



## **Collingwood Minor Hockey Association Coaching Development & Policies**

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Version 1.0

### **Why CMHA is addressing coach conduct & development programs?**

- Quality coaching is the single most important factor in the development of athletes, and the sport itself.
- The experiences a player gains as he/she participates in hockey are directly influenced by the coach's qualifications and their educational background.
- The influence of coaches on young people is profound, and long lasting. Many athletes who are adults today can still recall the coaches (and teachers) of their youth, and with the wisdom of age, can classify these influences in their lives accordingly.
- The CMHA wants to provide coaches the assistance and resources necessary to make coaching a positive experience in their lives, and encourage them to be productive in their hockey communities long-term
- To ensure that all players, coaches and parents are treated with respect at all times
- To ensure the standards set by Hockey Canada and the Ontario Minor Hockey Association are being met and exceeded in the best interest of CMHA's youth

### **Purpose Statement**

To assist CMHA coaches with training and education in pursuit of excellence in hockey and to provide them ongoing seasonal support on player, parent and coaching issues.

### **Mission Statement**

The CMHA is committed to assisting and developing coaches who will be effective instructors and role models, by providing them with the resources, education and support they need to grow as coaches in the sport of hockey.

### **Values Statement**

The CMHA embraces the following values to establish the moral and ethical priorities that guide the program:

<b>Character</b>	<b>Enjoyment</b>	<b>Knowledge</b>	<b>Sportsmanship</b>
<b>Commitment</b>	<b>Integrity</b>	<b>Leadership</b>	<b>Vision</b>

### **Fair ice Time (FIT) Policy**

As close to equal ice time as possible for all players; a coach may not purposefully deny ice time to any player based on skill or ability

As a coach, you have the responsibility to encourage players to be the best they can be, and provide equal opportunities for them to develop self-esteem and sport skills. When you play your talented athletes more often, you make other players feel less important and deny them the chance to improve their skills.

All players pay an equal amount of money to participate in minor hockey, and deserve as equal as possible instruction and play time.

Minor hockey is a participation sport, not professional. At the professional (or elite amateur) level there is the expectation and mandate to win. Professional hockey represents less than .25% of all hockey played in Canada and is not representative of the standards in the game for healthy youth development.

#### **Hockey Canada Mision Statement:**

**To Lead, Develop, and Promote positive hockey experiences**

While winning is a consideration, it is not the most important thing or is it within Hockey Canada's mission objectives. Winning should be seen as the product of a well taught team, not as the goal. As such all coaches agree that they will give players as equal ice time as possible The "Fair Ice Time" (FIT) policy is effective immediately and is mandatory.

***FIT Guidelines:***

The CMHA recognizes that during playoffs, the Rep 'A' and 'AE' programs are expected to be more results oriented, and as such, coaches will have more latitude in making ice time decisions. Even with this in mind, the principles of player development and fostering a sense of teamwork and contribution to the team's success should still be the guiding principle. Coaches are strongly encouraged to evaluate the need before making any changes to ice time.

All Coaches must be aware and acknowledge that penalty minutes are considered playing minutes. The coaches also agree that they will not use the same player(s) to serve bench or misconduct penalties.

Guidelines for Changing Ice Times:

**Rep 'AE' Program**

- The coach will have use of the last 3 minutes and overtime (5 minutes and overtime in playoffs and Tournaments) of any game for discretionary use of players.
- Goalies will be rotated equally.
- No player should be benched for an entire period based on skill or ability.
- A player being disciplined can be benched for up to two shifts but not an entire period. The player and parent should be told why they were benched.
- Discipline issues include the continued failing of following a coaches instructions, physical or verbal abuse of a teammate or staff member, the continued failing of following team rules and regulations as set out in writing at the beginning of the season, or any conduct that that violates CMHA policies. Coaches should provide a warning to a player (and parent) if discipline is being considered.

**Rep 'A' Program**

- The coach will have use of the last 5 minutes and overtime (last half of the third period and overtime in playoffs and tournaments) of any game for discretionary use of players.
- Goalies will be rotated equally during regular season. During the playoffs each goalie shall play at least 1/3 of the time (i.e. once every 3rd game or if a series is tied 2-2, the stronger goalie might play the 5th game).
- No player should be benched for an entire period based on skill or ability.
- A player being disciplined can be benched for up to two shifts but not an entire period, a goalie for one regular start. The player and parent should be told why they were benched.
- Discipline issues include the continued failing of following a coaches instructions, physical or verbal abuse of a teammate or staff member, the continued failing of following team rules and regulations as set out in writing at the beginning of the season, or any conduct that that violates CMHA policies. Coaches should provide a warning to a player (and parent) if discipline is being considered.

**Notes:** Any discipline issue that coaches believe needs to be addressed with greater punishment MUST be brought to the attention of the CMHA immediately.

### **Coach / Parent / Player Issues**

CMHA recognizes that conflicts will arise during the season. Our goal is to be proactive in addressing issues before they negatively affect the hockey experience of the player, coach or parent. Membership in the CMHA is a privilege, not a right, and the best interest of the Association and its players will always be its primary concern in resolving conflict. The CMHA strongly suggests that if you are involved in a conflict that parties make a reasonable and expedited effort at finding a satisfactory resolution.

