

State Teams Policy

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1 Summary

The Board of Directors of Volleyball Victoria Inc (**Volleyball Victoria**) is committed to providing every individual member with an opportunity to realise their potential in volleyball; to pursue their aspirations and enjoy a lifelong association with the sport.

As such, the Board takes the following position to guide and support the State Teams Program (**the Program**):

- The Australian (Youth/Junior) Volleyball Championships, indoor and beach, represent the pinnacle of achievement for State juniors, this should be reflected in the positioning of State Team representation.
- Selection in a State Team and participation at Australian (Youth/Junior) Volleyball Championships (**Australian Championships**) is a significant event in an individual's engagement in the pathway.
- Volleyball Victoria is a constructive and supportive stakeholder in the development of participants (athletes, coaches, & officials) and seeks the opportunity to continually engage in the structure and delivery of the national development programs. Volleyball Victoria will be a productive contributor to Volleyball Australia's efforts to establish policy regarding Australian Championships and the role and conduct of the National Junior Development program.
- Participants in the Program will be selected on merit and represent the best players, coaches, and team personnel available in the State that provide the best likelihood of a success for the team and the individual player; 'success' is subject to Committee definition and will be communicated to all Program participants.
- Support for the State Team Program will be determined by Volleyball Victoria Board of Directors at a level that reflects the organisation's strategic and operational objectives. As at 2021, the Program will seek to subsidise 15-30% of the Program expenses.

2 Scope

This Policy represents the agreed and endorsed position of Volleyball Victoria and applies to all individuals who nominate for selection in the Program, including selection panels, coaches, officials, team managers, athletes, and support personnel.

3 Policy

The Committee's position is detailed in the following:

- 3.1 The Australian Championships represent the pinnacle of achievement for participants in youth and junior programs; the Committee seeks to instil value in the selection in the Program and achievement of State representation that reflects this position. State Team selection represents opportunity and mutual obligation, not entitlement.
- 3.2 Selection in the Program, and subsequent participation at Australian Championships, is a significant contributing factor to an individual's ongoing participation in volleyball; the Committee seeks to support event structures that maximise this outcome. Volleyball Victoria will productively engage all stakeholders in the delivery of Australian Championships, including regarding the conduct of the National Junior Development program, which has at times compromised selections in the Program due to a lack of policy adherence.
- 3.3 Program participants will be selected on merit and represent the best coaches, players, and team officials available in the State that provide the best likelihood of team and individual success. Individual circumstances impacting participation will be considered, especially within Championship division teams, and the Committee will assess support on a case by case basis.
- 3.4 The Program will be supported by the Office through professional services, including the High Performance Manager, logistics planning, uniform supply, etc; these services will be provided on a user-pay basis.
- 3.5 The Program will be managed to capitalise outcomes for the team and then for individual members; State Team coaches are empowered to prepare teams as they see fit within the parameters of policy and team resources.
- 3.6 The Committee reserves the right for State Team entries in appropriate divisions be utilised for strategic development, for example, the selection of lesser rated bottom-age athletes who are identified for development potential.
- 3.7 The Committee values individual athlete development and to this end, Volleyball Victoria will seek to engage and coordinate athlete development plans with relevant stakeholders, including national coaches.

4 Process

The Committee seeks to provide clarity regarding:

- 4.1 All participants commit to the expectations of the Program. See [Appendix 1 – Mutual Obligations Principles](#). This clause will be supported by an agreement which each athlete, coach, and team official will be required to sign.
- 4.2 Preferred State Team composition in response to available Championship entries. See [Appendix 2 – Team entries](#).
- 4.3 Selection and remuneration of team personnel and provision of and expectation to access coach professional development. See [Appendix 3 - Selection](#). The execution of this clause will rest with the Office.
- 4.4 Commitment to an affordable Program, that includes quantifying the level of Office support. See [Appendix 4 – Pricing Policy](#). The execution of this clause will be managed on a Program basis, with a subsidy of 15-30%.
- 4.5 Coaching guidelines for team selection, composition and style of play, and event preparations. See [Appendix 5 – Coaching Guidelines](#). Provision of necessary assessment tools and guidelines supporting their use will be undertaken by the Office.
- 4.6 Pathways; commitment to support Volleyroos program. See [Appendix 6 – Volleyball Australia Pathways](#).

