



BEAT YESTERDAY

FREDERICKSBURG VICTORY
VOLLEYBALL COACHES HANDBOOK

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Purpose of this Document

As Christians, we believe in the importance of establishing a strong foundation based on God's word. This document aims to establish a set of coaching philosophies, standards, and principles for the Fredericksburg Victory Athletic Association Volleyball program, which aligns with the biblical principles of consistency, growth, and stewardship.

As it says in Proverbs 22:6, "Train up a child in the way he should go; even when he is old, he will not depart from it." By establishing standardized coaching approaches, our volleyball players can develop in a consistent system that can be applied at every level as they progress through the grades. This consistent approach can help instill in our players a strong foundation that will benefit them both on and off the court.

Furthermore, coaches can use this document as a guide to create practice plans, implement concepts, and design systems that align with the program's overarching philosophy. As stated in 1 Corinthians 9:25, "Everyone who competes in the games goes into strict training. They do it to get a crown that will not last, but we do it to get a crown that will last forever." By establishing these standards, coaches can create an environment that fosters self-discipline, accountability, and growth.

The Volleyball Director will be responsible for maintaining this document and ensuring that its concepts and systems are implemented at every level of the program. As stewards of God's resources, we must ensure that we are using our talents and abilities to the best of our ability. By committing to these principles, we can ensure that every player is receiving consistent, high-quality coaching that is aligned with our program's overarching philosophy.

Organizational Goal

The goal of Victory Volleyball is to reflect the love and light of God in all that we do, both on and off the court. Through our actions, we aim to demonstrate the values of teamwork, respect, sportsmanship, and humility, while also striving to embody the Christian principles of love, compassion, and service to others. We believe that by upholding these standards, we can make a positive impact on our community and inspire others to live their lives with purpose and meaning. Our goal is not only to

achieve success on the court but also to be a shining example of God's love and grace, both as individuals and as a team.

We are committed to fostering an environment of positivity, encouragement, and growth, where every player is valued and supported in their journey to become the best version of themselves. By shining God's light through our actions, we aim to leave a lasting legacy of faith, hope, and love that will endure far beyond the volleyball season.

Mission, Purpose, and Vision Statements

Victory Volleyball Mission Statement

1. The mission of Victory Volleyball is to shine God's light through our actions on and off the court.

Victory Volleyball Purpose Statement

1. To develop great people while learning the sport of volleyball. To teach and encourage the growth mindset where athletes are comfortable pushing past their comfort zone and developing a lifelong desire to improve at everything they do.

Victory Volleyball Vision Statement

1. To be the best part of every athlete's day. To be the place where everyone wants to be and nobody wants to leave.

Core Values

Joy (Romans 15:13)

We play with joy. We rejoice in the success of others.

As an organization, we believe in the importance of playing with joy and rejoicing in the success of others. We believe that volleyball should be a source of happiness and fulfillment and that our players should always strive to bring a positive attitude and enthusiasm to the court. We also believe in celebrating the accomplishments of our teammates, whether big or small and in lifting each other up to reach our full potential. By playing with joy and rejoicing in the success of others, we create a culture of support, encouragement, and teamwork that inspires everyone to do their best. We recognize that volleyball is not just about winning or losing, but about the journey and the relationships that we build along the way. By embodying the core value of Joy, we aim to create a sense of community and togetherness that extends beyond the court and into every aspect of our lives.

Growth Mindset (Romans 12:2)

We know pushing past our comfort zones is the only way to grow. We are okay with making mistakes.

As an organization, we believe in the power of a growth mindset. We understand that success is not just about innate talent, but about the willingness to learn, grow, and improve. We believe that every player has the potential to achieve greatness, and that the key to unlocking that potential is a mindset of continuous learning and development. We encourage our players to embrace challenges, to view mistakes as opportunities for growth, and to always strive for progress, not perfection. We believe that a growth mindset not only helps our players to achieve their goals on the court, but also in life beyond volleyball. By embodying the value of Growth Mindset, we inspire our players to push beyond their limits, to embrace the unknown, and to become the best versions of themselves.

Effort (Colossians 3:17)

We give our best effort in everything we do.

As an organization, we value the importance of giving our all in everything we do. We believe that by putting forth maximum effort, we can achieve extraordinary results. Whether it's in practice, in a game, or in our everyday lives, we strive to give 100% of our energy and focus to everything we do. We know that giving our best effort requires discipline, commitment, and perseverance, but we believe that the rewards are worth it. We take pride in our work ethic, and we believe that by giving our maximum effort, we inspire those around us to do the same. By embodying the value of Effort, we develop a culture of excellence, where hard work, determination, and grit are the keys to success.

Intentionality (Proverbs 16:3)

We are intentional with everything we do.

