



INDOOR VOLLEYBALL
HIGH PERFORMANCE PLAN 2019-2021

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Introduction

Sask Volleyball's High-Performance (HP) program is currently a summer program with training opportunities for identified athletes and coaches from across Saskatchewan to represent their province at a National competition. Our HP program is currently not well aligned with other programs (i.e. Club, High School, Camps, Academies). This lack of alignment has contributed to inconsistent results from Provincial Teams (PT) at National competitions over the past several years, and possibly limited the number of opportunities Saskatchewan athletes receive to play Post-secondary and National Team volleyball.

Purpose

The purpose of this document is to outline an HP strategic plan that allows Sask Volleyball to reach our HP vision, while aligning with our organizations mission, vision, and values. The document will look at our HP program with respect to programming and stakeholders. The implementation of this plan, including policies, financing, and human resources, is to be determined by Sask Volleyball management.

HP Vision

On the podium by developing competitive athletes, coaches, and referees.

HP Mission

Pursuing excellence - equipping athletes, coaches from across the province with the technical, tactical, physical, and mental tools required to compete on Provincial, Post-Secondary, and National Teams, and supporting referees to participate in Nationals and International events.

Organizational Values

Integrity - We are honest, respectful, transparent, and accountable.

Fun - We provide positive experiences.

Excellence - We are innovators and leaders.

Partnerships - We build relationships and work with others.

HP Definition

Supporting opportunities for athletes, coaches, and referees to compete at the highest level possible through education and skill development.

Current HP Program

Sask Volleyball's current High-Performance indoor program consists of four men's and four women's teams with 12-16 athletes on each. The program identifies athletes from previous provincial teams and ID Camps in January-April during Sask Cups, selects athletes in May, and trains on June weekends and July weekdays before Canada Cup at the end of July. In Games years (Sask, Western Canada, and Canada) athletes benefit from more training and another significant competition in mid August. From August – April the program takes a break and there is little linkage from year to year.

*In 2018 the 17U and 18U provincial teams were selected in January to monitor athletes physically and provide more weekend training opportunities. It was difficult to align this model with the club volleyball schedule.

SASK VOLLEYBALL HIGH PERFORMANCE PROGRAM 2015-2019

	ATHLETES (12-16)	CAMPS (60+)	TRAINING	COMPETITION (1-2 per season)	VOLLEYBALL CANADA PROGRAMS
Sask. Summer Games	14U Women 15U Men	Districts For Sport, Culture and Recreation.	5- 10 full days if not games year. 15-30 sessions if games year.	Sask Summer Games, Lloydminster, 2020	
Provincial Team	16U Women 16U Men	ID Camp (Club) Final Selection Camp (May)	15-20 full training days.	Canada Cup (Formerly NTCC)	Youth National Team
Provincial Team	18U Women 18U Men	ID Camps (Club the year before) Final Selection Camps (Jan)	20-30 full training days.	Canada Cup (Formerly NTCC)	Youth and Junior National Team
Western Canada Summer Games	18U Women 18U Men	ID and Selection (1 year prior)	30-40 full training days.	2019 Swift Current, SK	Youth and Junior National Team
Canada Games	18U Women 18U Men	ID (3 years prior) and Selection Camps (1 year prior)	40-50 full training days.	2021 Niagra Region, ON	Youth and Junior National Team

