

High Performance League Draft

August 2nd, 2019

This document is a draft handbook for the High Performance League set to begin in September of 2020. The content of this draft outlines the features and of the HPL and how the OVA plans on operationalizing it.

This draft was designed taking into account the important amount of feedback received from the OVA membership about the project. The OVA staff would like to thank all the people who provided feedback through:

- OVA Annual General Meeting in December 2018
- 50 hours of meetings with 15 clubs from across Ontario in January and February 2019
- Information session at 18U Ontario Championship
- 2 information webinars on May 6th & 7th, 2019
- Online meeting with the members of the President Advisory Council on May 30th, 2019
- Meeting with 35 coaches from OVA high performance programs at HPC in North Bay on July 12th, 2019
- Several conversations and emails from athletes, parents, coaches and club presidents

The OVA staff looks forward to more feedback from the community as your opinion matters. We are looking for feedback on the implementation of the program such as but not limited to:

- thoughts on timelines, dates, rules of the game, etc
- suggestions on how the OVA can support the clubs in achieving the standards
- re-wording suggestions to make this document clearer
- ideas on if and how the boys side of the HPL could be modified
- etc

Please provide any feedback you have. Remember that the most useful feedback is in the form of suggested solutions to the issues you have identified.

Along the document you will find **text in red** and **yellow comment boxes** that are meant to provide more context about some items of the draft and explain their rationale. Use them to get more insights into the decisions that have been made so far.

A survey is available for you to provide anonymous feedback. (LINK)

If you would like to allow us to follow up with you on your suggestions, please direct all questions and suggestions to LP Mainville, OVA Athlete Development Director at lpmainville@ontariovolleyball.org

Survey submissions and feedback should be provided before August 30th, 2019 as the OVA staff will be working to prepare a final version of this document for the end of September.

Thank you for helping make the OVA a better place for young volleyball players to grow.

Ontario Volleyball Association High Performance League



TECHNICAL MANUAL

June 2019



Table of Contents

Part 1: Introduction	5
1.1 Context	5
1.2 Vision	5
1.3 Mission	5
1.4 Values	5
Part 2: High Performance Pathway	5
2.1 Long Term Athlete Development	6
2.2 Learn to Compete	7
2.3 Meeting the LTAD Recommendations	7
Part 3: High Performance League Features	8
3.1 Daily Training Environment (DTE) Support	8
3.2 League Format	8
3.3 Performance Analysis	8
3.4 Athlete Monitoring	9
3.5 Live Stream and Match Videos	9
3.6 League Website	9
3.7 Coach Development	9
3.8 Team Ontario and National Team Integration	9
Part 4: Competition Structure	10
4.1 Game Format	10
4.2 Competitive Calendar	10
4.3 Event Locations & Facilities	11
4.4 Pre-Season Ranking	13
4.5 League Standing	13
4.6 Ontario Championships and Nationals	14
4.7 Awards	15
Part 5: Team Qualification Process	16
5.1 Club Eligibility	16
5.2 Expression of Interest	17
5.3 Team Qualification	18
5.4 Confirmation of Participation	20
5.5 Cost of Participation	20
Part 6: Athlete Eligibility and Team Roster	21
6.1 Athlete Eligibility	21
6.2 Athlete Selection (Detailed in separate document, only summarized here)	21
6.3 Athlete Registration	22
6.4 Athlete Roster	22
Part 7: Coaches and Team Staff	25

7.1 Team Staff Minimum Qualifications	25
7.2 Team Staff Requirements	26
7.4 HPL Coach Development Plan	26
Part 8: League Regulations and Standards	29
8.1 Governance and Club Structure Standards	29
8.2 Daily Training Environment Standards.....	30
8.3 Playing Regulations.....	38
8.4 Code of Conduct.....	39
Part 9: Technical Program Structure	40
Technical Philosophy.....	40
Team Ontario Core Values.....	40
Technical Identity.....	40
Player Development Matrix	40
Coach Development Matrix	40

Draft

Part 1: Introduction

1.1 Context

The growth of volleyball in Ontario is such that a need has been identified for evolving the structure of the highest level of youth competition in the OVA. The results of Ontario teams at the national level continue to improve and more athletes are choosing volleyball as their preferred year-round sport. The timing is proper for the OVA to offer an elite competitive stream and work with its clubs to make sure we continue to offer the best possible training environment to Ontario's top players.

1.2 Vision

Ontario athletes, coaches, clubs, officials and parents have an opportunity to reach their full potential in the sport of volleyball

1.3 Mission

To produce athletes who will represent Canada internationally and reach the podium through a stronger club system

1.4 Values

- **EXCELLENCE:**
 - Striving to be the best we can be in all areas of performance
- **ACCOUNTABILITY:**
 - Accepting our responsibility towards achieving excellence
- **HONESTY:**
 - Sincere regards for the truth in our relationships with others and ourselves
- **INTEGRITY:**
 - Trusted excellence in all areas of performance, everywhere, all the time
- **COLLABORATION:**
 - Empowering all stakeholders in the quest for excellence
- **GROWTH:**
 - Embracing mistakes and learning opportunities for continuing development