As an organization, we believe in the power of being intentional in everything we do. We understand that success is not just a matter of luck or talent, but also a result of deliberate planning, focused execution, and consistent effort. That's why we strive to be intentional in our actions, decisions, and interactions, both on and off the court. We know that being intentional requires mindfulness, purposefulness, and awareness, but we believe that it's worth the effort. By embodying the value of Intentionality, we develop a culture of excellence, where every action has a purpose, every decision is well-thought-out, and every interaction is meaningful. We take pride in our ability to be intentional, and we believe that by doing so, we maximize our potential and achieve our goals with greater success.

Goals of the Program

Long-Term: Our primary goal is to build and maintain a championship program that consistently fields competitive teams. We aspire for our student-athletes to look back on their time with the Victory Volleyball program and recognize how the qualities and skills they developed through volleyball have carried over into their present lives. We want their time with us to be a special and memorable experience, filled with lifelong friendships and positive memories.

Each Season: Our goal is to remain in contention for the Virginia Homeschool Athletic Association (VHSAA) State title, adding to our existing tradition and leaving a positive legacy for future teams to follow.

Each Game: We strive to be in a position to win at the conclusion of every match, demonstrating our commitment to excellence and competitive spirit.

Each Coach: We expect our coaches to be demanding, compassionate, and empathic towards our athletes. Our coaches must study the game, evaluate student-athletes, teach, re-evaluate, and actively listen. Moreover, we emphasize the importance of fostering a Christian athlete's lifestyle, which allows each player to reach their personal, academic, and athletic potential.

Victory Volleyball Program Coaching Philosophy

As Christian coaches, we strive to instill biblical principles in every aspect of our coaching and training. Our primary goal is to create a positive and nurturing environment where student-athletes can develop their talents while learning the importance of humility, sportsmanship, and teamwork.

We believe in the principle of "whatever you do, work heartily, as for the Lord and not for men" (Colossians 3:23). Therefore, we emphasize the importance of giving our best effort in all aspects of our training and competition. We encourage our student-athletes to pursue excellence while also recognizing that our ultimate aim is to glorify God in everything we do.

In addition, we believe that character development is just as important as athletic development. We teach our student-athletes to respect their opponents, teammates, coaches, and officials, and to demonstrate Christ-like behavior on and off the court. We also believe in the importance of forgiveness, recognizing that we are all fallible and in need of grace.

As coaches, we strive to be Christ-like mentors and teachers, nurturing the spiritual, mental, and physical growth of our student-athletes. We aim to create a culture of servant leadership, where student-athletes learn to prioritize the needs of others above their own desires.

In all things, we strive to follow the example of Jesus, who taught us to love our neighbors as ourselves and to serve others with humility and grace. Through our coaching, we hope to inspire our student-athletes to become Christ-like leaders and to use their talents to make a positive impact in the world.

Growth Mindset

“In a growth mindset, people believe that their most basic abilities can be developed through dedication and hard work—brains and talent are just the starting point. This view creates a love of learning and a resilience that is essential for great accomplishment.” – Carol Dweck

As Christian coaches, we recognize the importance of the growth mindset not just in sports, but in all areas of life. We believe that our abilities and talents are gifts from God, and that it is our responsibility to use them to the best of our abilities.

The Bible teaches us that "whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him." (Colossians 3:17). We are called to pursue excellence in all areas of our lives, including our sports performance, while recognizing that true success is measured not just by outcomes, but by the effort we put into our endeavors.

At the same time, we also believe that mistakes and failures are opportunities for growth and learning. The Bible tells us that "we know that in all things God works for the good of those who love him, who have been called according to his purpose" (Romans

8:28). This means that even our mistakes and failures can be used for our ultimate good and growth.

Therefore, we strive to create a positive and encouraging environment where student-athletes can take risks, make mistakes, and learn from them. We emphasize the importance of a growth mindset, encouraging our athletes to see challenges and obstacles as opportunities for growth rather than reasons to give up. We also teach our athletes to be humble, recognizing that our talents and abilities come from God, and to use them to serve others rather than to glorify ourselves.

Ultimately, our goal is to help our student-athletes develop not just as athletes, but as whole persons, growing in faith, character, and skill. As Christian coaches, we believe that the growth mindset is not just a strategy for success, but a way of life that can help us become the people God created us to be.

Program Philosophy Middle School Volleyball

Purpose: Teach student-athletes the basic rules of volleyball, the strategies of volleyball, and provide a spark that will ignite a fire that will grow into a burning love for the game. We will do this by:

Engage the Learning Process by measuring their progress, get them addicted to learning and improving, and emphasizing the process over the results.

Developing the Fundamentals Developing fundamental skills in passing, serving, attacking, and individual defense is our objective. However, passing and serving will receive primary focus as they are the essential building blocks of volleyball.

