

Capital Region Female Minor Hockey Association (CRFMHA)

Development Policy

Version 1.1 - DRAFT

Approved - July 18, 2023

BACKGROUND

The CRFMHA is a player-centred association and, as such, is committed to player development and providing players with the opportunity to practice and play beyond their own team. Its Constitution details the purposes of the CRFMHA as follows:

- To promote and encourage female amateur hockey and to foster the highest standard of sportsmanship, citizenship and mentorship for female youth within our community.
- To create opportunities for development of skating skills, technical hockey skills, individual tactics and advanced skills including team tactics, team play systems, and team strategy for female players.
- To maintain and increase the interest of female hockey in our community and to encourage competition and good fellowship, and provide development opportunities for female leadership roles including game play or competition, administration, coaching and officiating.

PLAYER DEVELOPMENT

General Principles

CRFMHA coaches are committed to:

- Developing all players (skaters and goaltenders) to maximize player enjoyment of the sport and their individual skill level;
- Ensuring players enjoy coming to the rink every time they are there;
- Focusing first on the development of all players at all ages and skill levels, and not just on winning;
- Recommending participation in other sports and cross training methods to balance hockey and avoid burnout.

Affiliate Players (APs)

Use of Affiliate Players (APs) is regulated by the three governing bodies. For reference, policy and regulations governing use of affiliate players is included as Appendix 1.

A player given the opportunity to affiliate with a higher team has the option to decline the opportunity.

Recognizing and respecting the restrictions of the three governing bodies, CRFMHA permits competitive teams to:

- register CRFMHA players as APs
- register non-CRFMHA APs rostered on co-ed teams (only), who reside within the boundaries of CRFMHA, and only with the permission of their primary MHA President;
 - the invitation to the selected player should be extended from the CRFMHA President via the primary MHA President and may only proceed with the permission of the primary MHA President;
- register APs with a 2:1 ratio of CRFMHA affiliate skaters to non-CRFMHA affiliate skaters, and;
 - use a non-member affiliate skater in a game situation only if two CRFMHA affiliates are not available.
- register one non-CRFMHA affiliate goaltender, and;
 - a non-CRFMHA affiliate goaltender may only start a game when the primary CRFMHA goaltender(s) is/are not available

Non-CRFMHA affiliates who are not Dual Rostered to a CRFMHA recreational team will be subject to an Affiliate Administrative Fee of \$70.

CRFMHA recreational teams will follow VIAHA Regulation 5 and may only select APs who are registered with CRFMHA.

Patterns of affiliation

It is expected that there will be ongoing communication among coaches at all levels to ensure that players are identified and provided with AP opportunities. CRFMHA encourages the following patterns of affiliation of CRFMHA players, respecting the appropriate skill level of the candidate AP and the needs of the higher category team:

- U21C Players - Affiliate to SCWHL (only)
- U18A Players - Affiliate to BCEHL (only)
- U18C Players - Affiliate to U18A and/or U21C
- U15A Players - Affiliate to CRFMHA U18A (preferred over BCEHL)
- U15C Players - Affiliate to U15A and/or U18C
- U13A Players - Affiliate to U15A (only)
- U13C Players - Affiliate to U13A and/or U15C
- U11 Dev A Players - Affiliate to U13A (only)

- U11C Players - Affiliate to U11 Dev A or U13C
- U9 Players - May affiliate to any U11 team if they are no more than one year out of Division..

Selection and rostering of Affiliate Players

- A coach's selection for a skater AP will be made by email through the Director of Player Development, who will submit that request to the Vice President of Hockey Operations. If the selection is not considered appropriate to the skill level of the candidate AP and the needs of the higher category team, the Hockey Operations Committee will assess the request on the basis of practical and operational considerations.
- A coach's selection for a goaltender AP will be made by email through the Director of Goaltending, who will submit that request to the Vice President of Hockey Operations. If the selection is not considered appropriate to the skill level of the candidate AP and the needs of the higher category team, the Hockey Operations Committee will assess the request on the basis of practical and operational considerations.
- The Hockey Operations Committee will communicate a decision through the Director of Player Development or Director of Goaltending to the appropriate coaches, managers and athletes. The Registrar will also be notified in order that the appropriate changes be made to the HCR and that decision will be final.

Requesting an Affiliate Player for use in a game

- At the direction of the coaching staff of the higher category team, the Team Manager will request use of the AP for a game from the Team Manager of the player's primary team. This Team Manager can then review the request with the primary team's coaching staff, and if there are no conflicts, communicate the request to the AP and then approve the request (in writing) if accepted by the AP.
- When an AP has a scheduling conflict between her primary team and her affiliate team, the player's first commitment is to her primary team. It is expected that coaches will take a cooperative and practical approach to requesting and permitting use of APs when schedule conflicts occur. For example, if use of an AP is crucial to assuring the requesting team enough players to ice a team, this will be considered by both coaches.

