



**INDOOR VOLLEYBALL**  
**HIGH PERFORMANCE PLAN 2021-25**

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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, inclusive, and accountable.

**Fun** We provide positive experiences.

**Excellence** We are innovators and leaders.

**Partnerships** We build relationships and work collaboratively with others.

**Co-operation** We seek connections, start conversations, build relationships, and support our community.

**Accountability** We are accountable for the decisions we make, for the quality of all the programs and services delivered to our community and the funds invested to do this.

**Passion** We are enthusiastic, excited and passionate about our sport and are prepared to work to improve the sport and the experiences of our members.

## 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 2020 and 2021, there was no competition opportunities for the High Performance teams due to the pandemic.

### SASK VOLLEYBALL HIGH PERFORMANCE PROGRAM 2017-2021

	ATHLETES	CAMPS	TRAINING	COMPETITION
Sask. Summer Games	14U Women 14U Men 9 teams x 12 athletes each	Hosted by Districts For Sport, Culture and Recreation	15-30 sessions per team leading up to the games	2020 Sask Summer Games Lloydminster, SK Cancelled
Provincial Team	16U Women 16U Men 2 teams x 12 athletes each	ID and (Club) Selection Camp (May)	15-20 full training days	Canada Cup Not held in 2020-21 due to pandemic
Provincial Team	18U Women 18U Men	ID (Club prior year) and Selection Camps (Jan)	20-30 full training days	Canada Cup Not held in 2020-21 due to pandemic
Canada Games	18U Women 18U Men	ID (3 years prior) and Selection Camps (1 year prior)	40-50 full training days	2021 Niagara, ON Postponed to 2022
National Team Programs	16U Women/Men 18U Women/Men	NEP ID (1 year prior) Canada Cup ID National Champ ID GMTM Video Selection	5 days to 4 months of training	NORCECA World Championships

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, Briercrest, Saskatoon, Regina)	Some top coaches in province not involved in HP program due to scheduling	Coach PD opportunities in coordination with club and high school programming
Increased participation at younger ages	PT and club results at National Competitions	Create Athlete and Coach Pathways
Top athletes are participating on provincial teams up to 17U	Smaller and less dense population in the province	Establish regional training centres to increase cue reading, decision making, and skill execution at younger ages
PT's exposed to Elite competition at National level	Clear direction from Sask Volleyball regarding training	Establish Club Premier League for 16-18U male and female athletes
Number of athletes participating at ID camps has increased a lot over time		Regional Training Centre for 15-16U male and female
Post-secondary coaches involved in selection process and as mentor coaches		International Competition (US High Performance Championships) for older PT
Good relationships with post-secondary schools		Sask Volleyball hosting more national and/or invitational events
		ID at VC Combine

## Gap Analysis

	KEY PERFORMANCE AND PROGRAM GAPS	Contributors to the Gap
1	Quality of training and competition	<ul style="list-style-type: none"> <li>• Length of High School and Club season – no linkage to HP programs</li> <li>• Insufficient gym time during club season/cost</li> <li>• Quality athletes diluted over the province on individual High School and Club teams</li> <li>• Limited competitive HP tournaments during competitive phase</li> <li>• Quality of coaching received</li> </ul>
2	Lack of HP Coaches with Performance Coach certification involved with the HPP	<ul style="list-style-type: none"> <li>• Not enough incentives</li> <li>• Coaches don't see the benefit to obtaining this level</li> <li>• Volleyball Canada controlled (limited access)</li> <li>• Limited opportunities to get involved</li> <li>• Limited mentorship opportunities available</li> </ul>
3	HP Athletes committed to train daily (year-round).	<ul style="list-style-type: none"> <li>• Many multi-sport athletes</li> <li>• Finance/time commitments</li> <li>• Not enough support from critical sport personal</li> <li>• Knowledge of commitment needed to compete inter-provincially</li> </ul>
4	Integration of Sport Science throughout the year.	<ul style="list-style-type: none"> <li>• Availability/cost</li> <li>• Needs to be developed outside of training times</li> <li>• Coaches and athletes don't stress this aspect of becoming overall athletes in volleyball</li> <li>• Educational opportunities to become knowledgeable</li> <li>• Overlapping S&amp;C programs</li> </ul>