Teach Them How to Play the Game by instilling the “Pass, Set, Hit!” mantra and commit to it.

Make It Fun The primary reason why children stop participating in sports is often because they no longer find it enjoyable. Our primary objective is to ensure that every student-athlete has a positive and fun experience throughout their journey with us.

To achieve this goal, we believe that it is crucial to prepare our student-athletes both mentally and physically for high school volleyball. We strive to accomplish this by developing them as skilled and knowledgeable volleyball players. By focusing on teaching the fundamentals of the game, such as passing, setting, and hitting, we aim to provide a strong foundation for their development, leading to faster improvement and a greater chance of success.

At the core of our coaching philosophy is the Pass, Set, Hit! (PSH) approach. While it may not be the easiest route, we firmly believe it is the most effective. It can be tempting to simply have our student-athletes hit the ball over the net as quickly and easily as possible, especially when the season is just beginning. However, we are committed to teaching them the proper techniques and skills required to play the game at a high level.

Despite the potential frustration of losing rallies to teams who may hit the ball back on the first touch, we prioritize the development of our players as volleyball athletes over short-term success. Our ultimate goal is to help our student-athletes become better

players, and this requires trust in the process. It is essential that everyone involved in our program understands this and embraces the PSH approach.

Coaches will track PSH in order to show the student-athletes that even though a match may have been lost, the PSH is the true indicator of success!

Priorities: Winning MS games is a priority, but growth is the top priority.

Positions: At the MS level, coaches will teach every student-athlete all skills and all positions during practice with a focus on passing and serving as they are the foundations of any good volleyball player. During matches athletes should be placed in positions that best fit their skillset.

If a student-athlete shows a high aptitude for the setter position coaches should start specializing her in that position.

The Libero position is an option at the MS level and should be used for a student-athlete who has a high aptitude for passing and defensive recognition.

Playing Time: Playing time is always at the coach's discretion, but the philosophies differ for the match type.

Regular Matches: All athletes will get playing time. However, playing time will be at the coach's discretion and may not be equal.

Tournament Matches: In tournaments, the emphasis will be on winning. Playing time is not guaranteed, but the coaches will do their best to get all athletes playing time.

Program Philosophy Junior Varsity Volleyball

Purpose: Teach student-athletes the intermediate rules of high school volleyball and the strategies of Victory Volleyball. We will do this by:

Continued Development of the Fundamentals Our goal is to further develop fundamental skills in passing, serving, attacking, individual defense, and blocking.

Build Confidence by coaching our student-athletes in a positive manner that focuses on correcting issues, not focusing on the errors.

Introduce Concepts and Strategies that will enable a better understanding of the overall sport of volleyball.

Emphasis: Our ultimate goal is to prepare student-athletes, both physically and mentally, for the challenges of varsity volleyball. The junior varsity (JV) team serves as an important platform for student-athletes to develop their skills and showcase their abilities. While continuing to adhere to the Pass, Set Hit! (PSH) philosophy, we will start to introduce more complex strategies to the team. As JV will be the first exposure to a higher level of competition for many of the athletes, some may take longer to adjust to the demands of the game. Coaches must foster trust in the process and in themselves to help student-athletes adapt and thrive.

At Victory Volleyball, we believe that each student-athlete deserves an equal opportunity to earn playing time based on their abilities, regardless of their age or grade. As such, those who consistently demonstrate their skills and commitment will receive the most playing time.

We recognize the importance of having a strong lineup of six rotation players on the JV team, as it maximizes the potential of the more talented student-athletes who aspire to play at the collegiate level. It is crucial that we do not sacrifice their playing time in competitive matches for the sake of ensuring equal playing time for lesser skilled players. In essence, we prioritize playing time for those who demonstrate greater potential and skill.

Priorities: The primary focus at the JV level is the growth and development of our student-athletes, which is primarily done in practice. Matches are an opportunity to showcase what we have learned and to further develop our skills. Therefore, it is essential to reserve match time for the most skilled players, unless we are in a game that is not competitive.

Our coaches aim to field the most competitive team possible while ensuring every player has the chance to improve their skills and understanding of the game during practices and matches. While winning is important, our ultimate goal is the progress and success of each player throughout the season.

Positions: At the JV level coaches will start to specialize players based on skills and physical attributes to get them prepared for varsity.

The Libero position should be utilized at the JV level.

The JV coaches will work with the Varsity coach to determine the needs of the organization and where players best fit into the future of Victory.

Playing Time: Playing time is always at the coach's discretion. Playing time is not guaranteed.

