



ABOUT OUR COACHES

CAYH is committed to providing our players the opportunity to have fun on the ice while learning the basic skills of ice skating and how to play the game of hockey. Most importantly, we want each and every athlete to develop friendships and have fun. We hope to develop our players to become the best hockey players that they can be and to help set good examples for them to carry into their adulthood while participating in a sport that they love to play. We are asking you for your full support to create the right learning and game environment for all coaches, players, parents, and/or our fan.

Our head and assistant coaches at all levels are dedicated volunteers and without them the program would not exist. It is the requirement of the CAYH program that all coaches be certified by USA Hockey through their "patching clinics". The patch requirements for CAYH coaches and their bench help is discussed in detail on the USA Hockey website, you may access that information by clicking the link below.

<http://usahockey.cachefly.net/Coaching/Manuals/CEPRequirements.pdf>

Each head coach is approved by the Board of Directors following the tryouts. When choosing head coaches the Board considers:

- The candidate's knowledge of the sport.
- Ability to work within that age group
- Previous coaching and hockey experience
- Level of commitment to their players (team) and CAYH
- Annual CAYH survey results

Head coaches select their own assistant coaches usually from a list of volunteers provided by the Board of Directors. All coaches and on-ice help must satisfactorily complete the CORI process and be approved by the CAYH Board of Directors.

Cape Ann Youth Hockey prides itself on promoting sportsmanship between coaches, competitors, teammates, and parents. Foul or abusive language, un-sportsmanlike behavior, and/or unwarranted physical contact (misconduct) by anybody associated with our program, whether coaches, players, parents, and/or our fans will not be tolerated and will be addressed immediately.

Parent/Coaches Relationships

Research shows when we as parents support our children's teachers, students learn more. This concept can be transferred to sports, where kids will have a better sports experience if we work in unison with the coach to create a positive youth sports environment.

Recognize the Coach's Commitment

Coaches commit many hours of preparation beyond the hours spent at practices and games. Recognize that they do not do it for the pay! Coaches volunteer to best develop our players to become respectful young men/women, an athlete, and for the fun of the game. Please remember this whenever something goes awry during the season.

Locker Rooms

Talbot Rink requires that no players use the game/on ice benches as dressing areas. Most coaches will secure a locker room before practice. Arrive on time, coaches like their players there 15-30 minutes before the scheduled ice times. Refrain from hanging around in the locker room before games and practices. If your child needs help getting dressed, help him/her and leave directly after doing so. The locker room can be a congested and noisy place having parents there can add to the confusion when the coach is trying to explain the practice/game plan. We as parents can get as excited as our kids after a big win but please allow the coach 5-10 minutes after a game with the kids before you enter the locker room to congratulate your player.

Make Early, Positive Contact with the Coach

As soon as you know who your child's coach is going to be, introduce yourself, let him or her know you want to help your child have the best possible experience, and offer to assist the coach in any way you are qualified. Meeting the coach early and establishing a positive relationship will make conversation easier if a problem arises during the season.

Let the Coaches Coach

Your child is trying to concentrate amid the chaotic action of a game *and* do what the coach asks. A parent yelling out instructions hardly ever helps. More often than not, it confuses the child, adds pressure and goes against the coaches' instruction, which undermines the player-coach relationship, the player-parent relationship and the parent-coach relationship.

Don't Put the Player in the Middle

When parents share their disapproval of a coach with their children, it puts the children in a bind. Divided loyalties hinder people. Conversely, when parents support a coach, it is easier for children to put forth maximum effort. If you think your child's coach is mishandling a situation, *do not* tell your child. Just take it up with the coach, in private, outside the locker room, at an agreed upon time and location.

Observe a "Cooling Off" Period

Wait to talk to the coach about something you are upset about for at least 24 hours. Emotions can get so hot that it's much more productive to wait a day before contacting the coach. This also gives you time to consider exactly what to say.

Approaching the Coach

If you are angry about the situation, gain control of yourself and know exactly what you want to say. Pick a time and place where only the coach can hear you—not on the bench during a game or practice, and

not where you might be overheard, which could make the coach more defensive. Instead ask the coach if he would be willing to talk with you *after* a game or practice in a private place to have your conversation.

Empowering Your Child to Speak

There are several advantages to having your children, rather than you, speak directly to the coach. Many coaches are more open to suggestions from players than from parents. The biggest plus is that this can be an empowering experience for children, even if they don't get the change they want.

Mustering the courage to talk to the coach can be a great life lesson. Your children may gain important experiences about dealing with people above them in the power structure, at school or in future jobs, by talking with the coach on their own.

Resolving the Issue

If a parent has a problem with a coach, the parent should speak to the coach directly, in a non-hostile environment off the ice and away from other parents and players in order to explain his/her concerns. If the parent is not satisfied with any action or non-action taken, a written explanation of the problem should be directed to the Director of Coaching and the President. A list of the contact information for these and all other board members can be found on our website. The Director of Coaching shall review the written explanation, speak to the involved parties and forward a copy of the parent's written explanation, along with his own recommendation to President. If you still feel the situation has not been resolved to your satisfaction, you can bring your concern to a hearing with the CAYH Board of Directors. After a hearing, the CAYH BOD will inform you of their decision within 7 days of your hearing.

If a coach has a problem with a player's language, attitude, or behavior, the coach should seek a meeting between the player and his/her parents before the next practice or game in order to resolve any issues. The coach should identify the problem as he sees it and suggest what is acceptable for the player on his team.

If one or more incidents occur, and parental involvement has been encountered, the coach, at his discretion, can suspend or limit a player's ice time from a game or practice. If the situation arises that a player is suspended, the Director of Coaching and President shall be notified by the head coach with a written explanation of the situation. The Director of Coaching shall review the written explanation, speak to the involved parties and forward a copy of the coaches' written explanation, along with his own recommendation to President, who may or may not choose further action. One can always request a hearing with the CAYH BOD.

If a coach has a problem with a parent, the coach should speak to the parent directly, in a non-hostile environment off the ice and away from other parents and players in order to explain his concerns. If the coach is not satisfied with any action or non-action taken, a written explanation of the problem should be directed to the Director of Coaching and the President. The Director of Coaching shall review the written explanation, speak to the involved parties and forward a copy of the coaches' written explanation, along with his own recommendation to the President, who may or may not choose further action. One can always request a hearing with the CAYH BOD.

Requesting a BOD Hearing

If any of the parties of a situation is still unsatisfied with the results a full BOD hearing may be requested. One may do so by formally contacting the President, who in turn will convene the full board at the earliest convenience. The board will hear all involved parties and make a decision in executive session.

If a problem arises involving a coach or parent that requires Board action, and that individual is a current CAYH Board member, they will be excused from participating as a Board member on discussions pertaining to that matter.

Thank you in advance for abiding by these guidelines. If you have any questions or concerns, please bring them to the attention of your coach and/or, Director of Coaching. We look forward to a creating a positive learning environment for your player, the parents and fans.

CAYH Board of Directors