



SELECTION POLICY

ONTARIO VOLLEYBALL ASSOCIATION (OVA)

Selection Policy Statement

To be selected on Team Ontario Volleyball is an honor and privilege that comes with the important responsibility to proudly represent the OVA in National and International competitions.

To ensure a transparent selection process, Ontario Volleyball has set out specific eligibility and selection criteria to be used in all of the Ontario provincial programs. This will ensure that the identification and selection of athletes and coaches drives the development of high performance volleyball in Ontario with the ultimate goal of transitioning provincial team athletes into National Team athletes.

Eligibility for Athlete Selection

The athlete must be a registered member in good standing with the Ontario Volleyball Association for the last twelve months preceding selection. Any exceptions must be approved High Performance Director/Manager or Executive Director.

The athlete must be a permanent resident of Ontario for one year prior to his/her selection on Team Ontario. *

The athlete must be medically fit to compete in both training and competitions.

The athlete must be eligible to represent Ontario at the National level and/or International level.

*** Residency Exceptions:**

Exception to the permanent Ontario residency, will be considered on a case specific basis by the Ontario Volleyball Association High Performance Manager/Director and/or Executive Director provided that the athlete can substantiate in writing that:

- He/she cannot receive the required level of training in Ontario and is out of the province temporarily during the year (i.e. due to lack of facilities, coaching, competitions);
- He/She must attend a post-secondary institution out-of-province either because the course of study is not offered by an Ontario institution; or
- It is more financially feasible to attend a post-secondary institution out-of-province, or other extenuating circumstances that require the athlete to be out of the province.



The onus is on the athlete to demonstrate that he/she needs to be out-of-province for one of the above reasons. The athlete must submit written documentation to the Ontario Volleyball Association clearly indicating how they meet a residency exception(s).

Athlete Selection Criteria

Selection will be based on the following criteria:

- Physical Assessment
 - Ability to meet certain standards in the following physical indicators: height, vertical jump, speed, functional strength and mobility, agility.
- Individual Skill Assessment
 - Ability to consistently apply the six (6) major skills while limiting errors during competition in training and during official matches.
 - The six (6) major skills are: Ball control including serve receiving, Setting, Attacking, Blocking, Defending, Serving
- Tactical Assessment
 - Ability to read the play and make proper decisions on court.
 - Ability to utilize information provided by the coaching staff and relate it to individual or team performance.
 - Ability to effectively communicate during matches.
- Behavioral Assessment
 - Demonstrates qualities conducive to individual improvement such as: Self-motivated, strong work ethic, responsible and focused.
 - Demonstrates qualities conducive to team success such as: Strong leadership, positive attitude, effective communication and coachable.
- Potential to develop
 - Current performance level relative to past performance level and perceived potential to develop.

Number of Positions Available

The number of positions available in a Team Ontario program is dependent on each program as well as the determined level of the athlete pool. The number of positions available will be announced each year when the Team Ontario programs information is released.

Age Groups

Ontario Volleyball follows the guidelines of the Canadian Long Term Athlete Development model in designing the Team Ontario programs so there is no minimum age required.

Eligibility for a Team Ontario Volleyball program will be based on the following factors:

- Ability to meet the program's standards through the assessment process
- Maximum age dictated by Volleyball Canada's National Youth Programs, Canada Games eligibility, and other International competitions where Team Ontario competes.

Late-Developing Athlete Exception

For any given Team Ontario Volleyball program, an exception to the maximum age rule could be granted to an athlete who doesn't meet the technical and tactical assessment standards of their own age group due to a late introduction to beach or indoor volleyball. All exceptions will be approved by the OVA High Performance Manager/Director. An exception to the maximum age rule will only be granted if:

- The athlete meets the technical and tactical standards of the lower age group program
- There is an open spot for the athlete in the program
- The athlete can participate in all the program's planned activities
- The athlete scores very high in the Potential Assessment

Athlete Selection Process

All individuals involved in the Athlete Identification and Selection process, are bound by the OVA Conflict of Interest Policy and must declare any conflict of interest. (For example former athletes, signed USport athletes, family members).

