



2025-26 U14A Team Manual



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*Terms of this manual are subject to change.

Coach's Bio

Coach Paul brings over 30 years of coaching experience to the U14A team, both on and off the ice. He played rep hockey as a youth and has been involved with Peterborough Hockey Association (PHA) for over a decade, serving as a Head Coach, Trainer, Manager, Convenor, and Executive Member. After three years as the PHA Vice President of Rep Hockey, he is excited to return to the bench as a Head Coach.

Beyond hockey, Paul has experience coaching various martial arts, youth soccer, youth baseball, and fitness and bodybuilding. He has an Honours Bachelor of Science degree in Psychology, a Fitness & Lifestyle Management diploma, and previously worked as a personal trainer.

Coach Paul is currently a clinical intern completing his Masters in Counselling Psychology. He is a private practice mediator who specializes in working with families engaged in high conflict, and his psychotherapy practice is focussed on athlete and coach development. These experiences strengthen his ability to create a positive, structured, and supportive team environment.

Coach Paul holds the following coaching certifications:

- Development 1;
- Development 1 Field Evaluator;
- NCCP Level 1;
- HCSP Trainer Level 1;

Quick Facts:

- two boys (Owen – 14 & Liam – 12);
- Newfoundland heritage;
- served almost 10 years as a volunteer firefighter;
- multiple nation & international fitness titles in 1999 & 2000;
- black belts in Kosho Shorei Ryu Kempo, and Dai Nippon Jiu-Jitsu;
- rides a motorcycle;
- loves being on the water in his boat;
- plays guitar.

Coach Paul is committed to fostering a competitive, respectful, and hardworking team culture, where players develop both their character and their skills.

Team Philosophy

The foundation of the 2025-26 Peterborough U14A Petes will be defined in our core values. The team is greater than the sum of all parts including individual players, coaching staff, and family members. Each member of the team is expected to understand that no one player is more important than the team.

A chain is only as strong as its weakest link, and no player should knowingly allow themselves to become the weak link in the team chain. Our strength will not be defined just by the game scores, but by our sense of team, our desire to win, our willingness to learn, and our work ethic. We will always strive to be amongst the very best, and our goals are very clear; fun, player development, and a winning season.

The 2025-26 Peterborough U14A Core Values:

- inclusivity;
- team first;
- lead by example, and be a team player;
- win as a team with pride – lose as a team with dignity;
- players need the team's help to win, and the team needs the player's help to win;
- keep a positive attitude;
- show teammates, coaches, parents, siblings, and self the highest level of respect;
- hard work beats talent.

Coaching Philosophy

Rule #1: Have Fun

This is why people should be involved with any activity or sport. Sports are valuable to teach discipline and teamwork, but none of those lessons will be learned without enjoying the game. If the player enjoys the activity, and feels safe with the people around them, they will be more inclined to actively participate. By participating more, their level of discipline will improve, they will learn teamwork, and they have a better chance of developing into better players. Ultimately, these skills will help them become well-adjusted adults later in life.

Coaching staff also need to enjoy what they are doing with the team. If they are enjoying their leadership roles and time with the team, they will have more energy to put into the team. It will also create an environment wherein coaches want to continue volunteering their time and passion to the sport.

Rule #2: Try Your Hardest

If you want to get better, you need to put in the work. To put forth a high level of effort, the results will be significantly better than simply going through the motions. It is also important to note that high effort does not only apply to skating on the ice. It also applies to being focussed during team events, being attentive when coaches are talking, and practicing skills on your own time. If the player actively tries to improve, this will lead to more team success.

Sometimes however, hard work is not enough, and our best is not *the* best. There will always be those who are better at certain activities. When that happens, the player will learn humility. But, they can also take great pride in the fact that regardless of the loss, they gave their best effort.

Coaches also need try their hardest. This includes asking other coaches for ideas and help if needed, and making a commitment to ongoing personal development.

