticks**
 - Year 5/6 Development
 - Year 5/6 Experienced
- **Kwik Sticks**
 - Year 7/8 6-aside (new or relatively new players to the game, generally mixed gender)
 - Year 7/8 11 aside (teams can be single or mixed gender)

Grades and teams are subject to structural change instigated by Wellington Hockey as the tournament director each year.

KJHC requires all players to register and pay subs before trialling or being placed in a team.

Children who register late are not eligible to be placed in a selected team once the teams have been named unless this is approved by the Convenor.

KJHC seeks to have teams of 8 children per 6-aside teams and 14 children per team in 11-aside. Slightly smaller or larger teams are often necessary to accommodate the volume of registrations.

3. Year 3/4 Mini Sticks and 5/6 Development team selections

KJHC's primary criteria for team selection for year 3/4 Mini Sticks and year 5/6 Kiwi Sticks Development are friendship requests collected from families at the time of registration.

While the primary consideration is the accommodation of friendship requests the Convenor also considers:

- how to best disperse strong players across the teams as much as possible to balance all teams
- balancing boys and girls in teams
- allocating players to accommodate coaching and team management availability
- any wellbeing or medical issues that may need to be considered
- practical issues such as location of families for carpooling
- any unique requests by an individual or group e.g. to have an all-girls team

The Convenor allocates team members to lead the process of team selections in each age group and this nominated person works with coaches and the trials team as required in the process of planning, drafting, and announcing teams for these grades.

4. Year 5/6 Kiwi Sticks Premier team selections

The Premier year 5/6 6-aside grade is designed to provide a highly competitive environment for strong players in this age group. Selectors are appointed by the Coach Development Convenor based on their skills, experience and independence where possible.

How many teams are registered in this category is dependent upon the spots allocated to the club by WHA and the strength of our 5/6 cohort at trials year-to-year.

The trial for this age group is approximately 3 hours in duration and incorporates predominately skills based assessment with a small game based component to confirm or disconfirm the skills assessment in a game context.

Allocation of the players across premier teams is decided upon in consultation between the Trials Co-ordinator and the Selectors. The Selectors propose teams based on the ranking of the child from trials and the additional following criteria:

- coach availability
- balancing the numbers of boys and girls in each team
- the need to select approximately equal teams or where appropriate have an A and B team (where the spread of skills is significant)
- friendship requests.

Players may elect not to trial. Players who do not trial will not be eligible for selection in the 5/6 Premier teams and will automatically be placed in Y5/6 development grade. Selection criteria for year 5/6 Development is listed in section 4.

Team selections will be ratified by the Trials Coordinator, Convenor and Coach Convenor prior to team announcements. The ratification process:

- reviews the process of trials
- considers and points out any obvious anomalies or omissions that are in the nature of an oversight
- discusses and decides on plans for any situations such as children who are injured or were unable to attend trials for exceptional reasons.

Following ratification teams will be posted on the KJHC website.

Teams are selected anew every year: there will not be any expectation that selection in an experienced team in one year will guarantee selection in the division the following year, as the strength of children coming into the age group may vary and players develop at fluctuating rates.

All team selections remain provisional until the date for player registration with WHA, which is usually early-mid June.

5. Year 7/8 team selections

The number of 11 and 6-aside teams fielded by KJHC each year depends on registrations. The Convenor reviews registrations and provides direction to selectors as to the options for overall team design for the year ahead.

KJHC 11 aside teams are placed in grades according to the results of the previous year's competition results. Teams may be moved up or down a grade depending on the results of the first round of competition.

Trials for 11 aside teams occur over two weekends in March. The first trial is an assessment of skills. The second trial is an assessment of game play. The trial process is the sole criteria for selection into an 11 aside team. No account is taken of friendships or other criteria.

Players may elect not to trial. Players who do not trial will automatically be placed in the lowest team for their age group.

Selectors are appointed by the Coach Development Convenor based on their skills, experience and independence. At least one selector will be neutral (i.e. have no family members trialling).

Selectors follow the KJHC methodology and procedures for selections. At the first trial selectors assess players at skills stations where efforts are made to control the environment to ensure the data is comparable between players. Up to four different selectors will review every player. The second trial involves game play where selectors are assessing player's skills in a game situation and their game sense. The data from the two trials is collated and analysed and provided to selectors to inform their selection discussions and ultimately decisions.

Preference is given by selectors to older aged players in an age group e.g. year 6 in 5/6 Premier and year 8 in year 7/8 where the player is comparable with a younger player being considered for a place in a team.

Teams are selected anew every year: there will not be any expectation that selection in an "A" team in one year will guarantee selection in the "A" team the following year, as the strength of children coming into the Y7/8 age group may vary.

All team selections remain provisional until the date for player registration with WHA, which is usually early-mid June.

6. Responsibilities

KJHC committee

- The Trials Coordinator:
 - builds an administration team to assist with running of junior and senior trial
 - organises the trials sheets and selection processes, including trial formats, assessment sheets, and criteria.
 - trouble shoots issues arising from trials/selections
 - ensures selectors have all the information/data they need
 - liaises with the ratification team (Trials, Convenor and Coach Convenor)
 - liaises with the Gear Coordinator to bring gear, balls and numbered bibs
 - ensures a first aid kit and ice is available
 - works with the Gear Coordinator to distribute player t-shirts for the first trial.

- The Convenor:
 - books the turfs for trials
 - builds an administration team to construct non trialling players i.e. year 3/4 and 5/6 development
 - selects team managers across all teams
 - communicates to parents/players info about registration, subs and trials
 - lists teams on the website (only once all teams have a coach and manager)
 - distributes team lists within 3-5 days of teams being announced

- The Coach Development Convenor:
 - appoints selectors to each 3-4 person trial panel
 - communicates the job description and the process of trials to selectors
 - recruits and appoints all coaches

7. Queries or complaints

Any complaints about selection decisions will be directed to the Convenor in the first instance. The Convenor will provide you with the full data set of assessments collected from both trials on the player at trials.

Unresolved complaints will be referred to the Committee. Both player/parents and Selectors will have an opportunity to be heard, but the decision of the committee will be final.

The selection process is sometimes difficult for both players and officials. KJHC's aim with this policy and the selection trials is to be as objective as possible by using independent

selectors, robust trial assessments and the use of data methodology to arrive at fair player selections.

Exceptions

The ratification committee group (Trials Coordinator, Convenor and Coach Development Convenor) has the right to act with discretion on occasions in matters of player selection. In making any exceptional decisions, the ratification group are entirely responsible for any decision. The ratification committee will consider this policy and seek any other information or advice as required to make an appropriate and informed decision in any such exceptions.

Any exceptions applied will carefully consider:

- the complaint or request put forward by a player's family
- the middle to long term effect or consequences of any possible options
- individual and group needs
- the precedent effect of that decision.

8. Process



9. Authority and Review

Authorised by: KJHC Committee
Date: 24 February 2017
Last reviewed: 23 June 2019
Review date: As required