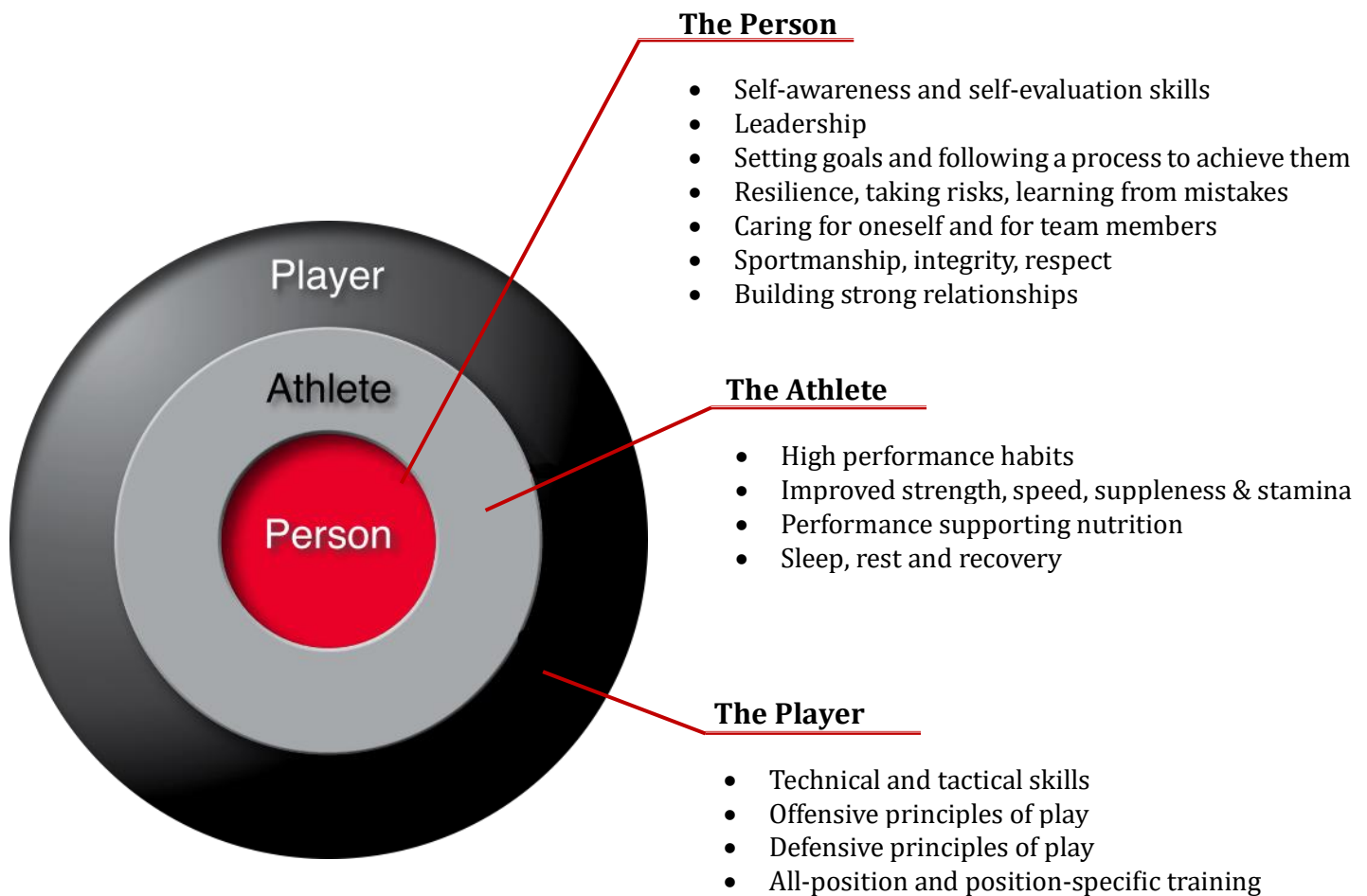


Team Ontario 2024 Coaching Opportunities



Team Ontario Programs

At the Ontario Volleyball Association (OVA), we are committed to providing quality development opportunities through the Team Ontario programs, which are designed to meet the needs of athletes and coaches who demonstrate a desire to progress along the high performance pathway. Our mission is to help these athletes and coaches reach the international stage while supporting the development of indoor and beach volleyball throughout Ontario. We strive to deliver the best personal growth experiences through a holistic approach based on the Volleyball Canada Long Term Development model. We believe that maximizing one's athletic potential goes hand in hand with creating lifelong friendships and memories. This belief transpires through all that we do.