## 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 on Post-Secondary, Youth and Junior National Teams.
2. Improve training of and increase number of opportunities for referees to participate at National and International events.
3. Improved results based on finishes and competitive matches for Provincial teams and Club teams at Nationals (Performance Results Tracking).
4. Maintain a high degree of satisfaction among members participating in the HP program.
5. 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 on Post-Secondary, Youth and Junior National Teams	<ul style="list-style-type: none"> <li>• 1 athlete of each gender on a NEP or Youth/Junior National teams annually 2022-25</li> <li>• 1 coach in a Youth/Junior National teams annually 2022-25</li> <li>• Increase number of athletes on post-secondary rosters by 5% annually</li> <li>• 100% of Head Coaches are Development Coach certified; 75% are Advanced Coach Certified and 50% are Performance Coach certified within PT and Premier League</li> <li>• Support at least two Development Camps for indigenous athletes with certification opportunities for indigenous coaches in 2022-25</li> </ul>
2. Improve training of and increase number of opportunities for referees to participate at National and International events	<ul style="list-style-type: none"> <li>• To be developed by Referee Committee</li> </ul>
3. 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"> <li>• Establish Club Premier League</li> <li>• Maintain number of meaningful and competitive matches by all Club Teams at Sask Cups and Provincials in 2022-25</li> <li>• Increase number of meaningful and competitive matches by all Provincial Teams at Canada Cups by 10% in 2025 compared with 2019</li> <li>• Increase number of meaningful and competitive matches by all Club Teams</li> </ul>

	at Nationals in Division 1 by 10% in 2025 compared with 2019
4. Maintain a high degree of satisfaction among members participating in the HP program	<ul style="list-style-type: none"><li>• 90% satisfaction on participation survey based on the question: Would you recommend a Sask Volleyball HP program to someone else? Combined 2022-25</li></ul>
5. Monitoring of athletic abilities throughout time in program (physical, mental, technical, tactical)	<ul style="list-style-type: none"><li>• To be developed by HP Staff</li></ul>



## 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"> <li>• Establish a Premier League for top athletes (18U Women and 18U Men in 2022, 16U Women and 16UMen in 2024)</li> <li>• Develop a HP athlete curriculum with ID benchmarks and a pathway through programs for athletes and coaches (2023)</li> <li>• Develop athlete ID and selections process for PTs (2022)</li> <li>• Support HP athlete development in Indigenous communities (2022-25)</li> </ul>	<ul style="list-style-type: none"> <li>• Continue in-person and online opportunities for PD/Info sharing for coaches (2022-25)</li> <li>• Support for HP coaches to be Performance Coach certified (2022-25)</li> <li>• Continue opportunities for Post-Secondary coaches to be a part of HP program through mentorship (2022-25)</li> <li>• Support HP coach development opportunities in Indigenous communities through ICOP (2022-25).</li> </ul>	<ul style="list-style-type: none"> <li>• Continue partnership with SMSCS, Universities/College programs and faculties for sport science services for Premier League teams, and Provincial Teams (2022-25)</li> <li>• Continue to offer current tech to support training and competitions for PTs (2022-2025)</li> </ul>

## Programs

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

### Program #1: Premier League

#### Implementation Planned for 2022-23

**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 2022-23 club season the target would be 18U Women and 18U Men Divisions. For 2024-25 consideration can be given to expand to include 16U Women and 16U Men Divisions.

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

For the 2022-23 season, Premier League Team athlete ID will take place in May 2022 at the conclusion of the club season, alongside provincial team tryouts.

Premier League teams will involve a high training to competition ratio. Training can begin in September alongside High School. Competition may include Premier League matches, out-of-province events, exhibitions with Post-Secondary institutions, and Volleyball Canada Nationals.

