



# **Bow River Bruins Hockey Association Goalie Evaluation Policy**



Revised 2025



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# Introduction

## *Mission Statement*

The Bow River Bruins Hockey Association (the “**BRBHA**”) strives to create an environment where players can enjoy the game and achieve success based on their individual skill level.

## **Objective of the Evaluation Process**

The Bow River Bruins evaluation process is player-focused, aiming to provide a fair, consistent, and comprehensive assessment for all goalies. Goalies are placed on teams according to their demonstrated skill level relative to others in the same age group.

## *Evaluation Roles*

The BRBHA extends its thanks to all members who volunteer during evaluations. Without your time and effort, our team could not be formed.

## **Evaluation Committee**

The BRBHA Board of Directors will establish an Evaluation Committee annually to oversee all evaluations and ensure accountability in the process. The committee approves all major evaluation functions, administers the process, and provides direction to Age Group Coordinators as needed. The 2nd Vice President will oversee the Evaluation Committee on behalf of the BRBHA Board of Directors and serves as a member. Additional members will be appointed as required.

## **Goalie Committee**

The Evaluation Committee selects a Goalie Evaluation Chair (“**GEC**”). The GEC will lead a Goaltending Evaluation Committee (“**Goalie Committee**”) and includes additional members as required.

The Goalie Committee contributes to, but are not limited to, the following activities:

- Assisting in the definition and refinement of the evaluation process.
- Coordinating and/or facilitating on-ice evaluation sessions.
- Attending evaluation sessions to support logistics and process execution.
- Communicating with third-party evaluators, the Evaluation Committee, age group coordinators, coaches, other volunteers, BRBHA members, and parents.



- Participating in Goalie Committee meetings held throughout the year.
- Supporting other tasks as needed, as assigned by the GEC, the Evaluation Committee, or other BRBHA leadership.

### **Professional Evaluator**

The 2025 BRBHA Goalie Evaluations will be conducted by Evolution Goaltending Corp.

### **Role**

The third-party evaluator plays a critical role in ensuring a consistent, fair, and unbiased assessment of all BRBHA goaltenders. This is a professional, contracted role responsible for delivering expert evaluation throughout the goaltender assessment process.

The responsibilities of the third-party evaluator include but are not limited to:

- Designing and executing goaltender-specific drills to assess technical skills during designated skill evaluation sessions. See Appendix A
- Evaluating and scoring all goaltenders during skill sessions, small-area games, and full scrimmage sessions.
- Submitting objective and unbiased scores to the GEC and 2nd Vice President at the end of each day of evaluations.
- Reviewing final scores and results and providing a final recommendation for team placements based on observed performance.
- The third-party evaluator is expected to conduct evaluations with professionalism, neutrality, and consistency to support accurate and ability-based team placements.

### **Selection Process**

- The BRBHA periodically issues a Request for Proposal (“**RFP**”) for the selection and awarding of a third-party goaltender evaluator.
- The performance of the selected evaluator is reviewed annually, and a new RFP may be initiated at the discretion of the BRBHA Board.
- The third-party evaluator is awarded a commercial contract with terms and conditions established by the Goalie Committee and approved by the BRBHA Board.
- This is a paid, professional role—not a volunteer position—and is expected to be performed by an experienced, qualified goaltending organization that demonstrates a high standard of evaluation consistency and technical expertise.



## Checks and Balances

The BRBHA considers the third-party professional evaluator a trusted partner in the goaltender evaluation process. However, to ensure transparency, fairness, and adherence to BRBHA standards, several checks and balances are in place.

While the third-party evaluator provides recommendations based on performance, the Goalie Committee retains the authority to make final placement decisions, in alignment with those recommendations.

To uphold the integrity of the evaluation process, the following oversight measures are implemented:

**Final Authority:** The BRBHA Executive retains the ultimate decision-making authority regarding goaltender placements and evaluation matters.

**Request For Proposal Discretion:** The initiation of a RFP for selecting the third-party evaluator is at the sole discretion of the BRBHA Board.