THE TEAM ONTARIO ENVIRONMENT

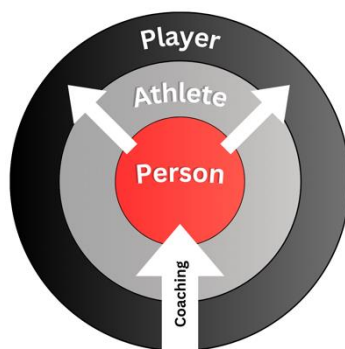
To achieve the growth outcomes, we strongly believe in the importance of creating an environment that is defined by our **five Team Ontario conditions for quality**:

- 1) A safe, caring environment free of coercion and fear
- 2) Work done in the environment is meaningful and purposeful to all involved
- 3) The movement towards quality is driven by self-evaluation
- 4) Best effort of people on a continuous basis
- 5) Everything we do is always constructive

When the 5 conditions for quality are present, the result is an environment in which athletes and coaches feel cared for. It is an environment where people overcome challenges by supporting one another. In this environment, athletes and coaches feel like they are more important than volleyball, more important than medals, more important than their performance. This leads to everyone being able to explore their full potential.

The Role of Coaches in the Environment

Team Ontario coaches play an important role in modelling the behaviours that support the creation of that environment. As such, the OVA is looking for coaches who are willing to inquire into the following questions:

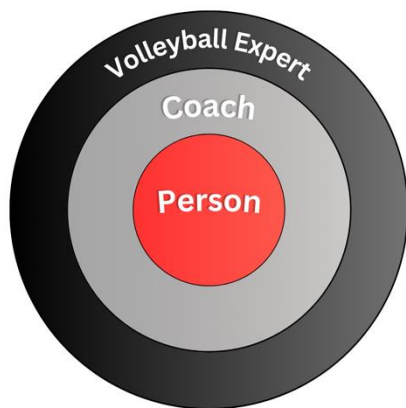


What differences do you see between coaching skills and coaching performance? What are the qualities of an athlete who is capable of performing in any situation or context?

When it comes to athlete development, what aspects are within the control of coaches? What does the answer to this question mean for how coaches can help athletes make changes in their behaviours?

How does the diagram on the left speak to you? How does it relate to your coaching approach?

COACH DEVELOPMENT



At Team Ontario, we believe in coaches and staff growing alongside the athletes. It is not what we do that matters, but how we do what we do. To foster an environment focused on personal growth, everyone in the environment must be focused on development, including coaches, sport science service providers and staff.

Through our Team Ontario programs, we strive to provide coaches with an incredible experience that will support them in their own personal growth journey. Our environment allows coaches to explore a variety of skills within the three pillars of the Coach Matrix.

The Person

- Self-awareness and self-evaluation skills
- Leadership and communication
- Relationship building
- Self-care and high-performance habits

The Coach

- Creating safe and caring learning environments
- Inquiry-based coaching
- Working with an Integrated Support Team
- Long Term Development expertise
- Developing seasonal, practice and drill plans

The Volleyball Expert

- Technical skills and biomechanics
- Positional training expertise
- Building systems based on players' strengths
- Game analysis and game planning



Coaches are supported throughout their participation in the Team Ontario programs



- Mentorship and/or peer support
- Access to exclusive coach development webinars
- Participation in the Team Ontario Coach Summit
- Conversations with Integrated Support Team experts

COACH SELECTION AND REQUIREMENTS

All Team Ontario coach candidates must meet the following requirements as per the Team Ontario Selection Policy:

- be a registered member in good standing with the OVA and Volleyball Canada (registered in MRS at the time of applying)
- have a valid Vulnerable Sector Screening & Police Record Check as well as a completed OVA Screening Disclosure Form
- meet the OVA Coach Eligibility policy requirements by completing the following four modules available online:
 - Foundations of Volleyball
 - Making Ethical Decision Online Evaluation
 - Making Head Way
 - CAC Safe Sport Training
- be NCCP certified or be actively pursuing NCCP certification

Volleyball expertise and coaching knowledge are important to help support the conversations with athletes within the Athlete and Player areas of development. As such, the following qualifications are recommended:

- Practical understanding of Volleyball Canada's Long-term Development (LTD) model
- Familiarity with the demands of high performance volleyball at the post-secondary and/or international level
- Advanced development coach certification in the relevant discipline (beach or indoor)
- Demonstrated commitment to continuing development through the accumulation of 5 PD points yearly.

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. Consideration will be given to the demonstrated ability to coach within the Person pillar of the LTD Athlete Matrix followed by the qualifications listed above. The following coach pathway experiences will also be considered:

- past high performance coaching duties
- experience mentoring other coaches
- level of provincial team coaching achieved
- level of national team coaching exposure
- competition level achieved as a coach
- NCCP Certification level
- LTD contexts within which the coach has worked



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.

Team Ontario Coach Responsibilities

All Team Ontario coaches share the same basic responsibilities and have additional program-specific duties. The basic Team Ontario coach responsibilities include, but are not limited to the following:

- Work with the coaching group to plan and deliver the Team Ontario program and care for the holistic development of all participating athletes.
- Evaluate and select athletes as part of the Athlete Identification Process, as needed.
- Develop and implement an effective and holistic training program based on LTD principles
- Abide by the Team Ontario Selection policy, OVA Code of Conduct, OVA Person in Authority Code of Conduct and other OVA policies.
- Perform administrative duties as needed
- Complete holistic debriefs with coaches, athletes and OVA following the program
- Participate in 1-2 online coach meetings per month between January and June 2024 to prepare for the summer (this include coach development sessions).
- Participate in the Team Ontario Coach Summit

To Apply

Coaches applying for a Team Ontario coach position must be registered members with the OVA and have an active account in MRS. This is how we verify that applicants meet the OVA Screening policy requirements. Coaches who do not currently have a **Coach** membership in MRS can sign up for a **Volunteer Leader** membership to satisfy the requirements of this application process (you will be asked to complete the screening steps as part of your registration). Coaches without an active **Coach** or **Volunteer Leader** account in MRS **will not be considered**.

Coaches interested in applying for a Team Ontario coaching position must complete the following steps **before 11:59pm on December 6th, 2023**:

- Complete the online **2024 Team Ontario Coach Selection Form** (≈5min)
 - Submit your volleyball resume within the application form
- Complete the **virtual interview process** (≈30-60min)
 - This virtual interview must be completed in a single session. Please plan your time accordingly.

POSITIONS AVAILABLE PER PROGRAM

There are many roles to be filled within at various stages of the high performance pathway within both beach and indoor Team Ontario programs. Coaches interested in contributing to the Team Ontario environment through relationship-based coaching are encouraged to submit an application for one of more of the available positions based on their needs. When choosing the program for which to apply, consider the following:

- At what stage of athlete development does coaching feel the most meaningful to you?
- What type of role best fits with your level of experience and your desire to contribute?
- At what stage of athlete development or in what type of role would you like to challenge yourself to grow as a coach?
- How much time are you willing to commit to you Team Ontario coach role in 2024?
- How much direct support would you like to receive through your Team Ontario experience?