See Appendix I for Training Outline and Team Sask High-Performance team finishes

Strengths, Weaknesses, Opportunities

Strengths	Weaknesses	Opportunities
Centralized training location in July (Bethany and Briercrest).	Year-long HP coaching opportunities, Professional Development (PD), and mentorship throughout the year.	Coach PD opportunities in coordination with club and high school programming. Create a Coach Pathway.
Increased participation at younger ages.	Year-long aligned HP training opportunities for PT athletes.	Create an Athlete Pathway. Establish regional training centres for male and female 14-18U athletes. Establish Premier Club League for 16-18U male and female athletes.
Top athletes are participating on provincial teams up to 17U.	More training opportunities to increase cue reading, decision making, and skill execution at younger ages.	15-18U PT summer training and competition program. Regional Training Centre for 15-18U male and female
PT's exposed to Elite competition at National level.	Many top 18U athletes aren't participating on provincial teams if not Canada Games year.	International Competition (US High Performance Championships) for older PT.
Number of athletes participating at ID camps has increased a lot last few years.	PT and club results at National Competitions.	Sask Volleyball hosting more national and/or invitational events.
Post-secondary coaches involved in selection process and as mentor coaches.	Earlier Identification of athletes.	ID at HP Training Centers Tracking physical testing for athlete progress and identification.
Good relationships with post-secondary schools.	Clear direction from Sask Volleyball regarding training.	Curriculum development for HP Training Centers. Expectations for PT and Premier League Coaches.
	Use of post-secondary facilities and services.	Premier League teams train at post-secondary institutions when possible.

Gap Analysis

	KEY PERFORMANCE AND PROGRAM GAPS	Contributors to the Gap
1	Lack of individual technical development.	<ul style="list-style-type: none"> • Length of High School and Club season – no linkage to HP programs • Insufficient gym time during club season/cost • Limited “together” time to train • Quality of coaching received
2	Lack of experienced HP coaches and/or coaches with Performance Coach certification involved with the HPP	<ul style="list-style-type: none"> • Not enough incentives • Coaches don’t see the benefit to obtaining this level. • Volleyball Canada controlled – limited access. • Limited opportunities to get involved (only summer).
3	Quality of training and competition	<ul style="list-style-type: none"> • Quality athletes diluted over the province on individual High School and Club teams. • Limited competitive HP tournaments during competitive phase.
4	Athletes committed to train daily (year-round).	<ul style="list-style-type: none"> • Many multi-sport athletes • Finance/time commitments. • Not enough support from critical sport personal • Knowledge of commitment needed to compete inter-provincially.

5	Integration of Sport Science throughout the year.	<ul style="list-style-type: none">• Availability/cost• Needs to be developed outside of training times.• Coaches and athletes don't stress this aspect of becoming overall athletes in volleyball• Educational opportunities to become knowledgeable.
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Goals

In reviewing strengths and weaknesses and performance gaps, Sask Volleyball attempt to reach the following goals that will help improve performance and help realize our vision.

1. Increase number of athletes and coaches involved in year-round volleyball training.
2. Increase number of athletes and coaches on Post-Secondary, Youth and Junior National Teams.
3. Improve training of and increase number of opportunities for referees to participate at National and International events.
4. Improved results based on finishes and competitive matches for Provincial teams and Club teams at Nationals (Performance Results Tracking).
5. Maintain a high degree of satisfaction among members participating in the HP program.
6. Monitoring of athletic abilities throughout time in program (physical, mental, technical, tactical).

GOALS AND KEY PERFORMANCE INDICATORS

GOAL	KEY PERFORMANCE INDICATORS
1. Increase number of athletes and coaches involved in year-round volleyball training.	<ul style="list-style-type: none"> Regional Training Centres operating in the fall of 2020, and 18U Women and 18U Men Premier League teams exist for fall of 2020.
2. Increase number of athletes and coaches on Post-Secondary, Youth and Junior National Teams.	<ul style="list-style-type: none"> 1 athlete of each gender on the Youth or Junior National teams in 2020. 1 coach on the Youth or Junior National teams in 2020. Increase number of athletes on post-secondary rosters by 5% for 2019-2020 season. 100% of Coaches are Development Coach certified; 75% are Advanced Coach Certified and 50% are Performance Coach certified within HP Regional Training Centres and Premier League.

	<ul style="list-style-type: none"> • 100% of coaches are pursuing Maintenance Certification points opportunities in 2019-20. • Create 2 Development Camps for aboriginal athletes with certification opportunities for aboriginal coaches in 2020.
3. Improve training of and increase number of opportunities for referees to participate at National and International events.	<ul style="list-style-type: none"> • To be developed by Referee Development Coordinator.
4. Improved results based on finishes and competitive matches for Provincial teams and Club teams at Nationals (Performance Results Tracking).	<ul style="list-style-type: none"> • Increase number of meaningful and competitive matches by all Club Teams at Sask Cups and Provincials by 10% in 2020 (insert data collected) • Increase number of meaningful and competitive matches by all Provincial Teams at Canada Cups by 10% in 2020 (insert data collected) • Increase number of meaningful and competitive matches by all Club Teams at Nationals in Division 1 by 10% in 2020 (insert data collected)
5. Maintain a high degree of satisfaction among members participating in the HP program.	<ul style="list-style-type: none"> • 90% satisfaction on participation survey based on the question: Would you recommend a Sask Volleyball HP program to someone else?
6. Monitoring of athletic abilities throughout time in program (physical, mental, technical, tactical).	<ul style="list-style-type: none"> • To be developed by HP Staff and included in HP Curriculum.