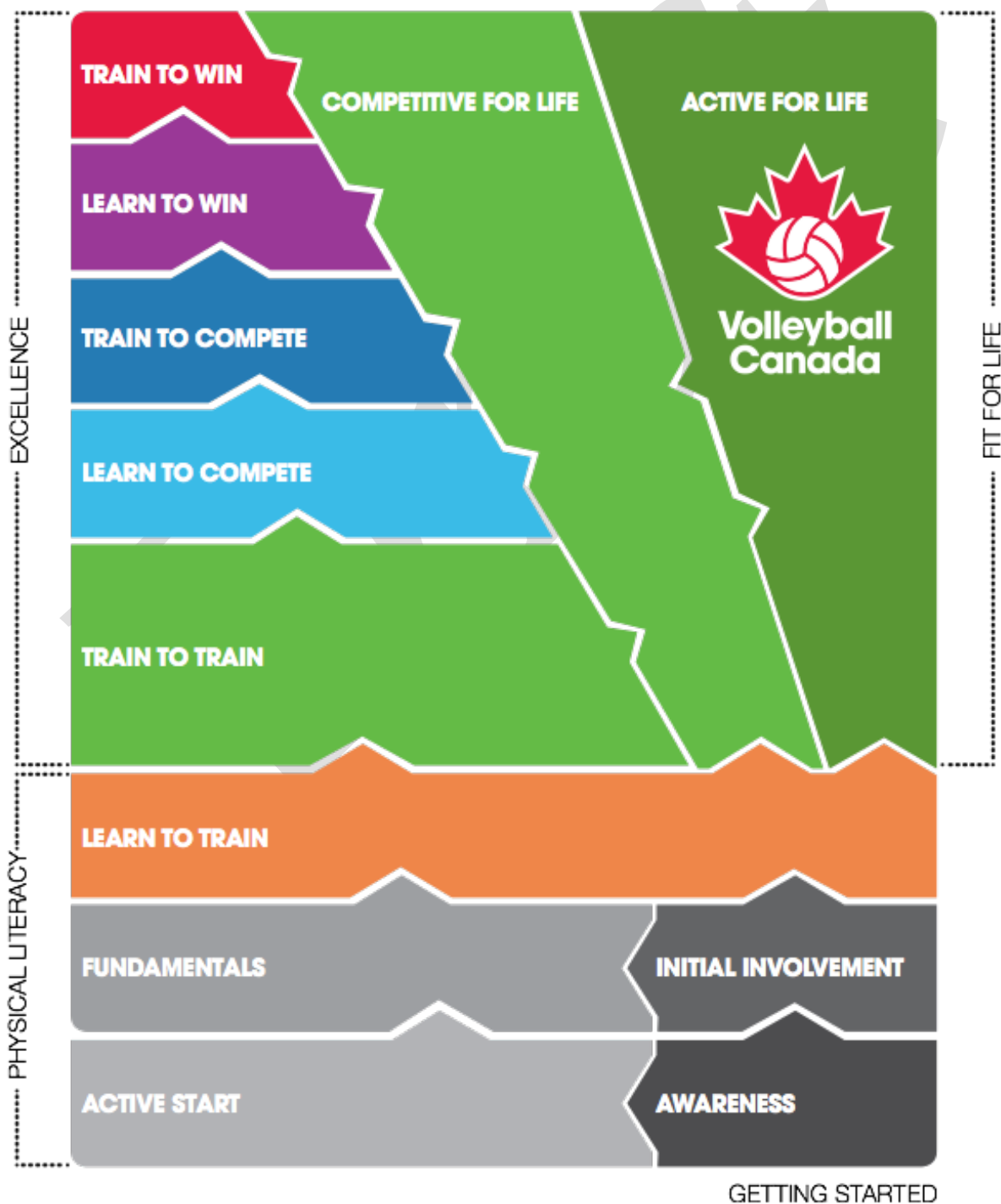
Part 2: High Performance Pathway

The OVA High Performance League (HPL) is the province's highest competition stream, aimed at developing its top youth volleyball players. It is part of the OVA high performance pathway, aligning with Volleyball Canada's Long Term Athlete Development Model and addressing the high performance gaps within the OVA.

2.1 Long Term Athlete Development

The Volleyball Canada Long Term Athlete Development model establishes guidelines for athletes, coaches, administrators and parents in all areas of athletic development including planning, training, competition and recovery. It keeps a long-term perspective on the development of athletic potential and makes recommendations about the design of sports program that are adapted to the developmental stage of the athletes.

VOLLEYBALL CANADA LONG TERM ATHLETE DEVELOPMENT MODEL



2.2 Learn to Compete

Athlete development within the HPL will happen through the implementation of the LTAD recommendations for Learn to Compete athletes. Addressing the needs of the athletes of the Learn to Compete stage is important to better prepare them for the next stage (Train to Compete). Athletes who do not pursue their volleyball career through the Train to Compete stage will have acquired skills that will allow them to play volleyball for life.

The Learn to Compete stage recommendations are:

- **YEARLY TRAINING PLAN**
 - Athletes follow a yearly training plan (YTP) based on a 35-40 week season including between 400 to 900 hours of volleyball specific activities
- **DAILY TRAINING ENVIRONMENT**
 - Athletes participate in 6-12 hours of volleyball specific training per week for the duration of the season
 - Athletes participate in 3-6 hours of physical training per week
 - Athletes participate in advanced mental performance training monthly
 - Athletes and their parents have access to nutrition support
 - Athletes have access to sport medicine services such as an access to an athletic therapist
- **COMPETITION**
 - Training to competition ratio of 3:2
 - Best of 5 sets game format
 - No-relegation league so teams can focus on athlete development
- **COACHING**
 - Coaches are Performance Coach certified

2.3 Meeting the LTAD Recommendations

The OVA will support the qualified teams in achieving the LTAD recommendations. Each qualified team will go through a gap analysis process to identify the areas in which they already meet the LTAD recommendations and the areas in which they don't. OVA will provide support and resources to the qualified teams to help them address their athlete development gaps. The HPL program is a true collaboration between the clubs and the OVA towards designing enhanced training environments for the athletes.

FAQ: What if my club does not have a Performance coach?

If a team has an identified gap in the area of coaching, they will be allowed to enter the league with an Advanced Development coach but a plan will be designed for this coach to reach the Performance level

Part 3: High Performance League Features

The HPL is designed to help young volleyball athletes prepare for the next stage of their volleyball career, which for most is the post-secondary level. The features of the HPL are aligned with the athletic experience offered at the OUA, NCAA and OCAA level. *(All efforts will be made to roll out all features in 2020-21 but some may only come by the 2nd or 3rd HPL season)*

3.1 Daily Training Environment (DTE) Support

- All teams go through a DTE gap analysis process to identify opportunities for growth
- OVA works with teams to address their DTE gaps in order for them to meet the LTAD recommendations in the following areas:
 - On-court training hours
 - Physical training (access to CSIO services and OVA partners)
 - Mental performance (possibility to work with Marblelabs)
 - Nutrition (possibility to use the Eat This 4 Performance program)
 - Sport medicine (access to OVA's network of practitioners)

3.2 League Format

- Teams compete in a league from November to April. Teams play each other twice during the season
- Three (3) to four (4) teams meet on a league weekend and play two (2) to three (3) matches per event
- Matches are best of 5 sets
- All teams make the playoffs
- The HPL operates on a set competitive calendar, which means that all game dates and locations are known at the beginning of the season (**draft to come soon**)

3.3 Performance Analysis

- The official partner of the HPL for performance analysis is **VidSwap (or Huld. Tool not chosen yet)** This resource will be available to all teams participating in the HPL. Vidswap provides the following services:
 - Video database of all league matches played. Teams have access to all matches played in the league.
 - Anyone with an account can breakdown the video and call for clips of certain actions or certain players to facilitate the player assessment process
 - Allows the creation of highlight or review videos, which can be used in the daily training environment or in competition for scouting purposes
 - Statistical breakdown of all matches played and match reports available in 6-12 hours after upload
 - Every player gets their own account to create highlight and review videos
 - Platform accessible from any device

3.4 Athlete Monitoring

- All teams registered in PerfBook, the athlete monitoring system used by the Canadian National Team
- Coaches can keep athletes profiles up to date and monitor progress in different areas of performance (physical testing, game statistics, etc)
- Team Ontario and Volleyball Canada have access to the athletes performance metrics for identification purposes. This integrates the HPL right into the Volleyball Canada high performance pathway

3.5 Live Stream and Match Videos

- Featured matches are live streamed at each event
- All matches are recorded and uploaded to the OVA HP League Youtube channel for everyone to watch

3.6 League Website

- The HPL website gathers all information about the league and aims at highlighting the athletes and their performances. It includes the following sections:
 - Team rosters
 - Schedule
 - Live score, results and ranking
 - Players statistics and stats leaders
 - League news
 - League information and regulations

3.7 Coach Development

- A Performance Coach workshop will be offered specifically to HPL coaches during a competition weekend
- Online sessions and in-person clinics on targeted topics
- Possibility to assign a mentor to each HPL coach
- Access to Team Ontario and National Team training environment

3.8 Team Ontario and National Team Integration

- Athlete identification for Team Ontario and National Team programs within the HPL
- HPL season is integrated with Team Ontario Elite. Selected athletes attend an international training camp during March Break
- Girls participating in the National Excellence Program can join their HPL team in January

Part 4: Competition Structure

4.1 Game Format

- All official league matches are best 3/5
 - During the first three (3) events of the year, teams play an automatic 4th set in the event of a 3-0 win by one of the teams. The extra 4th set does not count towards ranking in the league
- Court dimensions shall be as per Volleyball Canada regulations. There must be 4 meters of free space behind each end line and 3 meters of free space on the sidelines
- Rules of the game as approved by Volleyball Canada shall be employed except in the instances noted in this document and/or the OVA Youth Competition Manual

4.2 Competitive Calendar

The HPL includes 6 official regular season events, 1 mid-season multi-team competition, Ontario Championships and National Championships.