Authorisation

Policy – State Teams Policy

Approved by: Volleyball Victoria Inc Board of Directors

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Draft	Nov 2016		Version 1.1
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Signed



Cori Wilder

CEO, Volleyball Victoria Inc

APPENDIX 1

Mutual Obligations Agreement – Coach, Player, Team Official Agreement

Selection in the Victorian State Team is not an entitlement, it is a privilege and an honour for a fortunate few. It is therefore a responsibility to value, respect, and revere this opportunity. This document represents a commitment to the values of the Victorian State Team and supports an environment of mutual obligation.

4.1.1 As a State Team participant, you will:

Players

- Comply with the Constitution and policies of Volleyball Victoria and abide by the Volleyball Victoria Code of Conduct. The Head of Delegation will be the ultimate authority in determining appropriate sanction for athlete misconduct.
- Attend all scheduled trials, training sessions, workshops, functions (eg uniform presentation, Blue & White Jacket dinner), and events relating to the State Team. If attendance is not possible due to school, medical, or extreme circumstances, you will notify your Coach and Team Manager immediately.
 - You understand and agree that if you do not notify your Coach and Team Manager of any such non-attendance or provide an acceptable explanation, your position in the State Team will be reviewed and may result in non-selection, suspension or expulsion.
- Treat your teammates, coaches, and opponents with respect. Demonstrate good sportsmanship towards your teammates, coaches, opponents, and match officials always.
- Observe and comply with all reasonable directions given by coaching staff and team officials. Show respect for the decisions of team and match officials and speak with coaches about any decision to which you disagree, including by referees.
- Work hard and maintain a positive attitude, seek to obtain and maintain the best possible physical and mental health to perform to the highest possible standard and carry out your obligations to the state team to the best of your ability, including self-monitored training and conditioning. At all times, seeking to attain your full potential.
- Recognise that your teammates are counting on you and will always give your best to the team at trials, training, and games.
- Travel with the state team for the duration of the designated trip.
 - If you wish to make different travel arrangements from those of the state Team, you will notify Volleyball Victoria immediately and understand and agree that Volleyball Victoria will only cover costs of travel to the equivalent cost for all other individual team members. You understand that if you make different travel arrangements you will only be covered by Volleyball Victoria's insurance during the period when you are traveling with the State Team.

- Honour all financial obligations.
- State team training and tournament obligations should be placed above that of school, club, and academy training and tournament participation.
- Honestly and completely disclose to Volleyball Victoria any information concerning your ability to fully participate in the State Team as soon as they arise. Disclose to Volleyball Victoria any illness and/or injury that may prejudice your proper participation in the activities of the Program immediately after you become aware of such illness and/or injury.
- Wear the correct team uniform and always use the correct equipment when representing Volleyball Victoria as directed by team officials.
- Inform your Coach and Club of your involvement in the State Team and participate in all State Team Program activities. You will come to practices and games on time, prepared to participate with the correct uniform and equipment at the time designated by the coach or team manager.

Team Officials (Head of Delegation, Coaches, Team Managers, Support personnel)

- Comply with the Constitution and policies of Volleyball Victoria and abide by the Volleyball Victoria Code of Conduct.
- Commit to serve the Program. To make decisions without bias or prejudice and not seek to utilise the Program or an individual team to serve their purposes for self-advancement or exercise their ego.
- Aspire to coach as part of a team and receive feedback, instruction, and assistance in a welcoming spirit.

4.1.2 Volleyball Victoria will:

- Comply with the Constitution and policies of Volleyball Victoria and abide by the Volleyball Victoria Code of Conduct.
- Conduct the State Team Program in an accountable and transparent manner
 - Document and publish selection policies and processes
 - Advise the approximate costs at the conclusion of trials and selection to enable participants and families to consider and where necessary, engage Volleyball Victoria
- Preserve the playing uniform **only** to selected athletes who attend the Australian Championships in a playing capacity
- Subsidise fully the costs associated with the placement of the 'captain's bar' for one captain per team
- Actively seek government and other funding to subsidise the costs associated with the delivery of the State Team Program, including for participants

APPENDIX 2

Indoor

Team entries

The Committee position on the preferred team composition is as follows, in priority:

4.3.1

U23 – One (1) team per gender, open selections

U19 – One (1) team per gender, open selections

U18 – One (1) team per gender, open selections

U17 – One (1) team per gender, open selections

U16 – Two (2) teams per gender, open selections for Championship Division and one Division One team.