Program Philosophy Varsity Volleyball

Purpose: Teach student-athletes the advanced rules of high school volleyball and the strategies of Victory volleyball. We will do this by:

Mastering the Fundamentals Our goal is to continue to build upon the fundamental skills of passing, serving, attacking, individual defense, and blocking while introducing more complex strategies as the student-athletes progress in skill and understanding of the game.

Specializing Varsity student-athletes will be asked to specialize in certain positions based on skills or physical attributes.

Understanding of Concepts and Strategies that will enable a player to reach higher levels of volleyball.

Emphasis: The primary objective of the Victory Volleyball program at the varsity level is to field a team of student-athletes who are mentally and physically prepared to win matches. Our goal is to not only prepare our student-athletes for varsity-level competition, but also for potential college athletics.

We are committed to giving every athlete an equal opportunity to earn playing time based on their performance and abilities, regardless of their age or grade level. While some student-athletes may consistently stay on the court, others will play specific roles on the team. It is also possible that certain players may not serve during matches, depending on their strengths and weaknesses.

Priorities: Winning games is a top priority, but growth and understanding are still a priority.

Positions: At the varsity level coaches will specialize players at positions based on skills and physical attributes.

The Libero position should be utilized at the varsity level.

Playing Time: Playing time is always at the coach's discretion. Playing time is not guaranteed. Coaches should always field the most competitive team.

Expectations

Coach Expectations

As a Christian organization, we hold our coaches to high standards of character and behavior that align with biblical principles. We expect our coaches to model and instill the following values in our student-athletes:

1. Love: Our coaches must demonstrate love and respect for all individuals involved in the volleyball community, including athletes, parents, officials, and opposing teams. "Above all, love each other deeply, because love covers over a multitude of sins." (1 Peter 4:8)
2. Humility: We emphasize the importance of humility in our coaches and athletes. Our coaches must promote a culture of humility, recognizing that all gifts and abilities come from God. "Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves." (Philippians 2:3)
3. Responsibility: Our coaches must be accountable for their actions and decisions. They must take responsibility for their coaching decisions and ensure that the welfare of their athletes is their top priority. "Each of us will give an account of ourselves to God." (Romans 14:12)
4. Integrity: We expect our coaches to be honest and ethical in their dealings with others. They must adhere to the rules and regulations set forth by our organization and promote a culture of fairness and integrity. "The integrity of the upright guides them, but the unfaithful are destroyed by their duplicity." (Proverbs 11:3)
5. Servant Leadership: Our coaches must be strong leaders who serve and inspire their athletes to achieve their full potential. They must lead by example and instill a strong work ethic, discipline, and determination in their athletes. "Whoever wants to become great among you must be your servant." (Mark 10:43)

By holding our coaches to these high standards of character, we aim to create a positive and productive environment for our student-athletes to thrive in both on and off the court, while glorifying God through their actions.

Organizational Coaching Principles

Establishing principles is essential to ensure that we are all aligned towards a common goal. It's easy to lose sight of our objectives during the course of a season, and having guiding principles helps us maintain our focus on what truly matters. This section aims to cover fundamental organizational principles, as well as principles specifically designed to ensure that our student-athletes are developing skills based on the same core values as they progress to the next level.

No Punishment-Based Coaching

Victory Volleyball recognizes that punishment-based coaching, such as making athletes run or perform physically demanding exercises for making mistakes, can have negative effects on the physical, psychological, and spiritual well-being of our athletes. Therefore, we prohibit the use of any punishment-based coaching methods in our program.

Policy Guidelines:

1. Coaches must refrain from using any punishment-based coaching methods in their coaching practices.
2. If an athlete makes a mistake, the coach should provide constructive feedback and encourage them to try again.
3. Coaches should focus on positive reinforcement, acknowledging and praising athletes when they perform well.
4. If an athlete continues to struggle, the coach should work with the athlete to identify areas for improvement and provide additional guidance and support.
5. If a coach observes another coach using punishment-based coaching methods, they should report it to the program director immediately.
6. Any coach found in violation of this policy may face disciplinary action, including termination of their coaching position.

References:

1. The American Academy of Pediatrics recommends that coaches avoid using physical activity as a punishment as it can lead to physical and emotional harm (American Academy of Pediatrics, 2019).

2. A study published in the Journal of Applied Sport Psychology found that punishment-based coaching methods were associated with increased anxiety and decreased performance in young athletes (Smith et al., 2012).
3. The Bible instructs us to treat others with love and kindness, and to avoid causing harm to others (Matthew 7:12, Romans 12:10).

By implementing this policy, we aim to create a safe and positive environment for our athletes to grow and develop as players and individuals. We believe that positive reinforcement and constructive feedback are more effective in promoting performance and well-being than punishment-based coaching methods.