**Process Shadowing:** Members of the Goalie Committee are assigned to “shadow” evaluation sessions. These individuals observe the process to ensure it is executed according to BRBHA’s defined procedures and expectations.

Note: Shadows do not participate in scoring or influence the results submitted by the third-party evaluator.

**Accountability for Irregularities:** If any concerns or irregularities arise regarding the execution of the evaluation process or its results, the third-party evaluator will be required to provide documentation and justification of how the sessions were conducted and how scores were determined.

These measures are designed to ensure that the evaluation process remains fair, consistent, and aligned with BRBHA’s commitment to player development and integrity.



## Goaltender Exceptions - Sickness, Injury and Partial Attendance

Each goaltender is required to attend:

- Skill session
- Small-Area Games (SAG) (for U11 and U13)
- At least one evaluated scrimmage to receive a valid evaluation

The goaltender's ranking will be determined at the discretion of the third-party evaluator, based on performance during the evaluated sessions and in comparison to similarly evaluated goaltenders at the time of any injury or illness.

If a goaltender attends fewer than the required sessions, the final ranking remains at the discretion of the third-party evaluator. In such cases, the goaltender may be asked to attend a skill session with another BRBHA age group or be evaluated at the third-party evaluator's place of business to complete their assessment.

Medical documentation is required to confirm any injury or illness. If this documentation cannot be provided, the goaltender's final placement will be determined by the Goalie Committee and the Evaluation Committee, in consultation with the third-party evaluator.

### Placement Locking

Following the completion of the 2nd scrimmage, the third-party evaluator may recommend that a goaltender be locked to a specific team. Once a goaltender is locked, their final placement is considered confirmed, and they may not be required to participate in any further evaluation sessions with the group.

### Tied Evaluation Results

In the event of a tie at the end of the evaluation process, the third-party evaluator will provide a recommendation to determine the final ranking of the tied goaltenders.

### Transfer In or Out

If BRBHA has fewer than two goaltenders per team at any age group, and goaltenders are available for transfer from other associations, those incoming goaltenders will be evaluated and placed using the same process as for injured goaltenders, as determined by the third-party evaluator.

If BRBHA has more than two goaltenders per team at any age group, the GEC will contact other associations to identify transfer opportunities. These placements will be filled on a volunteer basis, in the order that requests are received.



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If there are still more than two goaltenders per team after transfer opportunities have been offered, goaltenders will be placed on teams based on their final evaluation rankings—starting from the top of the rankings and proceeding downward until each team has two goaltenders. Any remaining goaltenders will not be placed on a BRBHA team for that season.



# Evaluation Process

## *Pre-Seed*

There is no pre-seeding for goaltenders during the skill or small-area game evaluation sessions. Goaltenders will be randomly assigned to these evaluation sessions.

The goal is to place approximately 8 to 12 goaltenders per skill or small-area game session. However, adjustments may be necessary depending on registration numbers within each age group.

The third-party evaluator may require unbalanced group sizes to facilitate effective session management. In such cases, random placement may be modified to ensure appropriate group distribution.

These adjustments are made solely to support evaluation logistics and do not impact the fairness or integrity of the evaluation process.

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## *Skill Session*

Skill Sessions are designed to evaluate a goaltender's save process in a controlled environment with limited external factors. The drills chosen are intended to reflect actual scenarios that a goaltender encounters throughout the course of a game.

Each goaltender will participate in one dedicated skill-based evaluation session. The drills used during this session will be designed and provided by the third-party evaluator and will be shared with all goaltenders in advance, allowing for preparation and understanding of expectations.

See Appendix A

Session Structure:

- The third-party evaluator will assign a minimum of one evaluator per drill station.
- Each evaluator will assess all goaltenders assigned to their station, ensuring consistency.
- All goaltenders will receive equal opportunity to complete each drill and demonstrate their technical abilities.