Rule #3: Learn From Your Mistakes

Everyone falters! Life is not only about success and more often than not, the greatest lessons come from adversity. Some people give up. The ones who succeed are those who assess the situation, find areas of improvement, and make an effort to improve on those areas. By looking at the situation as a lesson instead of a failure, there is a greater chance of future success.

Coaches also make mistakes! When this happens, we need to be humble in accepting our errors, but also willing to learn from them. This sets a positive example for the players in that they can see coaches trying to improve, but it also teaches invaluable lessons to hear an adult say "I made a mistake."

Conclusion

As a coach, it is my responsibility to implement The 3 Rules, and to help the players and coaching staff move forward in their hockey careers. I need to help them break down their mistakes, and find possible solutions. I need to encourage them to try their best and most importantly, I need to create a safe, inclusive, and fun environment for everyone. I also need to show humility to demonstrate that I am a member of the team; just like them.

Codes of Conduct

(Additional to PHA Codes of Conduct)

Parents (& Family Members):

1. ensure your player is on time! If they are going to be late or miss a game, practice, or other team event, let the Manager or Coach know ASAP by phone, text, or email;
2. respect the players, coaches, referees & your fellow parents;
3. no yelling at refs for a bad call. They will not change their mind;
4. player positions may change throughout the season to best suit the team;
5. no player screen time for one (1) hour prior to arriving at the arena;
6. with the exception of injuries or other emergency, parents are not to be in the change room or change room hallway immediately before, during, or after games unless requested by bench staff;
7. 2-Deep Rule → If an adult is in the change room with any child other than their own, there must be at least one other adult in the room or immediately outside the room with the door open;
8. if there is an issue with a child on the ice/ bench or in the dressing room, it will be dealt with as a team. There is no need for follow-up at home unless asked by the coaching staff;
9. no armchair coaches or psycho hockey parents! → Do NOT approach the bench/ ice during a game or practice without being asked by the coaching staff;
10. after each game & practice, ask your child for one thing they believe they need to work on, & one thing they did well. Offer them your opinion only if asked. Then, drop it! Do not nag your child after games/ practices;

11. if you disagree with a coaching decision, please do not discuss it with your child. It undermines the coaching staff which also undermines the team. Address your concerns directly with the coaching staff in a respectful manner;
12. 24 Hour Rule → Please allow 24 hours after any game or practice to email the Manager with any concerns, problems or issues. If a parent* approaches any of the coaching staff in an aggressive manor directly after a game or practice, the incident will be reported to the PHA Executive, and the parent or child in question may be suspended. (**Parents refers to parents, step-parents, extended family members and friends connected to players on the team.*)

Players:

1. respect your parents, coaches, teammates, referees & yourselves;
2. players, not parents, are responsible for ensuring hockey bags are properly packed;
3. no yelling at refs for a bad call. They will not change their mind.
4. there is zero tolerance for fighting, name-calling, bullying, or intentionally making your teammates feel bad;
5. players will treat opposing players, coaches, and fans with respect at all times;
6. player positions may change throughout the season to best suit the team;
7. bladders are to be empty before getting your equipment on (i.e. have a pee when you get to the arena).
8. school is a priority! If you are too sick to go to school, you are too sick to attend team activities. If you are suspended from school, you will also be suspended from team activities.

Communication

- notifications about missing practices and/ or games shall be directed to the Manager and/ or Head Coach via text and/ or email;
- in the event that a member of the coaching staff messages a player on the team, the “Two Deep Rule” applies (i.e. at least one other member of the coaching staff and/ or a parent shall be copied);
- in the event that a player wishes to text/ email a member of the coaching staff, they shall ensure that at least one other adult (e.g. parent, Manager) is copied;
- players are encouraged to have a working email account in which they may receive communications about the team (e.g. team building, homework, drills);

Tryouts

- May 5 – 11, 2025;
- ice allocation determined by PHA and on the website under the Tryouts tab;
- on-ice and off-ice evaluators;

- skills assessment, small-area games, scrimmages, exhibition games;
- exhibition games scheduled by PHA.
- selection based on work ethic, individual skills, team skills, hockey IQ, compete level. If you are a player who struggles to move the puck (i.e. puck hogs), you will not make this team;
- players may be required to submit comments from most recent school report card;
- offers/ requests to assist as a member of the bench staff are not to be submitted until your player has been selected.