The CMHA's goal is to provide every coach with the support they need to deal with parent / player issues throughout the season. To assist in this process we ask each coach to clearly outline their expectations, team rules and any other relevant issues in writing and present them to each parent at a pre-season meeting. Each parent should sign this letter. Each parent should also receive and sign a CMHA Parent Code of Conduct form. A copy of each is to be retained by the team manager.

Many conflicts can be avoided by clearly outlining your expectations, coaching methods and philosophy as Head Coach and communicating them to parents at this meeting.

#### **Pre-Season Meeting Purpose:**

- Introduce coaching staff and outline their qualifications and responsibilities;
- Outline coaching philosophy.
- Provide an overview of the seasonal plan along with skills to be taught.
- Enlist the support of parents to handle a number of team duties.
- Outline basic team rules and expectations of players, parents, and coaches.
- Hand out any necessary documentation.

#### **Mid- Season Meeting Purpose:**

- To touch base with parents.
- Reinforce the key points of your program.
- Introduce new ideas for the second part of the season.
- Allow opportunities to discuss player development.
- Seek parent involvement for any specific projects that may have arisen.

**The “24 hour” rule is in effect for all teams in CMHA, no exceptions.**

Coaches should not discuss any try-out related situations, game, a game incident or a situation that occurred during the game that has provoked an adverse emotional response or created a hostile situation until at least 24 hours after the fact. A Member is not to approach a coach to discuss a try-out related situation, a game, a game incident or a situation that occurred during the game that has provoked an adverse emotional response or a hostile situation until at least 24 hours after the fact.

The intent of this rule is to move an emotional and confrontational discussion away from the presence of the players, and to allow the parties to “cool off”, compose themselves and put the provoking incident or situation that occurred in the game in perspective before meeting to discuss it.

Coaches should **clearly document** any communication between parents and/or players that they feel may become an issue. If a coach feels he/she is unable to come to a satisfactory resolution with a parent/player, or feels an issue may become a significant problem in the future, they should immediately contact the appropriate League Convenor, or in their absence, the CMHA President for direction.

***Common Conflict Issues – Coach has final decision***

Line combinations, arrival time for practices and games, dress codes, following on ice instructions, inappropriate language or conduct, parent conduct during games or practices, tournament entries, AP schedule conflicts.

***Common Conflict Issues – Coach does not have final decision or can mandate***

Ice time (FIT), additional practices, dry land training, player sanctions for late arrivals when parents provide transport, any action that violates CMHA policies or guideline, mandatory tournament attendance, making players available as AP’s where there is no conflict.



**Collingwood Minor Hockey Association:**  
**Coach Code of Conduct Agreement**

The following code of conduct agreement has been developed to provide coaches with a clear set of guidelines outlining the behavioural and procedural responsibilities of coaching in the Collingwood Minor Hockey Association (CMHA):

- I understand that I am representing the (CMHA) as well as my team and will act accordingly at all times.
- Any inappropriate conduct directed towards members of the CMHA Board of Directors or the representatives of other associations, other volunteers, parents, players and officials will not be tolerated.
- I understand that coaching is a position of trust. Therefore, I will be a positive role model for my players and will maintain my personal integrity and dignity at all times.
- I understand that being a coach means being, first and foremost, a teacher. I will teach my players basic hockey skills, techniques and strategies, and will give all my players the opportunity to improve their skills, gain confidence and develop self-esteem.
- I will learn and know the rules of the game and the policies of the league and shall support and uphold them to the best of my ability.
- I agree to attend any coach/player development programs mandated by CMHA.
- I will know and understand the principle of fair ice time and will give every player an opportunity to play as much as possible. I will never, knowingly or intentionally, violate the principle of Fair Ice Time (FIT).
- I will always display good sportsmanship and fair play, and will encourage the same from my players, colleagues, opponents, parents and spectators.
- I will respect the referees and game officials and their authority during every game. I will not dispute, challenge, or excessively argue any decisions made by them, or confront any referee or league official at the rink before, during or after a game. If necessary, I will take the time to calmly and rationally discuss any situation or call made during a game with a league official or by utilizing the Association Referee Complaint Form.
- I will not swear, use profanity or make obscene gestures, or engage in any inappropriate behaviour or conduct, while acting in a coaching capacity or representing the Collingwood Minor Hockey Association.
- I understand that the game of hockey is a team sport and will treat all my players in a fair and equal manner. I will stress that teamwork and being a team player are more important than any individual goals.
- I will have a positive attitude and will always praise my players for trying hard, playing fair and doing their best, regardless of the outcome of the game. I will not criticize or yell at any player for making a mistake or losing a competition. I will not tolerate physical or verbal abuse in youth sports.
- Coaching Staff Initials:

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Head Coach    Asst. Coach    Asst. Coach    Trainer    Manager

- I will maintain an open line of communication with my players' parents. I will explain my goals and objectives for the team, as well as the rules of the game and the policies of the league, whenever requested or necessary, to the best of my ability.
- I will demand a sports environment that is free from drugs and alcohol and will refrain from their use at all games, exhibitions, practices and events. I will never coach a game or conduct a practice if I am under the influence of drugs or alcohol.
- I also agree to abide by the rules, regulations and decisions as set for the Collingwood
- Minor Hockey Association.
- I will be humble in victory and gracious in defeat.

