



CMHA REP Program – Coach & Team Staff Expectations

As a coach or team staff member in the **CMHA REP Program**, you play a vital role in shaping the athlete experience, building team culture, and ensuring program success. This document outlines the expectations and responsibilities for all REP coaches and team staff.

1. Coaching Philosophy & Conduct

All REP coaches and staff are expected to:

- **Lead with integrity:** Be role models in professionalism and ethics.
 - **Prioritize development:** Focus on skills, sportsmanship, and long-term growth.
 - **Foster inclusivity:** Ensure all players feel supported and valued.
 - **Communicate clearly:** Maintain timely, respectful communication with players, families, and CMHA leadership.
 - **Model respect:** For players, parents, officials, and the game.
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2. Respect & Relationship Management

- Engage constructively with players and families.

- Collaborate respectfully with team managers and volunteers.
 - Represent CMHA positively at home and away games.
 - Behavior that contradicts these standards will be addressed and may affect future coaching opportunities.
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3. Coaching Responsibilities

- Attend and lead all scheduled games, practices, and team meetings.
 - Prepare structured, age-appropriate practice plans aligned with CMHA development models.
 - Guide assistant coaches and team staff in building a positive team environment.
 - Participate in CMHA development opportunities when offered.
 - Reinforce REP program values of fairness, development, and respect.
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4. Travel & Tournament Guidelines

- Coaches are expected to travel with the team to all sanctioned events.
 - Select tournaments thoughtfully and communicate early to families.
 - Coordinate with the Team Manager to ensure transparency of expenses and fairness for all families.
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5. Schedule Compliance

- All practice and game schedules posted to the CMHA Website are considered final.

- Any changes must be approved by the REP Director before being communicated.

6. Core Values

REP coaches are expected to model:



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

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

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

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

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

7. Closing Message

CMHA REP Coaches are mentors and leaders. Your commitment to skill development, inclusivity, and respect for the game will help players grow not just as athletes, but as people.

For support, please contact your team manager or CAHL Director.

We thank you for your leadership and dedication to CMHA's REP Program.
