



CMHA Elite Program – Coach & Coaching Staff Expectations

As a leader within CMHA's Elite Program (AA/AAA), you play a critical role in shaping the athlete experience, team culture, and overall success of the program. This document outlines the expectations, responsibilities, and financial protocols all coaching staff are expected to uphold throughout the season.

1. Coaching Philosophy & Conduct

Core Expectations

All CMHA Elite Coaches and team staff are expected to:

- **Lead with integrity:** Be a role model in professionalism, accountability, and ethical behavior.
- **Promote player development:** Prioritize long-term growth over short-term results by focusing on skill, character, and sportsmanship.
- **Foster a safe, inclusive environment:** Ensure that every player feels respected, supported, and valued.
- **Be organized and communicative:** Maintain timely and clear communication with players, families, and CMHA leadership.
- **Demonstrate respect at all times:**

- Respect your players and meet them where they are developmentally.
 - Respect fellow coaches, officials, volunteers, and parents.
 - Respect the game by modeling calm, professional conduct—even in high-pressure situations.
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2. Respect & Relationship Management

- Engage with **players and families** constructively. Always maintain professional boundaries.
- Collaborate respectfully with **team managers** and volunteers. Your leadership sets the tone for the team's culture.
- **Respect facility staff, referees, and other teams** both at home and on the road. You represent CMHA at all times.

Any behavior that contradicts these standards—including yelling at officials, inappropriate communication, or undermining volunteers—will be addressed directly and may impact future coaching opportunities.

3. Coaching Responsibilities

- Attend and lead all scheduled **games, practices, dryland sessions, development sessions, and team meetings**.
- Prepare structured, age-appropriate practice plans and systems in line with CMHA development models.
- Participate in CMHA-sponsored **Coach/Player Development initiatives**.
- Coordinate with your **High Performance Director and VP High Performance** for planning, scheduling, and player evaluation input.
- Support and guide your **Assistant Coaches and Team Manager** in building a cohesive and functional team environment.

- Lead Pre-Season Conditioning Camp in August, Head Coach is compensated with \$1000 to lead this
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4. Financial Responsibilities & Covered Expenses

To avoid confusion, the following outlines what is covered by CMHA and what is considered a **team-funded expense** (via cash calls or sponsorship).

✓ CMHA-Covered Coaching Expenses:

- Coach honorarium/pay
- Coach apparel (standard issue)
- League travel (bussing) for U16/U18 teams – **league games only**
- Coach development sessions
- Player/goalie development programs (CMHA-initiated)
- Administrative support
- Evaluations and tryouts
- Playoffs/Provincials - mileage/hotel/meal expenses

✗ Team-Covered Coaching Expenses:

These must be funded through team cash calls, fundraising, or sponsorship:

- Coach hotel and travel costs for **tournaments**
- Bussing for **tournaments** (all divisions)
- Additional team-branded apparel beyond standard issue (e.g., 3rd jerseys)
- Extra ice time beyond CMHA allotments
- Team-building events, meals, and incidental expenses during travel

Coaches are expected to coordinate with team managers to ensure budget transparency and pre-approval of travel-related reimbursements.

5. Travel & Tournament Guidelines

- Coaches are required to **travel with the team** to all sanctioned events, where applicable.
 - Coaches should strive to **minimize team costs** by booking travel in alignment with team budgets.
 - Tournament selection should be communicated early to allow for adequate financial planning by families.
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6. Schedule Compliance

All practice and dryland schedules posted to the team site are considered **final** and approved by the **VP High Performance** and **High Performance Director**. Changes must be approved in advance.

7. Closing Message

CMHA Elite Coaches are mentors, educators, and ambassadors. Your commitment to excellence, fairness, and player-first development is the foundation of our success.

If you have any questions or require support at any point, please contact the High Performance Director or VP of High Performance.

We sincerely thank you for your leadership and service to our association.



We treat teammates, opponents, coaches and officials with dignity and kindness, both on and off the ice. Respect creates a team culture.

RESPECT

We give our best every shift, every practice, and every game. Success is built on consistent hard work.

EFFORT

We approach challenges with positivity, sportsmanship, and resilience. A strong attitude drives growth and team spirit.

ATTITUDE

We bring our best to every battle, no matter the score. Competing with heart strengthens character and teamwork.

COMPETE

We represent our community with pride and integrity. Every action reflects our commitment to the game and each other.

HONOR