U15 – Two (2) teams per gender, open selections for Championship Division and one Division One team.

U14 – Two (2) teams per gender, open selections for Championship and Division One team;

Beach

Team entries

The Committee position on the preferred team composition is as follows:

4.3.4 Full complement maximising available entries up to four teams in each age group per gender. The make-up will be in response to the number and standard of athletes at trials and the structure of the competition age group, eg pairs, trios, or quads. Selection is open and made on merit.

U18 - minimum of two seeded teams and one development team per age group

U17 - minimum of two seeded teams and one development team per age group

U16 - minimum of two seeded teams and one development team per age group

U15 - minimum of two seeded teams and up to two development teams per age group

U14 - minimum of two seeded teams and up to two development teams per age group

APPENDIX 3

Selection and Remuneration of Team Personnel

4.4.1 Volleyball Victoria will seek to attract to trial and select on merit the best players available to provide the best likelihood of success.

Volleyball Victoria will seek out funding opportunities for the Program, eg Sport and Recreation Victoria Athlete Travel Assistance grants, and support individual efforts to secure funding, eg letters of support and the Australian Sports Foundation fundraising initiative.

4.4.2 Volleyball Victoria will seek to recruit the best qualified and suitable team personnel (coaches, officials, and support staff) available to provide the best likelihood of a success and appoint in a timely manner that best supports Program objectives.

Volleyball Victoria recognises the considerable commitment of all team personnel and in particular, the head coaches. As such, a modest remuneration is made: **Program/mentor coaches in both the indoor and beach programs will receive \$1,000.** The remaining coaches will receive remuneration as per the following tables.

Indoor State Team Head Coaches receive:

	All Age Groups
Championship	\$1000
Challenger – (Development/Division One)	\$500

Beach State Team Head Coaches receive:

	All Age Groups
Head Coach	\$1000

Remuneration is conditional on team personnel making themselves available to attend trainings sessions as well as relevant professional development as provided by Volleyball Victoria and in line with their initiatives aimed at improved team culture and modern coaching principles. Up to 50% of remuneration may be withheld if coaches fail to attend relevant development opportunities.

4.4.3 Volleyball Victoria will supply the uniform items required for Team Officials (ie head of delegation, coaches, team managers, & support personnel). See pricing policy for supporter and non-compulsory apparel.

4.4.4 Volleyball Victoria will secure and remunerate appropriate support staff, ie physiotherapists, medical, and/or soft tissue therapists, as required.

APPENDIX 4

Pricing Policy

Volleyball Victoria seeks to maintain an accessible and affordable State Team Program, in addition to subsidising Program costs, Volleyball Victoria takes the following position on Program pricing.

Significant and necessary items, such as flights, accommodation, and ground transport are provided at cost price, including any tax and transaction costs.

Compulsory items, such as playing uniform, are priced at cost, including any tax, transaction costs, and handling, where required. Non-compulsory items and supporter apparel will be available to all team personnel, athletes, family and friends at recommended retail prices subject to special offers.

Coaches will be fully subsidised for all approved Program-related expenses, this includes uniform, travel, and meals.

Team officials will be part-subsidised for travel, accommodation, meals, and provided necessary apparel. Team managers are provided unique apparel to ensure ease of identification.

The following costs will be presented as a percentage of the total Program expense:

- Tournament Entry & Training Costs
- Coach & Officials Expenses
- Athlete Travel & Accommodation
- Blue and White Jacket Dinner Athlete and Coaches tickets
- Trials
- Administration
- Coach Uniforms
- Other Expenses

APPENDIX 5

Coaching Guidelines and Style of Play

I. Team Selection

- a. Team selection is based on the most talented players, relative to their position, regardless of region/school of origin. Depending on the structure of team entries, a promotion protocol will be established for player replacement.
- b. Individual athletes are objectively assessed against selection attributes, including:
 - i. Skill/athletic ability
 - ii. Passing/defence
 - iii. Setting
 - iv. Hitting
 - v. Serving
 - vi. Attitude
- c. In addition to the individual athlete selection attributes, player experience and on-court maturity will be considered. Athletes are eligible for selection only in their immediate age grouping, eg U15 athletes cannot be selected in U16 teams, where teams are entered in that age group. However should an age group have insufficient players to field a team(s) player(s) within that age group, at the VVI Chief Executive Officer's discretion, player(s) may be eligible for selection in the next age group category.