Coach Name \_\_\_\_\_

Coach Signature \_\_\_\_\_

Date: \_\_\_\_\_





**Collingwood Minor Hockey Association:**  
**Parent Code of Conduct Agreement**

It is the intention of this agreement to promote fair play and respect for all participants within the Association. All parents must sign this pledge before being allowed to participate in hockey and must continue to observe the principles of Fair Play as set out by Hockey Canada and endorsed by the CMHA.

Fair Play Code:

- I will not force my child to participate in hockey.
- I will remember that my child plays hockey for his or her enjoyment, not mine.
- I will encourage my child to play by the rules and to resolve conflict without resorting to hostility or violence.
- I will teach my child that doing one's best is as important as winning so that my child will never feel defeated by the outcome of the game.
- I will make my child feel like a winner every time by offering praise for competing fairly and hard.
- I will never ridicule or yell at any child for making a mistake or losing a game.
- I will remember that children learn by example. I will applaud good plays and performances by both my child's team and their opponents.
- I will never question the official's judgment or honesty in public. I recognize officials are being developed in the same manner as players.
- I will support all efforts to remove verbal and physical abuse from children's hockey games.
- I will respect and show appreciation for the volunteers who give their time to hockey for my child.
- I agree to abide by the principles of the FAIR PLAY CODE as set by Hockey Canada and supported by the CMHA.
- Further, I agree to abide by all rules and regulations of the CMHA and understand and agree that I may be sanctioned for my actions including but not limited to being suspended from attending games or practice, or the forfeit my membership in the CMHA.

Parent Name \_\_\_\_\_ Player Name \_\_\_\_\_

Parent Signature \_\_\_\_\_

Date: \_\_\_\_\_



**Collingwood Minor Hockey Association:**  
**Player Code of Conduct Agreement**

As a parent/legal guardian of a child involved in the Collingwood Minor Hockey Association, I agree to abide by and follow the rules of the guidelines below:

- I will never curse or use foul language.
- I will respect my coaches at all times and listen carefully to their instructions. I understand that they are giving their time to make me a better hockey player.
- I will support and respect my teammates and opponents at all times. I will not tease, ridicule, put down or make fun of any players on my team or the opposing team, at any time.
- I understand that my behaviour reflects on my teammates, my coaches and the CMHA program. I will always be on my best behaviour at games, practices, hotels and other team events.
- I will not complain about penalties or calls made by the officials and I will respect the referees at all times.
- I understand that they are in charge of enforcing the rules of ice hockey, and I will respect their opinions at all times.
- I will show good sportsmanship at all times, both when winning and losing. I will always congratulate the other team and wish them good luck.
- I will be committed to developing as a hockey player. This includes attending practice, listening to my coach, and always giving my best effort.
- I will arrive at practices and games on time and prepared. I understand that it is my responsibility to have all of my equipment packed and ready to play a game.
- I will always leave the locker room clean and in good condition, both at my home rink and away.
- I will never bring drugs, alcohol, tobacco products or weapons of any kind to CMHA games, practices, trips or other events.
- I understand that by signing this agreement I promise to uphold CMHA Code of Conduct. I realize that violation of this Code of Conduct may result in loss of ice-time, suspension for part of or all of a game, or even ejection from the CMHA Program.

Player Name \_\_\_\_\_

Player Signature \_\_\_\_\_

Parent Name \_\_\_\_\_  
(If under 18years of age)

Parent Signature \_\_\_\_\_

Date: \_\_\_\_\_

### **CMHA Coach Mentor Program**

The Hockey Mentorship Program is designed to provide Minor Hockey coaches with supplemental educational opportunities, one-on-one mentoring and to provide support in areas that have been identified by hockey experts across the country as “hot” issues in today’s game.

The program is also designed to bridge a gap between elected volunteers, parents and coaches involved in making this game as much fun as it can possibly be, and in the best interests, for the participants.

#### **Goals:**

- To get coaches to make and utilize practice plans.
- To help coaches take control and maintain discipline within the team.
- To reinforce coaches in the proper delivery of skill instruction.
- To assist coaches in proper bench conduct and player management.
- To foster a positive experience for the coaches hence encouraging coaches to remain in coaching for an extended period of time.
- To encourage coaches to develop a hockey program that helps their players become better individuals.
- To support coaches in proper conflict resolution practices in parent/player issues.

#### **Implementation Strategies:**

- Establish a rapport with the coaches.
- Watch practices and provide positive feedback.
- Watch games.
- Ask questions.
- Offer suggestions and constructive feedback.
- If requested run practices or assist at practices.

#### **Establish and Run Development Clinics**

- Goalie
- Checking
- Sharpshooter Clinic
- Power skating
- “How to run an effective practice” Watch practices and provide positive feedback.