Roster

- 15-16 skaters;
- mixture of right-hand and left-hand shots;
- 9 Forwards;
- 6 Defence;
- possibility of one (1) utility player as a back-up in the event of suspensions/ injuries;
- 2 goalies;
- Affiliate Players (AP's) will be scouted and rostered in the Fall;
 - ~ 5 players (Forward, Defence);
 - 1-2 goalies.

Games

- approximately two (2) games per week;
- total number of league games established by Lakeshore League;
- no league games during the Winter Break;
- playoff games are possible during March Break (Lakeshore Hockey League decision);
- no screen time for approximately one (1) hour before games;
- players are to be at the arena and check-in with coaches approximately one (1) hour before each game;
- no cell phones in the change room (cell phone use in the change room before a game will result in missing a period of play);
- warm-up clothing includes PHA Petes shorts/ pants, PHA Petes technical t-shirt, running shoes. Players may wear compression shirts/ pants underneath;
- there will generally be a flood between 2nd and 3rd periods. Players are encouraged to bring a light snack (e.g. fruit, cereal bar, gel) for this intermission;
- unless there are extenuating circumstances (e.g. emergency, forgotten piece of equipment/ water bottle, reminding player that they need to leave quickly after the game,

etc), parents are not to be in the change rooms or in the change room hallways before, during, or immediately after games;

- only gloves, helmets, & mouth guards to be removed immediately following a game until team debrief completed;
- if a player is required to undress quickly after a game, the player should notify the coaching staff ahead of the game.

Game Management

- shift length approximately 30-60 seconds;
- aggressive, up-tempo style of play;
- ice time generally distributed fairly based on team needs;
- ice time late in close games will be situational;
- lazy/ careless penalties and penalties with an intent to injure may lead to a loss of ice time;
- for precautionary reasons, players will likely be required to rest/ recover for a period if a Trainer tends to them on the ice.

In general, attempts will be made to provide fair and equitable ice time to each player. It will not be equal ice time, as coaching staff will not be timing each player's shift. If you are a parent who plans to time shifts and/ or bring a stopwatch to games, you are asked to try out elsewhere. If you bring a stopwatch/ timer to games, your player will not play.

U14A philosophy is to run lines as much as possible. This includes for Power Play (PP) and Penalty Kill (PK). Attempts will be made to ensure all players on the team know the PP and PK systems, and have an opportunity to implement those systems during games. There may however be instances when specific players will be activated for either the PP or PK on a regular basis.

There may be times during close or important games in which equitable ice time will not be implemented. Your player may miss shifts, or may be double-shifted. In those high stakes situations, it is not about your player, and it is not about you. It is about the team. Efforts will be made to honour the idea of equitable ice time while also respecting the team's desire to win.

Goalies

Each goalie shall play approximately forty percent (40%) of the games, and this may not be in a consistent or predictable rotation. It will be the coach's discretion as to who plays the remaining twenty percent (20%) of the games.

Within reason (e.g. illness), goalies are required to attend all games even if they know they will not be the starting goaltender.

Practices

- no screen time for approximately one (1) hour before practices;
- arrive approximately 45minutes before scheduled practice time;

- approximately 25min of pre-practice dryland training;
- approximately two (2) practices per week as assigned by PHA;
- additional practice every week in October, November and December for power skating;
- players must be ready to begin practice at the scheduled start time;
- no cell phones in the change room (cell phone use in the change room before a practice will result in missing a period of play in the next game);
- “Dealer’s Choice” during some practices
 - players/ goalies will be given time to work on skills independently;
 - time must be used constructively.