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	March 31 application June 15 confirmation	HP Staff and Executive Director	Communities, Referee's, VC, Sponsors, Tourism
Determine athlete selection process for Premier League teams	Selection process determined and communicated to members	January 31 communications May 27-29 final selection camp June 3 Invite June 10 Athlete commitment	HP Staff and Executive Director	Athletes, families, coaches and clubs

		June 24 Roster confirmation		
Select Premier League team locations	Contracts signed	May 13	HP Staff, HP Committee, Executive Director	Clubs
Premier League Coordination	Schedule published	Oct 1 Handbook	Premier League Coordinator, HP staff, Program Staff	Premier League Teams
Premier League Coordination	Statistics Collection	Sep-May Ongoing	Premier League Coordinator and Teams	Premier League Teams
Premier League Coordination	Internal and external communications, promotions	Sep-Aug Ongoing	Premier League Coordinator and Teams, Media	Premier League Teams, Media
Premier League Coordination	Budget and financial management	Sep-Aug Ongoing	Premier League Coordinator and HP staff	Premier League Teams

**Service considerations for Premier League team (Dec 2022 – May 2023)**

Coach Honorariums/Travel

Training Facility rentals

Sport Science and Sport Medicine services

Training Equipment

Participant clothing

Competition structure

Administration support

Promotion and sponsorship

## Program #2: Coach Professional Development

### IMPLEMENTED SEPTEMBER 2021

**Program Description:** The first initiative is to continue Professional Development (PD) opportunities prior to and during the club season. These events will include online and in-person opportunities. Various topics will be covered in these sessions and all attendees will receive PD credits that are needed to maintain their NCCP certification starting next year. 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 PD opportunities	Tech and Ed Resources sourced or created and shared with HP program coaches.  PD opportunities coordinated for HP program coaches.	September 2021-25, reviewed annually.	HP Staff	Athletes, parents, Club Coaches, Sask Volleyball HP Staff
Reviewing Coach Mentorship needs for HP coaches	Coach Mentorship guide reviewed	Ongoing	HP Staff	HP Coaches & Staff
Develop a Coach Apprentice program for HP programs	Coach Apprentice plan exists	Ongoing	HP Staff	High School & Club coaches

### Program #3 – Indigenous Athlete and Coach Development

#### IMPLEMENTED SEPTEMBER 2019

Continued support for Indigenous programming (FSIN Games, Tony Côté Games and North American Indigenous Games).

Activity connected with program	Key Performance Indicator	Timeline	Drivers	Stakeholders
Offer NCCP workshops	Workshops offered in Indigenous communities	Ongoing	HP Staff & Indigenous communities	FSIN, Tribal Council Coordinators, CAS, HP Staff
Tech Package support for events	Tech Packages are approved	Ongoing	HP Staff & Host Committee	FSIN, Tribal Council Coordinators, HP Staff
Coach Mentorship & Apprenticeship	Coach Mentorship reviewed	Ongoing	HP Staff & Indigenous communities	FSIN, Tribal Council Coordinators, CAS, HP Staff

## **Monitoring and Evaluation**

New programs are recommended to enhance Sask Volleyball's HP program starting in 2021-25. Sask Volleyball HP staff will provide Performance Management Report (PMR) to the Executive Director on as needed 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 II - Team Sask HP Indoor and Beach Team Results