Player Attendance at Other Team's Practices

CRFMHA ice is a shared resource and should be maximized at every opportunity. Note that players registered with the CRFMHA are eligible to attend other CRFMHA team practices - this does not require AP status or inclusion on the team's Hockey Canada Registry roster. This section sets parameters for the developmental benefit of all players in the association.

CRFMHA encourages recreational players to practice at every opportunity. There is a developmental advantage to:

- increased frequency of exposure to ice time and hockey skills;
- learning from multiple different coaches;
- practicing alongside new and different players with varying skills.

Recognizing these principles:

- Recreational coaches should welcome players from other teams in their Division who wish to join them for practice (See Ice Allocation Policy - Divisional Open Recreational Practice);
- Recreational coaches should welcome players from their local neighbourhoods who wish to practice with a team one Division above or below their own team (See Ice Allocation Policy - Community Open Recreational Practice);
- On occasion, recreational coaches may designate a team's practice as a closed session (restricted to HCR rostered team members only), however it is anticipated that this would take place during non-prime time practices in order to promote attendance globally.

Competitive teams are encouraged to regularly invite recreational players from the same Division or competitive players from the younger Division, including designated APs and other players identified to be on a development pathway to practice at a higher level. Coaches and Managers of competitive teams will communicate with other team coaches to invite players to practices, preferably on a rotational basis.

PLAYER DEVELOPMENT - ASSOCIATION PROGRAMS

Skaters

Development sessions for skaters may be offered by age or Division, for specific skills (power skating, passing, shooting, stickhandling etc) or for positional play (forwards, defense). Sessions or programs may combine multiple elements.

Goaltenders

Goaltender development may be offered by age or Division and could include on-ice or off-ice instructional training.

As part of the commitment to goaltending development, it is recommended that at least one coach from each team participates in a BC Hockey Level 1 goaltending clinic and it is preferred that at least one coach on each team also participates in a BC Hockey Level 2 goaltending clinic. Any coach registration fees for goaltending clinics can be submitted to CRFMHA for reimbursement upon successful completion of the course.

Regular Season Development

During the Regular Season (September to March), the association will offer selected development sessions based on availability of ice as per the Ice Allocation Policy. These ice times may be grouped together into a program based on Division, player position, selected skills etc, or offered as single sessions. Costs for development programs or sessions will consider ice costs and use of professional (entrepreneurial or private) coaching, but in general, development programs offered by the association are not included in the registration fee.

Spring/Summer Development

Most of the development programming for CRFMHA is offered in the Spring and Summer months (April to August), based on availability and locations of ice time and perceived interest and/or association needs. Balanced programming streams will be presented for athletes of all ages, Divisions, skill levels and positions. Duration of programs may vary from single sessions to multiple weeks. Cost of programming will consider ice costs and use of paid (entrepreneurial or private) coaches. Spring/Summer Development will have separate registration fees for each program offered and is not included in the annual registration fee.

CRFMHA Spring/Summer Development is only open to registered members of CRFMHA including those who have just completed the previous season (can participate until August 14) and those who have registered for the upcoming season (effective from their date of registration).

Competitive "Spring Hockey" teams may be hosted (see Tournament Policy). When permitted by an appropriate BC Hockey Special Event Sanction, up to 25% of roster space on a Spring Hockey team may be allocated to non-members of CRFMHA (from co-ed teams only), with a letter of permission from the President of their primary MHA for each non-member participant. If there are fewer than nine CRFMHA members enrolled for a team, then external (non-member) registration can exceed 25% of the team roster. Non-member players will be subject to an administrative fee of \$150, subject to periodic review and adjustment by CRFMHA.

External Funding

Any funding requirement for CRFMHA development programs that is not covered by registration fees, including any grants, sponsorship or fundraising, is governed by the External Funding Policy.

TEAM DEVELOPMENT

Professional (Entrepreneurial or Private) Coaching

Teams may wish to pursue professional instruction throughout the course of the season. Any contracted instructor must be an Associate Member of BC Hockey with the appropriate qualifications (Criminal Record Check (CRC) and Respect in Sport (RIS)). Per BC Hockey Bulletin 2019-026, if the contracted instructor is already a member of BC Hockey (through membership in another member organization), they must still apply for Associate Membership to participate as an entrepreneurial or private instructor and a BC Hockey Special Event Sanction must be approved for the planned event.

Dryland

Teams may opt to participate in dryland training. Per Hockey Canada Sanctioning Guidelines, dryland training is not considered part of the "normal hockey season", which means that during the hockey season, teams must have an approved BC Hockey Special Event Sanction for a

dryland event or program. Any instructor who is not on the HCR roster must be an Associate Member of BC Hockey with appropriate qualifications (CRC and RIS).