Drill Station Setup:

- Each session will typically include four drill stations.
  - Recoveries
  - Mid-Ice DOM



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- Goal-Line Attacks
- Lateral Feeds
- Each station will accommodate 1 to 3 goaltenders.
- This structure allows for a maximum of 12 goaltenders per skill session.
- Final group sizes are determined collaboratively by the GEC and the third-party evaluator, based on registration numbers and logistical considerations.

### Scoring Criteria - Skills

Each Goaltender will receive a score out of 10 at each station, reflecting their effectiveness in that specific situation (see Appendix A for skill session evaluation sheet)

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### **Small-Area Games**

Small-Area Games (“**SAG**”) are played across the width of the ice and are designed as 3-on-3 variations to serve as a bridge between skill-based sessions and full-ice scrimmages.

The primary goal of SAG sessions is to provide goaltenders with a fast-paced, high-intensity environment that simulates game-like situations. These sessions are carefully structured to:

- Maximize the number of scoring opportunities for goaltenders.
- Ensure consistent and competitive gameplay, with players selected to represent the highest level of competition within the age group.
- Enable goaltenders to face a broader range of challenges than they might typically encounter during full-ice scrimmages.

The reduced time and space of SAGs forces quicker decision-making and more frequent saves, offering evaluators a unique opportunity to assess both technical skills and in-game instincts under pressure.

### **Structure**

- Typically, two SAGs will be played simultaneously, requiring two dedicated evaluators, one per game.
- The third-party evaluator assigns qualified evaluators to each game.
- U11 and U13 goaltenders participate in SAG sessions as part of their evaluation process.
- U15 and U18 age groups do not participate in SAGs.

### Scoring Criteria - SAG



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Each Goaltender will receive a score out of 10 reflecting their effectiveness in the following:

- Shot preparation
- Save Execution
- Post- Save Response
- Net - Play
- Reads & Anticipations

### **Scrimmage Evaluations**

Goaltenders will participate in evaluation scrimmages, during which both players and goaltenders are assessed.

- Player evaluations are conducted according to the BRBHA Player Evaluation Process.
- Goaltender evaluations are conducted by the third-party professional evaluator.

#### U11 (non-hybrid) and U13

- Each goaltender will be evaluated in a minimum of 4 and a maximum of 5 scrimmages.
- A goaltender may be evaluated in any or all of these scrimmages and should be prepared for evaluation at every session.
- Where needed, the Coach Pick/Intra-Squad game may be utilized as an additional scrimmage for evaluation purposes.

#### U11 Hybrid Goalies

- Hybrid goalies will be evaluated in 2 scrimmage sessions.

#### U15 and U18

- Goaltenders will be evaluated during the scheduled scrimmages to ensure a sufficient number of scores are collected for reliable placement.
- The Coach Pick/Intra-squad game may be used as part of the evaluation process, if necessary.

These scrimmages allow evaluators to assess goaltenders in realistic, game-based environments, providing a key component of the final placement decision.

### **Scoring Criterial - Scrimmages**

Each Goaltender will receive a score out of 10 reflecting their effectiveness in the following:

- Shot preparation



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- Save Execution
- Post- Save Response
- Net - Play
- Reads & Anticipations



# Goalie Movement

Goalie movement occurs in several different ways.

- Based on scores
- Change group size to evaluate liked ranked goalies together
- Lock out goalie

## Placement Locking

Following the completion of the second scrimmage, the third-party evaluator may recommend that a goaltender be locked to a specific team. Once a goaltender is locked, their final placement is considered confirmed, and they may not be required to participate in any further evaluation sessions with the group.

## Tied Evaluation Results

In the event of a tie at the end of the evaluation process, the third-party evaluator will provide a recommendation to determine the final ranking of the tied goaltenders.

## Team Placement

### Goalies Per Team

- The objective is for each team to have two goaltenders. If the number of registered goaltenders is insufficient to meet this goal, placement will be determined according to Hockey Calgary affiliation guidelines and based on the final evaluation groupings.