TEAM ONTARIO INDOOR

There will be three (3) steps to the Selection Process. Those steps are designed to ensure fairness and achieve the goals of the Team Ontario Volleyball programs.

Step 1: Athlete Identification

The Athlete Identification Process will lead to the invitation of identified athletes to the final selection camp for the Team Ontario Volleyball programs.

The Athlete Identification Committee* will be comprised of:

- Head coach of respective Team Ontario programs
- Provincial Evaluators named by the OVA High Performance Manager/Director
- OVA Staff as assigned by the High Performance Manager/Director
- OVA High Performance Manager/Director

*All members of the Athlete Identification Committee must declare any conflict of interest and adhere to the OVA Conflict of Interest Policy. (ie. former athletes, signed USport athletes, family members)

Step 2: Initial Selection

Following the final selection camp, an initial athlete selection will be made by the following individuals:

- Head coach of respective Team Ontario programs
- Assistant coaches of respective Team Ontario programs

Step 3: Final Selection

The selection made by the head and assistant coaches will be reviewed by the Athlete Selection Committee to ensure that:

- There was no club/team biases in the selection made by the coaches
- All selections were based on the Team Ontario Selection Criteria
- The selection is aligned with the performance or development focus of the respective Team Ontario program

The Athlete Selection Committee will be comprised of:

- Two (2) provincial selectors
- One assigned Team Ontario Selection Camp Director or the OVA High Performance Manager/Director

All selections will be ratified by the OVA High Performance Manager/Director. Once selections have been successfully ratified the athletes selected will be informed and announced by the OVA.

TEAM ONTARIO BEACH

Selection Camp Process

The Team Ontario Beach athletes will be selected at an open selection camp that includes training and competition components.

Following the open selection camp, a final athlete selection will be made by the Athlete Selection Committee, comprised of the:

- Head coach of respective Team Ontario Beach programs
- Assistant coaches of respective Team Ontario Beach programs
- OVA Beach Development Coach

All selections will be ratified by the OVA High Performance Manager/Director. Once selections have been successfully ratified the athletes selected will be informed and announced by the OVA.

Trials Process

In the case of highlight competitions where only a limited number of teams get to represent Ontario, such as Canada Games, the selection will be made through a trials process.

- The trial tournament will be designed based on the number of participating teams and OVA Beach Tour points will be used to determine the seeding.

- Participating teams will qualify to represent Ontario at the highlight competition based on their ranking at the end of the trial tournament, starting with the 1st place team. The number of qualifying teams depends on the number of available Ontario berths at the highlight competition.
- Alternates will be ranked in order of tournament placement following the last qualifying team.
- Team members qualify as a team and not as individuals, meaning that they have to participate in the highlight competition together. If an athlete from a qualified team decides not to attend the highlight competition, the team is disqualified and the berth is given to the next ranked alternate team.
 - EXCEPTION: An athlete of a qualified team will be allowed to find a new partner to participate in the highlight competition if the following exceptional cases occur:
 - Injury, providing the injured athlete is able to provide a valid doctor's note
 - Force majeure event

Injury During Selection Process

In the case where an athlete participating in the selection process gets injured before the team selection is announced, the following procedure will be implemented:

- If an evaluation of the athlete has already been done, that evaluation will be considered for the final selection. To be eligible to be selected, the athlete will have to:
 - Demonstrate that they are following a return-to-play protocol designed by a health professional
 - Provide the selection committee with a letter from their therapist/doctor confirming that they will be cleared to play at least one (1) week prior to the first Team Ontario training activity
 - In the case of a selection camp that is immediately followed by Team Ontario such as HPC, the assessment of the athlete's ability to play will be done by the on-site therapist. The assessment will be shared with the Camp Director who will decide if the athlete will be able to benefit and contribute to the Team Ontario program given their condition.
 - This decision will be shared with the athlete and/or their parents/guardians immediately
- If an evaluation of the athlete has not been completed, an assessment of the athlete's ability to train and be evaluated by the end of the selection process will have to be provided to the OVA. The assessment will be completed by:
 - The camp therapist and camp Director if the injury happens during an official Team Ontario selection camp.
 - The athlete's personal therapist/doctor if the injury happens outside an official Team Ontario selection camp