Year	Provincial Team	Competition	Place
2021	Men's and Women's Beach and Indoor Training Groups	No competition due to restrictions from COVID 19 Pandemic	N/A
2020	Men's and Women's Beach and Indoor Training Groups	No competition due to restrictions from COVID 19 Pandemic	N/A
2019	Men 18U Beach Green	Western Canada Summer Games	5 <sup>th</sup>
	Men 18U Beach White	Western Canada Summer Games	6 <sup>th</sup>
	Women 18U Beach Green	Western Canada Summer Games	5 <sup>th</sup>
	Women 18U Beach White	Western Canada Summer Games	6 <sup>th</sup>
	Men 16U	Western Canada Summer Games	3 <sup>rd</sup>
	Women 16U	Western Canada Summer Games	3 <sup>rd</sup>
	Men 15/16U White	Canada Cup Division 2	6 <sup>th</sup>
	Men 15/16U Green	Canada Cup Division 2	7 <sup>th</sup>
	Women 15U White	Canada Cup Division 2	9 <sup>th</sup>
	Women 16U Green	Canada Cup Division 2	6 <sup>th</sup>
	Men 17/18U White	Canada Cup Division 1	7 <sup>th</sup>
	Men 17/18U Green	Canada Cup Division 1	6 <sup>th</sup>
	Women 17U White	Canada Cup Division 1	6 <sup>th</sup>
	Women 18U Green	Canada Cup Division 1	1 <sup>st</sup>
2018	Men 16U	Canada Cup	6 <sup>th</sup>
	Men 17U	Canada Cup	2 <sup>nd</sup>
	Men 18U	Canada Cup	6 <sup>th</sup>
	Women 15U	Canada Cup	4 <sup>th</sup>
	Women 16U	Canada Cup	7 <sup>th</sup>
	Women 17U	Canada Cup	9 <sup>th</sup>
	Women 18U	Canada Cup	7 <sup>th</sup>
2017	Men 20U Beach	Canada Summer Games	10 <sup>th</sup>
	Women 20U Beach	Canada Summer Games	8 <sup>th</sup>
	Men 18U	Canada Summer Games	6 <sup>th</sup>
	Women 18U	Canada Summer Games	6 <sup>th</sup>
	Men 16U	National Team Challenge Cup	8 <sup>th</sup>
	Women 15U	National Team Challenge Cup	12 <sup>th</sup>
	Women 16U	National Team Challenge Cup	9 <sup>th</sup>
	Men 17U	US HP Championships National Division	14 <sup>th</sup>
	Men 18U	US HP Championships International Division	15 <sup>th</sup>
	Women 17U	US HP Championships National Division	13 <sup>th</sup>
Women 18U	US HP Championships International Division	13 <sup>th</sup>	
2016	Men 16U	National Team Challenge Cup	8 <sup>th</sup>
	Men 17U	National Team Challenge Cup	8 <sup>th</sup>
	Men 18U	National Team Challenge Cup	2 <sup>nd</sup>
	Women 15U	National Team Challenge Cup	14 <sup>th</sup>
	Women 16U	National Team Challenge Cup	12 <sup>th</sup>
	Women 17U	National Team Challenge Cup	6 <sup>th</sup>
	Women 18U	National Team Challenge Cup	3 <sup>rd</sup>
2015	Men 18U	Western Canada Summer Games	3 <sup>rd</sup>
	Women 18U	Western Canada Summer Games	3 <sup>rd</sup>
	Men 20U Beach	Western Canada Summer Games	3 <sup>rd</sup>
	Women 20U Beach	Western Canada Summer Games	4 <sup>th</sup>
	Men 16U	National Team Challenge Cup	6 <sup>th</sup>



	Women 16U	National Team Challenge Cup	6 <sup>th</sup> /9 <sup>th</sup>
	Men 18U/17U	National Team Challenge Cup	8 <sup>th</sup> /10 <sup>th</sup>
	Women 18U	National Team Challenge Cup	8 <sup>th</sup>
2014	Men 16U	Western Elite Championships	6 <sup>th</sup> /7 <sup>th</sup>
	Women 16U	Western Elite Championships	7 <sup>th</sup> /8 <sup>th</sup>
	Men 18U	National Team Challenge Cup	5 <sup>th</sup>
	Women 17U	National Team Challenge Cup	9 <sup>th</sup>
2013	Men 16U	Western Elite Championships	3 <sup>rd</sup> /8 <sup>th</sup>
	Women 16U	Western Elite Championships	6 <sup>th</sup> /8 <sup>th</sup>
	Men Beach	Canada Summer Games	6 <sup>th</sup>
	Women Beach	Canada Summer Games	7 <sup>th</sup>
	Men 21U Indoor	Canada Summer Games	6 <sup>th</sup>
	Women 21U Indoor	Canada Summer Games	7 <sup>th</sup>
	Men 18U	National Team Challenge Cup	D/A
	Women 17U	National Team Challenge Cup	6 <sup>th</sup>
2012	Women 18U	19U National Team Challenge Cup	8 <sup>th</sup>
	Men 20U	20U National Team Challenge Cup	9 <sup>th</sup>
	Women 16U	Western Elite Championships	7 <sup>th</sup>
	Men 17U	Western Elite Championships	6 <sup>th</sup>
2011	Women 18U	18U National Team Challenge Cup	10 <sup>th</sup>
	Men 19U	19U National Team Challenge Cup	7 <sup>th</sup>
	Women 17U	Western Canada Summer Games	3 <sup>rd</sup>
	Men 18U	Western Canada Summer Games	4 <sup>th</sup>
	Men 17U	Western Elite Championships	5 <sup>th</sup>
	Women 16U	Western Elite Championships	
2010	Women 18U	18U National Team Challenge Cup	11 <sup>th</sup>
	Men 19U	19U National Team Challenge Cup	6 <sup>th</sup>
	Women 16U	Western Elite Championships	3 <sup>rd</sup>
	Men 17U	Western Elite Championships	4 <sup>th</sup>
2009	Women 16U	Western Elite Championships	
	Men 17U	Western Elite Championships	7 <sup>th</sup>
	Women	Canada Games	6 <sup>th</sup>
	Men	Canada Games	6 <sup>th</sup>
2005	Women	Canada Games	5 <sup>th</sup>
2005	Men	Canada Games	6 <sup>th</sup>
2001	Women	Canada Games	5 <sup>th</sup>
2001	Men	Canada Games	5 <sup>th</sup>
1997	Women	Canada Games	7 <sup>th</sup>
1997	Men	Canada Games	6 <sup>th</sup>
1993	Women	Canada Games	8 <sup>th</sup>
1993	Men	Canada Games	5 <sup>th</sup>
1989	Women	Canada Games	1 <sup>st</sup>
1989	Men	Canada Games	2 <sup>nd</sup>
1987	Women	Canada Games	5 <sup>th</sup>
1987	Men	Canada Games	1 <sup>st</sup>
1985	Men	Canada Games	1 <sup>st</sup>
1983	Women	Canada Games	8 <sup>th</sup>