### Session Weightings

- The final placement recommendation for goaltenders is based on the following weighted evaluation criteria:
  - U11 and U13
    - 20% Skill Session
    - 20% Small-Area Games (SAG)
    - 60% Scrimmages
  - U15 and U18:
    - 20% Skill Session
    - 60-80% Scrimmages (80% if no additional evaluations are required)
    - 20% Coach Pick, Intra-Squad, or Exhibition Game (as applicable)



Final rankings and placements of all goaltenders are determined at the discretion of the Evaluation Committee, based on the recommendations provided by the third-party evaluator.

Any inquiries regarding final results should be directed to the BRBHA 2nd Vice President.



# U11 Hybrid Goalie Policy

The U11 Hybrid Goalie Policy (the “**Hybrid Goalie Policy**”) has been developed by the Bow River Bruins Hockey Association (the “**BRBHA**”) to provide U11-aged participants the opportunity to develop and contribute as both a skater and a goaltender during the season. This policy supplements the Hockey Calgary U11 Hybrid Goalie Policy, available here: [HC\\_U11\\_Hybrid\\_Goalie\\_Policy\\_FINAL.pdf](#)

## ***Eligibility and Declaration***

- All U11 participants will be informed of the Hybrid Goalie opportunity.
- Interested players must meet all eligibility criteria as outlined in the Hockey Calgary Hybrid Policy and the Hybrid Goalie Policy (collectively, the “**Hybrid Goalie Criteria**”).
- Prospective Hybrid Goalies must declare their preferred position (Skater or Goaltender) prior to the start of evaluations.

This preference will be used if the player does not meet Hybrid Goalie Criteria.

## ***Hybrid Placement Committee***

The Hybrid Placement Committee (the “Hybrid Placement Committee”) consists of:

- Evaluation Coordinator
- Goaltender Evaluation Chair
- U11 Goalie Lead Evaluator (Goalie Committee)

This committee oversees all aspects of evaluation, placement, and final decision-making for Hybrid Goalie candidates.

## ***Evaluation Procedure***

All prospective Hybrid Goalies will be evaluated at both positions across a minimum of three (3) sessions each:

### **Goaltender Evaluations**

- 1 Skill Session
- 1 Small Area Game
- 1 Scrimmage

### **Skater Evaluations**

- 1 Skill Session



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- 2 Scrimmage Sessions

Hybrids may complete evaluations in both roles on the same day.

After 3 evaluations in each position, one of the following will occur:

- The participant does not meet Hybrid Goalie Criteria and must proceed in the position declared at registration (Skater or Goalie) for the remainder of evaluations.
- The participant may continue to be evaluated at one or both positions, at the discretion of the Hybrid Placement Committee.

**Note: Continued evaluation does not imply approval as a Hybrid Goalie.**

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### *Final Decision*

Once all evaluations are complete, the Hybrid Placement Committee will notify each participant of their final status:

- Not approved: The participant must continue the season in the declared position.
- Approved: The participant is designated as a Hybrid Goalie for the season.

### **Team Placement**

- Team placement for approved Hybrid Goalies is at the sole discretion of the Hybrid Placement Committee.
- Participants will not have input on team placement.
- Position-specific preferences or requests will not be considered.
- Evaluation results will not be shared with families.

### *Practice and Game Expectations*

- Hybrid Goalies will generally split practices equally between goaltending and skating.
- In teams with a Full-Time Goalie, the standard game split will be:
  - 65% of games played by the Full-Time Goalie
  - 35% of games played by the Hybrid Goalie
- The Hybrid Placement Committee reserves the right to adjust the split based on team needs or other circumstances.



### ***Hybrid Goalie Responsibilities***

- Attend all scheduled practices and games based on the skater/goaltender schedule.
- Commit to playing both positions for the entire season unless otherwise approved by BRBHA.
- Communicate with team staff if availability impacts position responsibilities.