Athletic Coaching Principles

The More I Talk, the Less They Learn

“Simple, clear principles give rise to complex and intelligent behavior. Complex rules and regulations give rise to simple and stupid behavior.” – Dee Hock

Effective coaching involves more than just giving lectures and dictating what players should do. A coach must create a structured environment that enables players to work on the specific techniques and tactics they need to improve. Instead of dictating every move, a coach should provide guidance, support, and constructive feedback to players. This approach fosters player autonomy and encourages players to take ownership of their own development.

The coach's role is to facilitate the learning process by creating an environment where players can develop their skills, make decisions, and learn from their mistakes. This requires a coach to let players engage in meaningful, game-like situations where they can practice their skills and tactics. A coach should provide only as much instruction and feedback as is necessary, without interfering with players' ability to learn through trial and error.

By creating this kind of learning environment, players can develop their skills in a more organic way, learning not just how to execute specific skills, but how to apply them in real-game situations. This approach helps players become more confident, adaptable,

and skilled athletes. As such, coaches should focus on facilitating player development rather than micromanaging every aspect of the game.

As Game-Like as Possible

As a coach, it's essential to understand that your role is to train your players to become successful volleyball players, not just to execute individual skills in isolation. To achieve this, coaches must focus on creating a game-like environment that simulates real-game situations, so their players learn how to read, plan and execute in a match situation.

Coaches must ensure that their training sessions are well-structured, with drills and activities that simulate game scenarios, such as game-like drills that involve serving, receiving, and attacking. This approach will help players learn how to apply their skills in a fast-paced, dynamic environment, allowing them to develop their game sense and decision-making abilities.

To achieve this, coaches should prioritize designing drills and activities that are challenging and relevant to the game. Coaches must encourage players to learn through trial and error, so they can build their problem-solving skills and learn how to adjust their approach based on the game's flow.

Furthermore, coaches must prioritize teamwork, collaboration, and communication amongst their players. These qualities are essential to success not just in volleyball but in life. Christian coaches should encourage their players to work together and build each other up, showing love and kindness to one another, and remembering that we are all part of the same team, regardless of our differences.

In summary, coaches must focus on training their players in a game-like environment, creating situations where they can learn and develop their game sense and decision-making abilities. By prioritizing this approach, coaches can help their players become well-rounded volleyball players who can execute skills effectively in real-game scenarios.

It's About the Players, Not Me

As a coach, it's important to align your coaching philosophy with Christian principles of service, selflessness, and love. As Jesus said in Matthew 20:28, "Even as the Son of Man

came not to be served but to serve, and to give his life as a ransom for many." Coaches should see their role as one of service to their athletes, rather than a means of personal gain or recognition.

To create a positive and supportive learning environment that enables athletes to reach their full potential, coaches must cultivate patience, empathy, and understanding, which are also biblical virtues. As it states in Colossians 3:12, "Therefore, as God's chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness, and patience." Coaches should take the time to get to know each athlete and understand their unique needs, tailoring their coaching approach to provide personalized guidance and support.

Coaches must also be dedicated to continuous learning and improvement, as it reflects the biblical principle of stewardship. As it says in 1 Peter 4:10, "Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms." Coaches should stay up-to-date with the latest coaching methodologies, techniques, and strategies to ensure they are providing the best possible guidance and support to their athletes.

Ultimately, coaching is an act of service that requires a deep commitment to helping others succeed, which aligns with the Christian principle of love. As it states in 1 Corinthians 13:4-7, "Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It does not dishonor others, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. Love does not delight in evil but rejoices with the truth. It always protects, always trusts, always hopes, always perseveres." By prioritizing their athletes' growth and development above all else, coaches can create a positive and empowering environment that fosters success, both on and off the court.

Catch Them Doing It Right

Focusing on catching athletes doing a skill correctly aligns with Christian principles of encouragement and positive reinforcement. As the Bible states in 1 Thessalonians 5:11, "Therefore encourage one another and build each other up, just as in fact you are doing." By reinforcing positive behavior and building confidence, coaches can uplift and inspire their athletes to continue practicing and perfecting their skills.

This approach also reflects the biblical principle of having a growth mindset, as described in Philippians 3:12-14, where the apostle Paul encourages Christians to press on toward the goal and not be discouraged by past mistakes. Athletes who receive positive reinforcement and constructive criticism develop a similar mindset, becoming more open to learning from their mistakes and growing in their abilities.

Conversely, constantly pointing out mistakes can create a negative and critical atmosphere that does not align with Christian principles of kindness and love. As the Bible states in Colossians 3:12-13, "Therefore, as God's chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience. Bear with each other and forgive one another if any of you has a grievance against someone. Forgive as the Lord forgave you." By focusing on catching athletes doing a skill correctly, coaches can create a positive and supportive environment that fosters growth, development, and team morale.