Actions

The following actions will help us achieve our goals.

ATHLETE DEVELOPMENT AND IDENTIFICATION	COACHING DEVELOPMENT	DAILY TRAINING ENVIRONMENT
<ul style="list-style-type: none"> • Develop process to select High Performance Regional Training Centers. • Establish a Premier League for top athletes (18U Women and 18U Men in 2020, 16U Women and 16UMen in 2022). • Develop a HP athlete curriculum with ID benchmarks and a pathway through programs for athletes and coaches (2019). • Develop athletes ID process for PTs and HP regional training centers (2019). • Develop athlete selection criteria for PTs HP regional training centre (2019). • Develop opportunities to support HP athlete development in Aboriginal communities (2020). 	<ul style="list-style-type: none"> • Develop in-person and online opportunities for PD/Info sharing for and between coaches (2019) • Support for HP coaches to be Performance Coach certified (Ongoing). • Opportunities for Post-Secondary coaches to be a part of HP program through mentorship (Ongoing). • Develop HP coach development opportunities in Aboriginal communities through ACOP (2019). 	<ul style="list-style-type: none"> • Partnership with SMSCS, Universities/College programs and faculties for sport science services for Regional Training Centres, Premier League teams, and Provincial Teams (2019). • Develop contacts for tech assets and tech support for HP coaches (Ongoing).

Programs

The following HP programs are intended to help Sask Volleyball reach our HP goals.

Program #1: High Performance Regional Training Centers – IMPLEMENTED SEPTEMBER 2020

Program Description: This program aims to support and contribute to year-round training for identified athletes. The program will be from September – November during the high school season. The program will allow more coaches to get involved with our HP programs and may include male and female athletes 14-18U. There will be minimum coaching requirements in order to qualify to be involved in the program, as well as an Athlete ID component where athletes demonstrate their potential to play post-secondary volleyball in the future. The lead coaches will test the athletes within the program and their physical testing scores will be monitored on an ongoing basis. Sask Volleyball will create a process for selecting locations, athlete testing protocol, athlete training guidelines, support coordination of sport science services, and manage the data collection from all centres. High Performance Regional Training Center locations should be located strategically around the province where there is commitment from qualified athletes and coaches.

Athletes participating in HP Regional Training Centres can still participate on a High School Team. At the conclusion of the HP Regional Training Centre program, an athlete would enter the selection process for either a Premier League team or a club team. Provincial Team ID would take place through Premier League teams and ID camps prior to Sask Cups. Provincial Teams selection, training, and competition will continue as is. See Appendix for Athlete Pathway.

Activity connected with program	Key Performance Indicator	Timeline	Drivers	Stakeholders
Determine selection process for HP Regional Training Centers	Selection process determined and communicated to members	December 2019	HP Staff and Executive Director	
Develop and communicate HP curriculum	HP curriculum developed	January 2020, reviewed annually	HP Staff	Athletes, parents, Coaches, Sask Volleyball HP Staff

Select HP Regional Training Centres	Contracts signed	March 2020	HP Staff, HP Committee, Executive Director	
Establish operational guidelines for HP Regional Training Centers	Facility bookings Admin processes and procedures Equipment and Service needs based on HP curriculum	December 2019	HP Staff and Finance Manager	
Establish contacts for Sport Science and Sport Medicine Integration	Strength and Conditioning Nutrition Mental Training	Plan in place June 2020, contracts by August 2020.	HP Staff Lead HP Regional Training Center Coach Strength and Conditioning Coach Registered Dietitian Sport Mental Trainer	
Monitor physical abilities and stats throughout training	Tabulate/summarize data Use information along with scouting information to invite athletes to final selection camp for provincial team	Plan in place June 2020, implemented Sep 2020.	Lead HP Regional Training Center Coach HP Staff	