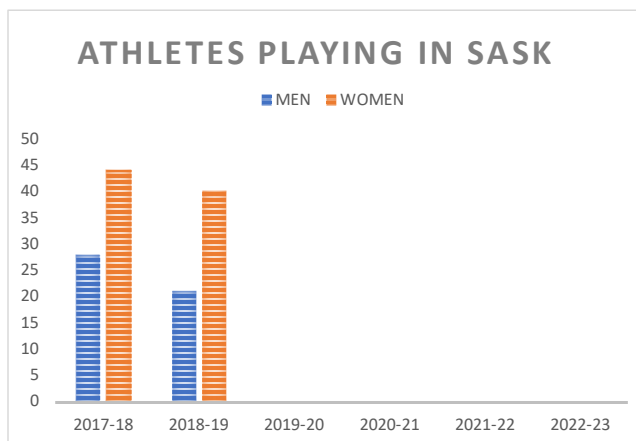
## Appendix III – Indoor and Beach Podium Pathways

		<b>The Podium Pathway</b>																	
		<b>INDOOR / Women &amp; Men</b>																	
YEARS AWAY FROM PODIUM		-11	-10	-9	-8	-7	-6	-5	-4	-3	-2	-1	0	0	0	0			
TARGET AGE		15	16	17	18	19	20	21	22	23	24	25	26	27	28	29+			
NATIONAL	FALL	HS / CLUB			POST-SECONDARY			COMPETITIVE FOR LIFE											
	WINTER	HS / CLUB																	
	SUMMER	PROVINCIAL TEAM (INDOOR & BEACH)					BEACH CC												
	COMPETITION	CANADA CUP			CANADA GAMES												BEACH CG		
PROGRAM OBJECTIVE		IGNITE			GUIDE				REFINE		SUPPORT								
INTERNATIONAL	FALL	NEP		POST-SECONDARY			PROFESSIONAL												
	WINTER	HS / CLUB / REP																	
	SUMMER / WOMEN	U18		U20		NEXT GEN PROGRAM			SENIOR TEAM										
	SUMMER / MEN	U17		U19		U21		NEXT GEN		SENIOR TEAM									
	COMPETITION	NORCECA / WCH / US HPCs				PAN AM CUP U23 NORCECA / WCH			OLYMPIC GAMES / WCH / VNL										
	TEAM BENCHMARKS / WOMEN	TOP 12 WORLD CHAMPIONSHIPS						TOP 12 WCH / QUALIFIED OG											
	TEAM BENCHMARKS / MEN	TOP 8 WORLD CHAMPIONSHIPS						TOP 8 WCH / TOP 3 OG											