	LTD STAGE	COMPETITION	PLANNING	MENTORSHIP
<u>Tall Maples</u>	Train to Train	Provincial	Medium	Off/On-Court

	LTD STAGE	COMPETITION	PLANNING	MENTORSHIP
<u>TORP</u>	Train to Train	Provincial	Low	Off/On-Court

	LTD STAGE	COMPETITION	PLANNING	MENTORSHIP
<u>Team Ontario White</u>	Train to Train	Provincial	Medium	Off/On-Court

	LTD STAGE	COMPETITION	PLANNING	MENTORSHIP
<u>Team Ontario Red</u>	Learn to Compete	National	High	Off-Court

	LTD STAGE	COMPETITION	PLANNING	MENTORSHIP
<u>Team Ontario Black</u>	Learn to Compete	National	High	Off-Court

	LTD STAGE	COMPETITION	PLANNING	MENTORSHIP
Team Ontario Elite	Learn to Compete	National	High	Off-Court

	LTD STAGE	COMPETITION	PLANNING	MENTORSHIP
<u>Beach Full-Time Training</u>	Learn to Compete	National	High	Off/On-Court

	LTD STAGE	COMPETITION	PLANNING	MENTORSHIP
<u>Beach Camp Based</u>	Learn to Compete	National	Medium	Off/On-Court

Team Ontario Regional Program

Program Description

The Team Ontario Regional Program will allow athletes from across the province to experience a high-performance style of training and instruction in both, indoor and beach volleyball, through an overnight training camp. The goal of the program is to expose more athletes to high-performance volleyball concepts to create a broader and more skilled group of athletes in Ontario.

LTD STAGE	COMPETITION	PLANNING	MENTORSHIP
Train to Train	Provincial	Low	Off/On-Court

Positions Available

- 12 coaches on the boys side
- 20 coaches on the girls side

Time Commitment

The total time commitment required for this position is approximately as follows (exact dates TBD upon coach selection):

- May 4-5
 - Team Ontario Coach Summit (location TBD)
- July
 - July 28 - August 1, training camp, Guelph University
 - Aug 2 - August 4, Ontario Summer Games, London, ON

Tall Maples

Program Description

This camp is tailored to athletes with above average physical attributes born in 2007 or later who show potential to contribute to the success of the Team Ontario programs in the future. The camp is focused on addressing the needs of tall athletes and integrates both indoor and beach volleyball. Coaches will work on various development aspects such as motor skills, agility, coordination and obviously, volleyball skills. Coaches work collaboratively under the guidance of a lead coach to design the program and learn from one another (no head coaches). The camp will take place from July 2-7, 2024 in London, Ontario.

LTD STAGE	COMPETITION	PLANNING	MENTORSHIP
Train to Train	Provincial	Medium	Off/On-Court

Positions Available

- 3 coaches on the boys side
- 3 coaches on the girls side

Program-Specific Responsibilities

- Work with the Tall Maples Lead Coach to deliver both the indoor and beach volleyball portions of the program
- Join Team Ontario Beach coaches for some coach preparation sessions leading up to the summer camp

Time Commitment

The total time commitment required for this position is approximately as follows (exact dates TBD upon coach selection):

- January to June
 - 1-2 coach meetings per month (60-120min)
 - Planning time as required
- April
 - 1 day of support at the Team Ontario physical testing station during Ontario Championships
- May 4-5
 - Team Ontario Coach Summit (location TBD)
- July
 - July 2-7, training camp, University of Western Ontario

Team Ontario White

Program Description

This program is focused on the development of athletes who are starting their high performance journey in volleyball. The target skill level is 15U for the girls and 16U for the boys. Coaches will be responsible for identifying athletes throughout the athlete identification process and select a group of 60 girls and 48 boys that will train during the Team Ontario White camp. Coaches will work with Team Ontario lead coaches to plan and deliver this camp in preparation for the 2024 Team Ontario Cup. Coaches will be assigned a team for the event and lead their group throughout the competition. The Team Ontario Cup is a unique event combining competition and development. The event is meant to strengthen the Team Ontario culture and technical identity while exposing players to a high level of competition. The camp and competition will take place in from July 16-27th.