Life Skills

Consistent with the CRFMHA Constitution, teams should promote and encourage players to pursue opportunities for leadership, mentorship, citizenship, and fellowship. At least one community-minded event per team per season is encouraged.

External Funding

Funding of any team development sessions is not included in association registration fees and is the responsibility of the team, through team fees, sponsorship or fundraising, as governed by the External Funding Policy.

COACH DEVELOPMENT

Hockey Canada/ BC Hockey Coaching Certification (Hockey University)

CRFMHA encourages volunteers who are interested in on-ice instruction of players to pursue coaching certification appropriate to the level they are participating in. Following a coaching course, there are a number of additional steps including completion of post-task assignments, verification of documents and submission to BC Hockey for approval. Coaches who are approved and certified by BC Hockey can submit receipts to CRFMHA for reimbursement of course fees. Current coaching requirements for each level of play are available on the BC Hockey website and BC Hockey Handbook.

Association-hosted coach development

Periodically, the association may arrange for coach development sessions that are beyond the scope of coaching certification courses. These may include classroom sessions, seminars, interactive sessions, question and answer forums and on-ice instruction. Coach development sessions may be offered by Division, Category, or to enhance a particular aspect of team development (e.g. checking, power play, penalty kill, forecheck, backcheck, breakout, zone entry etc). If association-hosted coach development costs exceed the coach development budget, a participant fee may be required.

On-ice Helpers

Coaching certification is preferred over "On-ice Helpers". On-ice helpers may be added to the HCR Roster as deemed necessary by the team, with the approval of the Hockey Operations Committee, but may not be necessary for every team and will be discouraged for teams at U11 and above with a minimum of four rostered assistant coaches, as a strategy to encourage increased participation in coaching certification streams within the Association. An individual may only participate as an on-ice helper for one season and thereafter will be expected to obtain appropriate coaching certification to continue participation on the ice.

DEVELOPMENT OF OFFICIALS

Hockey Canada Officiating Program (HCOP)

Recruitment, training, development and retention of officials (referees and linespersons) is an important aspect of the Association's programming. Each hockey season, the CRFMHA Referee-in-Chief will apply to host an HCOP clinic, typically offered in Autumn. If approved, the hosted clinic will be intended to attract and promote enrollment of new female officials and to encourage established female officials to pursue recertification. Although the designation of an "all-female" HCOP clinic is not permitted by BC Hockey, it shall be the goal of the association and clinic organizers to fill the clinic with female registrants whenever possible. Registration for participation in HCOP Clinics is through the BC Hockey website. HCOP Courses may have prerequisites to be completed prior to registration or pre-task assignments to complete before the course begins. Registrants who complete the HCOP course and are successfully certified as referees can submit receipts for course fees for reimbursement by CRFMHA. Officials of all levels are welcome to attend clinics and development sessions.

BC Hockey Officiating Minor Mentorship Program

On selected weekends when the Association is hosting a tournament or a high volume of games for any other reason, the RIC may submit a BC Hockey Officiating Mentorship Request via on-line application on the BC Hockey website. This program is offered at no cost to the MHA, but may only be available sporadically, and will improve the development of officials.

Shadowing / Observation

Whenever possible, new or junior officials will receive direct on-ice shadowing or rinkside observation by a senior official to provide support and feedback for improvement and development purposes.

Referee Training and Development - Regular Season

As permitted by availability of ice within CRFMHA contracts, the RIC may arrange or host sessions to enhance the education, knowledge, development and confidence of officials between September and March. If association-hosted officials development costs exceed the officials development budget, a participant fee may be required. At least three Development sessions will be scheduled throughout the season both in-class and on-ice, during which skating and positioning skills are coupled with rule interpretation and game management.

Referee Training and Development - Spring/Summer

BC Hockey may offer Summer Officiating Schools. Details are available on their website.

CRFMHA may offer officials development opportunities periodically over the Spring and Summer months (April - August), depending on availability of leaders/instructors and interest of

potential participants. If association-hosted officials development costs exceed the officials development budget, a participant fee may be required.

APPENDIX 1: Affiliate Player Regulations and Policy

Hockey Canada Regulation F: AFFILIATION

PURPOSE: To provide an opportunity for higher Division or Category Teams to dress the maximum number of Players allowable for a game in accordance with the Playing Rules.