Dress Code

(Applies to Games)

Home Games – business professional (e.g. suits);

Away Games – PHA Petes Warm-Up Suits;

Tournaments – PHA Petes Warm-Up Suits (including bench staff);

Hats – (PHA) Petes toques only (no ball caps, no dress hats);

Helmets:

- unless applied by the manufacturer (e.g. CSA stickers), only the following stickers:
 - numbers on the front;
 - Petes stickers on both sides
- no cage-hang

Stick Tape

- one solid colour on the blade
- one solid colour on the butt-end

Shin Pad Tape

- clear only

Skate laces

- White only

Facial Hair

- playoff beards encouraged

Cut-Resistant Wrist Guards

- recommended

Jersey Etiquette

- players must bring both Home and Away jerseys and socks to each game;
- jerseys are to be on hangers (preferably in a jersey bag);
- jerseys are to be free of stains;
- if wearing a jersey to a social event (e.g. jersey day at school, NHL game, OHL game, any game involving a PHA team), it is recommended that the dark Away jersey be worn to avoid potential stains on the white Home jersey.

Mouth Guards

- must be worn properly in the mouth (i.e. no Matthew Tkachuk's);
- applies to players and goalies;
- can be any colour (not clear);
- boil & bite is acceptable

Financial

Fees:

- familiarize yourself with PHA's Code of Conduct (Rep Fees);
- add U14A@peterboroughhockey.com to your e-transfer payees;
- \$300 deposit due on or before June 1, 2025 to reimburse coach for tournament fees paid;
- monthly fees begin in July 2025 (amount TBD based on final budget);
- team fees need to be paid in full on or before February 28, 2026;

Fundraising

- team will need to select a Fundraising Lead;
- BioSteel Fundraiser Program:
 - already signed up;
 - percentage of sales returned to the team;
 - Canadian company;
- Lake Ontario Hunting Retriever Club (June 7 & 8) → \$1500
- raffles, food sales, bottle drives, etc:
 - pending team approval;
 - OMHA prohibits sale of alcohol;
 - bench staff are not obligated to sell tickets/ products. They contribute significant time and energy both on and off the ice.

Team Leadership

Captain's and Assistant Captains will be selected in Fall 2025. Criteria will be based on leadership qualities. Note that leadership qualities are not always overt (e.g. the directive player in the change room). Sometimes, it can be someone who leads by example (e.g. hard worker, positive attitude, arrives prepared).

Selection will be finalized by coaching staff taking into consideration the input of the players.

Social Media

Please familiarize yourself with the PHA Social Media Policy. Note that it applies to group chats as well as public platforms.

Team chats (e.g. text, snap) are covered under the social media policy. Be mindful of what you post. Any derogatory comments that may be construed as discriminatory or bullying will be dealt with swiftly, and likely with discipline (i.e. suspensions). Discrimination and bullying of any sort will not be tolerated on this team. If players are posting on any social media platform, they are only to post comments that are positive and meant to build up people.

Inclement Weather

Please familiarize yourself with the PHA Inclement Weather Policy. Hockey is a winter sport, and we live in Southern Ontario. It is going to snow! Expect to drive in weather that is not ideal from time-to-time. It is unlikely that Away games will be cancelled unless PHA makes a decision to cancel all Away game.

If you decide that your player will not attend due to inclement weather, that is your prerogative. Safety first! It will not be held against you or your player. Please notify the Manager and/ or Coach of your decision a minimum of two (2) hours prior to planned departure. This will allow the coach an opportunity to explore other options (e.g. asking an AP player to attend). If you do decide to attend, please drive according to road conditions.

Tournaments

Planned tournaments are as follows:

- Hespeler Early Bird in Kitchener (Sept 18 – 21, 2025)
- Northumberland Silver Stick in Cobourg (Nov 21-23, 2025)
- Ottawa River Cup in Ottawa (Dec 5-7, 2025)
- Melanie Clancy Memorial in Peterborough (Jan 29 – Feb 1, 2026)

Curfews and team activities (e.g. pool, group stretch) will be imposed based on tournament schedules. If a curfew is set, players and parents are expected to honour the curfew, and ensure their player is in their room, and in their bed at the times determined by the coaching staff. Curfew violations may result in a loss of playing time in the following game.