In summary, by focusing on catching athletes doing a skill correctly, coaches can align their coaching philosophy with Christian principles of encouragement, positivity, growth mindset, kindness, and love. This approach fosters a positive learning environment that uplifts and inspires athletes to reach their full potential and achieve success on and off the court.

Make it Fun

In addition to focusing on developing skills and strategies, coaches should prioritize creating an atmosphere that is enjoyable and supportive for the players. Proverbs 17:22 says, "A joyful heart is good medicine, but a crushed spirit dries up the bones." By creating a positive and enjoyable environment, we can help to cultivate a love of the game in our players and help them to stay motivated and engaged.

It is also important to remember that our role extends beyond just teaching the fundamentals of the sport. We are called to be positive role models and to create an environment that reflects Christian principles. In Colossians 3:23-24, it says, "Whatever you do, work heartily, as for the Lord and not for men, knowing that from the Lord you will receive the inheritance as your reward. You are serving the Lord Christ." Our goal is to create an environment that is positive, encouraging, and Christ-centered, where players can grow not only as athletes but also as individuals.

Moreover, coaches have a unique opportunity to positively impact their players' lives beyond the sport. Philippians 2:3-4 says, "Do nothing from rivalry or conceit, but in humility count others more significant than yourselves. Let each of you look not only to his own interests, but also to the interests of others." By prioritizing the emotional well-being and growth of each player, coaches can create an environment where players feel valued and supported.

In summary, as coaches, we are called to not only teach the fundamentals of the sport but also to create an environment that reflects Christian principles and fosters a love of the game in each player. By prioritizing the emotional well-being and growth of each player, we can positively impact their lives beyond the sport and help to instill a lifelong love of the game.

Every Team is Different

It is essential to recognize that each team member is uniquely created in God's image and possesses their own set of gifts and abilities. A successful coach understands the importance of assessing the team's composition and environment to develop a customized plan that maximizes their potential. This requires not only an understanding of the physical and technical aspects of the game but also a recognition of the spiritual and emotional needs of each player.

In 1 Corinthians 12:12-14, the apostle Paul reminds us that "For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ." This verse highlights the importance of recognizing the uniqueness and value of each team member. As a coach, it is our responsibility to ensure that every player feels valued and supported, both on and off the court.

A coach must also be flexible and adaptable in their approach, willing to adjust their strategies as needed to fit the current team's needs. James 1:19 reminds us to "be quick to listen, slow to speak, and slow to become angry." As coaches, we should be quick to listen to our players and slow to react, taking time to consider their needs before making decisions.

In all that we do as coaches, we should strive to honor God and lead by example, both on and off the court. Colossians 3:17 reminds us that "whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him." By recognizing the uniqueness and value of each player, adapting our approach to fit their needs, and honoring God in all that we do, we can set ourselves and our teams up for success both on and off the court.

Only Communicated and Enforced Expectations Matter

Effective communication is essential to a successful coach-athlete relationship. Coaches must communicate their expectations in a clear and concise manner so that athletes can understand what is expected of them. This can be done through team meetings, individual meetings, and consistent feedback. It is also crucial for coaches to lead by example and practice what they preach. If coaches expect their athletes to have a strong work ethic, then they must demonstrate a strong work ethic themselves. Similarly, if coaches expect their athletes to show good sportsmanship, then they must model good sportsmanship themselves. As coaches, we have the responsibility to hold ourselves to the same standards that we expect from our athletes.

In Matthew 5:37, it says, "Let your 'Yes' be 'Yes,' and your 'No,' 'No.' For whatever is more than these is from the evil one." This verse emphasizes the importance of honesty and integrity in our words and actions. As coaches, we must be honest and consistent in our communication with our athletes, and our actions must align with our words. By doing so, we can establish trust with our athletes and create a positive team culture.

Coach to Coach Principles

Sub-Varsity Participation and Development:

The junior varsity and middle school teams serve a twofold purpose in the volleyball program. Firstly, they serve as a training ground for student-athletes who are progressing towards the varsity level. Secondly, they provide a significant athletic experience for all student-athletes, including those who may advance to varsity and those whose volleyball careers may end at the sub-varsity level.

Collaboration between sub-varsity and varsity coaches is crucial in developing a cohesive and successful volleyball program. When discussing positions, sub-varsity coaches should consider the overall needs of the program and communicate with the varsity

coach to ensure that players are being developed with the program's goals in mind. This includes identifying areas where players need to improve and providing them with the necessary training to reach their potential. The sub-varsity coach should also be open to feedback and suggestions from the varsity coach on the development of specific players, as well as how to adjust coaching strategies to better align with the varsity program's playing style. Ultimately, by working together and focusing on the program's overall needs, sub-varsity and varsity coaches can create a culture of success and growth for all players.