LTD STAGE	COMPETITION	PLANNING	MENTORSHIP
Train to Train	Provincial	Medium	Off/On-Court

Positions Available

- 5 head coaches and 5 assistant coaches on the girls side
- 4 head coaches and 4 assistant coaches on the boys side

Program-Specific Responsibilities

- Attend meetings with Team Ontario White lead coach as needed
- Lead one team during the 2024 Team Ontario Cup competition

Time Commitment

The total time commitment required for this position is estimated below (exact dates TBD):

- January to July
 - 1-2 coach meetings per month (60-120min)
 - Planning time as required
- February to April
 - Online athlete evaluations + 1 day at Ontario Championship for athlete identification
- May 4-5
 - Team Ontario Coach Summit (location TBD)
- July
 - July 16-27 (training camp + Team Ontario Cup)
 - Boys: Conestoga College
 - Girls: Nipissing University

Team Ontario Red

Program Description

This program is focused on the development of athletes who have some experience in a high performance context. The target skill level is 16U for the girls and 17U for the boys. Coaches will be responsible for identifying athletes throughout the athlete identification process and select a group of 32 athletes per gender that will train during the Team Ontario Red camp. All Team Ontario Red coaches will work together to plan and deliver this camp in preparation for the 2024 Canada Cup. Coaches will be assigned a team for the event and lead their group throughout the competition. The purpose of this program is to help players learn and apply Team Ontario principles of play in a competitive environment. The camp and competition will take place July 14-28th, followed by a competition.

LTD STAGE	COMPETITION	PLANNING	MENTORSHIP
Learn to Compete	National	High	Off-Court

Positions Available

- Girls
 - 2 head coaches
 - 2 assistant coaches
 - 2 support coaches (for training camp only)
- Boys
 - For the boys, Team Ontario Red will be led by the 2025 Canada Games coaching staff because the targeted 17U players are the Canada Games eligible group. The Canada Games assistant coaches will play a Head Coach role with the two teams participating in the Canada Cup. We will be selecting 2 coaches to act as assistant coaches for the training camp and the competition, all under the leadership of Canada Games head coach Ian Eibbitt.

Program-Specific Responsibilities

The duties of all Team Ontario Red Coaches will include, but are not necessarily limited to the following:

- Evaluate athletes at Grand Prix events and Ontario Championships as needed
- Support one team during the 2024 Canada Cup competition

Time Commitment

The total time commitment required for this position is estimated below (exact dates TBD):

- January to July
 - 1-2 coach meetings per month (60-120min)
 - Planning time as required
- February to April
 - Online athlete evaluations + 2-3 days at Ontario Championship for athlete ID
- May 4-5
 - Team Ontario Coach Summit (location TBD)
- July
 - July 14-28 (10-day training camp + Canada Cup)
 - Boys: Conestoga College
 - Girls: Nipissing University

Team Ontario Black (Girls)

Program Description

This program is focused on the development of athletes who are ready to commit to the podium pathway for indoor volleyball. Those athletes are willing to do what it takes to reach the national team level and aspire to a successful post-secondary experience. The target skill level is 17U for the girls. Coaches will be responsible for identifying athletes throughout the athlete identification process and select a group of 32 athletes that will train during the Team Ontario Black camp.

Team Ontario Black will be led by the 2025 Canada Games coaching staff because the targeted 17U players are the Canada Games eligible group. The Canada Games assistant coaches will play a Head Coach role with the two teams participating in the Canada Cup. We will be selecting 2 coaches to act as assistant coaches for the training camp and the competition, all under the leadership of Canada Games head coach Jennifer Neilson.

Coaches will work together to plan and deliver this camp in preparation for the 2024 Canada Cup. Coaches will be assigned a team for the event and lead their group throughout the competition. The purpose of this program is to help players perform while applying the Team Ontario principles of play in a highly competitive environment. The camp and competition will take place July 16-27th.

LTD STAGE	COMPETITION	PLANNING	MENTORSHIP
Learn to Compete	National	High	Off-Court

Positions Available

- Girls
 - 2 assistant coaches

Program-Specific Responsibilities

The duties of all Team Ontario Black Coaches will include, but are not necessarily limited to the following:

- Evaluate athletes at Grand Prix events and Ontario Championships as needed
- Support one team during the 2024 Canada Cup competition

Time Commitment

The total time commitment required for this position is estimated below (exact dates TBD):

- January to July
 - 1-2 coach meetings per month (60-120min)
 - Planning time as required
- February to April
 - Online athlete evaluations + 2-3 days at Ontario Championship for athlete ID
- May 4-5
 - Team Ontario Coach Summit (location TBD)
- July
 - July 14-28 (10-day training camp + Canada Cup)
 - Boys: Conestoga College
 - Girls: Nipissing University

Team Ontario Black (Boys)

Program Description

This program is currently under review and we are working with other provinces and Volleyball Canada to determine the best way forward to support 18U boys athletes in Ontario. More details will be communicated with the OVA community as soon as possible.