II. Style of Play Guidelines

Indoor

a. All Teams

- i. Use the traditional Volleyball Australia rotation setup; **pass hitter following setter, and middle blocker following pass hitter**. The aim is to better prepare participants for selection to higher honours. For more information, see Section Appendix 6, 'Commitment to Volleyball Australia Pathways program'.
- ii. Coaches are encouraged to use unique skills within the rotation like slides, back row attack, and back row setting
- iii. Adopt a "One Team" attitude; Division One teams will promote participants to Championship Teams when withdrawals occur. When planning their schedule at AYVC/AJVC, teams are expected to support all other Victorian teams, not just Blue teams

- iv. Encouraged to play in preparation tournaments before the Australian Championships, including tournament-like practice matches during training (referee, proper substitution technique, scoring)

b. Development Teams (Division One)

- i. These are the development teams and region/school/competing sports or priorities should be taken into consideration when selecting teams. Skill development and playing experience is the priority of Division One teams with a higher probability of more even playing time at Australian Championships, at the coach's discretion.
- ii. U14 & U15 Teams; The composition of these teams should not be position dependent but rather the players with the most athletic and skill potential; coaching focus is on teaching all volleyball skills and all positions. Coaches of these teams should be highly competent in teaching all skills and positions effectively, including technique, movement, overall game knowledge and court awareness
 1. A Libero is **not** used. Development teams are utilised to promote and assist the development of player skillsets.
- iii. Development teams are encouraged to be position non-specific. That means that **all** athletes would understand the setter, pass/hitter, opposite, and middle blocker roles by the conclusion of their participation in the Program.

Beach

a. All Teams

- i. Use the Volleyball Australia Beach Volleyball guidelines for techniques, styles of play, and skill development. For more information, see Section Appendix 6, 'Commitment to Volleyball Australia Pathways program'.
- ii. Victorian teams should play hard, play to win, value each and every point, and be highly competitive
- iii. Adopt a "One Team" attitude; individuals will accept team combinations that are identified by team personnel as providing the best likelihood of success. The State Team Program is one 'big team' supporting and working together, regardless of gender, age, and ability levels, all participants are part of the same team.
- iv. Encouraged to play in preparation tournaments before the Australian Championships, including tournament-like practice matches during training (referee, proper substitution technique, scoring).

b. Development Teams

- i. In seeking up to four teams per age group, the aim is to enter at least one development team with two development teams preferred in the U14 and U15 age groups. This may vary from year to year depending on the number and standard of athletes at trials. Skill development and playing experience will be a priority for these development teams.
- ii. The U14 & U15 teams; should seek to enter as many teams as available, building a foundation for the Program. Parents and children will be informed of the development policy, ensuring transparency in the conduct of the Program.

c. Authority of the Team Personnel

- i. The authority of team personnel will be respected always. Parents, other family members, and friends are encouraged to support the Program and attend the AYBVC, but will wherever practical, be restricted to non-match activities, eg transport, meal preparation, supporting, etc. Team selection and coaching should be reserved for independent team personnel. Where this cannot be achieved, team personnel with a conflict will be excluded from team selection decisions, including athlete selection, position, and playing combinations.

APPENDIX 6

Commitment to Volleyball Australia Pathways program

The Volleyball Victoria Pathways pillar seeks to 'Create pathways for every player, coach and official to achieve excellence according to their desires and abilities'. Volleyball Victoria recognises that individual 'desires and abilities' may be unique and variously pursued.

Consistent with this objective, State Team Program participants will be supported in preparation and readiness for consideration in national squads, being taught the national style of play, language, etc and considering both their best success within a team and their best success individually.

More information on the Volleyball Australia Pathways can be found on the national website:

[National Development Program – Volleyball Australia](#)