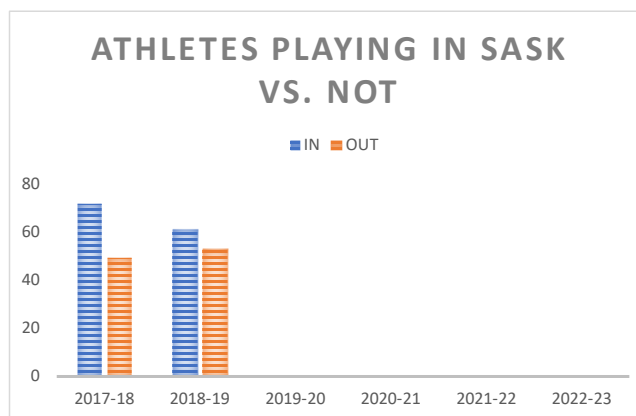


## Athletes Playing Post Secondary Running Total

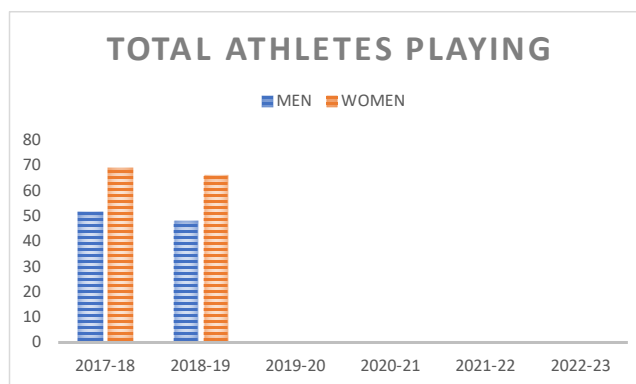
ATHLETES PLAYING IN SASK		
	MEN	WOMEN
2017-18	28	44
2018-19	21	40
2019-20	0	0
2020-21	0	0
2021-22		
2022-23		



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		

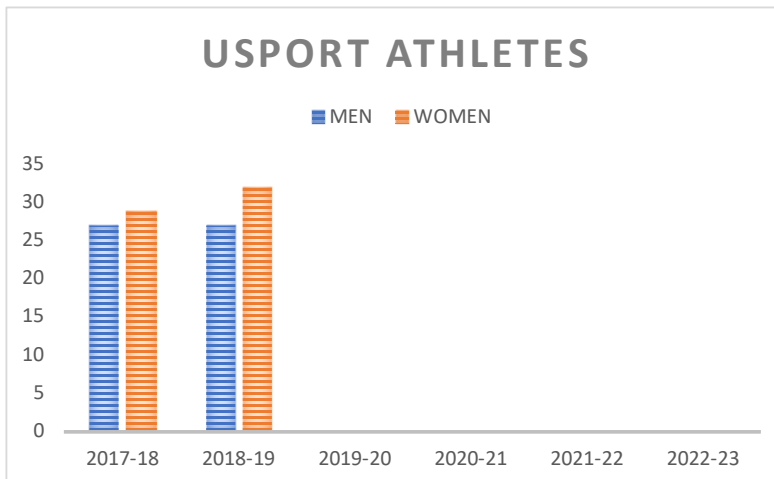


TOTAL ATHLETES PLAYING		
	MEN	WOMEN
2017-18	52	69
2018-19	48	66
2019-20	0	0
2020-21	0	0
2021-22		
2022-23		

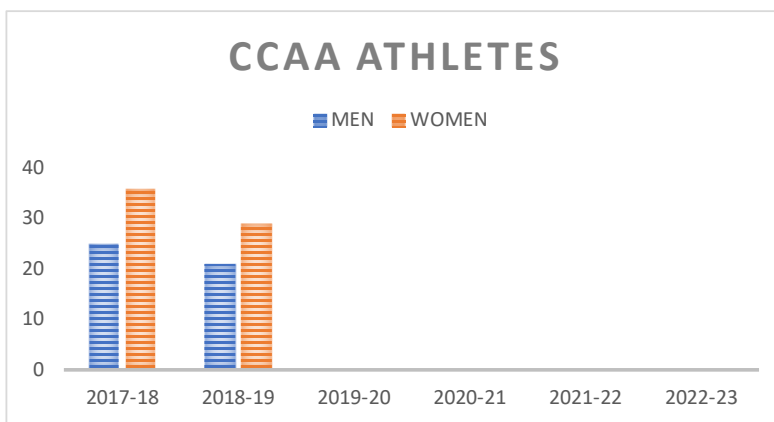


ATHLETES IN EACH LEAGE

	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		