Event #1: November 7-8, 2020

Event #2: November 28-29, 2020

Event #3: December 19-20, 2020

Event #4: January 9-10, 2021

Mid-Season Invitational: February 20-21, 2021

Event #5: March 6-7, 2021

Event #6: April 3-4, 2021

Ontario Championships: April 17-19, 2021

National Championships: TBD

- The competition schedule shall be confirmed by the OVA no later than July 31st of the year of the season start, pending availability of permit information
- Changes to the competition schedule, including postponement, may only be granted in exceptional circumstances at the sole discretion of the OVA
- The OVA is responsible for scheduling game times and order of play for each event

NON-HPL COMPETITION

Additionally, teams are allowed to participate in other tournaments or exhibition games as long as they are not scheduled on an official HPL weekend or during a mandatory rest period.

HPL Player Roster rules do not apply to non-HPL competitions

REST PERIODS

Rest and recovery are crucial for the development of young athletes. For this reason, mandatory rest weeks and weekends have been included in the season calendar. Competitions and ball training sessions are not allowed during the rest periods. Sport science training including physical training, mental training, nutrition and recovery are allowed.

- Weekend of November 14-15, 2020
- Weekend of November 21-22, 2020
- Week of December 21-27, 2020
- Weekend of January 30-31, 2021
- Weekend of March 13-14, 2021

**Teams that have weekend training as part of their regular training program will have to indicate on their approved seasonal plan where the rest days will be taken instead of the weekends.*

4.3 Event Locations & Facilities

Official HPL matches are played in venues that are appropriate for the Learn to Compete developmental stage. Since one goal of the league is to prepare athletes for the post-secondary level, events are hosted in facilities that match the standards of that level of play.

Facilities are booked by the OVA across the province for the entire season at least 6 months in advance. Once the HPL teams are confirmed, they have a chance to apply to host an event in one of their own facilities, as long as the gym meets the standards. If the facilities meet the standards, they are added to the calendar and the facilities that were already booked by the OVA are used for regular competitions, if possible.

FAQ: Does the HPL take good venues away from regular OVA events?

Regular OVA events require facilities that have a minimum of 3 courts available. The HPL format brings a small number of teams to one location, which means only 2 courts are necessary to host an event. This characteristic of the HPL makes it possible to host matches in facilities that **are not** traditionally used for regular OVA events. By accessing new facilities, the HPL **does not** take any of the best venues away from regular OVA events.

FACILITIES STANDARDS

Facilities used for HPL matches must meet the following minimum standards. It is the responsibility of the HPL club applying to host an event to make sure that the standards are met.

- Facility has 2 courts that meet the requirements in the same venue
- 3m space behind the end line for serving
- 3m space between sideline and wall/bleachers/team bench
- If courts are side by side, the space between the courts must be large enough to fit the team benches of both courts and still meet the 3m minimum space to the sideline
- The lowest part of the ceiling must be at minimum 7m
- Court lines are clearly marked and are continuous (no breaks)
- The gymnasium has bright lighting and clean floors
- Standards must be the straight-post type and be at least 60cm from the sideline. Posts with a base that comes down in an angle towards the court cannot be used.
- Standards are secure and padded for safety
- There is seating space for spectators to safely watch the games
- Facility has change rooms available for the participating teams
- Facility has a room for a referees lounge

POST-SECONDARY PARTNERSHIPS

Partnerships with post-secondary institutions will be developed to host games each season. HPL matches may then be hosted in the facility of a OCAA/OUA team before their official league matches.

As part of the partnership, the OVA will be looking at engaging post-secondary institutions with supporting the HPL in the following ways:

- Providing four (4) hours of court time in a gym that meets the HPL standards
- Assigning and paying all referees for the matches
- Providing in-game announcement and entertainment
- Setting up a live stream for the matches
- Providing therapy and first aid services
- Offering post-game snacks to athletes and coaches
- Giving free access to the varsity matches to members of the HPL teams

TRAVEL FAIRNESS

The size of the province of Ontario creates inequalities between teams when it comes to the travel required to get to event venues. The HPL applies a travel fairness principle to the design of the schedule in order to even out the amount of travelling required for each team

during the regular season. The travel is not exactly equal between all teams but every effort is made to reduce the discrepancy between teams travel.

- Teams in remote locations may host more events
- Teams located further than 500km away from each other may play each other in central locations
- Teams don't have to travel more than 600km to get to a league match location

4.4 Pre-Season Ranking

Initial seeding for the HPL is determined based on the previous years results. Teams are ranked using the following results:

- Results from the previous year's 17U Ontario Championships
- Results from the qualification tournament

A pre-season ranking must be established in case it needs to be used in a tie-breaking procedure.

4.5 League Standing

The HPL standing is based on the results of the regular season matches played at HPL events. The standing is used to seed teams going into Ontario Championships. Teams are ranked based on the following, in order:

A. Number of wins

- The team with the most matches won

B. Number of points

- 3 points for a 3-0 or 3-1 win
- 2 points for a 3-2 win
- 1 point for a 2-3 loss
- 0 point for a 1-3 or 0-3 loss

C. Set quotient

- If two (2) or more teams are equal on the number of points won, they will be ranked in the descending order by the quotient resulting of the division of the number of sets won over the number of sets lost

D. Point quotient

- If the tie still persists, the teams will be ranked in descending order by the quotient resulting of the division of the number of points won over the number of points lost

TIE-BREAKING PROCEDURE

If a tie still persists between teams, the following tie-breaking procedure will take place:

- If the tie is between two (2) teams, the priority will be given to the team that won the last match between the two
- If the tie is between three (3) or more teams, the same ranking procedure from A-D is applied considering only the matches played between the tied teams

4.6 Ontario Championships and Nationals

ONTARIO CHAMPIONSHIP

The HPL has its own division at Ontario Championships and features a 3-day event with eight (8) teams on a feature court.

Team Qualification

In future years, if the number of HPL teams is higher than eight (8), only the top eight (8) ranked teams from the regular HPL season will qualify for the HPL Championship. The teams that don't rank within the top eight (8) teams will be entered in the regular OVA 18U Ontario Championship event at the top of Division 1.

Tournament Format

The HPL Championship format is:

- Day 1: Quarter finals (1-8, 2-7, 3-6, 4-5)
- Day 2: Championship and consolation semi-finals
- Day 3: Championship and consolation Gold/Bronze finals

At post-secondary level, not all teams make provincials. We obviously want all teams to play in OC's. To maintain a HP level competition, we keep 8 teams and others play in 18U Div 1. This is consistent with clubs telling us they want regular teams to have a chance to play HPL teams.

The HPL Championship is meant to recreate a provincial/national final at the post-secondary level. Therefore, it involves the following features:

- Fully officiated matches (2 referees and 2 lines people)
- Live streamed matches with commentating
- Player introduction at the beginning of the match
- On-site in-game announcement and activation during time-outs and between sets
- Player of the match
- Post-match media interviews

NATIONAL CHAMPIONSHIP

2021

HPL teams are entered in the regular 18U National Championship event and are seeded based on their result in the HPL Championship. See Volleyball Canada's website for National Championship seeding information

2022 and subsequent years

The HPL teams will keep being entered in the regular 18U National Championship division as long as a high performance division doesn't exist at the National level.

4.7 Awards

Individual and team recognitions are awarded each season at the HPL Award Breakfast taking place on the first morning of the HPL Championship. All athletes, coaches, parents and partners are invited to attend this event.