Mentorship of HP Regional Training Center Coaches	PD plan established with each coach.	Ongoing	HP Staff	
Determine Selection process for PT Coaches	Process published	December 2019	HP Staff, HP Committee, and Executive Director	Member Coaches
Determine Selection process for PT Athletes	Process published	December 2019	HP Staff, HP Committee, and Executive Director	Member athletes

Service considerations for HP regional training center (Sep-Nov 2020)

Coach Honorariums/Travel

Facility rentals

Sport Science and Sport Medicine services

Training Equipment

Participant clothing

Administration support

Program #2: Premier League Team – IMPLEMENTED NOVEMBER 2020

Program Description: The program purpose is to identify the top female and male athletes that have Post-Secondary and Youth/Junior National team potential and provide a HP training environment and competition structure to best support their development.

Premier League Team locations should be located strategically around the province where there is commitment from qualified athletes and coaches. For the 2020-21 club season the target would be 18U Women and 18U Men Divisions. For 2021-22 consideration can be given to expand to include 16U Women and 16U Men Divisions.

Sask Volleyball will develop a process to bid and select locations for a Premier League Team, as well as training guidelines for the teams.

For the 2020-21 season, Premier League Team athlete ID should take place prior to the start of HP Regional Training Centres training in September and Club Tryouts in November, potentially consider May 2020 at the conclusion of the club season or late August 2020 prior to the start of High School.

Premier League teams will involve a high training to competition ratio. Training can begin in late November after the conclusion of the High School and HP Regional Training Centre season. Competition may include Premier League matches, exhibitions with Post-Secondary institutions, Volleyball Canada Nationals, and encouragement to compete in out-of-province events.

Athletes who are training at a HP Regional training center that are not selected to a Premier League team are encouraged to tryout for a club team in their area to continue their development.

Activity connected with program	Key Performance Indicator	Timeline	Drivers	Stakeholders
Determine selection process for Premier League team locations	Selection process determined and communicated to members	December 2019	HP Staff and Executive Director	
Determine athlete selection process for Premier League teams	Selection process determined and communicated to members	December 2019	HP Staff and Executive Director	
Select Premier League team locations	Contracts signed	March 2020	HP Staff, HP Committee, Executive Director	

Establish contacts for Sport Science and Sport Medicine Integration	Strength and Conditioning Nutrition Mental Training	Plan in place June 2020, contracts by August 2020.	HP Staff Strength and Conditioning Coach Registered Dietitian Sport Mental Trainer	Establish contacts for Sport Science and Sport Medicine Integration
Manager Premier League	Schedule published	Competition organized (June 2020), implemented (Jan 2021)	HP Staff and Sask Volleyball program staff	
Monitor physical abilities and stats throughout training	Tabulate/summarize data	Plan in place June 2020, implemented December 2020.	Premier League Head Coaches HP Staff	

Service considerations for Premier League team (Dec 2020 – May 2021)

Coach Honorariums/Travel

Training Facility rentals

Sport Science and Sport Medicine services

Training Equipment

Participant clothing

Competition structure

Administration support

Program #3: Coach Professional Development Initiative – IMPLEMENTED

SEPTEMBER 2019

Program Description: The first initiative is to establish PD opportunities every Friday at one of the Sask Cup or Provincials locations. Various topics will be covered in these sessions and all attendees will receive continuing education credits that are needed to maintain their NCCP certification starting next year. Developing a platform for sharing info with and between HP and club coaches will also be an important component of the coach development initiative. Coach development has been identified as a key initiative within our High-Performance plan, which will in turn enhance athlete development and the daily training environment. See Appendix for Coach Pathway.