### ***Head Coach Responsibilities***

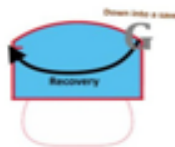
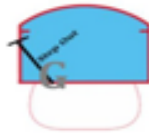
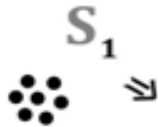
- Track and document each instance where the Hybrid Goalie dresses as a skater or goaltender for both practices and games.
- Ensure the practice/game split set by the Hybrid Placement Committee is followed and maintained throughout the season.



# Appendix A

Tech1: Drill 1

## Recoveries



### Phase 1 Description

- G starts on the same-side post as the shooter
- On "Go", G steps out to the near-side
- Shooter shoots to the far-side to attempt creating a rebound
- G follows the rebound, then resets to the far-angle

### Phase 2 Description

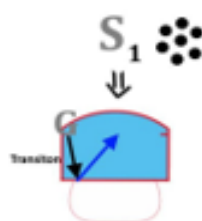
- G is positioned on the far-side angle.
- On "Go", G goes down into a simulated save to the far-side of their body
- G recovers from their down position to the far-side angle
- Once G has established position on the puck, shooter releases the puck on net

3-4 reps **per side**

Scored **out of 10**

Tech1: Drill 2

## Mid-Ice DOM



3-4 reps **per side**

Scored **out of 10**

### Phase 1 Description

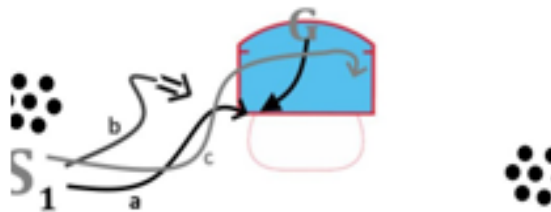
- G starts on the angle
- On "Go", G transitions into his near-side post
- On 2nd "Go", G activates to the middle
- Shooter releases a puck on net from a tighter proximity
- The shot can be before/as/after G establishes position on the puck
- G follows the rebound (if any), then recovers back to the post

### Phase 2 Description

- G is positioned on post
- On "Go", G moves to the middle
- After G establishes position, shooter releases a puck on net from a further position

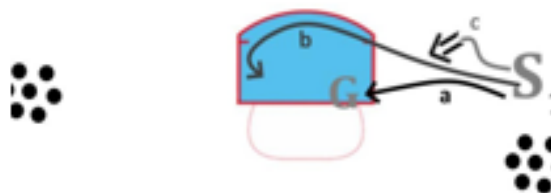
Tech1: Drill 3

# Goal-Line Attacks



## Phase 1 Description

- G starts on the top of the crease
- On "Go", G establishes position on the same-side post as the shooter
- Once position on post has been established, shooter attacks below the goal-line
- Shooter can
  - a. Jam the puck on net
  - b. Pull above goal-line to shoot
  - c. Drive to the far-side
- G follows the rebound (if any), then resets to the opposite post post



## Phase 2 Description

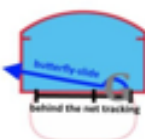
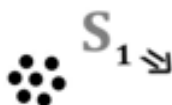
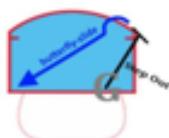
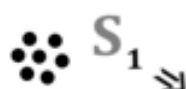
- G is positioned on the opposite post
- Shooter attacks above the goal-line
- Shooter can
  - a. Jam the puck on net
  - b. Release a shot on net
  - c. Drive to the far-side

3-4 reps **per side**

Scored **out of 10**

Tech1: Drill 4

## Lateral Feeds



### Phase 1 Description

- G starts on the opposite-side post of the shooter
- On "Go", G steps out to the near-side
- On 2nd "Go", G butterfly-slides high-to-low to the far-side
- Shooter releases puck on the net as or before G establishes position
- G follows the rebound (if any), then resets to same-side post as the shooter

### Phase 2 Description

- G is positioned on the same-side post as the shooter
- On "Go", G moves post-to-post while tracking behind the net
- On 2nd "Go", G butterfly-slides low-to-low to the far-side
- Shooter releases the puck on net as or before G establishes position

3-4 reps **per side**

Scored **out of 10**