GENERAL AFFILIATION PROCEDURES

1. Teams wishing to dress Players other than those on their Roster may select:
 - a) in Senior AAA, (other than Senior Female) ten (10) Affiliated Players. If a Team has selected the maximum number of Affiliated Players, at least one (1) Affiliated Player must be a Goaltender; and
 - b) in all other Categories, nineteen (19) Affiliated Players. If a Team has selected the maximum number of Affiliated Players, at least two (2) Affiliated Players must be Goaltenders.
2. Teams may only select Affiliated Players from a lower Division or Category Team(s) operating in the Geographic Subdivision in which the selecting Team operates, and all such Players and Team(s) must be properly registered in the HCR with the Member.
3. An Affiliated Player shall not be permitted to play for the selecting Team until his Hockey Canada registration has been endorsed by the Member Executive Director as being an Affiliated Player. Such endorsement may not be granted by that Member Executive Director, before the written consent from both Teams involved in the affiliation is filed with that Member Executive Director.
4. Once a Player's Hockey Canada registration has been endorsed by the Member Executive Director as being an Affiliated Player, his name becomes part of the selecting Team's list of Affiliated Players and may not be dropped from such list during the current Season and replaced, unless:
 - a) the Team with which he registered Releases him on or before January 10; or
 - b) the Team that holds his playing rights in the higher Division or Category, transfers those rights to another Team in the same Division or Category.
5. No Player is permitted to be part of more than one (1) Affiliated Players' list in a particular Category at any given time during the Season.
6. A Player must have the approval of his/her registered Team or Minor Hockey Association in order to:
 - a) be selected as an Affiliate Player; and
 - b) participate in a game as an Affiliate Player.

7. Affiliated Players used by a higher Division/Category Team in a game, shall be designated on the official game report by the use of the symbol “AP” after their name.

8. Teams from different Divisions and/or Categories competing within the same League are not permitted to Affiliate between themselves.

9. Notwithstanding Regulation F.8, in a Senior League which consists of Teams registered Senior AAA, Senior AA and/or Senior, a higher Category Team participating in that League may Affiliate Players from a lower Category Team participating in that League, but such higher Category Team may not dress such an Affiliate Player while such higher Category Team is still in League competition.

10. All affiliations shall terminate at the end of the current Season.

BC Hockey Policy 9.17: MINOR HOCKEY AFFILIATION

Minor Hockey players may be affiliated according to Hockey Canada Regulation F.

A player of a lower Division or Category may affiliate to one (1) team of higher division or category at any given time to a maximum of ten games per season. All affiliate players must be designated by ‘AP’ on the game sheet.

Players rostered to carded teams may not affiliate to recreational teams.

Exhibition and/or tournament games, which are not part of the regular league or play-off games, are not included in the 10-game affiliation limit.

The appearance of an affiliate player on a game sheet will be considered participation in the game, except in the case of an alternate goaltender. In the case of an alternate goaltender, only actual participation shall be considered as taking part in the game. Participation must be noted on the game sheet.

VIAHA Policy 4.09.04: Affiliation *(Applies to CRFMHA competitive Teams)*

VIAHA Female Regional teams may affiliate players from within their approved draw zone.

- There shall be no “permanent affiliate” players allowed on Female Regional teams.
- Affiliate players where at all possible should be from the same age category.
- Registration of an affiliate player requires the written permission of the player's MHA.
- Teams may not use an affiliate player (except under emergency conditions) when the Affiliate Player's team is playing.
- Affiliate players shall only be used as replacements for the following emergency conditions:
 - I. Injuries;
 - II. School Activities which supersede hockey; or
 - III. Suspensions/Disciplinary action.

- Consent of an affiliate player's regular team must be obtained in writing prior to using the player in a game
- A player's team may not unreasonably deny a player the opportunity to play as an Affiliate.
- An Affiliate player who has played the maximum number of games permitted under Hockey Canada rules and/or VIAHA policy may not be used as an affiliate unless her registered team has been eliminated from playoff competition. Players qualifying under this policy may be assessed a fee as prescribed by VIAHA.

VIAHA Regulation 5: Affiliation (*Applies to CRFMHA recreational teams*)

5.25 Teams may draw affiliate players from teams in lower division/ category within the same MHA, subject to Hockey Canada Regulation F.

5.26 Minor hockey players registered on a recreational team may not participate as an affiliate to a higher division/category team prior to the first Wednesday following the Thanksgiving weekend or prior to participating in a league game with the recreational team unless approved by the Officers.

5.27 No team will be permitted to use affiliate players to increase the number of players in a game beyond the number of players rostered on the team without consent from the VIAHA Officers.

5.28 In recreational hockey the affiliate player rule shall only be applied in situations in which a team has:

(a) Thirteen (13) or fewer skaters for a particular game. Note: they may only use affiliated players to bring their numbers to fourteen (14) skaters; or

(b) No goaltender available for a particular game.

U7/U9 players shall not be used as affiliate players unless approved by the VIAHA Officers. In keeping with fair play, affiliated players shall not be used permanently. The VIAHA may place further restrictions on teams or MHAs who abuse the use of affiliated players.

5.29 Within U11 Development, the appropriate Vice President may waive Regulation #5.28 restrictions upon written requests of the respective MHA President.

5.30 No U11 Development player(s) may affiliate to a U13 recreational team.