

## **TEAM ONTARIO SELECTION POLICY**

### **1.0 Application of this Policy**

This policy applies to the selection processes for the following Team Ontario programs.

- (a) Tall Maples.
- (b) Team Ontario Regional Program.
- (c) Team Ontario Beach full-time and camp-based programs.
- (d) Team Ontario Elite.
- (e) Team Ontario White, Red, and Black.
- (f) Team Ontario Canada Games programs.
- (g) Other Team Ontario high-performance programs that may be established from time to time.

### **2.0 Selection Policy Statement**

To be selected for Team Ontario Volleyball is an honour and privilege that comes with the important responsibility to proudly represent the OVA in national and international competitions.

To ensure a transparent selection process, the OVA 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 drive the development of high-performance volleyball in Ontario with the ultimate goal of transitioning Team Ontario athletes into National Team athletes.

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.

The OVA is an inclusive organization, committed to encouraging diverse representation and to including voices that are reflective of Canadian society and of our sport community. The OVA welcomes and encourages participation for people with disabilities and underrepresented groups. We invite nominees to indicate (voluntarily) if they associate with a representative group having diversity. Accommodations are available on request for candidates taking part in all aspects of the selection process.

### **3.0 Eligibility for Athlete Selection**

The athlete must

- be a registered member in good standing with the OVA for the current or past competitive season (any exceptions must be approved by the OVA Athlete Development Director or Executive Director);

- be medically fit to compete in both training and competitions; and
- be eligible to represent Ontario at the national level and/or international level, as per Volleyball Canada (VC) and/or Federation Internationale de Volleyball (FIVB) criteria.

The OVA Trans Inclusion Policy is applicable.

### 3.1 Athlete Selection Criteria

Selection will be based on a set of specific criteria defined in the High Performance Athlete Identification Matrix for indoor and beach volleyball. The criteria within the Matrix will be based on the following assessment areas:

- Physical Assessment
  - Ability to meet standards with regards to height, reach, attack jump, attack velocity, speed, coordination, power, etc.
- Individual Skill Assessment
  - Ability to effectively execute technical volleyball skills while limiting errors during competition in training and during official matches
  - Ability to read the play and make on-court decisions that are conducive to success
- Behavioural Assessment
  - Demonstrated qualities conducive to individual improvement such as: self-awareness, commitment, strong work ethic, responsibility, and coachability
  - Demonstrated qualities conducive to team success such as: leadership, positive attitude, effective communication, and sportsmanship
- 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*

The OVA follows the guidelines of the Canadian Long Term 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 Athlete Development Director.

An exception to the maximum age rule will only be granted if:

- the athlete was never previously selected to Team Ontario;
- 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; and
- the athlete scores very high in the Potential to Develop assessment

### 3.2 Athlete Selection Process

All individuals participating in the Athlete Selection Process are bound by the OVA Conflict of Interest Policy and must declare any conflict of interest (*e.g.* former athletes, signed USports athletes, family members).

Athlete selection for Team Ontario indoor and beach programs will be done using one or a combination of the following athlete identification methods:

- Online athlete evaluations
  - Athletes apply online and submit their information, game video, and any other information required by the OVA for the purposes of evaluation
- In-person athlete evaluations during OVA-sanctioned events
  - Athletes are evaluated at OVA tournaments, such as Grand Prix and Ontario Championships
- In-person athlete selection tryout
  - Athletes participate in a short training camp where they are evaluated
- Selection through trial competition
  - Athletes compete to earn a berth into another competition or program

The OVA Athlete Development Director will approve the method or combination of methods that best suit the program by considering the number of positions available as well as the number of potential applicants. The Athlete Selection Process will be posted on the OVA website annually by November 30.

#### *Evaluators*

The Athlete Selection Process will be carried out by a minimum of 4 panel members, comprising:

- head coaches and assistant coaches of the Team Ontario program;
- provincial evaluators named by the OVA Athlete Development Director;
- OVA staff assigned by the OVA Athlete Development Director; and
- the OVA Athlete Development Director.