Activity connected with program	Key Performance Indicator	Timeline	Drivers	Stakeholders
Develop and communicate Coach Education Plan	Tech and Ed Resources sourced or created and shared with HP program coaches. PD opportunities coordinated for HP program coaches.	September 2019, reviewed annually.	HP Staff	Athletes, parents, Club Coaches, Sask Volleyball HP Staff
Develop a Coach Mentorship plan for HP coaches	Coach Mentorship plan exists	March 2020	HP Staff	
Develop a Coach Apprentice program for HP programs	Coach Apprentice plan exists	March 2020	HP Staff	
Create a platform for information sharing.	Online Platform Created	October 2019, updated ongoing.	Director of Coaching Development	Look at partnering with app

*Program is delivered at no cost to the coaches. Educating coaches has been identified as a priority within our plan to help us reach our goal.

Program #4 – Aboriginal Athlete and Coach Development – January 2020

Create Regional Training Centers in two Aboriginal communities where HP Staff lead one weekend camp a year. Encourage athletes and coaches to come out to develop. Work with ACOP to continue coach development initiatives.

Activity connected with program	Key Performance Indicator	Timeline	Drivers	Stakeholders
Share Coach Education Plan	Resources shared with Tribal Council Coordinators to share with FNWG and YVC coaches.	December 2019.	HP Staff	FSIN, Tribal Council Coordinators, HP Staff
Create bidding and process for selecting HP Regional Training Centres for First Nations Communities	Bidding and Selection processes shared with Tribal Council Coordinators. Locations Selected.	April 2020.	HP Staff	FSIN, Tribal Council Coordinators, HP Staff
Coordinate and Instruct HP Camps	HP Camps implemented	November 2020	HP Staff Lead HP Regional Training Center Coach	Tribal Council Coordinators, HP Staff
Coordinate Coach Development and Certification opportunities during Camps	HP Camps implemented	November 2020	HP Staff Lead HP Regional Training Center Coach	Tribal Council Coordinators, HP Staff

Monitoring and Evaluation:

New programs are recommended to enhance Sask Volleyball's HP program starting in 2019. Sask Volleyball HP staff will provide Performance Management Report (PMR) to the Executive Director on a quarterly basis to monitor progress on program goals. Sask Volleyball's Executive Director provides a PMR to its Board of Directors on a quarterly basis to monitor progress of all organizational goals. Sask Volleyball's Executive Director will work with HP staff on an annual basis to review the HP plan and revise as necessary.