From that assessment, three (3) scenarios can be considered by the Selection Committee:

- 1) The athlete is deemed apt to complete the selection process
 - i. The athlete will follow the normal selection process
- 2) The athlete is deemed unable to complete the selection process but is likely to be healthy for Team Ontario training
 - i. The Selection Committee will consider past evaluations of the athlete and any information that was gathered on the athlete before the injury happened
 - ii. If no past evaluations are available, the athletes won't be considered for the Team Ontario program
- 3) The athlete is deemed unable to complete the selection process and won't be healthy for Team Ontario training
 - i. The athlete will be pulled out of the selection process

The Selection Committee will involve the athlete and/or their parents/guardians in their decision to consider the status of the athlete in the selection process based on the injury assessment. The Selection Committee will make the final decision with the long term health of the athlete as the main consideration.

Team Ontario Indoor Coaches Selection Policy

Team Ontario is the highest level of athlete development within the OVA high performance programs. The purpose of the Team Ontario program is to develop athletes that will eventually join the National Team and experience international success. A key contributing factor to the athlete's success within the Team Ontario program is the coaching they receive. Team Ontario coaches play a crucial role in the development of the athletes and in raising the profile of the program itself. It is important that the Team Ontario coaches be selected carefully through a transparent and fair process meant to find the individuals who are most likely to achieve the program's goals.

Coach Eligibility Criteria

- Registered member in good standing with the Ontario Volleyball Association and Volleyball Canada
- Provided required documents listed in the OVA Screening Policy, (Valid Vulnerable Sector Screening, Police Record Check and Screening Disclosure Form).
- Head Coaches must be fully certified NCCP Level 2 or Advanced Development Coach (Preference given to NCCP Level 3 Certified coaches or Performance Coach)
- Assistant Coaches must have three (3) years experience in high performance volleyball

Conflict of Interest



The OVA Conflict of Interest Policy must be adhered to. Coach applicants working with athletes in the age group of the Team Ontario team they are applying for are still eligible to be selected as long as they meet the above coach eligibility criteria. The coach must declare conflict during the athlete selection process. Measures will be taken to remove the coach from the athlete selection process of that age group to avoid all potential conflicts.

Number of Positions Available

The number of head coach and assistant-coach positions available in the Team Ontario program depends on the age group of the program and the number of teams in each program. The number of available positions will be announced each year based on the offered programs.

Coach Selection Criteria

- Athlete Development Knowledge
 - Practical understanding of the Volleyball Canada's Long-Term Athlete Development model for volleyball
 - Practical understanding of positive youth development principles
 - Experience working with elite youth athletes at the level of the program they apply for
 - Team Ontario past experience
 - Starting in 2019, previous participation in the Regional Development Program as a coach in development
- Volleyball Technical and Tactical Knowledge
 - Experience with elite volleyball and familiarity with international skills standards
- Coaching Skills
 - Coaching experience, and understanding of motor learning principles
 - Ability develop meaningful relations with athletes
 - Ability to create effective learning environments
 - NCCP certification
- Personal Attributes
 - Shares OVA organizational values of accountable, excellence, collaborative, intentional, sustainable, and integrity & respect
 - Self-awareness
 - Interpersonal skills

For assistant coaches selection specifically:

- Potential Assessment
 - Demonstrates desire to learn and develop as a high performance coach in Ontario



- Exceptional knowledge of volleyball, teaching skills or interpersonal qualities compensates for lack of coaching experience and is indicative of future success

Please Note:

It is a strategic priority for Ontario Volleyball to promote the participation of women in coaching at all levels. The following objectives are in place for the number of women selected on the Team Ontario coaching staff each year:

- Target minimum 25% of Team Ontario Head Coaches are women
- Target minimum one (1) assistant coach on a Team Ontario girls team is a woman

The OVA is committed to supporting women coaches in the development of their coaching skills within the context of providing a high quality Team Ontario program.