The following awards are given each season:

- **All-Star Team**
 - Best attacker
 - Player with the best attacking efficiency within the group of 10 players with the highest number of attack kills
 - Best receiver
 - Player with the best passing percentage within the group of 10 players with the highest number of serve receptions
 - Best defender
 - Player with the highest number of positive digs
 - Best setter
 - Player with the highest number of assists
 - Best blocker
 - Player with the highest number of blocks
 - Best scorer
 - Player with the highest number of points scored
 - Best libero
 - Libero with the best combined serve receive efficiency and number of digs

- **Player of the Year**
 - Paul Duerden Award (Suggested name. We haven't spoken to Paul)
 - Award given to the best male HPL player as decided by the head coaches of all participating teams. The recipient of this award is a leader on and off the court and contributes highly to the success of his team. He is considered to be one of the top Team Ontario and national team potentials in the league
 - Sara Pavan Award (Suggested name. We haven't spoken to Sara)
 - Award given to the best female HPL player as decided by the head coaches of all participating teams. The recipient of this award is a leader on and off the court and contributes highly to the success of her team. She is considered to be one of the top Team Ontario and national team potentials in the league
- **18U Player Awards**
 - Ken Davies Award
 - Evelyn Hollick Award
- **Coach of the Year Award**
 - Award given to a coach in each gender's division who has consistently delivered the HPL standard in their Daily Training Environment with high quality and who has seen their team progress the most during the season
- **HPL Club of the Year**
 - Given annually to a club that has met all of the HPL standards and went beyond the league requirements. The recipient is a club that has extended the development aspects of the HPL to other teams within the club. The HPL Club of the Year promotes the HPL in the community and supports the OVA in the delivery of the program.

The idea behind introducing awards in Paul and Sara's names is that they both went from club to the national team. They personify the Learn to Compete athlete moving to the next stage.

Part 5: Team Qualification Process

5.1 Club Eligibility

The HPL club eligibility criteria are designed to be achievable by all clubs and are meant to promote good governance practices. For the inaugural season of the HPL, the eligibility requirements are minimal and built around safe sport principles. The eligibility criteria will expand as more clubs and teams start meeting the high performance standards set by the OVA for HPL teams.

- Club must be a *Volleyball Canada Approved Club* (see definition in Appendix A) (This will come soon. VC is waiting to hear about Safe Sport requirements for NSO's coming from governments. It will be focused on Safe Sports and include screening which is something we already do. We don't anticipate this being a big change for most clubs)

- Club must be in good standing with the Ontario Volleyball Association
- Club has a Board of Directors and Board approved By-laws and Policies
- Club must have one team per age group between 13U and 17U in the gender of the HPL team they wish to qualify* (The reason behind this one is 2-fold: 1) make sure there is a development system behind the HPL team. 2) protect the integrity of your clubs by making it very difficult for an individual to gather a group of players and start a new club at 17U to qualify a group for HPL.)
- Club must submit an *HPL Expression of Interest* form by Friday January 31st, 2020

5.2 Expression of Interest

Clubs interested in taking part in the HP League must submit an *HPL Expression of Interest* form by Friday January 31st, 2020 in order to be eligible to qualify. Clubs must submit this form for two (2) reasons:

1. To confirm that the club is interested in putting a team in the 2020 HPL if they qualify. This is important to expedite the planning process once the results of Ontario Championships 2020 are known
2. To allow the OVA staff to verify that the club meets the basic eligibility criteria. The deadline of January 31st will give clubs the time to make the necessary changes to their organization in order to meet the criteria by Ontario Championships 2020.

The application and approval process for clubs is as follows:

1. Monday December 2, 2019: Application process released to Clubs
2. Friday January 31, 2020: *HPL Expression of Interest* form submitted to OVA
3. February 7, 2020: Clubs are notified of approval. Clubs that don't meet the criteria are notified and given until March 31st, 2020 to make changes to their application
4. March 31, 2020: Deadline to meet the eligibility criteria

5.3 Team Qualification

QUALIFICATION FOR INAUGURAL HPL SEASON (2020-21)

The number of teams for the first HPL season has been set at eight (8) teams per gender. Eligible clubs can qualify a team for the HPL in the following ways:

- Top four (4) teams of Div 1/Tier 1 at the 17U Ontario Championships in 2020 automatically qualify their club to field one team for the 2020-21 HPL season

The other four (4) teams will be determined the following way:

- The rest of the HPL teams are determined through a qualification tournament that takes place on May 2nd, 2020. The top four (4) ranked teams at the event qualify for the HPL 2020-21

The teams participating in the qualification tournament are:

- Top six (6) non-qualified teams from the 17U age group at Ontario Championships 2020
- Top two (2) to four (4) teams from the 16U age group at Ontario Championships 2020
- Up to two (2) wild-card teams

The tournament consists in a 2-pool round-robin followed by a qualification match. The seeding for the pools is determined by the ranking at the 16U and 17U Ontario Championships.

The qualification matchups will be A1-B4, A2-B3, A3-B3, A4-B1

The four (4) winning teams will be automatically qualified to the HPL and will join the four (4) teams that qualified through the 17U Ontario Championships.

WILD CARDS

Up to two (2) Wild Cards are available for teams that did not directly qualify for the HPL or the qualification tournament through Ontario Championship but that plan on having a highly competitive team the following season. There are two (2) circumstances that could qualify a team for a Wild Card

- A) A team with a minimum of three (3) Team Ontario identified athletes that entered 17U Ontario Championships with a top 8 seed but that underperformed and ranked below the top 8 could apply for a wild card
- B) Two (2) teams located within 75km of each other have a combined five (5) Team Ontario identified athletes. Individually, those teams did not qualify for the HPL or for the qualification tournament through 17U Ontario Championships. Both teams

ranked in the top 16 at the 17U Ontario Championships and there are reasons to believe that a team combining their best players would have ranked higher. Both teams must meet the eligibility criteria. They must have an agreement detailing how both clubs will work together to run a HPL team if they qualify.

QUALIFICATION FOR FOLLOWING SEASONS (starting in 2021-22)

The number of teams for each subsequent season of the HPL will be re-evaluated on a yearly basis. Expansion will happen as more teams and athletes start meeting the highest standards of performance.

Clubs can qualify a team for the HPL in the following ways:

- Eligible clubs already in the HPL that have a team in the top 8 at 17U Ontario Championships will automatically re-qualify a team for the next HPL season
- Any other eligible club with a team in the top four (4) at the 17U Ontario Championships automatically qualifies a team for the next HPL season
- The rest of the HPL teams are determined through a qualification tournament that takes place between Ontario Championships and National Championships.

The number of teams participating in the qualification tournament will depend on the number of spots still available in the HPL. The number of teams will always be at minimum twice the number of spots available.

The teams invited to participate in the qualification tournament will be:

- Any eligible current HPL club that has not automatically re-qualified a team for the next season and that has at least six (6) players eligible for the 17u age group on their HPL roster can enter a team in the qualification tournament
 - This also applies to eligible clubs that had two (2) teams in the HPL and that only re-qualified one of them. If one of the two (2) HPL teams from that club had at least six (6) players eligible for the 17u age group, that club can enter a team in the qualification tournament
- A predetermined number of top ranked teams from the 17u Ontario Championship
- A predetermined number of top ranked teams from the 16u Ontario Championship

All players participating in the qualification tournament must have been registered with the club they are playing with for the previous season. All players must be eligible for the current 17U age group. Players who were registered on a team that has already qualified for the next season of HPL cannot participate in the qualification tournament.