Appendix I - Team Sask Training Outline

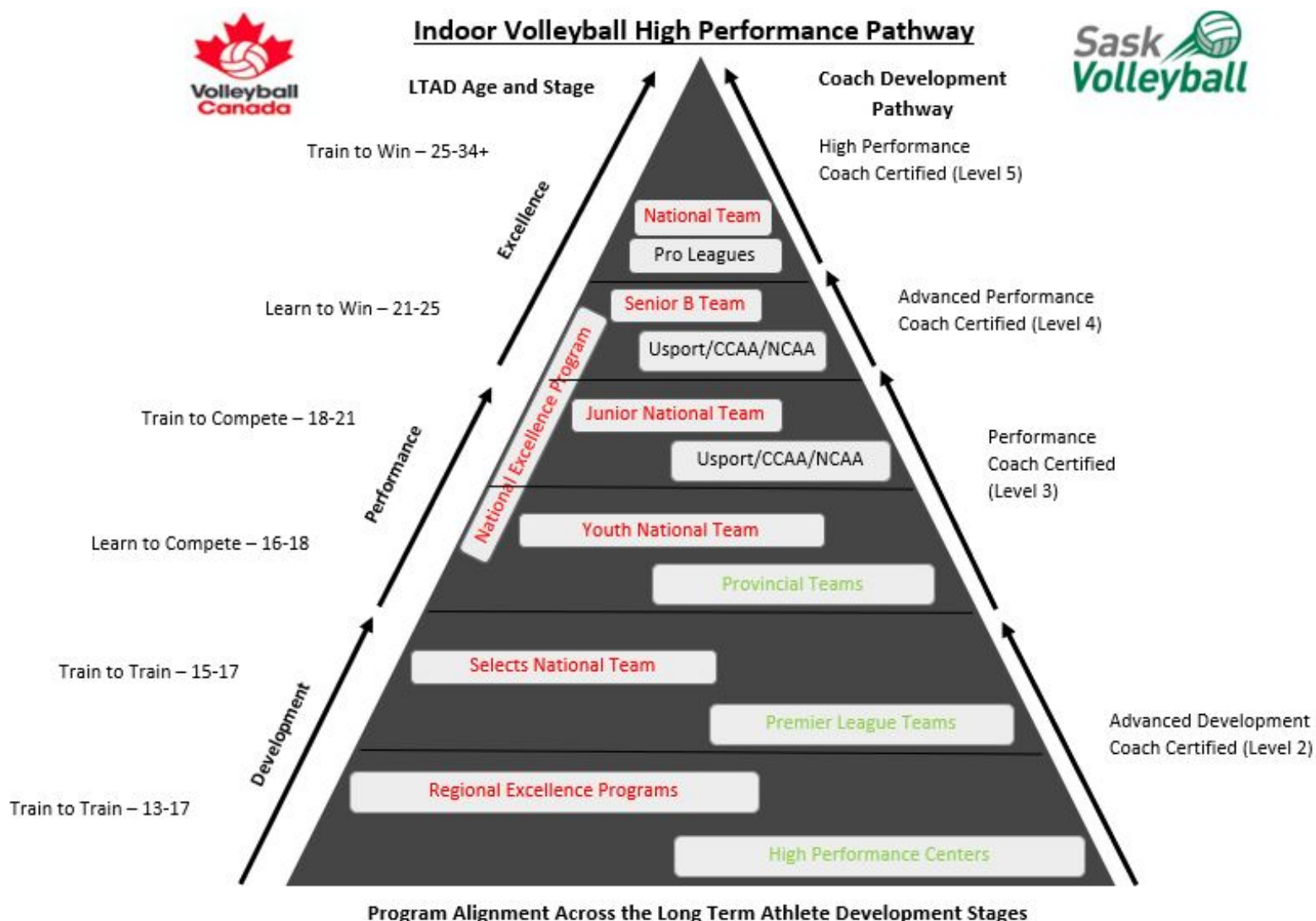
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Appendix II - Team Sask HP Indoor Team Results

Year	Provincial Team	Competition	Place
2018	Men 16U	Canada Cup	6 th
	Men 17U	Canada Cup	2 nd
	Men 18U	Canada Cup	6 th
	Women 15U	Canada Cup	4 th
	Women 16U	Canada Cup	7 th
	Women 17U	Canada Cup	9 th
	Women 18U	Canada Cup	7 th
2017	Men 20U Beach	Canada Summer Games	10 th
	Women 20U Beach	Canada Summer Games	8 th
	Men 18U	Canada Summer Games	6 th
	Women 18U	Canada Summer Games	6 th
	Men 16U	National Team Challenge Cup	8 th
	Women 15U	National Team Challenge Cup	12 th
	Women 16U	National Team Challenge Cup	9 th
	Men 17U	US HP Championships National Division	14 th
	Men 18U	US HP Championships International Division	15 th
	Women 17U	US HP Championships National Division	13 th
	Women 18U	US HP Championships International Division	13 th
2016	Men 16U	National Team Challenge Cup	8 th
	Men 17U	National Team Challenge Cup	8 th
	Men 18U	National Team Challenge Cup	2 nd
	Women 15U	National Team Challenge Cup	14 th
	Women 16U	National Team Challenge Cup	12 th
	Women 17U	National Team Challenge Cup	6 th
	Women 18U	National Team Challenge Cup	3 rd
2015	Men 18U	Western Canada Summer Games	3 rd
	Women 18U	Western Canada Summer Games	3 rd
	Men 20U Beach	Western Canada Summer Games	3 rd
	Women 20U Beach	Western Canada Summer Games	4 th
	Men 16U	National Team Challenge Cup	6 th
	Women 16U	National Team Challenge Cup	6 th /9 th
	Men 18U/17U	National Team Challenge Cup	8 th /10 th
	Women 18U	National Team Challenge Cup	8 th
2014	Men 16U	Western Elite Championships	6 th /7 th
	Women 16U	Western Elite Championships	7 th /8 th
	Men 18U	National Team Challenge Cup	5 th
	Women 17U	National Team Challenge Cup	9 th
2013	Men 16U	Western Elite Championships	3 rd /8 th
	Women 16U	Western Elite Championships	6 th /8 th
	Men Beach	Canada Summer Games	6 th
	Women Beach	Canada Summer Games	7 th
	Men 21U Indoor	Canada Summer Games	6 th
	Women 21U Indoor	Canada Summer Games	7 th
	Men 18U	National Team Challenge Cup	D/A
	Women 17U	National Team Challenge Cup	6 th
2012	Women 18U	19U National Team Challenge Cup	8 th
	Men 20U	20U National Team Challenge Cup	9 th