Selection Process

Head Coaches

- 1) Job Posting
 - a. The Head Coach positions with full job description will be posted on the OVA website. Other modes of communication will be utilized but not required, for example circulating job posting through email and newsletters.
 - b. The positions will be posted for a minimum of ten (10) days.
- 2) Coach Application
 - a. Coaches interested in the positions will submit an application to the OVA High Performance Manager/Director or OVA staff as listed in the job description via email by posted deadline.
 - b. Required documents and information to submit with application are:
 - i. Team Ontario Head Coach Application Form
 - ii. Volleyball Resume
 - iii. Copy of NCCP transcript
 - iv. Two (2) reference letters
 - c. Additional documents may be requested depending on the nature of the position
 - i. Video of coach in one of their practices
 - ii. Annual Training Plan
 - d. The applications will be reviewed by a committee who will rank the applications. The committee will be composed of minimum of two of the following people:
 - i. OVA High Performance Manager/Director
 - ii. OVA High Performance Apprentice Coach
 - iii. Member of the OVA Coaches Committee
- 3) Interviews
 - a. The top three (3) candidates as ranked by the Application Committee will be invited for an interview to be done in-person or over the phone.

- b. The candidates will be given a task to complete in preparation for the interview. Candidates will have to submit the following information to the OVA High Performance Manager/Director prior to the interview:
 - i. Screening documents as required by the OVA Screening Policy, (Vulnerable Sector Screening, Police Record Check and Screening Disclosure Form
 - ii. Documents related to the task
 - c. Running the interviews will be a Selection Committee composed of minimum of two of the following people:
 - i. OVA High Performance Manager/Director
 - ii. One (1) mentor coach from the community (OUA, national programs, former Team Ontario coach, etc) who will be appointed by the Coaches Committee
 - iii. One OVA staff member
- 4) Final Selection
- a. Following the interviews and successful screening documentation, the selected candidates will be notified of their selection as Team Ontario coaches
 - b. A formal contract will be drafted and sent to them in the weeks following the selection

Assistant Coaches

- 1) Job Posting
- a. The Assistant Coach positions with full job description will be posted on the OVA website. Other modes of communication will be utilized but not required, for example circulating job posting through email and newsletters.
 - b. The positions will be posted for a minimum of ten (10) days.
- 2) Coach Application
- a. Coaches interested in the positions will submit an application to the OVA High Performance Manager/Director or OVA staff as listed in the job description via email by the posted deadline.
 - b. Required documents and information to submit with application are:
 - i. Team Ontario Assistant Coach Application Form
 - ii. Volleyball Resume
 - iii. Copy of NCCP transcript
 - iv. Two references and their contact information
 - c. Additional documents or information may be requested depending on the nature of the position
- 3) Evaluation of Application
- a. The applications will be reviewed by a committee who will rank the applications. The committee will be composed of the following people:
 - i. OVA High Performance Manager/Director
 - ii. OVA High Performance Apprentice Coach
 - iii. Team Head Coach or Member of the OVA Coaches Committee
 - b. If necessary, candidates may be contacted by phone by the committee.
- 4) Final Selection



- a. The successful candidates will be notified of their selection as Team Ontario Assistant Coaches
- b. Before receiving a formal contract, successful candidates will have to provide the OVA High Performance Manager/Director with the required documents listed in the OVA Screening Policy (a Vulnerable Sector Screening, Police Record Check and OVA Screening Disclosure Form).

This Policy is effective September 30, 2017.