Athletes born in the extended age class for 17U are not eligible to participate in the qualification tournament unless they were strictly playing for a 17U team during the current season or unless they are committing to coming back to high school and play club. Athletes committed to post-secondary volleyball cannot participate in the qualification tournament.

An eligible club can enter a maximum of two (2) teams in the qualification tournament (only one team if they have already automatically qualified a team)

5.4 Confirmation of Participation

Clubs that qualify a team will be invited to confirm their participation in the HPL by completing the following three (3) steps before May 13th 2020:

- 1) Complete and sign the HPL Agreement
 - The HPL Agreement outlines the roles and responsibilities of both the OVA and the participating club. A list of requirements that must be met by HPL teams can be found in *Section 8* of this document
- 2) Pay the registration fee (TBD)
- 3) Submit their *HPL Team Information Form*
 - The *HPL Team Information Form* is meant to give prospective players information about the club in order to help them decide where they would like to try-out.

If a club declines their spot in the HPL for the following season, the OVA reserves the right to keep the number of HPL teams as it is or to invite the next ranked eligible club from the qualification tournament.

5.5 Cost of Participation

The costs associated with participating in the HPL will consist of:

- 1) Registration fee to be paid at the time of qualification (TBD)
- 2) League fee to be paid before the roster submission deadline of September 20th, 2020 (TBD). This cost will include:
 - a. Participation in all league matches (premium venues, 2 referees, scorekeepers)
 - b. Video analysis and sharing system, live streaming of matches
 - c. DTE gap analysis and seasonal planning support
 - d. Performance coach or ADV Dev workshop for coaches
 - e. Participation at Ontario Championships

Part 6: Athlete Eligibility and Team Roster

6.1 Athlete Eligibility

- Athletes must be members in good standing with the OVA
- Athletes must be eligible for 18U competition in Ontario as defined by the OVA Youth Competition Manual
 - OVA's 19U eligibility rules apply to the HPL
- Athletes cannot be part of a post-secondary team roster

6.2 Athlete Selection (Detailed in separate document, only summarized here)

- The athlete selection process is detailed in the *HPL Athlete Selection Policy*
- The HPL Athlete Selection Period begins on May 25th, 2020 with teams being allowed to have conversations with athletes and their parents about their club. Training sessions can be held if deemed necessary by the clubs.
- Offers to athletes can be sent starting on June 6th
- Selected athletes commit to a HPL team by completing and signing the *HPL Athlete Commitment Letter*
 - The *Athlete Commitment Letter* may not be altered or added to in any way by any of the signing parties
 - Completion and signing of the *Athlete Commitment Letter* binds a athlete to a HPL team for the upcoming season before roster submission deadline
 - Revoking an Athlete Commitment may only be permitted with the expressed written permission of the OVA

RETURNING ATHLETES MINIMUM

- A minimum of 75% of the HPL team roster must be made of returning athletes
- Returning athletes were registered with the HPL club at the time of the team's qualification. They may have played on a different team or at a different age group.
- Exemptions to this rule can be requested to the HPL Technical Director and may be granted in exceptional circumstances such as but not limited to the following:
 - Roster expansion as part of the HPL (ie: team had 8 athletes at time of qualification and expands to a 12+ athlete roster)
 - Returning athletes moving over 100km away from club location
 - A Team Ontario identified athlete who does not have access to a HPL team in their community moves to participate in the HPL

6.3 Athlete Registration

- Athletes must be fully registered with the HPL prior to participating in any official league event
- Before registering, all athletes and parents must comply with Rowan's Law, which came in effect on July 1st, 2019, by acknowledging they have reviewed the Government of Ontario Concussion Resource.
- All athletes must register for the HPL by means of the National Registration System (NRS) with membership payment by credit card. NRS opens for the new season on September 1st of each year. (See *Youth Competition Manual* for all details)
- Athletes must complete the *Athlete Profile Form* online before September 20th, 2020. The information on this form will serve on the athlete's profile on the HPL website

The date of September 20th is totally flexible. The deadline must be sometime in mid September so we have all information to build the league website with rosters and complete the necessary admin steps prior to start of the season

6.4 Athlete Roster

AGE VS SKILL LEVEL

HPL teams are expected to select athletes not based on their age but based on their ability to play the game at a level consistent with the HPL technical and tactical standards (see *HPL Principles of Play* section). Most athletes will likely be from the 17U & 18U age groups but skilled and physical younger players should not be overlooked. HPL teams should give consideration to the following factors when selecting "underage" athletes:

- The athlete's technical skill level compared with the best 18U athletes in the province
- The athlete's knowledge of the game assessed through their demonstrated tactical skills
- The athlete's physical maturity
- The athlete's mental and emotional maturity
- The athlete's participation in other sports and activities. It is recommended that younger athletes who have not yet reached the Learn to Compete stage participate in more than one sport. Participation in the HPL may render multisport participation more difficult, which could be counterproductive to the athlete's development.

REGULAR PLAYERS

- HPL teams shall submit a list of Regular Players with a minimum of ten (10) and a maximum of fourteen (14) registered players prior to the roster submission deadline of September 20th, 2020
- Regular players are considered to be committed to the HPL until May 31st of the current season
- Regular players must participate in a minimum of 90% of the team's training activities to be eligible to participate in official HPL matches.
- Failure to register a Regular player shall result in their ineligibility to play in HPL matches

- Once the season has started, a HPL team shall not release any athletes until May 31st of the current season, except in cases governed by this document or after the conclusion of the HPL competition season.

DEVELOPMENTAL PLAYERS

- A Development Player is an athlete who is registered with the HPL team's club but not specifically with the HPL team
- Developmental players regularly train with an HPL team but compete with a regular club team in the regular OVA youth competition season.
- Developmental players must meet the same eligibility criteria as Regular players
- Developmental players demonstrate high potential for the future but are not yet ready for the HPL
- Developmental players can participate in a maximum of six (6) HPL official matches and are not eligible to participate in the Mid-season event, Ontario Championships and National Championships
- Developmental players can only change status to full-time once per season and cannot return to Developmental Player status
- There is no limit to the number of developmental players per team
- Developmental players may be charged contributory team or assessment fees for HPL participation at the discretion of the HPL team

INELIGIBLE ATHLETES

- HPL registered athletes can become ineligible to play in the following circumstances but not limited to:
 - Athlete is serving a league suspension
 - Athlete is not age-eligible
 - Athlete had an injury or concussion and is not cleared by the team medical staff
 - Athlete is not listed on the game sheet or on the online team roster
 - Athlete does not meet the minimum of 90% participation in all team activities
 - Athlete's transfer is not complete
 - Developmental player has already played in 6 official matches

ATHLETE TRANSFER POLICY

- HPL athletes shall not transfer to another HPL team or to a regular team once the Athlete Commitment Form is completed and signed
- Transfers may be granted with the written permission of the OVA in exceptional circumstances such as, but not limited to:

- Primary residence changes out of reasonable travel area
- HPL team folds or gets out of the HPL
- Criminal investigations and/or convictions within the present club
- Transfers within the HPL will be treated the same way as transfers between regular teams and that process will be subject to the provisions contained in the *OVA Athlete Transfer Policy*
- No athlete may be transferred more than once in any given season

ATHLETE RESIDENCY

- No HPL team has exclusive access to athletes residing in any geographical zones or regions.
- No athletes can play for a HPL team located over 100km from their main residence. (Exemptions may be granted with the expressed written permission of the OVA in exceptional circumstances)
- Where possible, athletes should play for the HPL team located closest to them. In the event that a athlete is travelling a long distance to join a HPL team, the athlete must be able to commit to and maintain the weekly training schedule outlined by their HPL team.
- HPL teams shall not unreasonably grant preference to local resident athletes, nor shall they aggressively recruit talent from surrounding regions at the expense of local playing talent.
- In areas where there are few HPL teams commensurate to athlete volume, HPL teams shall select athletes based on playing ability as a priority
- Athletes from remote locations may request an exemption. Each case will be assessed separately.