Attempts will be made to arrange a minimum of one (1) team event for players and parents during each tournament weekend.

Complaint Process

Step 1:

- allow a minimum of twenty-four (24) hours after any game or practice before contacting the Manager with any concerns, problems, or issues.

Step 2:

- email the Manager, and include the following:
 - child's name in the subject and date of the incident
 - provide a brief description of the situation (maximum 1/2 page, Times New Roman, 12pt font)
 - refrain from language implying blame

Step 3:

- the Manager shall forward the concerns to the Coach, and the PHA Director assigned to the team.
- within 48 hours of the issue being presented to the Manager, the Manager and/ or Coach shall follow-up with the parent(s) and/ or player with either a proposed solution or to request a meeting with the parent(s) and/ or player.
- if the parent(s) do not reply within 24 hours or decline a meeting, the matter shall be considered resolved.

Step 4:

- if the proposed solution is not accepted by the parent(s)/ player, a meeting shall be scheduled to explore alternate solutions. The meeting shall be scheduled as soon as reasonably possible, and ideally before the next team event (practice, game, etc).
- the Manager and the Coach shall both attend the meeting as representatives from the team
- in the event that the complainant is the Manager or the Coach, another member of the team's Bench Staff shall attend as a representative of the team.
- the meeting's focus shall be on solutions and moving forward; not blame

Step 5:

- if the matter is considered resolved, within 48 hours of the meeting, the Manager or Coach shall provide the parent(s) with a written report consisting of:
 - brief description of the issue and when it occurred
 - date issue presented to Manager
 - date of Manager's and/ or Coach's reply to parents and initial proposed solution
 - date of meeting between Manager, Coach, and Parent(s)
 - outcome of meeting including agreed upon solutions
- if the matter is not considered resolved, it shall be forwarded to the PHA Executive for resolution

Meetings

(Subject To Change)

There will be team meetings throughout the year. Parents and players are expected to attend the team meetings unless scheduled as otherwise (i.e. Parents Only Meeting, Players Only Meeting).

Planned meeting dates are:

- May 14, 2025
 - Welcome To The Team;
 - 6pm;
 - PHA Room (outside Sign-A-Fied pad) at Healthy Planet Arena
- September 2025
 - Pre-season Check-In
- November 2025
- January 2025
- April 2026
 - end of season get-together

Season Plan

(Subject to Change)

May

- tryouts
 - May 5th – 11th;
 - dates and times scheduled by PHA;
- first team meeting
 - player and team expectations;
 - codes of conduct;
 - initial budget review;
 - discuss fundraising event(s);
- coach begins individual player check-ins (will likely carry over to June).

June – August (Optional Activities)

- coach check-ins with individual players;
- encourage multi-sport participation;
- players to maintain fitness;
- off-ice strength & conditioning;
- occasional skills based practices (3-4);

September

- pre-season training camp (4-5 days);
- team building activity;

- team meeting(s);
- regularly scheduled practices begin (scheduled by PHA);
 - skating focus;
- 2 exhibition games;
- Hespeler Early Bird Tournament (September 18-21);
- regular season begins September 29th.

October - December:

- power skating with private instructor;
- dryland training 1-2 times/ week;
- systems implementation;
 - D-Zone;
 - O-Zone
 - Penalty Kill;
 - Power Play;
 - based on execution of individual skills
 - systems won't work if players cannot execute individual skills
 - e.g. breakout won't work if you cannot give/ receive a pass in motion
- player report cards (likely November);
- parent meeting;
- Northumberland Silver Stick Tournament (November 21-23);
- Ottawa River Cup (December 5-7, 2025);
- Winter Break with no league games.

January – Mid-February

- playoff preparation;
 - high intensity practices;
 - mental resilience;
- dryland training continues;
- player reports cards (likely February);
- parent meeting;
- Melanie Clancy Memorial Tournament in Peterborough (January 29 – February 1)

Mid-February – March:

- playoffs;
- focus:
 - intensity;
 - tactical adjustments
- end of year banquet