



Cloquet Amateur Hockey Association

Coach and Player Development Policy

Effective Date: September 21, 2025 (to be reviewed annually)

Approved By: Cloquet Amateur Hockey Association (CAHA) Board of Directors

Table of Contents

- I. Purpose
- II. Scope
- III. Player Development Philosophy
- IV. Player Development Guidelines
- V. Coach Development Guidelines
- VI. Coach and Player Development Chairs Role
- VII. Player Movement & Development Balance
- VIII. Annual Review
- IX. Enforcement
- Appendices
 - Appendix A: Level Coordinator Roles and Responsibilities
 - Appendix B: Developmental Matrix by Age Level

- Appendix C: Coach Evaluation Template
- Appendix D: Player Evaluation Form
- Appendix E: Sample Practice Plan

I. Purpose

The purpose of this policy is to establish a consistent and progressive approach to the development of players and coaches in the Cloquet Amateur Hockey Association (CAHA) for both the girls' and boys' programs. This policy ensures alignment with the principles of USA Hockey's American Development Model (ADM) and Minnesota Hockey's long-term athlete development strategies.

II. Scope

This policy applies to all CAHA teams, players, and coaches from Mite/U6 through Bantam/U15 levels, including any traveling or house programs under the association's jurisdiction. There shall be both girls' and boys' program Coach and Player Development Committees and Chairs which operate independent of each other.

III. Player Development Philosophy

CAHA is committed to providing an environment that:

- Promotes age-appropriate skill development.
- Fosters a love for the game of hockey.
- Supports individual growth on and off the ice.
- Emphasizes long-term athlete development over short-term success.

Core Development Goals:

1. **Skill Acquisition:** Focus on skating, puck handling, shooting, passing, and decision-making at all levels.
2. **Age-Appropriate Competition:** Adhere to the ADM structure for practices and games.

3. **Practice-to-Game Ratio:** Strive to follow USA Hockey's recommended ratios (e.g., 3 practices to 1 game).
4. **Inclusivity & Participation:** Encourage participation regardless of ability or initial skill level.

IV. Player Development Guidelines and Opportunities

1. Skills Clinics

CAHA will provide supplemental development opportunities such as:

- Power skating
- Goalie-specific training
- Shooting Programs
- Dryland/strength training (age-appropriate)

2. Evaluation and Feedback

Players will receive formal evaluations at least once per season with feedback on:

- Technical skills
- Team play
- Work ethic
- Sportsmanship

It will be up to each head coach to decide when this is best handled during the course of the season.

V. Coach Development Guidelines

1. Certification Requirements

All CAHA coaches must:

- Be certified through USA Hockey's coaching education program.
- Complete SafeSport training and background screening as required.
- Attend Annual CAHA Coaches meeting

2. Coaching Clinics & Seminars

CAHA will provide or sponsor:

- Annual pre-season coaching seminars
- In-season mentorship opportunities
- Access to development resources and practice plans

3. Mentorship & Accountability

- Lead coaches at each level will mentor less experienced coaches.
- All coaches will be reviewed annually by the girls' or boys' CAHA Coach and Player Development Chair and Coaching Committee, respectively. Coaches are assigned for one year per assignment, per team. If a coach has continued interest in coaching the following season, he/she must express interest to CAHA Coach and Player Development. If a need occurs, coaches may help other teams and/or levels as long as they are eligible per USA Hockey guidelines.

VI. Coach and Player Development Chairs Role

The CAHA Coach and Player Development Chairs will:

- Ensure CAHA policies related to Coaches and Player development are followed.
- In consultation with CAHA SafeSport coordinator, when applicable, report any CAHA related incident to USA Hockey, District 11, and SafeSport for review.
- Review District 11 incident reports and determine appropriate next steps.
- At the beginning of each competitive year, assign level coordinators.
- Coordinate player and coach development activities.
- Oversee player evaluation processes to ensure adherence to the CAHA Evaluation Policy, District 11 standards, and MN Hockey Guidelines.
- Lead monthly meeting and report pertinent information to the CAHA President and Board of Directors.
- Implement off-season skill building opportunities.
- Act as a liaison between coaches and the CAHA Board of Directors.

- Monitor compliance with developmental policies.

VII. Player Movement & Development Balance

CAHA supports competitive balance and appropriate skill development. Player movement between teams or levels will be guided by:

- Player evaluations
- Developmental needs
- Team composition
- Approval from the Coach and Player Development Committee and CAHA Board of Directors.

VIII. Annual Review

This policy will be reviewed annually by the Coach and Player Development Committee, with recommendations submitted to the CAHA Board for approval before each season.

IX. Enforcement

All CAHA coaches, teams, and personnel are expected to adhere to this policy. Non-compliance may result in disciplinary action, up to and including removal from coaching or participation roles.