ATHLETE RECRUITMENT AND COMMUNICATION

- Recruitment refers to the practice of deliberate and proactive persuasion or enticement of an active athlete by an individual associated with another team, intended to convince the athlete to join their team
- Active recruitment or solicitation of existing HPL athletes shall be prohibited at any time. All HPL teams are responsible for the conduct of their staff, athletes and parents in this regard
 - No contact with athletes from other HPL teams shall be made at any time
 - Contact with athletes from another HPL team shall be permitted at the initiation of the athlete's parents/guardian only
- Athletes playing outside the HPL may be scouted in their current environment and may be contacted directly through their parents/guardians or coach after May 31st of the current season

- The Technical Director or Head Coach of the athlete's existing organization must be notified by the HPL team that they are approaching the athlete about joining their HPL team

Part 7: Coaches and Team Staff

7.1 Team Staff Minimum Qualifications

All staff on a HPL team roster must be a member in good standing with the OVA and abide by the OVA Screening Policy

- Provide a Vulnerable Sector Screen completed within the previous 3 years
- Complete and sign the OVA Screening Disclosure Form

There shall be no more than five (5) staff members on a HPL team roster.

- One (1) head coach
 - Must be certified Advanced Development Coach by October 2020
 - Must have met the standards of the OVA Coach Certification Policy in 2019-2020
- Maximum of three (3) assistant coaches
 - Must be certified Development Coach by October 2020
 - Must have met the standards of the OVA Coach Certification Policy in 2019-2020
- One (1) athletic therapist
 - *See requirements in next section*

Teams can have an unlimited number of support people in their integrated support team (IST). When hiring experts for their IST, clubs have to make sure the selected individuals meet the following requirements specific to each specialty:

- Physical trainers and strength & conditioning coaches:
 - Must be a certified strength & conditioning specialist (CSCS) or equivalent (NSCA, UKSCA, ASCA)
 - OVA recommends the trainer has 2+ years experience working in high performance sport and has completed at least 500 hours of internship or work with elite sport group. The expert should have professional liability insurance
- Mental performance coaches/consultants
 - Must be a Canadian Sport Psychology Association member (CSPA) in good standing or equivalent (MP consultant from AASP)

- OVA recommends the mental performance coach has a master's degree in sport psychology and 2+ years experience working in sport. The expert should have professional liability insurance
- Nutritionists
 - Must be a registered dietitian (RD) and a member in good standing of the College of Dietitians of Ontario
 - OVA recommends the expert has minimum 1 year of experience in delivering nutrition services in competitively active athletes. The expert should have professional liability insurance
- Medical support experts
 - Must be a Certified Athletic Therapist (CAT), a Registered Physiotherapist or a Certified Sport Massage Therapist (SMT). The expert must be in good standing with their professional association and have professional liability insurance.

7.2 Team Staff Requirements

Gender Representation

- For girls teams, the head coach or one of the assistant coaches must be a female.
- Teams should develop female coaches through their HPL team as women are under represented in the Ontario Volleyball coaching community.

Coach Development

- Head coaches and assistant coaches must have a Coach Development Plan for the season (*see HPL Coach Development Plan section below*)

Performance Evaluation

- Head coaches and assistant coaches must be assessed by the club's technical director or the team's assigned Performance Coach certified individual
- HPL coaches are to be assessed using the OVA High Performance Coach Development Matrix
- Teams must submit their coaches' evaluations to the OVA at the end of the season in order to maintain eligibility for the league

7.4 HPL Coach Development Plan

Coach development is an important part of the HPL, as Ontario cannot become a leader in athlete development without appropriate coaching. Opportunities to coach at an elite level in Ontario are limited due to the absence of a professional league. The HPL aims at bridging

that gap by supporting the coaches of HPL teams in achieving their Performance Coach certification.

At the start of each season, HPL teams must submit their coaches' development plan to the HPL Technical Director. The plan must include:

- Initial assessment using the OVA High Performance Coach Development Matrix
- Development objectives for the season
- Dates and locations of the modules and workshops the coach will attend during the season
- Date and location of the planned final assessment of the season

Performance Coach Workshop

A subsidized Performance Coach workshop will be offered to HPL head coaches on a competition weekend. HPL teams head coaches who are not yet certified in the Performance Coach context will have to attend this workshop. Hosting the workshop on a HPL competition weekend has the following advantages:

- It does not require the coach to book another weekend for the workshop
- It allows the HPL teams' assistant coaches to assume head coaching responsibilities for a tournament, which is part of their development as coaches
- The workshop can be focused on the HPL athletes level of play and be more relevant to HPL coaches

Coaches will be able to complete their Performance Coach evaluation using their HPL team and season.

Advanced Development Coach Workshop

A subsidized Advanced Development Coach workshop will be offered to HPL assistant coaches during the first half of the season. Assistant coaches will have an opportunity to complete their Advanced Development evaluation in the second half of the season by using their training context as a case study.

Professional Development

Other professional development support to HPL coaches includes:

- Online training on how to use VidSwap and the video cutting tool
- Access to required multisport modules for certification
- Access to webinar training sessions
 - Statistical analysis and game planning
 - Seasonal Planning

- Other topics requested by HPL coaches
- Coach Developer training (Learning Facilitator or Evaluator)
- Discounted access to international development opportunities
- Bonus honorarium for HPL coaches committing to coach within the Team Ontario programs

Draft

Part 8: League Regulations and Standards

This section outlines the standards that HPL teams will be expected to strive for. These standards will serve as a reference during the initial club gap analysis process. This process will help identify areas of possible growth for HPL clubs by comparing their current development program to the HPL standards. Once the gaps are identified, the OVA will work with the clubs to set some realistic growth targets. Both the clubs and the OVA will commit to achieving the set targets through an *HPL Agreement* that will outline roles and responsibilities. Progress will be measured throughout the season and clubs that meet their targets will stay involved in the HPL. Teams that do not show a commitment to meeting the HPL standards will risk sanctions from a simple fine to being removed from the program.

8.1 Governance and Club Structure Standards

The following standards must be met by the roster submission deadline of September 20th, 2020:

- Club must have a team at all age groups from 13U to 17U in the gender of the HPL team they wish to run
- Club must be a *Volleyball Canada Approved Club* (see definition in Appendix A)
- Club must be in good standing with the Ontario Volleyball Association at all times
- Club has a Board of Directors and Board approved By-laws and Policies
- Club has to adhere to all OVA policies* and procedures and post them on their website.
 - Code of Conduct
 - Person In Authority Code of Conduct
 - Discipline and Complaints
 - Appeal Policy
 - Dispute Resolution
 - Concussion Policy and Protocol
 - Membership Policy
 - Selection Policy
 - Accessibility Policy
 - Inclusion Policy
 - Screening Policy
 - Conflict of Interest Policy
 - Social Media Policy
 - Anti-doping Policy
 - Privacy Policy

Why is this important?

Clear policies and sound governance practices help create trust between clubs, their members and the OVA, which in turn leads to sustained quality player development

How will the OVA support the clubs?

