



MANDURAH
VOLLEYBALL
ASSOCIATION

MANDURAH VOLLEYBALL ASSOCIATION INC.
Where everyone can play.



Coaching

Coaching involves the imparting of knowledge and skills in order to assist athletes to achieve success in their chosen activity. This consists in having knowledge of the activity, the participants' motivations and their abilities to perform at the required level.

A coach is expected to have all the necessary training, qualifications, licences and other requirements as per the role, e.g., Working With Children Checks. These also include—

- the appropriate level for the competition
- accreditation as required by relevant associations
- insurance.

Referees

Referees and other game officials are tasked with officiating the game for the enjoyment and betterment of the participants. They must know the rules and have the necessary training and qualifications for the level they officiate in.

MVA will ensure all coaches and officials meet the prerequisites for the roles they will fulfil on its behalf. They will be inducted in MVA policies, procedures and processes that provide assurance to both MVA and the coach or referee that they each understand their responsibilities and obligations.

The Process

Recruitment – a recruitment process will endeavour to find the most suitable coaches and officials for each position required.

Letter of offer will be given on appointment of any new coach or official to MVA—this is a formal letter that will be presented as a welcome to the association.

Induction – each new coach/official will be welcomed to the association by an experienced person within the MVA whose role is to mentor the new person and induct them on the policies, rules and behaviours of the MVA. A resource is to provide to each new person with a handbook detailing all relevant information about the association and their role.

Training and education – all coaches and officials are offered upskilling and professional development opportunities to assist in their development and ensure the continued success of our programs.



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There will be times when MVA may need to take on novice coaches and officials who lack experience, skills and often knowledge about the sport. By supporting these novices with training and education, it is possible for MVA to develop a highly skilled and more competent team.

All coaches and officials are offered ongoing development, which is a requirement for accredited coaches and officials to maintain their accreditation. Generally state associations or State Departments of Sport offer courses for coaches and officials. These will be promoted and financial support may be given to attend.

Recognition – it is vital that we recognise the efforts and contributions of our coaches and officials. There are many ways in which we can do this as a means of showing the coaches and officials they are appreciated and valued. This can include nomination to awards within the community, or other organisations such as the state association awards.

References

The following references relate to the roles of coach and official—

- The Mandurah Volleyball Association Inc. Constitution and Bylaws
- MVA Operations Manual
- Member Protection Policy
- MVA Volunteer Management and Induction
- Coaches Code of Behaviour
- Foundation Coaching Reference Manual.



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Selection Criteria

Each coach and official must satisfy certain selection criteria. This ensures impartiality and that the most eligible candidate is selected for the specified role.

These include the following essentials—

1. Qualifications.
 - a. Training qualification as based on VA certification
 - b. Certification from another approved provider
 - c. Other relevant certifications and licences
2. Experience.

Experience qualification is based on:

 - a. The appropriate level for the position sought
 - b. Amount of experience gained over time
3. Background.
 - a. Preference could be given to candidates that can demonstrate background qualifications by performing at a higher category and level and more years of playing.
4. Evaluations.
 - a. This can be based on the results of evaluations that may be conducted—
 - i. by the club, or
 - ii. through consultation with parents, players and or
 - iii. other coaches and referees.
5. Relationships.
 - a. With other coaches or referees
 - b. With players and where applicable, parents
 - c. Within the volleyball community
6. References.
 - a. Candidates may be asked to provide references that can verify their background and experience.
7. Interview.
 - a. This may be determined based on other applicants and may include the following as a guide—
 - i. Knowledge of the game
 - ii. Coaching philosophy and style
 - iii. Adherence to fair play
 - iv. Conduct with officials
 - v. Character evaluation
 - vi. Practice plans
 - vii. On-court assessment for further evaluation may also be sought



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8. Other Commitments.

- a. This relates to the availability of the applicant to perform the required duties for the Association, and
- b. How will this impact the ability to perform the required activities?

Final Selection

The candidate who finishes in the highest position on the selection list for a particular position is offered that coaching/refereeing position.

Should the first candidate refuse the position, then the list should be used in descending order until the position is filled.

All unsuccessful candidates may be notified in writing of the outcome of the process.