Team Ontario Beach Fulltime Training Group

Program Description

This program is focused on exposing athletes at the 15U-18U skill level to high performance training in a full-time training environment to better prepare them for future international success and an eventual transition to the National Team. Athletes training with the FTG are provided with the support of an integrated sport science staff. Coaches will be responsible for planning and delivering of daily training from June to August. Sessions will take place in Toronto 3 times per week in the evening in June and in the morning during July and August. Coaches will be responsible for identifying athletes throughout the athlete identification process and select the group that will train as part of the Team Ontario Full-time training group. Coaches will work collaboratively with the OVA Senior Beach Development Coach to provide the best possible support to athletes.

LTD STAGE	COMPETITION	PLANNING	MENTORSHIP
Learn to Compete	National	High	Off/On-Court

Positions Available

- 2-3 coaches on the girls side
- 2-3 coaches on the boys side

Program-Specific Responsibilities

The duties of all Team Ontario Beach Coaches will include, but are not necessarily limited to the following:

- Run an invite-only tryout for final selection to Team Ontario Beach FTG
- Coach athletes at Provincials and Nationals
- Complete the Beach Advanced Development Coach workshop prior to Team Ontario training (if not already completed)

Time Commitment

The total time commitment required for this position is as follows (exact dates TBD upon coach selection):

- January to June
 - 1-2 coach development session per month (120min)
 - Planning time as required
- February
 - Beach Advanced Development Coach workshop (Friday evening to Sunday afternoon)

- February to April
 - Online athlete evaluations and select athletes to final tryout
- May
 - May 4-5: Team Ontario Coach Summit (location TBD)
 - Invite-only in-person tryout (full weekend)
- June
 - 3 training sessions per week (evening) in Toronto

- July-August
 - July 2-7, Beach Super Camp in London, Ontario
 - 3 training sessions per week (morning) in Toronto for the rest of the summer
 - 4-5 day out of province training camp (dates and location TBD)
 - International Prep Camp (dates and location TBD)
 - 3 OVA Beach Tour events
 - Ontario Championship
 - Nationals

Team Ontario Beach Camp-Based

Program Description

This program is focused on the development of athletes at the 15U-18U skill level who are interested in being exposed to a high performance beach volleyball environment. The program is camp-based and will consist of a week-long camp followed by opportunities for athletes to attend Fulltime Training Group sessions on Fridays during the summer. Athletes will acquire skills and concepts that will help them prepare for future international beach volleyball opportunities. Coaches will be responsible for identifying athletes throughout the athlete identification process and select the group that will train as part of Team Ontario Beach. Coaches will work with lead coaches to plan and deliver the camp in preparation for the highlight competitions of 2024. The camp and competitions will take place in July and August 2024 (dates and location TBD).

LTD STAGE	COMPETITION	PLANNING	MENTORSHIP
Learn to Compete	National	Medium	Off/On-Court

Positions Available

- 5 coaches on the girls side
- 5 coaches on the boys side

Program-Specific Responsibilities

The duties of all Team Ontario Beach Coaches will include, but are not necessarily limited to the following:

- Coach athletes at Provincials and Nationals

Time Commitment

- January to July
 - 1-2 online coach development session per month (120min)
 - Planning time as required
- February
 - Beach Advanced Development Coach workshop (Friday evening to Sunday afternoon)
- February to April
 - Online athlete evaluations and select athletes to final tryout
- May
 - May 4-5: Team Ontario Coach Summit (location TBD)
 - Invite-only selection camp in Toronto (full weekend)

- July
 - July 2-7, Beach Super Camp in London, Ontario
 - 3 OVA beach tour events
- August
 - Ontario Championships
 - Nationals