The OVA will make its policies available for the clubs to post on their website. The OVA policies can be slightly adapted and posted as is on the club's website. An OVA staff member responsible for club relations will be available to help sort through the policies

8.2 Daily Training Environment Standards

The HPL seasonal calendar is designed based on the LTAD recommendations for the Learn to Compete athletes. It provides an outline for the full HPL season including training periods, competitive periods and rest periods. The calendar identifies important dates for the HPL season but allows coaches to structure their training according to their needs within the set parameters. (For details on minimum training standards, see *Daily Training Environment Standards* section)

Athletes at this stage of development are expected to specialize in one sport. Therefore, the seasonal calendar has been developed under the assumption that the athlete's athletic development will happen under the unique supervision of their HPL coaching staff. Athletes participating in other sports or athletic activities should be mindful of their training load and reflect on whether or not their training regiment is in line with their objectives.

The HPL team's seasonal plan must include the following phases and teams must respect the training guidelines of each phase:

Off-Season

The off-season period starts with the advanced athlete selection phase and ends on August 14th with the beginning of the General Preparation Phase.

Ball Training: Not Allowed

Physical Training: Mandatory

Meetings & Other Training: Allowed

Competition: Not Allowed

General Preparation Phase

The general preparation phase starts on August 15th and ends on November 1st, during the week of the first HPL event.

Ball Training: Allowed, mandatory as of September 7th

Physical Training: Mandatory

Meetings & Other Training: Allowed

Competition: Exhibition competitions allowed

Specific Preparation Phase I

The first specific preparation phase starts on November 1st and ends on January 10th after the third event of the season.

Ball Training: Mandatory

Physical Training: Mandatory in-season training with decreased load

Meetings & Other Training: Allowed

Competition: League events only

Specific Preparation Phase II

The second specific preparation phase starts on January 11th and ends on March 22nd after the March Break pause.

Ball Training: Mandatory

Physical Training: Mandatory in-season training with decreased load

Meetings & Other Training: Allowed

Competition: All events allowed. Out of Province tournaments recommended

Competition Phase

The competition phase starts on March 23rd and ends after Nationals at the end of May.

Ball Training: Mandatory

Physical Training: Allowed. Focus should be on maintenance

Meetings & Other Training: Allowed

Competition: HPL sanctioned events only

SEASONAL PLAN

- Teams must create a seasonal plan that describes the activities of the team between the months of August 2020 and May 2021 inclusively.
- The seasonal plan must respect the guidelines set for each phases of the season (described above)
- The seasonal plan must include:
 - Number of weekly ball training hours
 - Number of weekly physical training hours
 - Number and timing of mental performance and nutrition training sessions
 - Description of the training load for each week (volume and intensity)
 - Weekly training priorities and stage of development
 - Timing of competitions, testing sessions and other special activities
 - Clearly identified performance peaks and the periodization related to those peaks
- The seasonal plan must be approved by a certified Performance coach (Level 3). The season plan must include the name of the certified Performance coach and their NCCP number.

Why is this important?

Athletes need well-planned, progressive high quality training in order to reach their full potential. A seasonal plan allows for appropriate periodization, which brings about optimal improvement in performance at the right time. The seasonal plan allows to connect the Long Term Development stage of the athlete with the training requirements of that stage.

How will the OVA support the clubs?

The OVA will make a seasonal plan template available for clubs to develop their own plan. A seasonal planning workshop will be offered to HPL coaches in June 2020. The OVA will also contract a certified Performance coach to review, suggest modifications and approve the seasonal plans of clubs that don't have a certified Performance coach within their membership.

TRAINING STANDARDS

- Teams must meet the following minimum training standards:

Activity	Total hours	Suggested weekly hours
Ball training	250	6-8
Physical training	100	2-3
Mental performance training	16	2 (monthly)
Nutrition	10	2 (bi-monthly)
Video analysis sessions	24	3 (monthly)
Total training hours	400	

*The standards are based on a 35-40 week periodized annual program

Ball Training

- The maximum volume of ball training (not including games and sport science training) allowed to be provided to HPL athletes during a season is 350 hours (10 hours/week)
- Teams are expected to reach the total number of training hours for the whole season. They are free to spread the training hours over the season the way they want, as long as their proposed seasonal plan gets approved by the certified Performance Coach
- Practice plans must be available for review by the HPL Technical Director upon request

Physical Training

- Physical training can consist of weight training, circuit training, fitness, speed training, mobility and flexibility training, yoga
- Physical training programs must be designed by a certified professional (see section 7)
- Training can be done as a group within or outside of practice. Practice hours spent doing physical training cannot be counted as ball training hours. Athletes are encouraged to meet their physical training requirements on their own outside of regular team training time.
- Athletes must keep logs of their physical training to track compliance and progress
- Programs for each athlete must be available for review by the HPL Technical Director upon request

The HPL Technical Director will either be the OVA HP Director or a contracted individual with Performance Coach certification and years of experience capable of supporting clubs with seasonal planning and their DTE

Mental Performance

- Mental performance training must be provided by a certified professional (see section 7)
- Training can be provided in a team context or individually at least once per month
- The learning objectives for the team's mental performance program must be submitted to the HPL Technical Director by the roster submission deadline of September 20th, 2020.

Nutrition

- Nutrition training must be provided by a certified professional (see section 7)
- Training can be provided in a team context or individually at least once every two (2) months
- At least one of the nutrition training session must be provided to parents of HPL athletes
- The learning objectives for the team's nutrition program must be submitted to the HPL Technical Director by the roster submission deadline of September 20th, 2020.

Video Analysis

- Video sessions should be provided to athletes by the team's coaches on a regular basis. The minimum standard is three (3) hours per month but it is recommended that athletes review video on a weekly basis
- Video analysis can be targeted at the team in general or to each individual athlete specifically.
- Coaches must be able to provide the HPL Technical Director with a video montage used with their athletes upon request

Why is this important?

Providing a development program that addresses all four (4) pillars of the Volleyball Canada Athlete Development framework is essential to the growth of Ontario's high performance players. Providing training in all areas of volleyball development helps players grow into well-rounded athletes and teaches them about the discipline required to reach the highest levels of performance. It prepares players for the next stage of their volleyball development once they reach the post-secondary level or professional level.

How will the OVA support the clubs?

The OVA will go through a gap analysis process with each team to understand where their strengths and weaknesses are. The OVA, through the Club Relations Coordinator and the HPL Technical Director, will support the clubs in developing their program in the areas where gaps are identified

Ball Training

The OVA will work with the clubs to identify extra training opportunities. Connections will be established with mentor coaches who will be able to attend training and help with the delivery of practices.

Physical Training

The OVA will leverage its network of sport science professional to find qualified experts who can provide the required programs to the clubs. The OVA will find ways to subsidize physical training services to HPL clubs through targeted partnerships and available grants in the field of high performance sports.

Mental Performance

The OVA will make the *Trainwave for Volleyball* mental performance workbook available to HPL clubs at a highly discounted rate. The OVA will leverage its connection with the Canadian Sport Institute of Ontario (CSIO) to find qualified professionals able to work with the clubs. Partnerships with service providers to Team Ontario programs will be developed for the benefit of the HPL clubs

Nutrition

The OVA will partner with Eat This For Performance to offer their online training platform to HPL teams at the cheapest possible cost. The OVA will work with the CSIO to find qualified professionals able to work with the clubs.

Video Analysis

The OVA will subsidize the use of an online video analysis and statistical breakdown platform such as VidSwap or Hudl for each HPL team. This service will be available to all teams in the league and allow all teams to access match videos of all other teams in the league.