This policy was presented to and approved by the CAHA Board of Directors on September 21, 2025, at its regular meeting.

By: _____
Jeff Leno
President, CAHA Board of Directors

Date: 9-30-25

Appendices:

Appendix A: Level Coordinator Roles and Responsibilities

Purpose:

The Level Coordinator, for boys and girls teams, is a key volunteer position in the CAHA organizational structure. Each age group (e.g., U8-U12, Mite, Squirt, Peewee, Bantam) shall have one designated Level Coordinator who works closely with the Coach and Player Development and families to ensure consistent communication and smooth operations throughout the season.

Primary Responsibilities:

<u>Area</u>	<u>Responsibilities</u>
Communication	- Act as the primary contact for parents at their level regarding schedules, events, and policy questions. - Coordinate messaging with coaches and Coach and Player Development.
Coach Support	- Support coaches by helping distribute information and resources. - Attend occasional practices or games to observe team environment.
Team Formation	- Assist with organizing player evaluations and team placements. - Work with Coach and Player Development Chair to ensure a fair and transparent process that aligns with the CAHA Evaluation Policy.
Scheduling	- When appropriate, coordinate with ice scheduler and coaches to communicate practice/game changes. - Help track conflicts and communicate concerns.
Parent Liaison	- Field parent concerns respectfully and channel unresolved issues to the Code of Conduct review team for review and resolution. - Encourage positive parent engagement.
Uniforms & Equipment	- Help distribute uniforms and collect gear as needed at the beginning and end of the season.
Policy Enforcement	- Support enforcement of CAHA policies including Code of Conduct, Attendance, and Development guidelines.

<u>Area</u>	<u>Responsibilities</u>
Reporting	- Provide periodic updates to the CAHA Board or Development Director, including concerns, successes, and suggestions.

Requirements:

- Strong communication and organizational skills.
- Neutrality and fairness in supporting all players and families.
- Commitment to CAHA's development philosophy.
- Completion of required background screening and CAHA volunteer training (if applicable).

Time Commitment:

- 3–5 hours per week during the season (varies by level and need).
- Attendance at pre-season CPD meeting, Coaches meeting, and occasional board meeting when applicable.

Appendix B: Developmental Matrix by Age Level

Level	Focus Areas	Practice/Game Ratio	Key Outcomes
Mite (6U–8U)	Basic skating, puck control, fun, teamwork	3:1	Love of game, balance, agility
Squirt (10U)	Passing, shooting, intro to team play, small area games	3:1	Confidence, fundamentals, vision
Peewee (12U)	Systems, advanced puck skills, positional awareness	2.5:1	Tactical understanding, puck movement
Bantam (14U)	Physical play, advanced systems, leadership, compete level	2:1	Game IQ, speed of play, resilience

Appendix C: Coach Evaluation Template

Coach Name: _____

Level/Team: _____

Evaluator Name/Title: _____

Date: _____

Evaluation Category	Rating (1–5)	Comments
---------------------	--------------	----------

Practice Planning & Execution		
-------------------------------	--	--

Communication with Players		
----------------------------	--	--

Communication with Parents		
----------------------------	--	--

Knowledge of Game		
-------------------	--	--

Player Development Focus		
--------------------------	--	--

Adherence to CAHA Policies		
----------------------------	--	--

Respect & Sportsmanship		
-------------------------	--	--

Strengths:

Areas for Improvement:

Recommended Actions:

Evaluator Signature: _____

Appendix D: Player Evaluation Form

Player Name: _____

Team/Level: _____

Coach Name: _____

Date: _____

Category	Rating (1–5)	Comments
----------	--------------	----------

Skating (balance/speed)

Puck Handling

Passing & Receiving

Shooting & Scoring

Positional Play

Team Play & Coachability

Effort & Work Ethic

Game Awareness

Overall Development Notes:

Development Focus Areas for Next Phase:

Coach Signature: _____

Parent Acknowledgment (if desired): _____

Appendix E: Sample Practice Plan (10U Example)

Date: _____

Coach: _____

Focus: Passing & Small Area Games

Duration: 60 minutes

Time	Drill Name	Description	Key Points
0–10 min	Warm-Up Skating	Edge work, circles, balance drills	Proper stride, head up
10–20	Station 1: Passing Pairs	Partner passing while moving; forehand/backhand	Soft hands, target the blade
20–30	Station 2: 3v3 Small Ice	3-on-3 in tight space	Puck support, quick decisions
30–40	Station 3: Shooting Lane	Receive pass and shoot on net from slot	Accuracy over power
40–50	Scrimmage (Cross-Ice)	Controlled game with coaching interruptions	Team play, effort
50–60	Cool Down/Chalk Talk		