Positivity in Both Directions

Collaboration and support among coaches is essential for the success of any sports program. Coaches must recognize that they are part of a team and work together towards a common goal. This means being open to feedback from other coaches and being willing to offer the same in return. By supporting each other, coaches can create a positive and encouraging environment for the athletes.

Proverbs 27:17, states, "As iron sharpens iron, so one person sharpens another." Just as iron sharpens iron to become more effective, coaches can sharpen one another through constructive feedback and collaboration, leading to a stronger and more successful program.

Competitive Principles

Having the same competitive principles is important for the development of the Victory Volleyball program because it creates a consistent foundation that all teams can build upon. By establishing clear and consistent principles, each team can develop a unique identity while still working towards a shared goal. This also helps to maintain a strong team culture that extends beyond individual seasons and players. When new players join the program, they will quickly understand the expectations and culture of the team, which will facilitate their development and integration into the team. Furthermore, having a unified set of competitive principles allows the coaching staff to better evaluate and measure the success of the program as a whole, rather than solely focusing on individual teams or seasons.

Relentless Defenders: Defense is a critical component of volleyball, and successful volleyball organizations prioritize being relentless defenders. This means having players

who are willing to put their bodies on the line to dig out every ball that comes their way. This requires players who are quick on their feet, have good reaction times, and are willing to hustle and dive for every ball. It also requires a strong defensive system, where players communicate and work together to cover the court and make it difficult for the opposing team to score.

Strong Passers: Passing is the foundation of any successful volleyball offense. Without strong passing, a team will struggle to set up effective attacks. Strong passers have good technique, a consistent platform, and the ability to pass accurately and consistently. They also have good court awareness and are able to read the opposing team's serves and adjust their positioning accordingly. Successful volleyball organizations prioritize developing strong passers, both through drills and game situations.

Tough Servers: Serving is a critical component of volleyball, and successful volleyball organizations prioritize being tough servers. This means having players who can serve aggressively and consistently, putting pressure on the opposing team's serve-receive system. Tough servers have good technique, can serve to specific areas of the court, and can vary the speed and spin of their serves. They also have the mental toughness to stay focused and continue serving aggressively, even if they make a mistake or the opposing team starts to score points. Successful volleyball organizations also prioritize developing a strong serving strategy, which includes identifying weaknesses in the opposing team's serve-receive system and targeting those areas with their serves.

To uphold these principles and ensure that our teams excel, we must prioritize two essential skills: serving and passing. As the foundation of any successful team, we must dedicate a substantial amount of time to develop these skills. This involves providing players with regular training sessions that focus on serving techniques and strategies, as well as passing techniques and court positioning.

Furthermore, we aim to cultivate a mentality amongst our players that every ball must be saved, with the philosophy that "the ball must never touch the floor." This mentality instills a sense of urgency and tenacity in our players, encouraging them to give their all in every game and practice. It helps players to develop a never-give-up attitude, and a determination to work together as a team to ensure that no point is lost without a fight.

We understand that developing this mentality takes time and effort, but we believe it is a key factor in our team's success. Therefore, we will consistently reinforce this mentality during our practices and games, highlighting the importance of every point, and encouraging players to push themselves to their limits, and beyond.

In addition to prioritizing serving, passing, and a never-give-up mentality, we believe in the importance of focusing on the little things. It is often the small details that make a significant impact on a game, and by focusing on improving these aspects of our game, we can achieve success in the bigger picture.

We encourage our players to pay attention to the little things, such as footwork, ball handling, and communication. We believe that by mastering these smaller aspects of the game, our players will be better equipped to handle more complex situations and perform at their best during high-pressure games.

In essence, we believe that by focusing on the little things, we can achieve greatness in the bigger things. We will work tirelessly to ensure that our players are developing their skills in all areas of the game, with a focus on mastering the little things that lead to greater success.

Organizational Standards

Coach and Player Policy

The purpose of this policy is to provide a safe environment for athletes and minimize the risk of any inappropriate behavior or misconduct between coaches and athletes.

This policy applies to all coaches and players in any sport or activity within the organization.

Policy Details:

1. No coach shall be alone with a player in any situation.

2. At least one other individual must be present whenever a coach and player are interacting. The second individual can be another player, parent, or assistant coach.
3. This policy applies to all interactions between coaches and players, including practices, games, meetings, and any other team activities.
4. If a coach needs to have a one-on-one conversation with a player, it must be conducted in an open and public area where other individuals can easily observe the interaction.
5. Violations of this policy will result in disciplinary action, up to and including termination for coaches.

This policy is intended to protect the safety and well-being of all individuals involved in the organization. All coaches, players, and other individuals involved in the organization are expected to adhere to this policy at all times. Any concerns or violations of this policy should be reported immediately to the appropriate individuals in charge of the organization.