#### *In-Person Tryouts*

In the case of an in-person tryout camp, an Athlete Selection Committee will be formed to review and approve the selection made by the program's head and assistant coaches. The Athlete Selection Committee will comprise the following individuals:

- Two (2) provincial selectors
- One assigned Team Ontario Selection Camp Director or the OVA Athlete Development Director

#### *Trials Process*

In the case of beach volleyball 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 first-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, provided that the injured athlete is able to provide a valid doctor's note; or
    - *Force majeure* – unforeseeable circumstances that prevent the athlete from being able to compete

#### *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; and
  - 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; or
    - 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 eligible 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 athlete will not be considered for the Team Ontario program.
- 3) The athlete is deemed unable to complete the selection process and will not be healthy for Team Ontario training.
  - i. The athlete will be considered ineligible for selection.

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.

## 4.0 Eligibility for Coach Selection

Coaches must

- be a Registered member in good standing with the OVA and Volleyball Canada;
- have provided the required documents listed in the OVA Screening Policy (valid Vulnerable Sector Screening, Police Record Check, and Screening Disclosure Form);
- meet the requirements of the OVA Coach Eligibility Policy (for head coaches); and
- be NCCP certified or be actively pursuing NCCP certification. (The posting will detail the specific certification(s) needed for any given role.)

### *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 for which they are applying are still eligible to be selected as long as they meet the above coach eligibility criteria; however, the coach must declare any 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.

## 4.1 Coach Selection Criteria

Coaches will be selected based on where they are on their coach development journey and how their experiences fit with the responsibilities of the role they are applying for. The following coach pathway experiences will be considered:

- past high performance coaching duties
- experience mentoring other coaches
- level of provincial team coaching achieved
- level of national team coaching exposure
- highest competition level achieved as a coach
- NCCP Certification level
- highest LTD context coached

Additionally, coaches will have to demonstrate they have the following skills and qualifications:

- practical understanding of Volleyball Canada's Long-term Development (LTD) model
- interest and willingness to learn and participate in coach development activities
- ability to create a caring, supportive learning environment free of all coercion and fear
- willingness to use an inquiry-based approach that puts the athlete at the centre of the learning process

- ability to develop meaningful relationships with athletes and other members of the team
- strong self-awareness and willingness to self-evaluate
- ability to exercise effective leadership that feeds and support the Team Ontario culture

#### *Commitment to supporting women in coaching*

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 50% of Team Ontario Head Coaches are women
- Target minimum one (1) 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.

#### 4.2 Coach Selection Process

Coach selection for Team Ontario indoor and beach programs will be done using one or a combination of the following coach selection methods:

- Online coach application
  - Coaches apply online to submit their information and answer application questions in writing or through video submission
- Coach interview
  - Coaches are invited to participate in an online or in-person interview with a selection panel
- On-court assessment
  - Coaches are asked to complete a coaching task with athletes on the court; the evaluation can be done in-person or through video submission
- Coach appointment
  - For appointment of apprentice, guest and mentor coaches only; the OVA Athlete Development Director appoints coaches with the approval of the High Performance Committee

The OVA Athlete Development Director will approve the method or combination of methods that best suit the program by considering the number of positions available as well as the number of potential applicants. The coach selection process will be posted on the OVA website annually by November 30.



### *Selection Committee*

Coach selection will be done by a minimum of 3 people:

- OVA Athlete Development Director
- At least one (1) OVA Staff assigned by the OVA Athlete Development Director
- At least one (1) member of the High Performance Committee, or their representative
- Program Head Coach (for Canada Games indoor program only)

All individuals participating in the selection of coaches must declare any conflict of interest and adhere to the OVA Conflict of Interest Policy (*e.g.* former athletes, signed USports athletes, family members).

This Policy is effective October 3, 2023.