



CMHA RHL Program – Coach & Coaching Staff Expectations

As a leader within CMHA's Recreational Hockey League (RHL), you play an essential role in creating a positive player experience, building team culture, and supporting the 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 RHL Coaches and team staff are expected to:

- **Lead with integrity:** Model professionalism, accountability, and ethical behavior for players and families.
 - **Prioritize fun and development:** Focus on building skills, confidence, teamwork, and sportsmanship rather than results.
 - **Foster a safe, inclusive environment:** Ensure that every player feels welcome, respected, and supported.
 - **Communicate clearly and consistently:** Maintain open, timely communication with players, families, team staff, and CMHA leadership.
 - **Show respect at all times:**
 - Respect players by coaching them at their developmental level.
 - Respect fellow coaches, officials, volunteers, and parents.
 - Respect the game by modeling calm, professional conduct—even in challenging situations.
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2. Respect & Relationship Management

- Engage with players and families in a constructive and encouraging manner, while always maintaining professional boundaries.
 - Collaborate respectfully with your Team Manager and volunteers. Your example sets the tone for the team's culture.
 - Respect referees, facility staff, and other teams. As a coach, you represent CMHA both on and off the ice.
 - Behavior that contradicts these standards—such as arguing with officials, inappropriate communication, or undermining volunteers—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 that align with CMHA's player development principles.
 - Support and guide your Assistant Coaches and Team Manager in creating a positive, cooperative team environment.
 - Participate in CMHA development opportunities when offered.
 - Reinforce the RHL philosophy of balanced teams, equal opportunity, and fair play.
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4. Travel & Tournament Guidelines

- Coaches are expected to attend and support players at all team-approved tournaments and events.
 - Tournaments should be chosen carefully and communicated early to allow families to plan financially.
 - Coaches should work with team managers to minimize costs and maintain 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 coordinated through the RHL Director and approved in advance

6. Core Values



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 RHL Coaches are mentors, teachers, and role models. Your commitment to fairness, inclusivity, and fun-first development helps shape not only players' hockey skills but also their lifelong love of the game.

If you have any questions or require support, please contact the RHL Director.

We sincerely thank you for your dedication and leadership within CMHA's Recreational Hockey League.