Late Joiners to the Organization

At our organization, we prioritize inclusivity and giving every student-athlete an opportunity to develop their skills and love for the sport. We recognize that not all students may have been aware of our organization or had the opportunity to participate in tryouts. As such, we have a longstanding policy to allow players who demonstrate the necessary skills to join our teams, regardless of when they join the organization.

This approach aligns with the Christian principle of welcoming and accepting all people, regardless of their background or circumstances. In Matthew 25:35, Jesus teaches us to welcome strangers, saying, "For I was hungry and you gave me food, I was thirsty and you gave me drink, I was a stranger and you welcomed me." We believe that providing opportunities for student-athletes to join our teams and participate in the sport aligns with this principle of welcoming and hospitality.

By providing this opportunity for late joiners, we also foster a culture of kindness and generosity. As it says in Colossians 3:12, "Therefore, as God's chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness, and patience." Our organization seeks to embody these qualities, and allowing players to join our teams demonstrates our commitment to treating others with kindness and respect.

Varsity Letters

We believe that each student-athlete who dedicates themselves to playing at the varsity level deserves recognition for their hard work and commitment. That's why we award varsity letters to every athlete who plays on the varsity team, regardless of their level of playing time or skill level. We believe that it's important to acknowledge the effort and dedication that each player puts into the sport, and to celebrate the achievements of the entire team, not just the star players. By awarding varsity letters, we hope to inspire all of our athletes to continue to work hard and strive for excellence both on and off the field.

Team Captains

At the high school level, we believe that having team captains is an important aspect of team dynamics and leadership development. Before the first match of the season, all teammates will have the opportunity to vote on their choice for two team captains. If the coach feels another player is deserving, the coach may select a player to be a team captain. These elected captains will serve as the primary leaders and liaisons between the coach and players, helping to build team morale, promote team cohesion, and act as role models both on and off the court.

In addition to high school teams, we recognize the importance of leadership development in middle school teams as well. While middle school captains will be selected at the discretion of the coach, we still believe that their leadership skills will be valuable in the development of the team. Captains at this level can help to foster a sense of belonging and encourage players to strive for success, while also developing their own leadership skills in the process.

We will work to provide leadership training and support to our captains, helping them to develop the skills necessary to lead their teams to success.

End of Season Banquet and Awards

As coaches, it is important to not only lead and guide our student-athletes on the court, but also off the court. Attending the End of Season Banquet is a way for coaches to show their support for their players and celebrate their accomplishments, both individually and as a team.

The End of Season Banquet also provides an opportunity for coaches to reinforce the values of teamwork, sportsmanship, and perseverance that are essential not only in sports, but also in life. By celebrating the team's accomplishments together, coaches can inspire their players to continue to work hard and strive for excellence both on and off the court.

In addition, attending the End of Season Banquet can also be a way for coaches to build stronger relationships with their players and their families. By showing support for their players and celebrating their achievements, coaches can create a positive and supportive environment that fosters growth and development not only in the sport, but also in life.

Team Awards

Coaches will identify athletes for the following awards that will be presented at the banquet:

Defensive Player of the Year

Offensive Player of the Year

Most Improved Player

Victory Award (Leadership Award/Coach MVP)

The end-of-season awards ceremony will include the presentation of the Most Valuable Player (MVP) award. The recipient of this award will be determined by a vote among the teammates prior to the final match of the season. If there is a tie, coaches will vote on the tied players or decide to award Co-MVPs. This encourages team members to recognize and appreciate the outstanding performance and contributions of their peers.

Due to time constraints, no other team awards should be presented at the banquet.

Coaches are encouraged to host team parties and present other awards at those parties.

Organizational Awards

The Volleyball Director may also present the following awards at the banquet:

Varsity Letters

Senior Recognition

Milestone Recognition (kills, digs, sets, etc...)

Victory Spirit Award

All-Conference Recognition

2023 Victory Volleyball Staff

Volleyball Program

1. Director - Todd Headington
2. Scheduler - Todd Headington
3. Volleyball Coordinator - Katie Herron
4. Strength and Conditioning Coach - Macey Headington

Girls Varsity Volleyball

1. Head Coach - Todd Headington
2. Assistant Coach - Melanie Haynes

Boys Varsity Volleyball

1. Head Coach - Robert Mulherin
2. Assistant Coach - Abbie Headington

Girls Junior Varsity Volleyball

1. Head Coach - Kendra Mulherin
2. Assistant Coach - Shelly Jenkins
3. Assistant Coach - Jared Jenkins

Girls Middle School Volleyball

1. Head Coach - Enzo Simoni
2. Assistant Coach - Vacant (Needed)