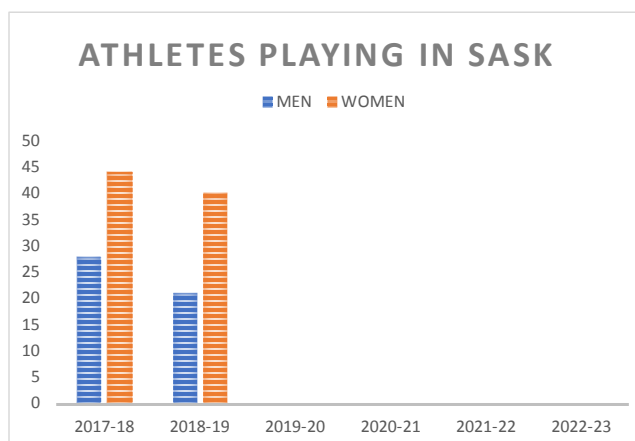
	Women 16U	Western Elite Championships	7 th
	Men 17U	Western Elite Championships	6 th
2011	Women 18U	18U National Team Challenge Cup	10 th
	Men 19U	19U National Team Challenge Cup	7 th
	Women 17U	Western Canada Summer Games	3 rd
	Men 18U	Western Canada Summer Games	4 th
	Men 17U	Western Elite Championships	5 th
	Women 16U	Western Elite Championships	
2010	Women 18U	18U National Team Challenge Cup	11 th
	Men 19U	19U National Team Challenge Cup	6 th
	Women 16U	Western Elite Championships	3 rd
	Men 17U	Western Elite Championships	4 th
2009	Women 16U	Western Elite Championships	
	Men 17U	Western Elite Championships	7 th
	Women	Canada Games	6 th
	Men	Canada Games	6 th
2005	Women	Canada Games	5 th
2005	Men	Canada Games	6 th
2001	Women	Canada Games	5 th
2001	Men	Canada Games	5 th
1997	Women	Canada Games	7 th
1997	Men	Canada Games	6 th
1993	Women	Canada Games	8 th
1993	Men	Canada Games	5 th
1989	Women	Canada Games	1 st
1989	Men	Canada Games	2 nd
1987	Women	Canada Games	5 th
1987	Men	Canada Games	1 st
1985	Men	Canada Games	1 st
1983	Women	Canada Games	8 th