MEDICAL SUPPORT TO ATHLETES

HPL teams must have a Healthy Athlete Plan (HAP) in place for their players that must include:

- A partnership with a medical professional (see section 7) who is capable of assessing athletes for injuries and who can provide or recommend care for identified musculoskeletal issues
 - The HAP must describe how the medical professional will be involved in the Daily Training Environment. They do not have to be part of the regular DTE but should at minimum be available to assess injured athletes when needed in order to determine the appropriate return-to-play protocol
- A detailed injury reporting process for athletes
- Clear return-to-play guidelines
- A Concussion protocol in line with the OVA Concussion Policy and Protocol
 - All members of the HPL must review and confirm receipt of the Government of Ontario Concussion Awareness Resource as required by Rowan's Law
 - All teams must follow the Volleyball Canada rule on hitting warm-up in all contexts including practice, exhibition matches and official matches.
 - HPL teams must report confirmed concussions within their roster to the HPL Technical Director

HPL team must submit their Healthy Athlete Plan to the OVA by the roster submission deadline on September 20th, 2020

Why is this important?

Athlete safety and health are paramount. Most coaches are not well equipped to assess the extent of an injury, what is required for recovery and what the risks are if a player returns to play before being completely healed. Coaches often deal with incomplete information passed from the player's doctor/AT through the athlete or their parents. Making decisions for the long-term health of the athletes is difficult in this context.

While the primary care of the athlete should stay with the family's own doctor/AT, it is important that coaches are able to get a trusted unbiased opinion in order to make decisions about a player's injury. Working with one medical professional for the whole team allows for consistency in care and in the application of the team's return-to-play guidelines.

How will the OVA support the clubs?

The OVA will leverage its partnership with CSIO to help find qualified professionals able to work with the clubs. Athletic therapists will be hired to attend the HPL events and provide care and assessments. The OVA will develop partnerships with service providers to the Team Ontario programs in order to reduce the cost of their services to the clubs.

MONTHLY REPORTS

- HPL teams must keep track of the training provided to athletes and their attendance
- Teams must submit a monthly report to the HPL Technical Director highlighting any training discrepancies with their original seasonal plan for the month that just ended. The report must also indicate the modifications that will be made to the plan for the following month.
- The monthly reports must be submitted using the *HPL Monthly Report Template*

VERIFICATION

Each team will be visited by the HPL Technical Director or their representative at least once during the season. The visit will not be announced and will represent an assessment of the team's compliance with the HPL requirements. Updates to the season plan must be shared with the OVA to avoid missing a visit. If the HPL Technical Director or their representative arrives at a training location and the team is not present, it will be treated as a failure to meet the HPL requirements. The team may be subject to the sanctions listed in the *Sanctions section*.

Why is this important?

What gets measured becomes what matters. It is important to keep track of progress so appropriate adjustments can be made. In order to create consistency and fairness across the HPL program, it is also important to put in place an accountability system.

How will the OVA support the clubs?

The OVA staff will work with the clubs and not against the clubs. The OVA wants all HPL clubs to succeed, as that would be the best possible outcome for the players. For this reason, the monitoring of training and of the compliance with the standards will be done in a mentoring way. The OVA understands that in the beginning, the reporting process will take time and new habits will have to be formed. Patience will be required from all parties involved. The OVA will play its policing role only if and when necessary, in the case where a team clearly crosses a line or in the case where repeated attempts to help a team achieve a standard are left unanswered.

TEAM PERFORMANCE REVIEW

In order to maintain high standards of technical and organizational excellence in the HPL, all HPL teams shall be subject to ongoing and annual evaluation and review.

- At the end of the season, teams must go through a HPL Team Performance review process as directed by the OVA
- HPL teams shall attend these reviews and provide all information requested in advance of the meeting
- The HPL Team Performance Review shall assess the HPL team's adherence to and compliance with their obligations as outlined in this document
- These meetings are an opportunity for HPL teams to bring forth issues to the OVA and present feedback for the continuous improvement of the HPL's operations.

As it is the case with HP funding from CSIO and the government, this process will be a simple one. It shouldn't be viewed as a heavy process. It will be simple, efficient and honest.

8.3 Playing Regulations

Unless otherwise stated, the HPL follows Volleyball Canada's Rules and Regulations and the OVA's rules for 18U age group competition.

Although regulations are in place to govern competitions, every situation and circumstance cannot be foreseen. Interpretations as to how the regulations apply in a specific situation can be clarified by the OVA Program Coordinator. It is the responsibility of the Program Coordinator to manage the HPL competition efficiently and fairly and to solve any related problems. To that end, the OVA Program Coordinator may adjust and implement changes during the season if new circumstances arise.

RULES OF THE GAME MODIFICATIONS

- All HPL matches are best of 5 sets. Sets are to 25 points except for the tie-breaking 5th set, which is to 15 points (teams change sides once a team gets to 8 points). A set must be won by a margin of 2 points and there is no cap on the score
- Teams can enter up to 14 players on the game scoresheet
- Teams can dress two (2) liberos and they can replace each other in the back row at any time. Liberos are not allowed to serve

UNIFORMS

The OVA uniform guidelines apply to the HPL as written in the OVA Youth Competition Manual. Additionally to the guidelines, HPL teams are required to respect the following rules in regards to their uniforms:

- Each team must have 2 sets of game jerseys in contrasting colors. The HPL schedule will indicate what jersey the team must wear for each match
- All official game uniforms must include the HPL logo (minimum 6cm x 6cm) on the chest or on the sleeve
- Official game uniforms must display the player's last name on the back of the jersey (top or bottom)

8.4 Code of Conduct

The High Performance League (HPL) is a high performance youth training and competition program conducted and administered by the Ontario Volleyball Association (OVA). Therefore, all members of the HPL are also members of the OVA and must follow:

- the OVA Code of Conduct (Appendix XX)
 - This Code is intended to offer a safe and positive environment by setting an expectation of appropriate behavior consistent with the values of the OVA
- the OVA Person in Authority Code of Conduct (Appendix XX)
 - This Code is intended to protect OVA participants from abuse by providing guidelines for conduct that are consistent with the development of healthy relationships between adults in authority and youth sport participants

Conduct that violates the OVA Code of Conduct and OVA Person in Authority Code of Conduct may be subject to sanctions pursuant to the OVA's Discipline and Complaints Policy

TECHNICAL PHILOSOPHY

The following section is a separate section as it is NOT part of the standards. The principles detailed in section 9 are not meant to be mandatory requirements for clubs. They are simply an explanation of what is being done within the OVA and Volleyball Canada high performance pathways. The principles and guidelines detailed in this section will hopefully inspire and guide HPL clubs as they align with those pathways. Mainly, the technical philosophy outlined in this document will serve as a reference point for conversations between the HPL technical director and the HPL teams when discussing the development of Ontario Volleyball athletes.

Part 9: Technical Program Structure

Technical Philosophy

In order to understand the chosen technical philosophy for the athletes within the OVA High Performance pathway, it is first necessary to understand Volleyball Canada's high performance priorities and their Athlete Development Framework

ATHLETE DEVELOPMENT FRAMEWORK

The 4 pillars of athlete development are:

- Technical & Tactical skills
- Physical attributes and abilities
- Mental and Emotional
- Life Skills

The 3 dimensions of development support are:

- Environment
- People
- Tools

Team Ontario Core Values

Technical Identity

Player Development Matrix

Coach Development Matrix