Appendix III – Indoor Volleyball High Performance Pathway

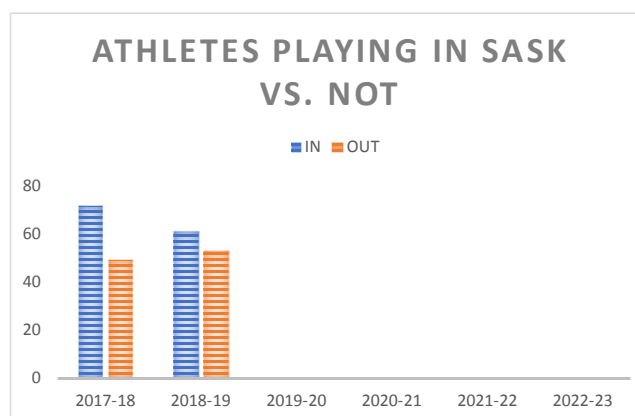


Athletes Playing Post Secondary Running Total

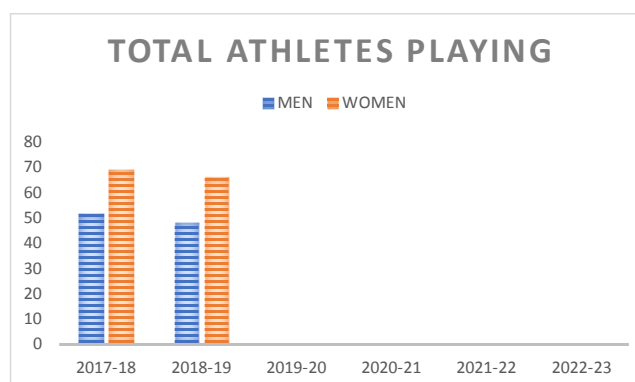
ATHLETES PLAYING IN SASK		
	MEN	WOMEN
2017-18	28	44
2018-19	21	40
2019-20	0	0
2020-21	0	0
2021-22		
2022-23		



ATHLETES PLAYING IN SASK VS. NOT		
	IN	OUT
2017-18	72	49
2018-19	61	53
2019-20	0	0
2020-21	0	0
2021-22		
2022-23		

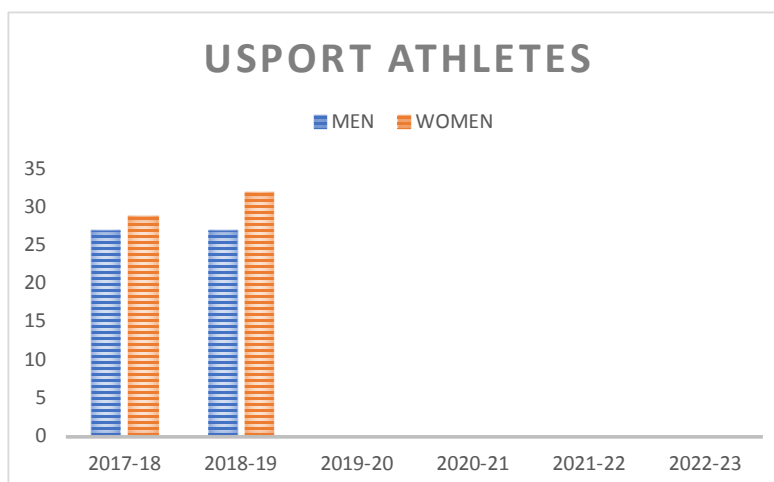


TOTAL ATHLETES PLAYING		
	MEN	WOMEN
2017-18	52	69
2018-19	48	66
2019-20	0	0
2020-21	0	0
2021-22		
2022-23		

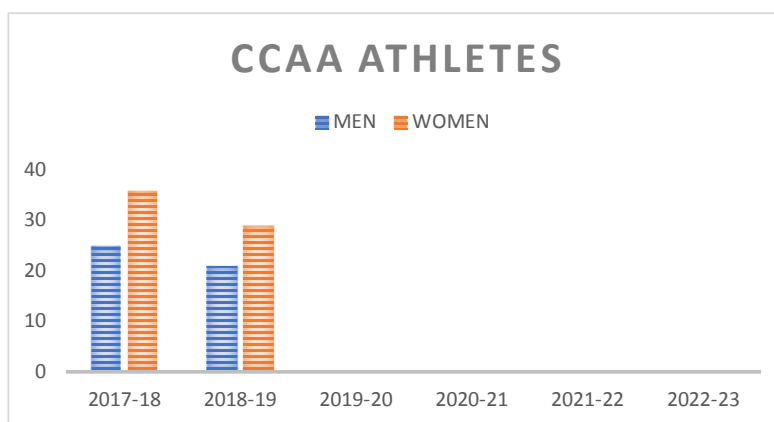


ATHLETES IN EACH LEAGE

	USPORT	
	MEN	WOMEN
2017-18	27	29
2018-19	27	32
2019-20	0	0
2020-21	0	0
2021-22		
2022-23		



	CCAA	
	MEN	WOMEN
2017-18	25	36
2018-19	21	29
2019-20	0	0
2020-21	0	0
2021-22		
2022-23		



	NCAA	
	MEN	WOMEN
2017-18	0	4
2018-19	0	5
2019-20	0	0
2020-21	0	0
2021-22		
2022-23		

